

YAPRap

Newsletter of the Youth Action and Policy Association NSW Inc

Vol 16 No 4 April 2006

When marketers make over a message, youth has a problem

Hugh Evans

Youth Week - a seven-day window during which the Government aims to provide young people from 12 to 25 with an opportunity to express their ideas and views, raise issues of importance to them, act on issues that affect their lives and create and enjoy entertainment.

But it appears that this window of opportunity may slip right by this year, as Youth Week has turned into an over-funded marketing tool for the Government, a textbook public relations exercise designed to disguise the fact that the Government has all

but extinguished young people from its radar.

Rather than dealing with the challenges facing young people, Youth Week merely serves to market a good impression of Australian youth — at a high price.

Last year, Youth Week was run by a marketing firm called Horizon Communication Group. Its \$360,690 marketing campaign included distributing Youth Week stickers and key rings with the slogan “Make it Yours”.

This year Youth Week is being run by a marketing firm called Lifelounge and the slogan is “Just Add You”.

The Government is spending nearly

50 per cent of its total budget for Youth Week on marketing, leaving a meagre amount for the issues that young people confront.

How is the Government getting away with spending such an unacceptably large portion of its Youth Week budget on marketing?

As the director of the Oaktree Foundation, a youth-run aid and development organisation, I am always mindful of minimising our marketing budget so that we can ensure the

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YAPRap

YAPRap is YAPA's monthly newsletter. YAPA is the Youth Action and Policy Association NSW Inc, the peak organisation representing young people and youth services in NSW.

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Contributions

Contributions welcome from young people, youth workers and others. Email articles and listings to info@yapa.org.au or ring Nick Manning at YAPA to discuss your contribution. YAPA may also publish your contribution in other newsletters and on our website.

Advertisements and loose inserts

We run ads in YAPRap and insert loose flyers, when space permits. Contact Nick Manning to discuss your ad or flyer.

Deadlines for contributions, ads and loose inserts

(YAPRap is posted 2 weeks after the deadline.)
Monday 1 May
Monday 29 May

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When marketers make over a message, youth has a problem

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money gets where it's meant to go — to young people in the developing world. If the Oaktree Foundation, or any other not-for-profit organisation, spent 50 per cent of its budget on marketing we would be forced to close down because we wouldn't have enough money to fund our development projects.

The point is that the Government is missing the point. Do they actually want to celebrate the contribution by young people and raise awareness of the issues young people face? Or is this primarily about the Government telling us that they want to? After all, Lifelounge's mission is all about selling products to young people.

All this is not at all surprising because in recent years the youth portfolio has moved from a place of prominence to a place of token status. There used to be a minister for youth affairs, Larry Anthony, but when he was voted out in the 2004 election, the portfolio went too. While Anthony was around, he met young people and listened to their concerns and opinions. He left a void that remains unfilled.

Hope returned — albeit fleetingly — when youth was again represented in the somewhat diminished form of a parliamentary secretary, Sussan Ley. What soon followed was another reshuffle and youth affairs fell off the radar altogether. Sure, family and community services now have two ministers — Mal Brough and John Cobb — but this game of musical chairs has left young people with nowhere to sit.

What I see is a government that has systematically diminished the representation of young people and then wasted money on promoting something about which it demonstrably cares little. Young people aren't seen as a relevant voting bloc, and with the recent move to close electoral rolls the day elections are called, more young people will be unable to vote even if they reach the voting age but fail to register in time.


Am I being cynical?

I don't think so. I know we can do a whole lot better.

We could use Youth Week to consider the issues that young people face, and perhaps even tackle the hard question of why Australia has one of the highest rates of youth suicide in the developed world. Why is it that in Australia, suicide is responsible for more deaths of young people than car accidents and is now the eighth leading cause of death for young people, having increased by 35 per cent over the past 10 years?

Youth Week and its ridiculous marketing budget would be better spent addressing the issues facing young Australians rather than promoting the Government through a public relations exercise designed to disguise its forgotten youth agenda.

I urge the Government to pick up its game — young Australians are the future of our country. They deserve more than stickers and key rings.

[Hugh Evans is director of youth-run aid and development organisation the Oaktree Foundation and 2004 Young Australian of the Year.] 



10% fee for Centrelink debts

Melissa Coad, Welfare Rights Centre

From 1 July 2006 Centrelink will be able to charge a one off “recovery fee” of 10% of the amount of some debts.

The fee will be charged to people in receipt of working age payments (this includes payments such as Youth Allowance, Newstart, Parenting payment and Disability Support Pension). The fee will be charged where debts are raised on the grounds that a person’s income from employment was not taken into account when working out their rate of payment. The fee can be charged where a person “refuses or fails” to provide information about their income or where a person “knowingly” or “recklessly” provides false or misleading information in relation to income.

In our experience many people do not declare income correctly for a variety of reasons, almost none of which deserve to attract an additional penalty on top of having to repay the debt itself. Many people are confused about how, when and how often to declare income and in what form, for example many people mistakenly declare nett instead of gross income. Sometimes people mistakenly, yet reasonably, believe that as they are declaring income for tax purposes this information is automatically transferred to Centrelink. Additionally people may not be aware exactly how much they have earned and they may be hesitant to “hassle” an

employer of a new or casual job about how much they will be paid. People may not want ask their employer details about wages as they may not want the employer to know they are receiving income support. Given that many people innocently or unwittingly fail to declare income or provide correct income details it is unlikely that introducing the fee will act as any sort of deterrent.

Where a debt is raised and Centrelink determines a person may have deliberately failed to provide information the matter can be referred to the Commonwealth Director of Public Prosecutions (DPP) for consideration of criminal prosecution. This is a formal matter and requires a higher test of whether or not a person “knowingly” failed to provide information, whereas it would be possible for the charging of this new fee for Centrelink to merely assert the failure was knowingly or reckless. The only option then would be for people to appeal the imposition of the fee on the grounds it was not knowingly or recklessly.

Interestingly this new fee is not to be charged for Age Pension debts, so while Centrelink may refer a person with an Age Pension debt to the DPP for criminal prosecution if it is deemed fraud may have occurred, the 10% fee will not be charged.

It is likely that young people will be disproportionately affected by this

new fee, given the high rate of debt among youth allowance recipients. Research undertaken by the Welfare Rights Centre in 2002*

found that depending on the category (ie. whether independent, or living at home) between one third and two thirds of Youth Allowance recipients had a Centrelink debt. For example 68% of young people aged 18 to 20 receiving Youth Allowance as an independent person had debts. Obviously not all of those debts would be due to income, many would be due to other things such as failing to complete study. However even if only some are income related debts that still leaves many young people open to incurring an additional 10% fee.

