



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. 5**

**STANDING COMMITTEE ON ENVIRONMENT AND TRANSPORT AND CITY SERVICES**  
**MS TARA CHEYNE MLA (CHAIR), CANDICE BURCH MLA (DEPUTY CHAIR), JAMES MILLIGAN MLA**

**Inquiry into referred 2018–19 Annual and Financial Reports**  
**ANSWER TO QUESTION ON NOTICE**

Ms Bec Cody MLA: To ask the Minister for City Services

Ref: Domestic Animal Services

In relation to:

1. When was the last risk assessment conducted of the DAS facilities? What training is provided to staff as part of their induction?
2. Have DAS considered the risks of the recent changes to identification cards, which include the ranger's full names?
3. Have investigations been conducted into whether senior members of staff have used access to personal information to gain the home addresses of staff members?
4. Further, what is the justification for using this information to attend staff members home addresses without warning or reasoning?
5. Why are dogs being quarantined next to the area sick dogs are held, which is exposing those dogs to illness and disease unnecessarily?
6. It has been reported that a large number of staff have had to take stress leave over the past 6 months. Has DAS conducted a risk assessment to determine what (if any) factors in the workplace are contributing to this?
7. What, if any, actions have been taken to address complaints of bullying, intimidation, and harassment within DAS?

**Mr Chris Steel MLA: The answer to the Member's question is as follows: –**

1. Earlier this year, TCCS undertook a review of the required skills and capabilities of a DAS Ranger. This resulted in the development of a skills matrix which has subsequently informed the creation of the 'DAS Development Roadmap' a two-year training and development program for operational rangers.

The program includes both technical and operational skill development as well as the attainment of nationally recognised qualification(s).

All operational rangers are currently in the process of progressing through the training. Completion of each component is an iterative and ongoing process.

2. Rangers are authorised under the *Domestic Animals Act 2000*, which requires them to provide their name and produce identification cards prior to exercising powers and/or functions under the *Domestic Animals Act 2000*.
3. A preliminary assessment in accordance with Section H of the relevant Enterprise Agreement is currently being undertaken. However, it should be noted that staff routinely disclose their contact details, including addresses and next of kin to senior staff.
4. It is difficult to answer this question without more specific information, however, there has been one occasion where a welfare check was undertaken on a staff member due to serious concerns for their psychological wellbeing.
5. DAS maintains a small quarantine area for the care of unwell dogs, furthermore, any opportunities to improve business processes and practices are continually reviewed.
6. Refer to response to question one above. Additionally, a comprehensive wellbeing program and individual wellbeing coaching has also been launched and is available to all DAS staff.
7. Any/all complaints are managed in accordance with Section H of the relevant Enterprise Agreement.

Approved for circulation to the Standing Committee on Environment and Transport and City Services

Signature:



Date:

3/12/19

By the Minister for City Services, Mr Chris Steel MLA