



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON HEALTH AND COMMUNITY WELLBEING
Mr Johnathan Davis MLA (Chair), Mr James Milligan MLA (Deputy Chair), Mr Michael Pettersson MLA

Inquiry into ACT Budget 2021–22
ANSWER TO QUESTION ON NOTICE

QoN No – 3 - HCW

CLAY: To ask the Minister for Health

Ref: Health

In relation to:

The 21/22 Women's Budget Statement states that "The ACT Government developed the Gender Impact Analysis Tool to support analysis of the impact of programs and services on women, men, and gender diverse individuals in the ACT". (Key Milestones, p2)

1. How has the ACT Health Directorate used the Gender Impact Analysis Tool to ensure that a gender lens is placed on the programs, policies and services delivered?
2. How many times has the Gender Impact Analysis Tool been applied?
3. What has the Gender Impact Analysis shown?
4. If this analysis has not occurred, why has this not been done? What are the forward plans to ensure this can be done within this term of government?
5. What percentage of ACT Health Directorate staff have been trained in using the Gender Impact Analysis Tool?
6. Who is providing the training for using the tool in the ACT Health Directorate?
7. Do ACT Health Directorate Staff undertake any Gender Awareness Training? If so, what percentage have undertaken the training? Who provides this training?

MS STEPHEN-SMITH MLA - The answer to the Member's question is as follows:

1. The ACT Health Directorate (ACTHD) completes a preliminary gender assessment as part of the Triple Bottom Line Assessment required for all Cabinet Submissions. Where indicated by the preliminary assessment, the ACTHD will complete the detailed Gender Impact Analysis Tool.
2. The use of the Gender Impact Analysis Tool is not tracked across the Service.
3. The use of the Gender Impact Analysis Tool is not tracked across the Service.

4. The ACT Budget 2021-22 commits \$3.2 million over four years to proceed with the next stage of the Wellbeing Framework, including to support the development of an evidence base of wellbeing data in the ACT and to enable more effective targeting of Government policies, including through reporting on the wellbeing of specific groups and work towards progressing gender responsive budgeting.

The Government is in the process of bringing Wellbeing Impact Assessments (WIAs) into Cabinet processes following their use in the 2021-22 Budget. The Gender Impact Analysis Tool informed development of the WIA template. The WIA process is designed so that wellbeing impacts – including gender impacts – are considered early and help inform policy/program development and decision-making. CMTEDD and the Office for Women in CSD are working on how gender impacts can best be considered as part of the WIA process in the future.

5. The Gender Impact Analysis tool is designed to be used without the need for training. It includes detailed instructions in the template. It also includes contact details for the Office for Women who can assist further.
6. As per question 5, training is not required for using the Gender Impact Analysis Tool.
7. Respect, Equity and Diversity (RED) training is mandatory for ACT Government employees and includes gender equity.

ACTHD also offers various gender awareness training programs to staff. The total number of staff who have participated in these training courses is as follows:

- i) LGBTIQ+ Foundation Training facilitated by Meridian and A Gender Agenda
 2 hours duration
 2020: 11 participants (present and past)
 2021: 11 participants (present and past)
- ii) LGBTIQ+ Inclusion e-learning produced by SBS
 All 3 modules take 75 minutes to complete (approximately 25 minutes per module).
 Modules 1, 2 and 3 completed: 12 participants (present only)
 Modules 1 and 2 completed: 16 participants (present only)
 Module 1 completed: 37 participants (present only)
 This is a minimum number, as we cannot report on former employees who completed the training, due to a system constraint.
- iii) External training, for example the LGBTIQ+ Awareness and Support Training provided by A Gender Agenda.

Approved for circulation to the Standing Committee on Health and Community Wellbeing

Signature: 

Date: 19/11/21

By the Minister for Health, Rachel Stephen Smith