The high rate of debt among Youth Allowance recipients is compounded by the low rate of Youth Allowance, being some 33% below the poverty line. This makes debt repayments harder to meet and adding an additional fee will only exacerbate repayment difficulties.

A further compounding issue is the low rate of appeals among young people. If Centrelink practice becomes to charge the fee for most debts without a thorough investigation into whether or not income was not declared “knowingly” then the only way to

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10% fee for Centrelink debts

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avoid paying the fee would be to appeal this decision. As young people are less likely to appeal in all matters it's hard to think that this would be any different, leaving many young people paying an

additional 10% when perhaps they should not be at all.

* Welfare Rights Centre Sydney. *Runaway Youth Debt, no allowance for youth. An analysis of the causes and impact of extensive debt in the Youth Allowance System.* October 2002. www.welfarights.org.au



contact

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Happy 10th Anniversary Lidcombe Children's Court Assistance Scheme!

In 1995, Macquarie Legal Centre gained funding from the Law Foundation of NSW to establish a court assistance scheme at Lidcombe Children's Court. On Wednesday 20 March 1996 the Lidcombe Children's Court Assistance Scheme was launched, having actually begun operation in September 1995.

Spinning confused

Spinning confused, I don't know what to do

*What do I say, no one to talk to
Then all of a sudden I feel a firm grip
Shown exactly what to do*

Given some good tips, someone to talk to

*I feel comfort, made my day shorter
No longer feel my heartbeat.*

- These words, in the form of a rap, were one young person's thoughts and feelings on the support he received from a welfare worker at court. He presented the rap to an audience at the launch of the Lidcombe Children's Court Assistance Scheme in 1996.

Sheree Turner established and ran the scheme for the first year. Stan Small and Vik Craig are now the dedicated joint coordinators of the Scheme. Vik has been there from the very beginning, and Stan joined the Scheme only a year later, when joint coordinator Anh Nguyen left. They are the first point of contact for young people at the Children's Court. Both Stan and Vik have the rare skill of being able to make cold-contact with young people and establishing trust. They have made

an art of utilising the court setting as an effective point of contact with high-risk young people. They are able to provide court support directly and through a team of volunteer youth workers whom they supervise. The role of the Children's Court Assistance Scheme is to give information and answer questions about the court process. When a young person is confused or stressed, the support worker can sit in on solicitor interviews or go into court with the young person and explain what is happening. This support can go a long way to easing the fears and anxieties that young people (and their parents) can have about the court process.

While on the surface, the role is simply providing support through





Stan & Vik

the court process, the Children's Court Assistance Scheme looks to offer greater support and more significantly affect the lives of young people in a positive way. To achieve this, Stan, Vik and the volunteer youth workers identify underlying issues in a young person's life which places them at risk of offending behaviour – drugs, homelessness, family violence, poverty or lack of family support. Once these issues have been identified, the young person can be referred to a number of services to help support them through the problem. In this way, they can do more than just offer court support, they can change the lives of young people. One amazing success story is that of Eddie.

Eddie's story*

Eddie was first arrested at age 11, was a repeat offender and a regular at court until he was picked up when the Scheme first started. The Children's Court Assistance Scheme intervened with family counselling, building a support network and finding him a traineeship as a youth worker. 'If they hadn't been there I'd probably be selling drugs now, stealing, doing heroin and unemployed' he has said. Eddie's traineeship led to work with Barnados and the Bankstown Multicultural Youth Service. At age 25, Eddie was a full time youth worker and in 1997 was




Vik & volunteer Nicole Hunt

one of six community service finalists in the Young Australian of the Year Awards.

With life changing results like Eddie's story, it may be surprising to learn that the future of the Scheme has not always been certain, with funding nearly running out in 1996, 2001 and 2002. Nevertheless, the commitment of Stan and Vik remained unshakeable, as both offered without hesitation to continue to work for free so that the valuable work of the Scheme could continue. Thankfully, that was not necessary and on the day that was planned for their farewell, a celebration was held instead!

The innovative Lidcombe Children's Court Assistance Scheme was based on an earlier scheme in Wollongong and its success and effectiveness has established a model which has led to funding of further schemes across NSW and has made a massive contribution to access to justice for young people.

*name changed 

more details

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Come and celebrate 10 years

To all supporters of the Children's Court Assistance Scheme, Macquarie Legal Centre would like to extend an invitation to you to attend our celebration of 10 years of the Scheme's operation. The 10th Anniversary event will be held on the night of 15 May, at the Holroyd Centre in Merrylands.

This night will consist of regaling past experiences and stories of volunteers, success stories and reminiscing about the 10 years that has passed. Finger food and refreshments will be provided. The celebration will be opened by Eddie who will share with us his story (see previous article) and his association with the Scheme. The coordinators of the Scheme, Vik Craig and Stan Small will also share their experiences, highlights and visions for the future of the Scheme. This event will be a celebration of how a commitment to youth justice, lots of hard work, and a great team of people can result in a fantastic, life changing service.

We strongly encourage all supporters associated with the Scheme to attend as we celebrate your contribution to the success of the Lidcombe Children's Court Assistance Scheme. To book your place, please contact Tim Khoo at Macquarie Legal Centre on 9760 0381 or Timothy_Khoo@fcl.fl.asn.au. We look forward to celebrating with you!



T raining at the Olive Branch Café

Rebecca Fowles, YAPRap Feature Writer

On the corner of Hannell and Albert Streets The Olive Branch Café offers Newcastle more than just fine food at reasonable prices, it provides a unique training alternative for young people aged 15 to 25. Through the Salvation Army College of Further Education, The Olive Branch Café is able to offer young people who have found it hard to access mainstream education, training and employment, a holistic nationally accredited training package that prepares them for work and assists them to overcome the personal barriers they may be facing.

The Café itself has been operating in Newcastle for over nine years in its current location at The Ark. The training program has been operating in its current format for the past three years and focuses on providing young people with on the job training that leaves them work-place ready whilst supporting them to overcome a variety of personal barriers through the ongoing support of the youth worker. Training offered by the program at present includes a Certificate I in Hospitality and a Statement of Attainment in Information Technology, complemented by life skills training in communication, job seeking, legal rights and responsibilities and more. This program offers young people in Newcastle not only a more holistic alternative to TAFE but a cheaper

one as well.

When asked, what makes this training program so different to others, Tiffany Cooper, the Youth Worker currently employed with the program, responded “the flexibility.” It acknowledges the fact that many young people have significant personal barriers which make it hard to access mainstream education, training and employment. In order for young people to be able to function in mainstream education, training and employment these personal barriers must first be addressed.

