



**PROTECT ALL CHILDREN TODAY
PACT**

ANNUAL GENERAL REPORT

OCTOBER 2004

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Department of Justice and Attorney General

Kay McGrath

Queensland Commission for Children and Young People

Logan City Council

Channel 7

Martin & Judy Krynen

AH Jackson & Co., Chartered Accountants

Nancy Seymour & Bev Threlfo

Zonta Club of Brisbane, South

We also express our sincere thanks to the many others, without whose generosity we could not undertake the support of children required to give evidence in the criminal courts.

**Protect All Children Today Inc
is supported by**

Department of Communities

INTRODUCTION

Abuse and neglect of children has been present as an element of human behaviour throughout recorded history. The last half century has been marked by a dramatic increase in society's recognition of the presence of child abuse and neglect within the community. Retrospective studies of adults, and prospective studies of children, have shown that the abuse and neglect of children occurs in all societies, in all countries, and across all economic and religious groups.

Studies of adolescent and adult behaviours have revealed that childhood abuse and neglect is disproportionately represented in the personal histories of adults with problems related to violence, substance abuse, sexual assault, suicidal ideation, and a range of other antisocial behaviours. Such behaviours ultimately carry a high cost (both financial and social) to the individuals, their families, and the community as a whole. Furthermore, victims of childhood abuse and neglect are themselves at greater risk (as a population) of becoming abusive and neglectful to the generation of children that follows them.

Society today can no longer adequately meet children's long-term needs from within the limited framework of traditional social work, medical or legal practice working in isolation, but rather, must understand the broader relationship between health, family, crime and the broader community.

Children are not readily able to advocate for themselves, and sadly the child victims of abuse and neglect cannot always rely on parents and family to advocate on their behalf. Abused and neglected children are heavily dependent upon professional advocacy by organisations such as **PROTECT ALL CHILDREN TODAY (PACT)** to acquire resources and services on their behalf.

PACT is an incorporated association governed by a Constitution and has the following objectives:

- to seek to represent to the State and Federal Governments and other Agencies, the needs of children and their families who have been victims and survivors of child abuse;
- to endeavour to assist in community education in relation to child abuse and actively discouraging exploitation of children;
- to co-ordinate support and therapeutic services to assist victims and survivors of abuse in their cycle of healing;
- to seek changes to legislation and the Criminal Justice Process to ensure adequate protection for victims and survivors of childhood abuse;
- to operate as a team which seeks input from the community and professionals in the planning and delivery of high quality services.

PACT is recognised by government, non-government and the community as a key organisation advocating for the needs of children. The specific work done by PACT and its *Child/Young Person Witness Support Program* (CYPWSP) is the largest within Australia and is duplicated in only a few centres world-wide.

IT IS THE BELIEF OF PACT THAT THE UBIQUITOUS NATURE OF CHILD ABUSE AND NEGLECT AND THE SEVERE, LONG-TERM OUTCOMES BOTH FOR THE VICTIMS THEMSELVES, AND FOR SOCIETY AT LARGE, MAKE INVESTMENT INTO THIS AREA OF CRITICAL CONCERN AND OF SIGNIFICANT MORAL WORTH.

CHILD/YOUNG PERSON WITNESS SUPPORT PROGRAM (CYPWSP)

BACKGROUND:

The Criminal Justice System (CJS) remains an intimidating and ominous institution for all who enter its precincts. Any adult who has testified in the Criminal Court can recount the degree of personal stress experienced when called upon to give testimony, and subsequently defend that testimony under hostile cross-examination.

For children and young people required to testify in the Criminal Court, the prospect of appearing as a witness can be a daunting prospect. The Court experience can be re-traumatising for child victims of abuse who are called upon to relive the experience of that abuse or neglect within the context of a CJS.

Concern in regard to potential negative effects on a child and young person that stem from involvement with the CJS is commonly cited as a reason for non-disclosure, or retraction. However, the impact of the *Evidence (Protection of Child) Amendment Act 2004* has travelled some distance to address the re-traumatisation of child and youth witnesses giving testimony with the advent of the affected child status. An affected child is a child aged under 16 that is a witness in a matter involving abuse or violence.

The significance of the new Legislation is that affected children:

- should not be required to testify more than once;
- have a right to a court approved support person; and
- are entitled to CCTV/pre-recording of testimony where facilities are available.

The support and therapy program provided by PACT to the child victims of abuse and neglect called upon to testify within the CJS has been formalised over a period of years into a discrete clinical program: the *Child/Young Person Witness Support Program (CYPWSP)*.

The CYPWSP provides support for abused and neglected children by the use of carefully selected and trained volunteers: the *Child/Young Person Witness Support Volunteers*. The goal of the CYPWSP is to allow child/young person witnesses the best opportunity to provide their evidence to the Court by removing, as far as is possible, the uncertainties and anxieties associated with the Court process.

