

Child, Youth, Family and Community Wellbeing Implementation Plan

NATIONAL PARTNERSHIP AGREEMENT ON STRONGER FUTURES IN THE NORTHERN TERRITORY

PART 1: PRELIMINARIES

1. This Implementation Plan is a schedule to the National Partnership Agreement on Stronger Futures in the Northern Territory (NP) and should be read in conjunction with that agreement. The objective of the NP is to support Aboriginal people in the Northern Territory (NT), particularly in remote communities, to live strong, independent lives, where communities, families and children are safe and healthy.
2. This Implementation Plan seeks to strengthen the frontline services that support the safety and wellbeing of children, youth and families, build the capacity of non-government organisations, particularly Aboriginal controlled organisations, and support the training and employment of Aboriginal people working in the human services sector in remote communities. It includes three project elements outlined in this Implementation Plan that will be delivered by the Northern Territory, which will support the Northern Territory child protection system and early intervention and targeted support services for children, youth and their families.
3. A number of complementary project elements will be delivered by the Commonwealth, primarily through the introduction of 15 new remote Stronger Communities for Children sites to be phased in over six years. This investment will be largely delivered through non-government organisations.
4. A key commitment of this Implementation Plan is to increase local Aboriginal employment, professionalisation and career development in the delivery of government funded services with appropriate targets and goals set for relevant measures.
5. This Implementation Plan commits both governments to working with Aboriginal stakeholders and community groups to ensure services are responsive and more effectively meet local community needs, and that agreed mechanisms are in place to provide for their ongoing feedback.

PART 2: TERMS OF THIS IMPLEMENTATION PLAN

6. This Implementation Plan will commence as soon as it is agreed between the Commonwealth of Australia, represented by the Minister for Families, Community Services and Indigenous Affairs, and the Northern Territory, represented by the Minister for Children and Families.

7. As a schedule to the NP agreement on Stronger Futures, the purpose of this Implementation Plan is to provide the public with an indication of how the project is intended to be delivered and demonstrate the Northern Territory's capacity to achieve the outcomes of the NP.
8. This Implementation Plan will cease on completion or termination of the NP, including the acceptance of final performance reporting and processing of final payments against performance benchmarks or milestones. This Implementation Plan may be varied by written agreement between the Commonwealth and Northern Territory Ministers responsible for it under the overarching NP.
9. The Parties to this Implementation Plan do not intend any of the provisions to be legally enforceable. However, that does not lessen the Parties' commitment to the plan and its full implementation.

PART 3: STRATEGY FOR NORTHERN TERRITORY IMPLEMENTATION

Project Information

10. The project elements planned are shown in tables 1.1 and 1.2 as follows:

Table 1.1: Project elements – Delivered by Northern Territory with Commonwealth contribution

No.	Title	Short description	Planned start date	Planned end date	Dependent on projects
1	Remote Aboriginal Family Community Worker Program (RAFCW)	Continue existing 35 RAFCWs and an additional 12 part-time workers from 2014-15 (total of 47 workers) in at least 13 communities, working in partnership with remote services and child protection staff to provide early intervention to communities and respond to family support issues as they arise.	1 July 2012	30 June 2017	Nil
2	Women's Safe Houses (WSH)	Maintain the delivery of 16 women's safe houses providing accommodation and support services for women and their children escaping family violence.	1 July 2012	30 June 2022	Nil
3	Mobile Child Protection Teams (MCPT)	Provide child protection casework support to the NT Child Protection Service Centres by 25 highly skilled Child Protection Officers allowing for more investigations and protective assessments in regional and remote communities.	1 July 2012	30 June 2017	Nil