To do this The Ark has combined on the job training, where young people are able to complete accredited training courses whilst gaining valuable work experience in the Café, with added support. Young



Tiffany



Staff at Olive Branch Cafe



people participating in this training program are able to work through any personal barriers with the youth worker linked with the program. The program is flexible and is able to respond to the needs of the young people through “rolling enrolment” and the recognition that there needs

friends and is engaged to be married. **With approximately 80% successful transition to work and often closer to 100%, they must be doing something right. Tiffany Cooper says that it is because when young people leave the program they are ready for the**

The young people working in the café are exposed to the real demands and expectations of a real chef and “boss.” The café only has a handful of paid staff including the catering/training coordinator, a second chef, and one casual waitress who assists in training the young people in front-

The Ark has combined on the job training, where young people are able to complete accredited training courses whilst gaining valuable work experience in the Café, with added support. Young people participating in this training program are able to work through any personal barriers with the youth worker linked with the program.

to be some allowances for young people dealing with significant barriers.

Jessica

One previous participant, 19 year old Jessica*, had a mild intellectual disability and was referred to The Ark by an employment agency for people with disabilities. When Jessica commenced the program she had built a fantasy life of money, rich

work environment and understand what was expected of employees in the “real” workplace - because The Olive Branch Café is indeed the real workplace.

Ben

Ben* (18 years) completed Certificate II in hospitality, gained employment in a hotel kitchen and then decided that he wanted to be a chef. He arranged to complete extra

of-house operations. The café functions primarily due to the young people involved in The Ark’s training program who are at the café as work experience, not that you would ever know. All of the young people at the café work in such a professional manner, you would think they have been there for years. The positive workplace environment is obvious: you notice the camaraderie between the staff as you enjoy the delicious

The young people working in the café are exposed to the real demands and expectations of a real chef and “boss.” The café only has a handful of paid staff...

boyfriend, car and so forth. Jessica has since successfully completed Certificate II and has been offered a traineeship in the industry. While her hospitality skills are well developed, Jessica needed more support in areas of personal development so that she could become confident enough to make the move to open employment. Jessica now has had a permanent job with Subway for over a year, has a supportive network of

modules at The Olive Branch Café on his day off to reach second year apprentice stage. He has now held the apprenticeship for a year.

While Tiffany Cooper is employed as the youth worker to support the young people in the program, the café and training component of the program is run by an experienced chef who runs the kitchen the same way any chef in any professional working café would run a kitchen.

fare and friendly atmosphere.

The paid staff at *The Olive Branch Café* comment that most of the young people blossom in the environment.

“They get thrown in at the deep end because this is a fully functioning café, your first day might be a full house.”

Staff from the Ark remarked that for many of the young people it was the first time in their lives they had that type of positive reinforcement.

“It is one thing for young people

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T raining at the Olive Branch Café

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to be told positive things about themselves by youth workers but working in the café gives themselves undeniable proof about what they have achieved. After working shifts they cannot

workplace experience and can complete the program with full knowledge of the expectations of the work environment. Not to mention assistance with things such as resume writing, interview skills and

under various names including the *Youth Enterprise Participation Program* but is currently being referred to as *Training at The Ark* as it goes through a period of expansion to include other industry areas. Whilst it is

“Young people can access The Ark and its supports through the program’s youth worker, achieve accredited training whilst gaining valuable workplace experience and can complete the program with full knowledge of the expectations of the work environment.”

deny to themselves that they have been able to accomplish all of these things. It is one thing to be paid a compliment but another to have that self realisation of achievement.”

The young people involved also experience the positive reinforcement of helping each other learn.

a list of other group programs offered by The Ark.

So whilst we can’t all have a functioning café attached to our services we can see the benefits of flexibility. The program accepts that some young people do have significant personal barriers which can affect their participation in work and education, and in response to

obvious what they are doing is working well, they are currently unfunded with the Salvation Army covering costs. Management is presently investigating possibilities for future funding such as corporate sponsorship and is open to offers of support.

For residents of Newcastle and visitors to the area the scrumptious

“Management is presently investigating possibilities for future funding such as corporate sponsorship and is open to offers of support.”


The training program at The Ark is unique for many reasons but still has many strengths that other youth services can gain insight from. It is able to offer young people a complete package because it is linked to a fully functioning café. Young people can access The Ark and its supports through the program’s youth worker, achieve accredited training whilst gaining valuable

that it has developed a system of ‘rolling enrolment’, flexibility, support and trust.

“It’s important to develop that trust with young people we work with. If we know what’s going on in their lives we can support them so that those issues can be dealt with and they can complete their program and successfully transition to work.”

The training program provided by the Salvation Army has operated

fare is indeed recommended for a lunch time meal. *The Olive Branch Café* can be found at 116-120 Hannell St Wickham.

*names changed for privacy 

more info

Training at the Ark
Tiffany Cooper, Youth Worker
(02) 4969 8066



A pay rise... but can your agency afford it? Campaign for additional funding to meet SACS Award costs

The NSW Industrial Relations Commission approved a new Social and Community Services (SACS) Award on 3 March 2006. A key element of the new Award is a wage increase of 10.5% over the 3 years commencing 1 July 2006 (3.5% in each year).

The NSW Council of Social Service (NCOSS) is campaigning for funding increases from the NSW Government to pay for the recent increase in the SACS Award.

In March NCOSS wrote to the NSW Treasurer, Michael Costa, requesting that he favourably considers providing additional funding through the range of NSW Government programs that fund non government organizations covered by the SACS Award, so that NGOs, already experiencing significant fiscal pressures from high levels of client demand and above inflation level increases for many essential back office costs, will be able to effectively meet these increased wage costs.

Recently NCOSS wrote to all NSW parliamentarians (see below)

and enclosed a list of organisations which indicated their support.

YAPA urges your agency to:

- add its name to the list of agencies (below) - email Wendy Hall at wendy@ncoss.org.au or fax (02) 9281 1968, as quickly as possible.
- write to, or meet with, your own local member of NSW Parliament to seek their support.

