

UNCONTROLLED IF PRINTED

ANNEX A

DEFENCE YOUTH SAFETY FRAMEWORK IMPLEMENTATION SCHEDULE

	PHASE 1a	PHASE 1b	PHASE 2	PHASE 3	PHASE 4
MITIGATION ACTIONS	DECEMBER 2015 - FEBRUARY 2016	MARCH - APRIL 2016	MAY - JUNE 2016	JULY - SEPTEMBER 2016	OCTOBER - DECEMBER 2016
Framework Development	Publish Youth Safety Risk Management Framework overview and first Youth Safety chapter in YOUTHPOLMAN Pt 1. Complete development of resource materials for Phase 2 onwards	Publish subsequent Youth Safety chapters in YOUTHPOLMAN Pt1.	Commence refinement of Youth Safety resource materials in response to implementation feedback	Continue refinement of Youth Safety resource materials in response to implementation feedback	Complete refinement of Youth Safety resource materials in response to implementation feedback
Framework Implementation	Promulgate Youth Safety Risk Management Framework, Overview and Implementation Plan.	Commence updating extant Youth Safety plans to reflect the requirements of the Defence Youth Safety Risk Management Framework.	Continue updating extant Youth Safety plans to reflect the requirements of the Defence Youth Safety Risk Management Framework.	Complete updating extant Youth Safety plans to reflect the requirements of the Defence Youth Safety Risk Management Framework	Include stakeholder feedback on framework in end of year review of Youth Safety Risk Management implementation
Commitment	Adopt Youth Safety Code of Conduct.	Include Youth Safety in appropriate workplace meeting agendas	Develop feedback mechanisms to test Youth Safety Risk Management implementation.	Conduct direct liaison with Defence program managers engaged with young people to inform end of year review of Youth Safety Risk Management implementation.	Complete end of year review of Youth Safety Risk Management implementation
Education and Training	Introduce Safeguarding Children Awareness e-learning package into relevant new joiner induction training.	Review e-learning content and methodology based on any feedback from initial rollout.	Update Safeguarding Children Awareness e-learning package as required ahead of inclusion in annual training cycle.	Include Safeguarding Children Awareness updates in annual training cycle.	Include e-learning completion rates data in end of year review of Youth Safety Risk Management implementation
Suitability Screening	Commence identification of all positions that require incumbents to undergo suitability screening.	Commence action to update occupational profiles to reflect suitability screening requirements.	Commence suitability screening for all personnel commencing in identified positions from October 2016	Commence suitability screening (Declaration) of personnel already in identified positions and who will remain there beyond 2016	Complete suitability screening of personnel already in identified positions and those commencing from October 2016 :
Youth Safety Monitoring	Commence ADF Cadets Youth Safety Risk Management Status Assessment	Complete ADF Cadets Youth Safety Risk Management Status Assessment	Commence implementation of actions in response to ADF Cadets Youth Safety Risk Management Status Assessment	Complete Defence wide Implementation Progress Audit 1 (CRESD)	Complete Defence wide Implementation Progress Audit 2 (CRESD)