Table 1.2: Project elements – Commonwealth Own Purpose Expenses

No.	Title	Short description	Planned start date	Planned end date	Dependent on projects
4	Stronger Communities for Children (SCfC)*	Expand the number of SCfC services from four to 19 sites to provide early intervention and prevention support services for children, young people and their families in remote communities. NGO staff houses will be constructed or purchased in each of the new SCfC sites to accommodate key workers that are part of the lead NGOs**.	1 July 2012	30 June 2022	10, 12
5	Supported Playgroups*	Continue eight Intensive Support Playgroups to help develop children’s social, emotional, physical and cognitive abilities.	1 July 2012	30 June 2022	4
6	Youth Services*	Redesign and transition the current Youth in Communities program into the new SCfC model.	1 July 2012	30 June 2022	4
7	Men’s and Women’s services*	Provide integrated and accessible services for men and women.	1 July 2012	30 June 2022	4
8	Child and Parenting services*	Support the continued rollout of Intensive Family Support Service (IFSS) and, where relevant, Playgroups in up to 23 communities.	1 July 2012	30 June 2022	4
9	Crèches*	Provide early childhood and education care programs for children aged 0-5 in nine communities where crèches are operating.	1 July 2012	30 June 2022	Nil
10	Development of a local Aboriginal human services workforce strategy**	Jointly develop and implement a workforce development strategy for the human services sector in SCfC sites.	1 July 2012	30 June 2022	All projects

No.	Title	Short description	Planned start date	Planned end date	Dependent on projects
11	NGO capacity building**	Develop and implement a strategy to increase the number and capacity of Aboriginal Controlled Organisations and the non- government sector organisations delivering human services programs in SCfC sites.	1 July 2012	30 June 2022	All projects

*These elements will be delivered by third party providers funded by the Commonwealth

**These elements will be managed as Commonwealth departmental projects

11. Commonwealth funding for WSH (project element 2) is provided until 30 June 2019 with a reduction in contributions from 2014-15.
12. The capacity of the Northern Territory to take fiscal responsibility for element 2 of this Implementation Plan will be jointly considered by the Commonwealth and Northern Territory every two years under Clause 18(j) of the NP.
13. In addition to the funding provided for Project Element 3 through this Implementation Plan, the Northern Territory will direct a minimum of \$4.1 million of the residual unspent Commonwealth Own Purpose Expenditure funding, paid to the Northern Territory by the Commonwealth prior to 1 July 2012, through the Memorandum of Understanding for the Indigenous Family Safety Program and the National Partnership Agreement on Closing the Gap in the Northern Territory Family Support Implementation Plan, to support Mobile Child Protection Teams for five years commencing 1 July 2012.
14. The Northern Territory will be eligible for an incentive payment from the Commonwealth, of \$1.1 million per annum from 2014-15 to 2016-17, subject to the Northern Territory meeting agreed key performance indicators as per Clause 15. Incentive payments will support the provision of remote child protection.
15. The funding under clause 13 and 14 will be incorporated in a separate Memorandum of Understanding between the Commonwealth and the Northern Territory.

Estimated Costs

16. The maximum financial contribution to be provided by the Commonwealth through this Implementation Plan for the project elements to be delivered by the Northern Territory is \$68.1 million payable in accordance with the milestones and performance benchmarks set out in Tables 5 and 6 of this Implementation Plan. All payments are exclusive of GST.
17. The estimated overall budget (exclusive of GST) is set out in Table 2. The budget is indicative only and the Northern Territory retains the flexibility to move funds between components and/or years, as long as outcomes are not affected. The Commonwealth contribution can only be moved between years with the agreement of the Commonwealth.

Table 2: Estimated financial contributions from Commonwealth

(\$ million)	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	Total
Element 1 – RAFCW	4.357	1.243	5.718	6.838	6.975	7.115	–	–	–	–	–	32.246
Element 2 – WSH #	3.835	1.093	5.031	2.734 [#]	2.854 [#]	2.978 [#]	3.106 [#]	3.238 [#]	#	#	#	24.869 [#]
Element 3 – MCPT	2.208	0.627 [^]	2.895 [^]	1.721 [^] +	1.755 [^] +	1.790 [^] +	–	–	–	–	–	10.996
Total estimated budget	10.400	2.963	13.644	11.293 [#]	11.584 [#]	11.883 [#]	3.106 [#]	3.238 [#]	#	#	#	68.111 [#]
less estimated Commonwealth contribution	10.400	2.963	13.644	11.293	11.584	11.883	3.106	3.238	–	–	–	68.111
equals estimated balance of non-Commonwealth contributions	–	–	–	#	#	#	#	#	#	#	#	#
Commonwealth own purpose expenses*	–	15.770	18.753	39.026	40.252	38.324	40.352	46.146	43.718	45.576	46.331	374.248
Total Commonwealth contribution	10.400	18.733	32.397	50.318	51.836	50.207	43.459	49.385	43.718	45.576	46.331	442.36

#Funding of non-Commonwealth contributions from 2014-15 is subject to review of the NT's fiscal capacity as per Clause 18(j) of the NP.