Organisations partnering with NCOSS in this request for additional funding to meet SACS costs (as at 30 March 2006)

- AfterCare
- Aged & Community Services Association NSW & ACT
- Albion Park Neighbourhood Association
- Albury Supported Accommodation Service
- Albury Wodonga Community Centre
- Albury Wodonga Youth Projects
- Albury-Wodonga Womens Refuge
- Autism Spectrum Australia (Aspect)
- B Miles Womens Housing Scheme
- Bay and Basin Community Resources
- Carers NSW
- Carrie's Place
- Co.As.It
- Combined Community Legal Centres NSW
- Community Restorative Centre
- Council Of Retired Union Members
- Disability & Aged Information Service
- Disability Information & Referral Centre
- East Lake Macquarie Dementia Service
- Ella Community Centre Haberfield
- Forrest Community Services
- Gwydir HACC Services
- Hepatitis C Council Of NSW
- Holdsworth Street Community Centre
- Homelessness NSW ACT
- Hunter Council of Social Services
- Illawarra Forum
- Information Disability Equipment Access Services

- Inner South West Community Development Organisation
- Inner Sydney Regional Council For Social Development
- Inner West Neighbour Aid
- Institute For Family Advocacy
- Interchange Respite Care (NSW)
- Local Community Services Association
- Macarthur Community Forum
- Mental Health Association NSW
- Mental Health Co-ordinating Council
- Multicultural Disability Advocacy Association Of NSW
- Network of Alcohol And Other Drug Agencies
- Network Of Community Activities
- North East Tablelands Community Transport
- Northern Rivers Social Development Council
- Northside Community Forum
- NSW Community Options Projects
- NSW Consumer Advisory Group Mental Health
- NSW Family Services
- NSW Meals On Wheels Association
- NSW Neighbour Aid & Social Services Assoc
- NSW Retired Teachers Association
- NSW Users And Aids Association
- NSW Women's Refuge Referral & Resource Centre
- Occasional Child Care Association Of NSW
- People with Disability Australia
- Redfern & Inner City Home Support Service
- Retirement Village Residents Association
- Rozelle Neighbourhood Centre
- South West Respite Care
- Southern Highlands Region Home Modification Service
- Sydney Multicultural Community Services
- Tablelands Community Options
- Tumut and Talbingo Community Transport
- UnitingCare Burnside - Parramatta
- Weddin Community Services
- Welfare Rights Centre
- Western Sydney Community Forum
- Westir
- Wollongong West Street Centre
- Youth Accommodation Association
- Youth Action & Policy Association NSW (YAPA)

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A pay rise... but can your agency afford it?

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30 March 2006

Dear (NSW MP or MLC)

On 3 March 2006, a new NSW Social and Community Services (SACS) Award was approved by the NSW Industrial Relations Commission.

The SACS Award covers many thousands of full, part time and casual employees who work in the State's 6,000 plus not for profit human services organisations (eg youth and women's refuges, neighbourhood centres, community care, mental health, alcohol and drug services and disability services).

As you may be aware, skilled and semi skilled employees in these essential front line human services receive relatively poor remuneration and even less recognition for the critical jobs they perform in this State's economy. The 10.5% wage increase over 3 years from 1 July 2006 is viewed by NCOSS and the many peak, regional and local organisations who are our members and in our Statewide networks, as modest and well deserved.

A significant majority of the not for profit organisations are small agencies who rely completely or massively on the State and or Commonwealth Government funding they receive to meet their operating costs. It is generally acknowledged that wage and direct wage related costs account for 80% of operating costs in these thousands of organisations and up to 90% of operating costs for organisations operating residential services.

At the same time, the small number of very large not for profit organisations in NSW, who each employ very large numbers of staff, will also face serious cost increases that government funding, supplemented by private and corporate donations, will struggle to fully meet.

NCOSS has already written to the NSW Treasurer, Michael Costa, requesting that, as it did in 2001 when the existing SACS Award was made, it provide additional funding across its the various funding programs in Health, Community Services, Ageing, Disability and Home Care, Education and Training, Juvenile Justice, Housing and other Government agencies so that affected not for profit human services organisations across NSW can fully meet their new obligations without having to either reduce service delivery or reduce staff hours or numbers.

NCOSS, in conjunction with the organisations listed at the end of this letter, is seeking your support in having the NSW Government provide this additional funding assistance to fully meet this additional 10.5% in wages costs over the next 3 years.

Due to the lack of accurate and comprehensive data on the current scale of funding actually provided by all NSW Government agencies to not for profit human services organisations in NSW, it is difficult to produce a specific figure of the cost to Government of fully meeting these additional costs to the NSW not for profit human services sector.


However, based on the NSW Government's 2002-03 estimate of State only funding assistance provided to these organisations (\$476.57m - NSW Premier's Department Grants database), the cost would, using the above data, be at least \$13.35 million per year over the next 3 years.

NCOSS suggests that this is a minor investment to be made towards a sector that struggles with meeting increasing numbers of clients with complex issues and to not for profit organisations which already bear above inflation cost increases for many "back office" essentials and which cannot or should not raise or charge client fees to low income and disadvantaged people across the State.

We would appreciate your raising with the Premier and the Treasurer the urgent need, in the 2006-07 NSW Budget, to include additional funding assistance of the magnitude estimated above, over each of the next 3 years for all NSW not for profit human services organisations affected by the 3 March 2006 SACS Award decision.

I hope that you will favourably and quickly consider this request and I would appreciate an indication of your position on this important matter as soon as possible. If further information is required, please contact me on (02) 9211 2599 or email at gary@ncoss.org.au

Yours sincerely

Gary Moore, Director 



SACS Workers protected from Workchoices for three years!

Australian Services Union

- **The overwhelming majority of NSW SACS workers are NOT caught by Work Choices as employers are NOT Constitutional Corporations.**
- **A new NSW SACS Award was made on March 3rd. It provides 3.5% wage increases on July 1st each year for the next three years for ALL employees whether they remain in the State system or are forced into the Federal system.**
- **NSW State Award workers safe from Workchoices.**
- **NSW Constitutional Corporations employees wage increases protected for three years and conditions protected for the present.**

SACS: a “workchoices safe” industry. A proud achievement of the members of the ASU. It’s time for non-members to get with the strength and join the ASU.

SACS NSW workers not under new Federal IR laws.

The overwhelming majority of people employed in the Social and

Community Services Industry in NSW will NOT be caught by the new IR Changes as they are NOT employed by constitutional corporations.

To be caught by the new laws an employer would have to meet all of the following tests:

- be incorporated
- be a trading body
- undertake significant trading
- undertake trading that is not simply peripheral to its main purpose

The vast majority of SACS employers will not meet these tests for the following reasons:

- To be a trading body the trading must be significant. That is the trading must be both a large amount of money and a significant proportion of the organisations activities. – This is not the case for the majority of SACS employers.
- In addition the trading must be more than a peripheral part of the activity of the organisation. In the case of the overwhelming majority of SACS employers this is not the case.
- Finally, it is a condition of Incorporation (Associations

Incorporation Act) in NSW that an organisation not be undertaking significant trading if it is to become an incorporated association. As a result being incorporated in NSW means that you are not a trading or constitutional corporation.

NSW Labor Politician sets the record straight on Workchoices and the community sector

Peter Primrose, ALP Upper House member set the record straight on the impact of Workchoices in the community sector. In a speech delivered in the Parliament on Wednesday March 8th he said:

Recent analysis by the Queensland Government has suggested that the proportion of workers in all sectors of the economy who will be covered by the new Federal system may be less than 60 per cent in some States. So, despite the hype, the Orwellian Workchoices legislation in fact does not create a single system, as a large sector of the economy is not caught.