PACT'S CHILD/YOUNG PERSON WITNESS SUPPORT PROGRAM IS:

- **HIGHLY COST EFFECTIVE**
- **NOT DIRECTLY FUNDED BY JUSTICE OR POLICE**
- **CHILD/YOUNG PERSON FOCUSED**
- **HIGHLY VALUED BY FAMILIES**
- **THE ACHIEVEMENT OF "BEST EVIDENCE" NOT PROSECUTION**

CHILD/YOUNG PERSON WITNESS SUPPORT PROGRAM - LOCATIONS:

The CYPWSP historically operated in the Metropolitan Brisbane, Ipswich, Logan City, Gold and Sunshine Coast geographical areas. Funding increases since 1998 have enabled the extension of the program to Cairns, Townsville, Mackay, Rockhampton and Toowoomba.

**IN THE PERIOD JULY 2003-JUNE 2004, THE CYPWSP ENROLLED
818 INDIVIDUAL CHILD/YOUNG PERSONS
(569 FEMALES; 249 MALES).
THE MAJORITY OF CHARGES WERE RELATED TO OFFENCES OF A
SEXUAL NATURE PERPETRATED AGAINST CHILDREN/YOUNG
PERSONS.**

CHILD/YOUNG PERSON WITNESS SUPPORT PROGRAM - REFERRAL SYSTEM:

Referral to the *Child/Young Person Witness Support Program* (CYPWSP) is most commonly made by officers of the:

- *Queensland Police Service (QPS): Juvenile Aid Bureau (JAB) and Sexual Crimes Investigation Unit (previously known as Child Abuse Investigation Unit);*
- *Office of the Director of Public Prosecutions (ODPP)*

On occasions, professionals from within the health and welfare system, or professionals working in private practice will refer a child to PACT. There is no impediment to self-referral by the non-offending parent/guardian, or by the individual child/young person.

Recognition of the fact that child/young person victims of abuse and neglect called upon to be witnesses within the CJS will be known to Police Officers, led to the development of a referral relationship between PACT and the Queensland Police Service.

The client child is linked with the most appropriate CYPWSP from within the clinical pool of volunteers. This worker will then make contact with the child and the non-offending family members, with the goal of providing support to them throughout the criminal justice process from the time charges are laid, through the committal process and until the criminal trial is completed.

The CYPWSP Workers teach children/young people required to testify within the CJS about the logistics of the court process and its expectations of them. Strategies utilised include court visits, information kits, home visits, and most importantly accompanying children/young people while they give their testimony.

The CYPWSP Workers are unpaid, however they receive a partial out-of-pocket expense reimbursement of \$25 for each committal hearing and \$25 for each trial. They provide their service at sites as required by the child's individual circumstance: either at the court house, at the child's home, at the child's school, or elsewhere dependent upon client need.

At the present time, it is estimated by PACT that the CYPWSP Workers incur a personal expense of approximately \$140 for each child they support through the Court process.

In addition, the child/young person and their non-offending family are offered therapy at PACT. This service is available at Logan and may be accessed at any time from referral to the CYPWSP until 12 months after the completion of the court process. Therapy focuses on the effects of abuse and does not include discussion of the child/young person's evidence while they are involved in the court process.

In recent years, this therapy service has been extended to our clients in Cairns, Townsville, Mackay, Rockhampton Gladstone, and the Gold Coast. PACT has entered into agreements with other counselling organisations willing to provide therapy using the PACT model.

CHILD/YOUNG PERSON WITNESS SUPPORT PROGRAM - GOALS AND OBJECTIVES:

The CYPWSP offers preventative and supportive strategies to protect the child/young person victims from re-victimisation as a result of the court process itself. The program offers therapeutic services to child/young people victims and their non-offending family.

To achieve these goals the CYPWSP provides the child/young person with an accessible community-based program utilising strategies to:

- enhance competence of the child/young person witness;
- provide practical support to the child/young person witness and non-offending family;
- empower the child/young person witness;
- provide skilled resources for therapeutic follow-up to the child/young person witness and family.

The therapy issues identified are:

- an increased number of child victims of abuse and neglect are required as witnesses within the CJS;
- recognition that the criminal justice process itself has a significant potential for trauma to the children/young person victims called upon to testify within the Criminal Courts;
- identification that there are few treatment and support services willing to take child/young person victims of abuse and neglect into their therapy programs if the child/young person is to be a witness within the justice system;
- realisation that therapeutic support for the child/young person victim of abuse and neglect must involve those other persons important in the day-to-day life of the child/young person. In the majority of cases, these "significant others" are non-offending family members.

PACT has a clinical experience in this specialised field, which has established it as the non-government organisation best equipped to therapeutically support child/young people victims and their families to work through the issues associated with the severe cases of child abuse and neglect which find their way to the CJS.