[^] Does not include additional funding of \$4.1 million over 5 years from residual unspent COPE funding paid to the Northern Territory, referred to in Clauses 13 and 15 of this Implementation Plan.

⁺ Does not include additional funding of \$3.3 million over 3 years paid as incentive payments, referred to in Clauses 14 and 15 of this Implementation Plan.

* Includes departmental expenses.

Program Logic

18. The way in which these project elements will be managed by the Northern Territory to achieve the outcomes and objectives set out in the NP is detailed in Table 3.1 below.

Table 3.1: Program logic – Northern Territory Elements

Project elements	Outputs	Outcomes	Reform Objectives
1. Remote Aboriginal Family Community Workers (RAFCW)	<p>The provision of integrated and accessible child, youth, family, women and men’s support services.</p> <p>Increased professionalisation and improved career development for local Aboriginal staff across all Northern Territory service sectors.</p>	<p>Improved wellbeing of children, young people, and families.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>To increase the capacity of the Northern Territory to provide culturally relevant and responsive child protection services to Aboriginal families in remote communities.</p> <p>To be a culturally appropriate liaison and connection point between the child protection system and Aboriginal families.</p> <p>Aboriginal employment target: To be maintained at a minimum of 90% of RAFCWs and increased over time.</p>
2. Women’s Safe Houses (WSH)	<p>The provision of women’s and children’s safe houses.</p> <p>Increased professionalisation and improved career development for local Aboriginal staff across all Northern Territory service sectors.</p>	<p>Improved wellbeing of children, young people and families.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>To provide increased safety options for women and children, predominantly in remote communities.</p> <p>To break the cycle of domestic violence and assist communities in addressing a scope of issues directly and indirectly relative to family and community wellbeing.</p> <p>Aboriginal employment target: To be maintained at a minimum of 80% of safe house workers and increased over time.</p>
3. Mobile Child Protection Teams (MCPT)	<p>The provision of early intervention, prevention and statutory child protection services.</p>	<p>Improved wellbeing of children, young people, and families.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>To provide workers who travel to regional and remote communities to investigate reports of child neglect and abuse.</p> <p>To assess children reported to be at risk of harm.</p> <p>To provide direct forensic child protection casework support to NT Child Protection Offices.</p> <p>To deliver more investigations in remote and regional communities across the NT.</p>

19. The project elements detailed in table 3.2 below will be managed by the Commonwealth to achieve the relevant outcomes and objectives in the NP.

Table 3.2 - Program logic - Commonwealth Elements

Project elements	Outputs	Outcomes	Reform Objectives
4. Stronger Communities for Children (SCfC)	<p>The provision of integrated and accessible child, youth, family, women and men's support services.</p> <p>Coordination of government effort.</p> <p>Increased local Aboriginal employment across all levels of the workforce by the expiration of this Agreement.</p>	<p>Improved wellbeing of children, young people and families.</p> <p>Improved government engagement, service accessibility and coordination in remote communities.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>To give children and young people the best possible start in life through safe families and communities, nurturing educational environments, positive participation opportunities and cultural events so that children and young people grow up strong, healthy and confident.</p> <p>Aboriginal employment targets: 50% by 2014-15, 60% by 2017-18 and 75% by 2020-21.</p>
5. Intensive Support Playgroups (ISP)	<p>Provision of integrated and accessible child, youth, family, women and men's support services.</p> <p>Increased professionalisation and improved career development for local Aboriginal staff across all Northern Territory service sectors.</p>	<p>Improved wellbeing of children, young people and families.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>To improve the health and well-being of families and the health, well-being and early development of young children, from before birth to school age.</p> <p>Aboriginal employment target: To be maintained at a minimum of 80% and increased over time.</p>