Only a very small minority of employers in the community sector can be characterised as constitutional
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SACS Workers protected from Workchoices for three years!

corporations, and so most are not covered by John Howard's extreme new industrial relations laws. Workplaces in this protected sector include women's refuges, youth refuges, disability services, family support services, drug and alcohol services, and many other agencies.

A typical example is a community-based management committee at a neighbourhood centre. The committee may be registered under the Associations Incorporation Act 1984 but it is not a constitutional corporation. The State award will still apply to its employees. The New South Wales industrial relations system is co-operative, productive and efficient. It has served the community sector well, and will continue to do so, in maintaining the award safety net, while also providing an effective dispute resolution process for voluntary management committees.

Who will be covered by Workchoices?

Workchoices will **ONLY** impact on those who are employed by **Constitutional Corporations**. Accordingly it will have little immediate effect on the **Social and Community Services Industry in NSW**, as the vast majority of employers in SACS are **NOT** constitutional corporations.

For an employer to be a constitutional corporation they must be either a trading or a financial body. No SACS employer is a financial body. For an employer to be a trading body they must undertake significant trading. That is, the trading

must be significant in both absolute terms (it must be a lot of money) and it must be significant in relative terms (it must be a significant proportion of their income). In addition if an employer undertakes trading that is simply ancillary or peripheral to their main purpose then in all likelihood, it will not be a Constitutional Corporation.

An employer cannot just assert that it is a Constitutional Corporation. If an employer wants to assert that they are a Constitutional Corporation and want to use Workchoices then they will have to prove that they are a constitutional corporation in a court of law.

The ASU will continue to treat SACS employers as non constitutional corporations.

If we are covered by the State Award and we are NOT employed by a constitutional corporation what will happen?

If you are NOT employed by a Constitutional Corporation then nothing will happen. You will continue to be covered by your current Award.

If we are covered by the State Award and we ARE employed by a Constitutional Corporation what will happen?

If you are employed under a State Award AND employed by a Constitutional Corporation then your wages and the increases made

to the NSW SACS Award are protected. Most of your conditions will be preserved for a limited period under Workchoices. It is the intent of legislation to force employees and employers to bargain in an individual basis.

Most of your entitlements will be preserved until either a new Agreement is made, or until a new Award is made, or for three years, whichever occurs first.

New employees are entitled to the same conditions.

If we have a State EBA what will happen when Workchoices become operative?

If you are **NOT** employed by a **Constitutional Corporation** then nothing will happen. You will continue to be covered by your current Award and Agreement. When your agreement expires you can either have it set aside and revert to the Award, or make a new Agreement. **If your current EBA has already expired then the you need to contact the Union office so we can arrange to have your EBA attended to immediately.**

If you are **employed by a Constitutional Corporation** and, if you currently have a State EBA, that EBA will become a Federal EBA. This will continue until it expires or until you make a new agreement, whichever comes first. You cannot take Industrial Action during the life of the Agreement.

Most of your conditions will be protected. **If your current EBA has already expired then you**



need to contact the Union office IMMEDIATELY so it can be set aside BEFORE Workchoices becomes operative.

New employees are entitled to the same conditions.

If we have a Federal EBA what will happen when Workchoices becomes operative?

If you have a Federal EBA then that EBA will continue to operate. Upon its expiry you will need to make a new Agreement.

Can my NSW employer offer AWAs?

In all likelihood NO. If your employer is NOT a constitutional corporation then they CANNOT offer AWAs. Your employer will not be able to pay less than the award but, as has always been the case, can offer to pay you more.

Industry Campaign for funding must now begin.

As a result of the increases granted the Union will be seeking urgent meetings with the NSW

Government to ensure that, as was the case in 2001, the increases are fully funded by the State Government.

[Excerpt from Member Bulletin No 1/06. Authorized by Sally McManus, ASU-NSW-ACT (Services) Branch Secretary]

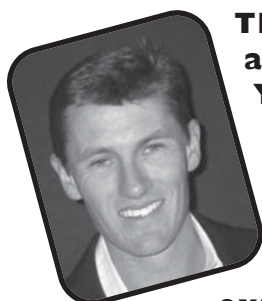


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Over-representation of Indigenous young people in the juvenile justice system

Garner Clancey, CHD Partners



This is the 5th article in the Youth Crime Series. The first four articles dealt with: statistics on youth crime; explanations for offending; preventative techniques; and skate parks and crime.

Introduction

Despite their small number, young Indigenous (Aboriginal & Torres Strait Islander) people are grossly over-represented in the NSW juvenile justice system. This problem of over-representation persists and is in fact worsening as fewer non-Indigenous young people are referred to court and locked up. While there have been

some promising attempts to address problems of over-representation, more needs to be done to tackle the causes of crime in Indigenous communities. Real improvements in health care, education, employment and basic welfare provision in Indigenous communities must occur, or else well intentioned initiatives within

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the juvenile justice system will continue to fail to making a real difference to rates of over-representation.

Young Indigenous People in New South Wales

To help illustrate the level of over-representation of young Indigenous people in the juvenile justice system, it helps to understand the actual number of young Indigenous people in NSW. The table below shows the number of Indigenous and non-Indigenous people aged 10 - 17 years in

total population of 10 - 17 year olds in NSW. Indigenous people in general represent 1.9% of the NSW population. This suggests a younger age profile for Indigenous people in NSW. Data collected for the NSW Families First program highlights how this trend is likely to continue as "25% of the Indigenous population were aged 0-8 years [in the 2001 Census] in contrast to 12% of the non-Indigenous population".¹

Clearly then, young Indigenous people make up a small percentage of the total population of young people in NSW. As the overall population ages, it is likely that young

Indigenous Young People Over-Represented in the Juvenile Justice System

Many within the youth sector will be aware that young Indigenous people are over-represented in the juvenile justice system. It is consistently true that young Indigenous people represent a significantly greater proportion of the population of young people in detention in NSW. Given the proportion of young Indigenous people in NSW, one might expect that only 3.3% of young Indigenous

Age in years	No. of Indigenous	Indigenous % of population	Total population
10	3,334	3.6	90,863
11	3,086	3.4	89,954
12	3,112	3.5	89,550
13	2,913	3.3	87,488
14	2,892	3.3	87,171
15	2,787	3.1	88,649
16	2,612	2.9	88,820
17	2,471	2.9	84,464
total 10-17	23,207	3.3	706,959

Source: ABS 2001 Census Profile

New South Wales.