The CYPWSP's goal is to address the complex and stressful situations that regularly confront the child victim of abuse and neglect, such as the:

- impact of the abuse itself;
- impact of the disclosure of the abuse on the child/young person and the family;
- potential re-traumatisation caused by the complexity of the CJS;
- long-term consequences of the abuse upon the child/young person as an individual in society.

Child/young people victims and their non-offending families need early, proactive therapeutic support to prevent (or at least to reduce in severity) the adverse outcomes commonly seen if they are allowed to progress through the CJS unsupported.

The consequences of delaying support to these children/young people and their families until new problems present themselves, are costly for the individual child victim, their families and the community at large.

PACT OVERVIEW

PACT is a community-based, non-government organisation (NGO) which has a broad role as an advocate for the victims of child abuse and neglect.

PACT is both a service provider (support and therapy) and an advocate for abused and neglected children/young people and their family members.

PACT was established in 1985 and is managed by an unpaid, elected Management Committee which comprises professionals working within the field of child protection and other committed community members.

PACT's Management Committee supervises the paid professional staff and *Child Witness Support Volunteers* who undertake service provision to abused children and their non-offending family members.

PACT is recognised as one of the peak non-government organisations working in the field of treatment and prevention of child abuse and neglect within Queensland.

PACT recognised that there was a unfilled need to provide support and therapy to children/young people (and their non-offending family members) who had experienced the trauma of child abuse and neglect, and who subsequently faced the ordeal and stress of becoming witnesses within the Criminal Justice System.

PACT responded to this need by the establishment of the *Child/Young Person Witness Support Program* (CYPWSP). In its present form, the CYPWSP is unique within Australia, and to PACT's knowledge, similar programs are running in only a handful of sites internationally.

PACT was responsible for the inception of the highly successful *Child Protection Week*: an event which has now grown to national importance. PACT continues to provide the financial infra-structure for the ongoing activities of *Child Protection Week* within Queensland.

**PACT, UNDER ITS CONSTITUTION, HAS A BROAD ROLE AS AN
ADVOCATE FOR VICTIMS OF CHILD ABUSE AND NEGLECT;
ACROSS ALL AREAS OF GOVERNMENT AND COMMUNITY.**

COURT SUPPORT WORKER VOLUNTEERS

PACT acknowledges the support and dedication
of the following Volunteers throughout
2003/04

<i>Jenny Askey-Doran</i>	<i>Sheryl Hewitt</i>	<i>Annette Pollard</i>
<i>Margie Bon</i>	<i>Marie Hickey</i>	<i>Helen Postan</i>
<i>Fay Bottomer</i>	<i>Colleen Hughes</i>	<i>Denise Pottier</i>
<i>Jenny Brice</i>	<i>Tess Hutchison</i>	<i>Susan Ralph</i>
<i>Mary Camilleri</i>	<i>Marie Iwers</i>	<i>Anita Raphael</i>
<i>Peggy Carnegie</i>	<i>Margaret James</i>	<i>Russell Robertson</i>
<i>Joanne Chapman</i>	<i>Hazel Jeremy</i>	<i>Patricia Romano</i>
<i>Patricia Comer</i>	<i>Annette Jones</i>	<i>Helen Scott-Hill</i>
<i>Irene Conway</i>	<i>Heather Jones</i>	<i>Neal Sellars</i>
<i>Amanda Corsetti</i>	<i>Sonya Keioskie</i>	<i>Mary Skene</i>
<i>Hanny Cullen</i>	<i>Liz Kelley</i>	<i>Desley Smith</i>
<i>Lyn Daff</i>	<i>Nancy Kenway</i>	<i>Barbara Smith</i>
<i>Clare Dallimore</i>	<i>Jo King</i>	<i>Neil Smith</i>
<i>Maureen Danbury</i>	<i>Teresa Knapp</i>	<i>Merle Thomasson</i>
<i>Mandy Dexter</i>	<i>Raelene Koppen</i>	<i>Bev Threlfo</i>
<i>Kathryn Doolan-Roche</i>	<i>Judy Krynen</i>	<i>Jennifer Tranter</i>
<i>Michelle Dyck</i>	<i>Kate Le Grady</i>	<i>Cathie Wakelin</i>
<i>Marj Evans</i>	<i>Maree Lees</i>	<i>Beryl Walker</i>
<i>Beryl Fitter</i>	<i>Tess Lindop</i>	<i>Kerry-Anne Watson</i>
<i>Amber Fraser</i>	<i>Bett MacCombie</i>	<i>Carolyn Webb</i>
<i>Shirley Garland</i>	<i>Della MacLeod-Jenkins</i>	<i>Debbie Welling</i>
<i>Darren Goleby</i>	<i>Sally McCreath</i>	<i>Jill Wesche</i>
<i>Judith Goscombe</i>	<i>Vanessa Maunsell</i>	<i>Karen Wharehinga</i>
<i>Robyn Granger</i>	<i>Robyn Mercer</i>	<i>Kaye Williams</i>
<i>Catherine Gray</i>	<i>Carol Miles</i>	<i>Helen Wilson</i>
<i>Debbie Griffiths</i>	<i>Bob Moon</i>	<i>Kate Wilson</i>
<i>Kalysia Haigh</i>	<i>Kim Mourney</i>	<i>Lyn Wilson</i>
<i>Lorraine Harry</i>	<i>Cheryl Nancarrow</i>	<i>Barbara Wood</i>