Project elements	Outputs	Outcomes	Reform Objectives
6. Youth services	<p>Provision of integrated and accessible child, youth, family, women and men's support services.</p> <p>Increased local Aboriginal employment across all levels of the workforce by the expiration of this Agreement.</p>	<p>Improved wellbeing of children, young people and families.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>To improve life choices and outcomes for young people.</p> <p>Aboriginal employment targets: 50% by 2014-15, 55% by 2017-18 and 60% by 2020-21.</p>
7. Men's and Women's Services	<p>Provision of integrated and accessible child, youth, family, women and men's support services.</p>	<p>Improved wellbeing of children, young people and families.</p>	<p>To promote safe and healthy social interaction of women, men and families.</p>
8. Child and Parenting Services	<p>Provision of integrated and accessible child, youth, family, women and men's support services.</p> <p>Increased local Aboriginal employment across all levels of the workforce by the expiration of this Agreement.</p>	<p>Improved wellbeing of children, young people and families.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>To assist parents and families build their confidence and parenting skills in meeting their children's developmental needs, ensuring that their children are nurtured and educated so that they can grow up strong, healthy and confident.</p> <p>Aboriginal employment targets: 50% in 2014-15, 60% in 2017-18 and 65% in 2020-21.</p>
9. Crèches	<p>Provide early childhood and education care programs.</p> <p>Increased professionalisation and improved career development for local Aboriginal staff across all Northern Territory service sectors.</p>	<p>Improved wellbeing of children and improved readiness for school.</p> <p>Improved economic participation, including employment and enterprise development.</p>	<p>Support improved school readiness and provide a platform to support other programs aimed at improving health and safety outcomes for children aged 0-5 (in 9 communities where crèches are operating).</p> <p>Aboriginal employment target: To be maintained at a minimum of 75% and increased over time.</p>

Project elements	Outputs	Outcomes	Reform Objectives
10. Development of a local Aboriginal human services workforce strategy for SCfC sites.	<p>Increased local Aboriginal employment across all levels of the workforce by the expiration of the Agreement.</p> <p>Increased professionalisation and improved career development for local Aboriginal staff across all Northern Territory service sectors.</p> <p>A skilled and sustainable local Aboriginal human services workforce.</p>	<p>Improved economic participation, including employment and enterprise development.</p> <p>Improved wellbeing of children, young people and families.</p>	<p>To create training and employment opportunities for local Aboriginal people within the human services sector in SCfC sites.</p> <p>To increase the number of local Aboriginal people that are employed and/or undertaking training to work in the human services sector in SCfC sites.</p> <p>Progress in achieving this reform objective will be reported on by the Commonwealth in accordance with Clause 31 of the NP.</p>
11. NGO capacity building	<p>More sustainable Aboriginal enterprises.</p>	<p>Improved economic participation, including employment and enterprise development.</p>	<p>To increase the number and capacity of Aboriginal Controlled Organisations and the non-government sector delivering human services programs in SCfC sites.</p> <p>Progress in achieving this reform objective will be reported on by the Commonwealth in accordance with Clause 31 of the NP.</p>

Risk Management

20. A risk management plan will be developed by the Commonwealth for Commonwealth Own Purpose Expense funded elements; and the Northern Territory will develop a risk management plan for elements funded through National Partnership Payments. Risks will be identified, entered into a risk log and assessed in terms of impact and likelihood.

Relevant Northern Territory Context

21. In developing this Implementation Plan consideration has been given to the Northern Territory (NT) context. Key factors that have influenced the proposed direction are listed below and in Table 4.
22. According to ABS 2011 census data on population and housing and the population characteristics of Aboriginal and Torres Strait Islander Australians;

- i. the NT has the highest proportion of Aboriginal people of all Australian states and territories, comprising over 30 per cent of its population compared to 2.5 per cent nationally;
 - ii. forty five per cent of the NT's Aboriginal population is aged 19 years or under compared to 26 per cent of the non-Indigenous population; and
 - iii. while more than half of the NT's total population resides in the Darwin Region, the majority of the NT's Aboriginal population lives outside major regional centres.
23. While significant efforts have been made to improve outcomes, Aboriginal people in the NT still experience unacceptable levels of disadvantage in living standards, life expectancy, education, health and employment.
24. Child safety is an important issue in the NT with numerous reports supporting increased service provision to protect children and build stronger families. Government investment in this area was increased considerably in 2007 following the release of the Little Children are Sacred Report, subsequent launch of the Northern Territory Emergency Response and implementation of recommendations from the Inquiry into the Northern Territory's Child Protection System. Ongoing investment in the NT's Child Protection and family support service system is prioritising direct service delivery to support child protection frontline services, in particular to secure better outcomes for Aboriginal children.