There were just 23,207 Indigenous young people aged 10 - 17 years in NSW in 2001. This is approximately 3.3% of the

Indigenous people will constitute a greater percentage of the overall population. This will have direct consequences for the juvenile justice system.

people would be locked up. However, the figures below, taken from the recently released 2004/05 NSW Department of Juvenile Justice Annual Report, confirms



continued rates of over-representation:

- Forty-five per cent (45%) of those young people sentenced to detention in NSW in 2004/05 were Indigenous young people
- Thirty-three per cent (33%) of those young people sentenced to a community order (ie. not locked up) in NSW in 2004/05 were Indigenous young people
- Thirty-seven per cent (37%) of those young people remanded in custody (locked up waiting for their court case) in NSW in 2004/05 were Indigenous young people. ²

This means that Indigenous young people were nearly half of all of those young people sentenced to detention in NSW in 2004/05, while they represent only 3.3% of the total population of 10-17 year olds. So Indigenous young people are **14 times** more likely to be sentenced to detention than non-Indigenous young people in NSW.

While this is desperately problematic in itself, the trends of locking up young Indigenous people have in fact been **getting worse** in recent years. The proportion of young Indigenous people sentenced to detention, serving community orders and being remanded in custody in NSW have all **increased** in the last three years.

For example, from 2002/03 to 2004/05, the proportion of young people who were Indigenous:

- sentenced to detention, went from 43% to 45%
- remanded in custody (locked up while waiting for court), went from 34% to 37%
- serving community-based orders (not locked up), went from 29% to 33%.

Not only are the levels of over-representation a problem, but so

too are the trends - the proportion of young Indigenous people in detention and serving community-based orders is increasing.

Explaining Over-Representation

The simplest explanation for the over-representation of Indigenous young people in custody is a higher rate of participation in crime by young Indigenous people than non-Indigenous young people. Clearly, if more young Indigenous people commit crimes, then there will be a greater likelihood that higher rates of incarceration will follow.

Determining whether young Indigenous people are actually involved in higher levels of offending than non-Indigenous young people is somewhat problematic given that recorded crime statistics are influenced by policing practices and operations, distorting actual levels of criminality. While a self-report study undertaken by the NSW Bureau of Crime Statistics and Research did reveal higher self-reported participation in violent and acquisitive property crime (eg. burglary, robbery etc) by young Indigenous students compared with non-Indigenous students, "it is possible that the higher rates of involvement in crime amongst Aboriginal communities are attributable to other related risk factors, rather than Aboriginality itself having a direct effect on involvement in crime". ³

It might well be true that young Indigenous people are disproportionately involved in some crimes (commit some crimes more than non-Indigenous young people), but it is critical that we consider the circumstances related to offending in Indigenous communities and the practices of police. As I have identified in previous articles in this series, there are a multitude of

factors that increase the likelihood of offending (risk factors) and those that reduce an individual's likelihood of offending (protective factors). Not all factors in this complex relationship will be canvassed here. ⁴

Education ⁵

It is routinely acknowledged that school attendance and educational achievements are associated with offending behaviour. ⁶ Truancy and poor academic achievement are just two risk factors for offending associated with schooling.

While school attendance rates of Indigenous students are improving, there is still considerable difference in these rates between Indigenous and non-Indigenous students in Australia. In 2002, 86% of Indigenous students finished Year 10 compared with 98% of non-Indigenous students. The difference is far greater for finishing Year 12: only 38% of Indigenous students compared with 76% of non-Indigenous students finished Year 12.

Various measures of educational achievements demonstrate poorer outcomes for Indigenous students and young people. The *2001 Census of Population and Housing* provides information on self-reported educational achievements. According to the census in 2001, 71% of non-Indigenous 19 year olds in NSW had completed Year 12 or had a TAFE certificate level II or higher compared with 38% for Indigenous 19 year olds. Furthermore, numeracy and literacy tests reveal poorer outcomes for young Indigenous students than non-Indigenous students.

It is clear that Indigenous young people in NSW have a long way to go to enjoy the benefits of a successful educational career which

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are routinely experienced by non-Indigenous young people.

Disadvantage and Neglect

Indigenous communities are amongst some of the most impoverished, under-served and unhealthy, in all of Australia. A report which assessed social disadvantage by postcode across NSW and Victoria, found that the most disadvantaged communities in NSW included: Windale (Newcastle); Menindee; Tingha; Lightning Ridge; Koorawintha; Bowraville; Dareton; Central West; Brewarrina; Collarenebri; Walgett and Waterloo.⁷ Many of these are locations with high Indigenous populations.

Weatherburn and Lind (1997) analysed youth crime data, child abuse and neglect data and socio-economic measures in an attempt to work out the relative influence of various risk factors on youth crime. Amongst various findings, Weatherburn and Lind noted that “neglect was by far the most important causal influence on [cause of] juvenile participation in crime” and that “rates of reported child neglect and child abuse were ... positively correlated with [connected to] measures of social and economic stress”.⁸ Promotion of reduction of economic stress and interventions to prevent child neglect were recommended as

ways of bringing about long-term crime prevention outcomes. The high rates of disadvantage experienced by Indigenous people and communities must therefore be considered factors in rates of juvenile participation in crime (and subsequent contact with the criminal justice system).

Employment⁹

The relationship between crime and (un)employment is disputed. No simple causal (cause and effect) relationship exists between unemployment and crime (this is true for all factors which increase risks of involvement in crime). Nonetheless, full-time participation in employment can protect against criminality through the provision of money, reduced boredom and reduced opportunities to offend (though some forms of employment might facilitate greater opportunities for offending).

Two basic measures associated with employment are participation rates and unemployment figures. The 2001 Census revealed that:

- 54% of 15-64 year old Indigenous people participated in the labour market (had a job or were looking for one) compared with
- 73% of non-Indigenous 15-64 year olds.

Moreover, the unemployment rate for the same age group was 20% for Indigenous people

compared with 7.3% for non-Indigenous people.

Despite improvements in participation rates and reductions in unemployment figures, it remains true that Indigenous people in Australia are significantly less likely to enjoy the benefits of employment.

Police Practices

Further to the risk factors all too commonly found in Indigenous communities discussed above, police also play an important role in determining rates of imprisonment. A young person must first be arrested by police, charged with an offence and put before the courts before they can be sentenced to a period of detention. Consequently, police practices and the operation of the juvenile justice system can influence rates of imprisonment.

Contact with police is an important feature of any discussion of the over-representation of Indigenous young people. It is well known that police discretion operates most significantly at the lower end of offending. For example, police have considerable discretion as to whether to charge a young person with possession of five grams of cannabis, as opposed to murder. There will be no room for an alternative action in the more serious crime, but a minor offence might result in no formal action, a warning or even a charge being laid.