PACT COMMITTEE REPORTS

PRESIDENT'S REPORT

This past year has seen very significant changes in legislation, regulation, policy and practice across the government and non-government sectors in relation to child protection. There has been specific legislative change within Queensland as part of a national and international acceptance that child witnesses are at a particular disadvantage within the criminal justice system.

Management and staff have worked hard during this time to ensure that the financial, clinical and organisational foundations of PACT are ready to take the organisation into the new millennium as a dynamic and vibrant advocate for abused & neglected children and young people.

I am pleased to report that PACT has continued to receive significant support from elected officers of government, government departments, non-government organisations, the media and the community at large. This reflects the dedication and professionalism of each of you who make up the organisation of PACT.

In this report I will provide the membership with a summary of the significant issues arising from the preceding 12 months, details of which may be explored in more depth in the various reports within the AGM document.

LEGISLATIVE CHANGES

The Evidence (Protection of Children) Act

In late 2003, the Queensland State Parliament approved comprehensive reforms to limit the stress and trauma for children appearing before Queensland Courts. The *Evidence (Protection of Children) Act 2003* changes the environment for children in the Queensland criminal justice system.

PACT congratulates the government and Minister for the introduction of these innovations. This outcome is the welcome culmination of years of advocating by PACT to make our courts more sensitive when dealing with children who are victims or witnesses to ensure the legal process doesn't add to their stress or suffering. In addition, limiting the trauma and distress for a child appearing in court is likely to improve the reliability of evidence.

The new measures relating to the giving of evidence by children include:

- Pre-recording all evidence at a preliminary hearing unless the court orders otherwise (because of extraordinary circumstances).
- Mandatory use of CCTV or screens (where pre-recording has not occurred).
- Entitlement to have support person in court seated nearby and within sight.
- Mandatory exclusion of all but certain persons from the court when the child is giving evidence about a sexual offence.
- Restrictions on the right to call a child as a witness at committal hearings.
- Restrictions on the type of questioning that can be conducted if a child is a witness at a committal hearing.

- Removal of the 'recent complaint rule' which required judges to direct juries to question the credibility of a complainant who did not immediately report abuse.
- Removal of the right of a husband/wife to refuse to give evidence against their spouse.
- Enshrining for the first time in statute the obligations of the prosecution to disclose their case to the defence.
- Amending the Criminal Code to include an irrebuttable presumption that a child under age 12 does not have capacity to consent to sexual acts.

Crime and Misconduct Commission Report (2003)

- The Queensland Crime and Misconduct Commission (CMC) released its report *“Protecting Children: An Inquiry Into Abuse of Children in Foster Care”* in Queensland in late 2003.
- This report precipitated a major review of child protection services in Queensland - and subsequent dramatic changes to legislation, regulation, policy and practice within the state which are ongoing.
- PACT and its officers played a significant role in this process.
- PACT's persistent concern as to the variable service response from government department's to sexually abused children and their families has been addressed in this review.
- PACT has had a formal role as one of a number of 'key' non-government agencies with expertise in child protection issues approached to provide advice to government.

STRUCTURE / ORGANIZATION

Hawthorne property:

- Private rental covers the expenses associated with the Logan Central offices.
- The Management Committee regularly reviews the leasing arrangement and monitors the asset.
- This property continues to appreciate in value as an asset.

Logan Central Offices (“PACT House”):

- These offices rented from the Logan City Council continue to provide both an appropriate professional face and a client-friendly environment.
- These offices are easily accessible by train, bus and car.
- They provide a safe and professional work environment for staff.

Information Management:

- As part of an ongoing process, a review of PACT's record and communication security has been undertaken and appropriate hardware, software and procedure upgrades have occurred.
- The e-mail addresses for PACT and for individual staff members has been modified: **Administrator:** pact@pact.org.au; **A/Executive Officer:** jobryant@pact.org.au; **CYPWSP Coordinator:** pmcelwain@pact.org.au; **Therapy:** pmarrington@pact.org.au.
- **PACT Webpage** remains: PACT.org.au.
- Staff training / development in computer literacy continues.
- The 1800 access number to support volunteers has functioned well.