Table 4: Links with existing reforms or projects

Proposed project elements	Existing reforms or projects	Complementary nature of activities
All	Remote Service Delivery National Partnership Agreement.	Improvement in the access of Aboriginal families to a full range of suitable and culturally inclusive services across 29 priority communities in Australia, including 15 communities in the NT. Identification of priority locations and investment scope. Guided through the community specific local implementation plans.
All	National Partnership Agreement on Indigenous Early Childhood Development.	Support improvements in the access of remote and Aboriginal communities to child care and early learning opportunities where mainstream or conventional child care services. This includes improvements to the infrastructure, workforce and governance of services.

PART 4: PERFORMANCE AND REPORTING ARRANGEMENTS

Milestones

25. To qualify for the associated payment, the Northern Territory must meet the milestones in Table 5 below.

Table 5: Milestones

Milestones	Reporting Due Date	Percentage of Annual Funding
2013-2014		
Provision of a RAFCW Recruitment Plan.	1 March 2014	10% of Element 1 funding
Acceptance by the Commonwealth of benchmark for communities serviced by RAFCWs.	1 March 2014	10% of Element 1 funding

Performance Benchmarks

26. Funding will be paid to the Northern Territory upon achieving the performance benchmarks as set out in Table 6 below.
27. If the Northern Territory does not achieve one or more of the performance benchmarks as outlined in Table 6 in full, due to circumstances beyond its control or circumstances not anticipated at the time of signing the Implementation Plan, the Commonwealth may provide a partial payment to the Northern Territory. Where applicable, partial payments will be calculated based on the proportion of each benchmark achieved above the agreed thresholds.
28. Except in the case of benchmarks related to staffing (see Clause 29 below) the Commonwealth will only consider making a partial payment if:
- the Northern Territory is able to demonstrate that it implemented adequate and appropriate arrangements that would have achieved the relevant performance benchmark, but for the circumstances noted in clause 27;
 - at least 70 per cent of the performance benchmark has been met; and
 - the Northern Territory has submitted a satisfactory milestone report.
29. For the benchmarks related to staffing (Performance Indicator/Benchmark 1 for Elements 1 and 3 in table 6) the following partial payment arrangements will apply:

Proportion of Benchmark Achieved	Partial Payment
70-89%	70-89% pro rata
90% or above	100% payment

30. An in-advance payment of \$10.4 million was paid to the Northern Territory in 2011-12. The entitlement to this amount and the balance of estimated funds for 2012-13 will be acquitted against the performance benchmarks in Table 6.

Table 6: Performance Benchmarks

Performance indicators	Benchmarks	Reporting Due Date	Percentage of Annual Funding for relevant Project Element		
			2012-13#	2013-14	2014-15 to 2021-22
Element 1 - Remote Aboriginal Family and Community Workers (RAFCW) (2012-13 to 2016-17)					
1. Average Full-Time Equivalent (FTE) of RAFCW	27 FTE* from 2012-13 to 2013-14	1 March 2013	80%	-	-
		1 September 2013	-	25%	-
		1 March 2014	-	25%	-
	33 FTE** from 2014-15 to 2016-17	1 September 2014-15 to 2016-17	-	-	35%
		1 March, 2014-15 to 2017-18	-	-	35%
2. Number of communities serviced by RAFCWs	At least 13 communities	1 March 2013	20%	-	-
	Benchmarks for 2013-14 onwards to be developed by March 2014	1 September 2013-14 to 2016-17	-	5%	5%
		1 March 2013-14 to 2017-18	-	5%	5%
3. Proportion of RAFCWs with appropriate language skills	100%	1 September 2013-14 to 2017-18	-	5%	5%
		1 March 2013-14 to 2017-18	-	5%	5%
4. Proportion of RAFCWs that have completed induction training	95%	1 September 2013-14 to 2017-18	-	5%	5%
		1 March 2014-15 to 2017-18	-	5%	5%