Given that the greatest levels of discretion exist for minor offences, it has been shown that police practices can very much determine the level of reported minor crimes.¹⁰ This is particularly relevant to considerations of youth crime, given the high rate of street and minor offences for which young people are commonly picked up. Furthermore, it has been shown that police discretion works against the best interests of young Indigenous people - decisions regarding whether and how to proceed are more severe than for non-Indigenous young people.¹¹

In recent years, The *Young Offenders Act 1997 (NSW)* has in part guided police discretion in their dealings with young people. The Act:

- introduced formal warnings for non-violent minor offences
- introduced cautions and youth justice conferences for minor and middle-level offences
- retained court for other offences (eg. offences resulting in death, drug trafficking, breaches of AVOs, sex offences, etc).

Since the introduction of the Act, there has been significant use of these diversionary measures, resulting in a considerable reduction (approximately 40%) in Children's Court appearances in NSW. However, it has been shown that since the introduction of the Act, "Aboriginal young people were still more likely to be taken to court and less likely to be cautioned than non-Aboriginal young people".¹²

Increased police powers in the past decade have legitimated increased contact between police and young Indigenous people. Changes to the *Summary Offences Act 1988 (NSW)* in 1998 increased police powers to, amongst other things, issue reasonable directions to move on and to search for knives. The NSW Ombudsman

undertook a detailed analysis of these powers and found:

- "The data indicates that people from 15 to 19 years of age are much more likely to be stopped and searched for knives than any other age group ... there were more knives found on 17 year olds than on anyone else, but it is important to note the high number of people being searched ... the proportion of productive searches is comparatively low for teenage suspects, but is much higher for older suspects" (page 18);
- "... comparatively high numbers of people aged from 14 to 19 years were issued with directions (to move-on) (page 37);
- "According to the police data, 3194 (or 22%) of the 14,455 people given directions were Aboriginal and Torres Strait Islanders" (page 38);
- "According to police records, the Darling River, Castlereagh, Barwon and Barrier Local Area Commands (which are all based in the west and north-west of NSW) were many more times likely to use the powers than other areas of the state" (page 39).¹³

Police practices have significant consequences for young people (and in particular young Indigenous people). In recent years, increased police powers have resulted in greater contact between police and young people. Reasonable direction (move-on) and knife search powers have contributed to greater formal contact between police and young people and have been used disproportionately against young Indigenous people. Greater contact between police and young people increases the likelihood of detection of minor offences. Greater surveillance invariably influences

arrest rates, especially in relation to young people, who are often apprehended for street offences due to their use of public space. The more minor an offence, the greater the police discretion, which has been shown to operate against the best interests of young (Indigenous) people. Despite the guidance provided to police discretion through the introduction of the *Young Offenders Act 1997*, there is some evidence that young Indigenous people continue to receive harsher penalties than non-Indigenous young people.

Positive Developments

The problems of over-representation of Indigenous young people have evoked various policy responses. The sheer number of developments that potentially seek to reduce Indigenous young people's contact with police and the juvenile justice system make it impossible to canvass all of them. I have selected only a few for attention here.

Cautions by Respected Community Members

NSW Police have sought to work with Indigenous communities to enable respected Indigenous community members to issue cautions. The *Young Offenders Act 1997* enables cautions to be delivered by police or respected community members. The involvement of respected community members serves to reinforce to the young person the seriousness of their behaviour.

The recent NSW Ombudsman report, *Working with Aboriginal Communities: Audit of the Implementation of the NSW Police*

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Aboriginal Strategic Direction 2003-2006 highlighted how police in Tamworth had developed a partnership with local respected Indigenous community members to issue cautions to young people. The Youth Liaison Officer, the Aboriginal Community Liaison Officer and local Indigenous community members work effectively together in an attempt to prevent further re-offending of young people in the area.¹⁴ This was just one positive example cited by the NSW Ombudsman in relation to how police (and in particular Youth Liaison Officers) have been trying to work effectively with Indigenous communities to reduce youth crime.

Youth Justice Conferencing

Youth justice conferences provide an opportunity to victims and young offenders to come together to resolve the harm caused by the crime that links them. Youth justice conferencing has been shown to have positive outcomes for the victims, offenders and their families¹⁵ and modest reductions on re-offending when compared with court.¹⁶ Furthermore, it has been shown that young Indigenous people are referred to youth justice conferences at approximately the same rates as non-Indigenous young people,¹⁷ which is promising given the over-representation of Indigenous young people in other forms of intervention.

Youth Justice Conferencing Case Studies

The following case studies relate to youth justice conferences involving young Indigenous people.

Case Study 1

Four young Indigenous people were involved in malicious damage (vandalism). In this case the convenor (person running the conference) was non-Indigenous but had Indigenous children and is accepted in the local Aboriginal community. This was a very productive conference with the victims flying back in from all over NSW and Qld to talk to the young people about the impact of their behaviour. The Indigenous people all spoke about the disappointment the children had caused them but also supported them through the process being tough on the young people when needed and showing support also when needed. Great feedback was received from all participants on the atmosphere that was created by the convenor, which made it "easy" for people to talk and discuss issues.

Case Study 2

Three Indigenous young people did substantial damage to a cricket pitch in a small coastal town. In this case the convenor and the young people's parents agreed to bring in other Indigenous people because their offence directly affected the Indigenous

community. The Indigenous community had cricket teams that played on this cricket pitch and because of the damage caused by the young people they could not play for several weekends. In this case the convenor talked to the parents and discussed the benefits of having others involved and the parents agreed that it would be best for the young people to see how they had affected all people using the pitch. The conference was also held on the Indigenous community property.

These case studies reflect the flexibility of youth justice conferences in comparison to the more regimented procedures of court. Local and cultural considerations can be incorporated into a conference, providing more satisfactory outcomes for young Indigenous people, their communities and the victims of their crimes.

NSW Aboriginal Justice Plan

In 2005 the NSW Attorney General launched the NSW Aboriginal Justice Plan. This Plan identifies seven Strategic Directions, including Aboriginal Children and Aboriginal Young People. This Plan has given energy to many programs within and outside the criminal justice system designed to reduce the over-representation of Indigenous people in the criminal justice system.

In relation to young people, the



Aboriginal Justice Plan identifies the following strategic actions:

- Create vibrant and functioning young Aboriginal people
- Build the knowledge base of young Aboriginal people's understanding about their legal rights and obligations
- Support Aboriginal young people to maximise education and employment opportunities
- Improve quality of services to Aboriginal young people to meet their specific needs
- Reduce the over-representation of young Aboriginal people in the criminal justice system.

Consistent with these strategic actions, the Tirkandi Inaburra Cultural and Development facility¹⁸ recently opened in southern NSW. This facility will accommodate up to 20 young men who are starting to get into trouble with the law. This intensive program will provide cultural awareness, education, sporting and other programs designed to prevent further offending behaviour. This facility specifically aims to prevent entrance and entrenchment of young Indigenous people in the juvenile justice system, so preventing entry into detention.