Staff:

- In early 2004, Paula Arro resigned as P/T Executive Officer, and Jo Bryant was subsequently appointed as interim A/Executive Officer to assist in day-to-day management. Permanent appointment to this position is dependent on the outcomes of the Siggins Miller Review.
- Pauline McElwain continues in the position of Volunteer Coordinator for the Court Witness Support Program - 3 days per week.
- Peter Marrington has formally taken up the role as Volunteer Coordinator for the Court Witness Support Program for the other 2 days per week. Peter continues in his role as therapist for 3 days.
- Justine Devine continues to provide PACT with administrative support.
- Performance reviews continue as a mechanism to ensure mutual accountability between staff and management.

SUPPORT PROGRAMS**Child/Young Person Witness Support Program (CYPWSP):**

- Referrals to PACT continued to climb sharply – with a 53% increase in referrals over the past two years (n = 536; n = 818).
- The recruitment and training cycle of CYPWSP continues and PACT currently has 70 active CYPWS Workers across Queensland.
- The continuation of the Trainer/Peer-Support Program has been successful practice over the past year.
- PACT has continued to provide high quality services for clients in the geographical areas across Queensland as contracted with the Department of Families (now Department of Child Safety).
- PACT continues without exception to provide services as required to all clients referred.
- PACT's commitment to improve and strengthen the program continues.

Therapy Program:

- PACT continues to provide therapeutic support to those client children/young persons and their families as requested.
- Provision of PACT Therapy program to those areas where the CYPWSP is offered continues.
- The Therapy Program expansion has been achieved by training and supporting workers in these geographically diverse sites - subsequent to signing of Memoranda of Understanding (MOU) with their individual employers.

RESEARCH, EDUCATION AND COMMUNITY DEVELOPMENT

- Officers of PACT and its research partners presented the following papers at the 15th ISPCAN International Congress on Child Abuse and Neglect in Brisbane (19-22 September 2004):
- A Family Therapy (FT) Program for Sexually Abused Children, Young People and their Caregivers.
- A Cognitive Behaviour Therapy (CBT) Program for Sexually Abused Children, Young People and their Caregivers.
- Emotional and Behavioural Difficulties in Children Referred to an Early Intervention Program Following Child Sexual Abuse.
- The Outcome of Treatment in the Queensland Child Sexual Abuse Treatment Study.

- Predictors of Self-Termination from a Community-Based Treatment Program for Child Sexual Abuse.
- Children Services Tribunal: A Multidisciplinary Panel in a Judicial Context.
- PACT continues to work in close partnership with the University of Queensland in the evaluation of programs for the treatment of child/young person victims of sexual abuse (see www.psychiatry.uq.edu.au/csa).
- PACT continues a program of training, education and community development for other providers of services to children across Queensland.
- PACT continues to establish formal arrangements with Centacare, Lifeline and Anglicare to train their workers to support our clients in regional areas.
- PACT has been able to provide educative opportunities to various officers within the Justice system, the Queensland Police Service and the Department of Communities over the past 12 months – a relationship PACT would hope to continue and enhance.
- PACT had a formal presence at the 15th ISPCAN International Congress on Child abuse and Neglect in Brisbane (19-22 September 2004). Many thanks to the staff and volunteers who supported this process to expose PACT's work and experience to over 1100 child protection experts from more than 70 countries. The feedback was highly complimentary of both our program and personnel.

AWARDS

- Jenny Brice is the recipient of the *PACT Volunteer of the Year Award 2004*.
- Richard Roylance received the *2004 Queensland Child Protection Award in the Volunteer Category*.

FINANCE

- This Committee leaves PACT in excellent shape to face the challenges of the future. The financial situation for the organisation has continued to improve - despite a very significant increase in activity.
- A 3-year service agreement for funding (with mutually agreed out-come measures) signed in mid-2001 between PACT and the Department of Families has been extended to late 2004 to accommodate the restructuring of government departments arising from the CMC report. A review of our funding arrangement with the Department of Families was undertaken in 2003 with no anomalies outstanding.
- The 2004-2007 agreement is presently in negotiation with the Department of Child Safety (DCS) – where our government funding will now reside.
- Thank you to Bev Threlfo and Nancy Seymour whose Fundraising Luncheon raised \$6,010 for PACT.
- PACT received \$500 from Zonta Club, Brisbane South.