*27 FTE equates to approximately 35 workers

**33 FTE equates to approximately 47 workers

Performance indicators	Benchmarks	Reporting Due Date	Percentage of Annual Funding for relevant Project Element		
			2012-13#	2013-14	2014-15 to 2021-22
Element 2 - Women's Safe Houses (WSH) (2012-13 to 2018-19)					
1. Number of operational WSHs	16 safe houses operational for each six month period	1 March 2013	50%	-	-
		1 September 2013-14 to 2018-19	-	10%	10%
		1 March 2013-14 to 2018-19	-	10%	10%
2. Proportion of NTG run WSHs where client services were available for 85% of available days	100%	1 March 2013	50%	-	-
		1 September 2013-14 to 2018-19	-	30%	30%
		1 March 2013-14 to 2018-19	-	30%	30%
3. Proportion of WSH workers with appropriate language skills	100%	1 September 2013-14 to 2018-19	-	5%	5%
		1 March 2013-14 to 2018-19	-	5%	5%
4. Proportion of WSH workers that have completed induction training	95%	1 September 2013-14 to 2018-19	-	5%	5%
		1 March 2013-14 to 2018-19	-	5%	5%

Performance indicators	Benchmarks	Reporting Due Date	Percentage of Annual Funding for relevant Project Element		
			2012-13#	2013-14	2014-15 to 2021-22
Element 3 - Mobile Child Protection Team (MCPT) (2012-13 to 2016-17)^					
1. Average Full-Time Equivalent of MCPT practitioners in each six month period	25 FTE in 2012-13 to 2014-15	1 March 2013	80%	-	-
		1 September 2013-14 to 2016-17	-	25%	25%
	15 FTE from 2014-15 to 2016-2017	1 March 2013-14 to 2016-17	-	25%	25%
2. Number of child protection investigations closed by MCPT practitioners	350 from 2012-13 to 2013-14	1 March 2013	20%	-	-
		1 September 2013-14 to 2016-17	-	25%	25%
	210 from 2014-15 to 2016-17	1 March 2013-14 to 2016-17	-	25%	25%

2012-13 funding includes the \$10.4 million in-advance payment that was made in 2011-2012.

^ The benchmark for the MCPTs in 2012-13 will also be outlined in the Memorandum of Understanding referenced in clause 15.

Reporting


31. The Northern Territory will report every six months against agreed milestones, performance indicators and performance benchmarks and the performance information set out at Attachments A and B. Reports are expected by 1 March (covering 1 July to 31 December) and 1 September (covering 1 January to 30 June) each year.
32. The Women's Safe House element comprises 12 Northern Territory managed safe houses and 4 Non Government Organisation (NGO) managed safe houses. The Northern Territory will report on the NGO managed safe houses against the timeframes outlined in Clause 31, against key performance indicators to be developed with the NGO providers at the conclusion of their existing service agreements.
33. Circumstances may give rise to additional reporting being sought from jurisdictions. Such requests should be kept to the minimum necessary for the effective assessment of the project or reform. Requests should not place an undue reporting burden on jurisdictions and portfolio agencies.