Conclusion

Young Indigenous people in NSW continue to be over-represented in the NSW juvenile justice system. Despite their small number, young Indigenous people in NSW constituted 45% of those young people sentenced to custody in NSW in the 2004/05 year, and sadly, this represents a worsening trend over recent years.

While a self-report study of offending behaviour suggests that young Indigenous people are more likely to participate in certain crimes than non-Indigenous young people,

the explanation for the massive over-representation of Indigenous young people in custody in NSW surely lies in the considerable disadvantage experienced by many Indigenous communities. Poor educational outcomes, high rates of unemployment and lower rates of labour force participation than non-Indigenous people, and significant financial disadvantage and the pressures that puts on families, are just some of the risk factors associated with criminality familiar to Indigenous communities. Policing and juvenile justice system decisions and biases further contribute to the increased likelihood that young Aboriginal people will do less well than their non-Indigenous counterparts when entering the juvenile justice system.

Positive initiatives, including the use of respected Indigenous community members to issue cautions, the culturally and locally flexible practices common in youth justice conferences and the NSW Aboriginal Justice Plan, provide some hope of preventing further increases in detention rates for young Indigenous people. However, unless these (and other initiatives) address the risk factors found in many Indigenous communities, then we will continue to find that one in every two detainees in NSW detention centres are Indigenous young people: an unconscionable outcome.

Contact

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www.chdpartners.com.au

Next month - final article in this Youth Crime Series

- The Politics of Youth Crime

Notes

- 1 Page 85, NSW Families First (2004) **Families First Outcomes Framework NSW Data Report**
- 2 Page 11, NSW Department of Juvenile Justice (2005) **Annual Report 2004-2005b**
- 3 Page 56, Baker, J (1998) **Juveniles in Crime - Part I: participation and Risk Factors**, NSW Bureau of Crime Statistics and Research
- 4 More excellent reports and texts provide more detailed information regarding the complexity of the causes of crime in Indigenous communities. See for example, Cunneen, C (2001) **Conflict, Politics and Crime: Indigenous Communities and the Police**, Allen and Unwin; Hamilton Hunter, B (2001) **Factors Underlying Indigenous Arrest Rates**, NSW Bureau of Crime Statistics and Research.
- 5 The data for this section has been taken from NSW Families First (2004) **Families First Outcomes Framework NSW Data Report**. This report compiles numerous sources of data which show how poorly Indigenous children, young people, their families and communities are faring across a plethora of measures, including health, education, employment, well-being, risk of harm and crime.
- 6 Baker, J (1998) **Juveniles in Crime - Part I: participation and Risk Factors**, NSW Bureau of Crime Statistics and Research
- 7 Vinson, T (1999) *Unequal in Life: the distribution of social disadvantage in Victoria and New South Wales*, Jesuit Social Services, Victoria
- 8 Page vii, Weatherburn, D & Lind, B (1997) **Social and Economic Stress, Child Neglect and Juvenile Delinquency**, NSW Bureau of Crime Statistics and Research
- 9 Information regarding labour market participation and unemployment rates is derived from 4102.0 Australian Social Trends 2004 from the Australian Bureau of Statistics website: www.abs.gov.au/Ausstats/abs@.nsf/94713ad445ff1425ca25682000192af2/a38557d5e31fa649ca256e9e0028a130!OpenDocument accessed on 17/2/2006
- 10 Blagg, H & Wilkie, M (1995) **Young People and Police Powers**. The Australian Youth Foundation
- 11 Luke, G & Cunneen, C (1995) **Aboriginal Over-Representation and Discretionary Decisions in the NSW Juvenile Justice System**, Juvenile Justice Advisory Council of NSW, Sydney
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- 15 Trimboli, L (2000) **An Evaluation of the NSW Youth Justice Conferencing Scheme**, NSW Bureau of Crime Statistics and Research, Sydney
- 16 Luke, G & Lind, B (2002) **Reducing Juvenile Crime: Conferencing versus Court, Crime and Justice Bulletin - contemporary issues in crime and justice**, No 69, April 2002, NSW Bureau of Crime Statistics and Research
- 17 Page 179, Chan, J & Luke, G (2005) 'Impact of the Young Offenders Act' in Chan, J (ed.) **Reshaping Juvenile Justice: The NSW Young Offenders Act 1997**, Sydney Institute of Criminology Series, No. 22
- 18 Information about Tirkandi: [www.lawlink.nsw.gov.au/cpd.nsf/files/Tirkandi.Faktos.pdf/\\$FILE/Tirkandi.Faktos.pdf](http://www.lawlink.nsw.gov.au/cpd.nsf/files/Tirkandi.Faktos.pdf/$FILE/Tirkandi.Faktos.pdf)



What's On

April - November 2006, various locations
Mental Health First Aid Training Course

12 hour course which teaches first aid skills for mental health situations and the early stages of mental health problems.
Contact: 02 9289 2715 www.mhfa.com.au

2 & 3 May 2006, Guildford

ASIST - Applied Suicide Intervention Skills Training

A 2 day workshop providing practical skills for any person seeking to prevent the immediate risk of suicide. \$200. Contact alex@lifelinews.org.au or chantal@lifelinews.org.au or 9689 2860

6 May 2006, Surry Hills

Community Workshop on Environmental Advocacy

This one day workshop conducted by the Environmental Defender's Office (EDO), is open to all young people who are interested in learning about local campaign and advocacy strategies, writing powerful and effective submissions, participating effectively in law reform processes and utilising parliament in environmental campaigns. Cost \$35 (includes materials and morning and afternoon tea). Contact Marnie Kikken on 9279 2466 or mkikken@nccnsw.org.au. Some knowledge of Environmental Law (or prior reading) is required for this workshop.

24-26 May 2006, Randwick

5th International Conference on Drugs & Young People

The theme for this conference is the culture and context of young peoples' drug use across settings - bars and clubs - workplaces and schools - public spaces - juvenile justice settings - the web. www.adf.org.au

26 May 2006

National Sorry Day

www.acn.net.au/articles/sorry/index.htm

27 May - 3 June 2006

Reconciliation Week

NSW Reconciliation Council - www.nswrecon.com

30 May 2006, Sydney CBD

LGCSA Youth Division meeting

Local Government Community Services Association Youth Division meets quarterly. All council youth officers welcome. Contact John Gilbert, Community Worker Children & Youth, Waverley Council (02) 9369 8216 or johngi@waverley.nsw.gov.au

There is a lot more what's on at www.yapa.org.au. To submit your own event for what's on, email the details in one paragraph in the body of the email (no attachments) to info@yapa.org.au with the subject line: whats on.