FUTURE DEVELOPMENTS

- PACT will continue to advise government in the roll-out of the substantial changes arising from the CMC report, both as an independent agency and as an appointed member of the Advocacy Advisory Committee.
- PACT will continue to forge meaningful relationships with the government and judicial agencies with specific reference to child sexual abuse and the role of vulnerable child witnesses within the criminal justice system.
- PACT has been invited to be an active partner in the development of a vulnerable witness policy - including non-legislative measures such as court design, witness support, guidelines for interviewing child witnesses and counselling protocols.
- PACT will continue to be actively involved in an advisory capacity in the development by the judiciary of Judicial Guidelines for the use of new technology (such as CCTV and pre-recorded videotapes) and other special measures to be adopted by the courts when taking evidence of children.
- PACT has an ongoing commitment to the collection of information in relation to child/young persons presenting within the courts - to better assess questions of process and outcome for this vulnerable group.
- PACT continues to work within a cooperative partnership between PACT, the Commission for Children and Young People, Government Departments (especially staff of the Department of Child Safety, Department of Communities, the Queensland Police Service, the Office of the Director of Public Prosecutions, the Department of Justice and the Attorney General) and Officers of the various Queensland Courts.

PERSONAL THANKS

- I have decided not to run for a PACT Officer position in the upcoming election. It is my belief that it is healthy for organisations to have rotation through these positions. I will nominate as a general Management Committee member.
- PACT had a well balanced and highly talented Management Committee in 2003-04, and those nominated for the 2004-05 period have my full support.
- I have had the honour of serving as President of PACT for 10 years. It has been a period of substantial change, some challenges, much satisfaction and considerable pleasure. I thank the members of the Management Committee, staff and most especially the CYPWSP workers for their assistance in our goal to improve the outcomes for vulnerable children and young people.
- In 1994 when I joined, PACT was a small group of dedicated volunteers, with almost no staff or financial reserves, providing a service to a less than 150 children and young people in the S-E corner of the state.
- In 2004, PACT has grown to a staff of three, with substantial financial reserves, over 70 CYPWSP workers – providing a service to over 700 children and young people across the state.
- In this, PACT's 20th year – it is timely that we reflect upon the outstanding work undertaken by hundreds by people associated with the organisation and the major positive influence that PACT has had on the lives of children and young people over this time.

- There is much more to do, and I have every confidence that we - PACT - will continue to change and grow to meet the changing needs of our clients.

(Dr) Richard Roylance *B Med Sc MBBS FRACP*
President

HONORARY SECRETARY'S REPORT

I have pleasure in presenting my report as Honorary Secretary of PACT Management Committee.

The Management Committee has met on a monthly basis throughout 2002/2003.

MANAGEMENT COMMITTEE ATTENDANCE:

POSITION	NAME	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
President	Richard Roylance	10	8
Vice President	Kirsten Dyer	10	7
Secretary	Owen Williams	10	5
Treasurer	Jennifer Pouwer	10	6
Member	David Jefferies	10	5
Member	Margaret Petcopoulos	10	1
Member	Megan Caffery	10	8
Member	Tricia Velthuizen	10	6

This year began with Owen Williams as Secretary for PACT and Owen energetically took up a range of issues such as reviewing the Constitution to ensure it remains relevant. Owen, regrettably resigned his position in order to travel around Australia with his wife in retirement, and we thank him for his contribution and wish them all the best for a safe and exciting journey.

The contribution of the members of the Management Committee has been outstanding this year, with a significant effort towards building a sustainable future for the organization. Once again, the work of the Management Committee has been enhanced by the presence of a Volunteer/Liaison representative with Bev Threlfo taking over the role from Jill Wesche.

The presence of a volunteer liaison representative ensures that we have a voice from both the staff and court witness support volunteers at management meetings and guides us in the decision making to the benefit of our clients.

Others who have provided invaluable assistance to the operational work include Justine Devine as Office Administrator, Roger Veal (Accountant) and Jennifer Pouwer who has assisted with much of the human resource work, Paula Arro, who as Executive Officer for part of the year achieved excellent outcomes in identifying systems and processes that PACT needed to upgrade and most recently, Jo Bryant who has stepped in as temporary Executive Officer. Bernie McGowan who continues to be available when legal advice is required and to Jenny Brice who has assisted in the oversight of the Hawthorne property this year.

Peter Marrington, Child and Family Therapist and Pauline McElwain, Court Witness Co-ordinator provide ongoing support to the Management Committee and Peter has often gone the extra mile for me as acting Secretary by delivering and collecting documents to facilitate prompt completion of work, and for this I thank Peter.

PACT has as you know engaged Siggins Miller Consultants to conduct a Strategic review of the organization to ensure we are able to conduct our business in an effective manner using quality processes and meeting the needs of our clients to the best of our ability. Funding as always is a constraint, and in order to gain the best value for the funds, we hope to examine our role and identify new sources of funding to assist in maintaining this valuable service to children and young people.

PACT continues to play a lead role in the provision of services to children and young people in the criminal courts and should be proud of the contribution from all levels of the organization.

Kirsten Dyer
A/Honorary Secretary

HONORARY TREASURER'S REPORT

The financial statements for the year ended 30th June 2004 present fairly the financial position of protect All Children Today Incorporated (PACT). The accounts have been audited in accordance with the Associations Incorporation Act, applicable Accounting Standards and the Constitution of PACT.