Review and Evaluation

34. This Implementation Plan will be reviewed in line with the NP in 2017 and no later than twelve months prior to the completion of the Agreement with regard to progress made by the Parties in respect of the agreed outcomes.
35. The Implementation Plan for the three project elements being delivered by the Northern Territory will be reviewed by both parties 6 months prior to changes in National Partnership Payments as follows: MCPTs - by January 2014 and by January 2017; RAFCWs - by January 2014 and by January 2017; WSHs - by January 2014 and by January 2019.
36. The Commonwealth and Northern Territory will work collaboratively during 2013 to develop and agree on the evaluation plan for this Implementation Plan. This work will include the development of, and agreement to, program-specific performance outcomes that capture qualitative and broader data, such as remote workforce statistics, to be incorporated as part of this evaluation.
37. Formal evaluation of the project elements will be conducted by the Commonwealth in 2015-16 and 2018-19. Evaluations will focus on the achievement of the outputs, outcomes and objectives of this Implementation Plan as agreed by the parties. Evaluations will include bilateral governance and data gaps to be cognisant of and inform the evaluations of the NP scheduled for 2016-17 and 2019-20.
38. Monitoring and evaluation of the elements (Remote Aboriginal and Family Community Worker Program, Women's Safe Houses and Mobile Child Protection Teams) will be supported by data collection from respective program databases and/or other data sources as agreed by the Commonwealth and the Northern Territory.
39. The Northern Territory will collect workforce statistics relating to the recruitment, training and retention of remote area staff employed by the project elements. These statistics will be provided to project element evaluators for consideration in the formal evaluations.
40. The Commonwealth and the Northern Territory will work together to progress the elements under this Implementation Plan and enable effective planning, governance and review arrangements. Governance arrangements will include engagement with Indigenous stakeholders.

Sign off

The Parties have confirmed their commitment to this agreement as follows:

Signature  R LAMBLEY Date 27/2/13
[By state/territory Minister]

Signature  Date 14-3-13
[By Commonwealth Minister]

**Attachment A: 1 July 2012 to 31 December 2012 Performance
Information**

Indicator Type	Indicators
Element 1 - Remote Aboriginal Family and Community Workers (RAFCW)	
Service Delivery	Number of referrals submitted to RAFCWs by source of referral Number of communities serviced by RAFCWs
Workforce	Number of RAFCWs Number of people employed as RAFCWs who identify as Aboriginal.
Element 2 - Women's Safe Houses (WSH)	
Service Delivery	Number of Women's Safe Houses operational Number of safe house intakes of women and accompanying children by the source of intake Number of intakes by length of stay
Workforce	Number of WSH Workers Number of people employed as Women Safe House workers who identify as Aboriginal.
Element 3 - Mobile Child Protection Team (MCPT)	
Service Delivery	Number of child protection investigations closed by MCPT Practitioners Number of MCPT practitioners

Attachment B: Performance Information from 1 January 2013

Indicator Type	Indicator
Element 1 - Remote Aboriginal Family and Community Workers (RAFCW)	
Service Delivery	<p>Number of on referrals to service providers made by RAFCWs*</p> <p>Number of family support cases managed by RAFCWs by source of referral</p> <p>Proportion of RAFCW managed cases that engage other service providers</p> <p>Number of communities serviced by RAFCWs</p>
Community Strengthening	<p>Number and type of workshops and community events held or supported by RAFCWs</p>
Workforce	<p>Average Full-Time Equivalent of RAFCWs</p> <p>Proportion of RAFCWs with appropriate language skills.</p> <p>Proportion of RAFCWs that have completed induction training</p> <p>Number of people employed as RAFCWs who identify as Aboriginal.</p>
Element 2 - Women's Safe Houses (WSH)	
Service Delivery	<p>Number of safe house intakes of women and accompanying children by the source of intake</p> <p>Number of intakes by length of stay</p> <p>Proportion of safe house intakes referred to other service providers *</p> <p>Proportion of Northern Territory run WSHs where client services were available for 85 per cent of available days</p>
Community Strengthening	<p>Number of appropriate program sessions delivered by service providers in Women's Safe Houses</p>
Workforce	<p>Average Full-Time Equivalent of WSH Workers</p> <p>Proportion of WSH workers with appropriate language skills</p> <p>Proportion of WSH workers that have completed induction training</p> <p>Number of people employed as Women Safe House workers who identify as Aboriginal.</p>

Indicator Type	Indicator
Element 3 - Mobile Child Protection Team (MCPT)	
Service Delivery	Number of communities serviced by MCPT
	Number of Protective Assessments conducted by MCPT practitioners
	Proportion of investigations closed within policy timeframes
	Number of child protection investigations closed by MCPT practitioners
Workforce	Average Full Time Equivalent of MCPT practitioners

* Identified indicators are not available for reporting prior to 2014-15