We acknowledge the funding of the Department of Communities and the contributions of our other sponsors.

There was an operating surplus of \$22,660.63 for the Department of Communities funded Court Witness Support Program, a surplus of \$3,407.25 in PACT's Funding & Investment Accounts and a deficit of \$13,779.36 in the Child Protection Week Account.

The Court Witness Support Program ran successfully although below our budget projections. Expenditure on wages and regional training and support was less than budget due to temporary staff vacancies. The PACT Funding and Investment Accounts show income from Rental of the Hawthorne House, Membership Fees, Donations and Fundraising. Expenses are mainly asset maintenance and expenses associated with the Hawthorne property. The Hawthorne property remains a solid investment being positioned in a high capital growth area.

The Child Protection Week Account had a deficit after expending its Department of Communities funding. The Department of Communities grant has increased in 2004/05 to \$80,000.00 per annum therefore expenditure in of the same magnitude in 2004/05 should remain within budget. A media publicity consultant was engaged again this year to co-ordinate the Child Protection Week activities which included grants paid to other community organizations to conduct activities raising awareness. We appreciate the contribution Kentucky Fried Chicken makes to this worthwhile cause.

Jennifer Pouwer *BOcc.Thy GAICD*
Treasurer

STAFF REPORTS**EXECUTIVE OFFICER AND ADMINISTRATOR'S REPORT**

The Acting Executive Officer commenced in August 2004 and has been reviewing and updating PACT's policy and procedure documents. This includes identifying enhancements to the recruitment and selection forms and processes for the CYPWSP Workers.

In accordance with PACT's Constitution, a set of protocols for the Management Committee have also been developed, to assist in the smooth running of meetings and to enhance communication between the Management Committee, staff and the Volunteers.

We would like to thank Roger Veal for his valuable assistance in preparing the Business Activity Statement, the overseeing of the Periodic Funding Return to the Department of Communities and PACT's financial records. Roger's professional knowledge and his understanding of PACT has been invaluable. I appreciate his availability and willingness to assist me when necessary.

Once again PACT was involved in Child Protection Week with the ongoing task of maintaining accurate financial records.

We would also like to express our sincere appreciation to the members of the Management Committee and the PACT Volunteers who give generously of their time to improve the lives of children and young people required to give evidence in the criminal courts.

Jo Bryant
A/Executive Officer

Justine Devine
Office Administrator

VOLUNTEER CO-ORDINATOR'S REPORT

For many years, there has been widespread agreement that child witnesses are disadvantaged in the Criminal Justice System (CJS). In a very real sense there is truth in this. The children and young people referred to PACT do not stand accused by the Crown however, are called as witnesses, be they complainants or otherwise. As an agency providing witness support, we ask not that the child or young person be given preferential treatment by the justice system, however that they merely be recognised and enabled to give their testimony in a manner that facilitates equal treatment for all before the law. The *Evidence (Protection of Children) Amendment Act 2004* proclaimed on 5 January 2004 is a one step further in the journey to achieving that equality.

The new legislation, while changing and vastly improving conditions for children and young people giving testimony in court, has meant that the support role of the PACT volunteer has, at times, had to evolve reactively rather than proactively. This has caused confusion and frustration amongst the volunteers and families caught up in the CJS as it works to develop and bed down a new process.

Significant changes affecting child witnesses mean that:-

- The age of a special witness has increased from 11 – 16 years of age.
- An affected child witness should not have to give evidence more than once. Circumstances under which a child can be called to give evidence at a committal is limited. It is the intent of the legislation that testimony would be by way of full hand up, written or recorded statement. A Magistrate must not call a child to give testimony at a committal unless the defence has identified an issue which needs to be questioned and the interests of justice cannot be adequately satisfied except by the child witness being cross examined.
- Evidence in Chief and Cross Examination will be pre-recorded under the control of a Judge and taped evidence used at Trial.
- The child has a right to a court approved support person.
- CCTV is to be used where available.

Presently throughout the State, there are 65 trained witness workers who so generously donate their time and energy to PACT children and families. Given the nature of the work, this number is always in flux. The PACT volunteers are dedicated and committed people that provide support to children, young people and their families in a time of crisis and I acknowledge and thank them all for the valuable work they do.

I would also like to acknowledge and thank the PACT Team Leaders without whom my role would be considerably more difficult – Fay Bottomer (Cairns), Bob Moon (Townsville), Kate Wilson (Rockhampton), Debbie Griffiths (Mackay) Jo King (Maryborough), Kaye Williams (Bundaberg), Sally McCreath (Toowoomba) and in Brisbane – Judy Krynen, Jenny Brice, Marj Evans, Jill Wesche and Robyn Granger. The combined experience and leadership skills of these volunteers remains a crucial factor in providing a Statewide volunteer program that offers effective training and ongoing support for the volunteers.

The demands made of our volunteers continues to produce a remarkable group of people. Among these is Jenny Brice, the 2003/2004 Volunteer of the Year. I would like to thank Jenny for her support and professionalism in the way she has carried out her duties as a volunteer, team leader, trainer and past management committee member. I would also like to thank Jenny for her generosity and support to me in my first year as Volunteer Coordinator.

The client evaluation of the program continues to offer PACT an indication of client satisfaction. Questionnaires are completed for those matters where there has been significant interaction across committal and trial. Parents continue to appreciate the support and information they are offered via the service, with 95% of the responses in the first or second highest rating on a seven point scale.

I would like to acknowledge the Department of Communities for their continuing commitment to PACT, also the Judiciary, the Victim Liaison Officers and Crown Prosecutors of the Office of the Director of Public Prosecutions and the Queensland Police Service for their willingness to continue to work towards the best interests of child witnesses in the CJS. We all still work towards the day when children and young people required to give their testimony believe that our courts are about justice for all because that has been their experience.

In conclusion, I would like to thank Bernice Rasmussen for her ongoing support and supervision, Paula Arro for her inspiration, understanding and commitment to PACT in her term as Executive Officer and Justine Devine and Peter Marrington for their ongoing support as co-workers.

Pauline McElwain *B Soc Sc*
Volunteer Co-ordinator

CHILD AND FAMILY THERAPIST'S REPORT

During the past year PACT has continued to provide therapy services to our clients in Brisbane and in regional centres throughout Queensland. PACT's Therapy Program is designed to meet the unique needs of our client group. Therapy focuses on the effects of abuse and does not include discussion of evidence while the child or young person is involved in the court process. PACT currently has agreements with the following organisations to provide therapy services at no cost to our clients, utilising this specialised model:

<i>Location</i>	<i>Organisation</i>
Cairns	Centacare and Lifeline
Townsville	Centacare and Child & Youth Mental Health Service
Mackay	Centacare and Lifeline
Rockhampton	Anglicare
Gladstone	Anglicare
Sunshine Coast	Centacare
Caboolture/Redcliffe	Lifeline
Gold Coast	Centacare
Toowoomba	Centacare

PACT has continued to collaborate with the University of Queensland in the *Queensland Child Sexual Abuse Treatment Study (Q-CSATS)*. The study compared the effectiveness of two community-based treatment programs for child and adolescent victims of sexual abuse, and their non-offending family members. One program was based on Cognitive Behaviour Therapy (CBT) and the other on Family Therapy (FT) adapted from the model used at PACT. The study was headed by Barry Nurcombe, Emeritus Professor of Child and Adolescent Psychiatry, and funded by the National Health and Medical Research Council (NHMRC) and the Queensland Department of Families. 167 clinicians from government and non-government agencies throughout Queensland were trained to implement the treatment programs. Comprehensive baseline assessments were completed for 89 sexually abused children/adolescents and their primary caregivers. Participants were retested at 18 weeks and 1 year.

For families that persisted with treatment, both programs produced clinically significant improvement in child behaviour problems, anxiety, anger, depression, posttraumatic stress, dissociation, and avoidant coping. CBT and FT were equally effective. However neither treatment was effective in improving maternal mental health. Low maternal anxiety and depression levels correlated with better children's outcomes. A high dropout rate was related to maternal depression and severe family disorganisation. The outcomes have been presented at conferences in Japan, Germany, Berlin, Italy and America, and six papers have been accepted for presentation at the 15th International Congress on Child Abuse and Neglect in Brisbane this year. The study has generated two journal articles: *Child sexual abuse I: psychopathology* and *Child sexual abuse II: treatment* published in the Australian and New Zealand Journal of Psychiatry. Further papers are following on the baseline characteristics of the children and mothers, treatment outcomes, and on attrition and the factors which support or impede treatment compliance.

Emeritus Professor Nurcombe has proposed a new therapeutic program for sexually abused children. The proposal combines the effective components of Q-SCATS, and provides greater emphasis on preparing and motivating families for treatment, and on attending to maternal psychological problems, especially depression. The program would be structured with modules that can be selected and implemented in accordance with the needs of the individual family. Funding is being sought to enable the development and implementation of this new program.

PACT maintains a strong commitment to the development of expertise and clinical peer review in relation to the treatment and prevention of child abuse and neglect. Training and consultancy in the PACT model of therapy was conducted during the year in Townsville, Mackay, Rockhampton, Caboolture, and on the Gold and Sunshine Coasts. In addition, 91 professional counsellors attended seminars addressing therapeutic strategies conducted by PACT in Rockhampton, Mackay and Townsville.

In summary, it has been a year of significant development and outcomes. I sincerely thank the many individuals and agencies who have contributed to improving the accessibility and effectiveness of our service.

Peter Marrington *B Ec B Soc Admin*
Senior Therapist