

# VERIFIED VERSION

## PUBLIC ACCOUNTS AND ESTIMATES COMMITTEE

### Inquiry into budget estimates 2012–13

Melbourne — 17 May 2012

#### Members

Mr N. Angus

Mr P. Davis

Ms J. Hennessy

Mr D. Morris

Mr D. O'Brien

Mr M. Pakula

Mr R. Scott

Chair: Mr P. Davis

Deputy Chair: Mr M. Pakula

#### Staff

Executive Officer: Ms V. Cheong

#### Witnesses

Ms M. Wooldridge, Minister for Women's Affairs,

Ms G. Callister, Secretary,

Mr J. Higgins, Acting Executive Director, Corporate Services, and

Ms C. Mathieson, Acting Director, Office of Women's Policy, Department of Human Services.

**Necessary corrections to be notified to  
executive officer of committee**

**The CHAIR** — I now welcome from the Department of Human Services Ms Gill Callister, secretary; Mr Jim Higgins, acting executive director, corporate services; and Ms Christine Mathieson, acting director, Office of Women's Policy. I now call on the minister to give a brief presentation of no more than 5 minutes on the more complex financial and performance information relating to the budget estimates for the women's affairs portfolio.

**Overheads shown.**

**Ms WOOLDRIDGE** — Thank you, Chairman. The great opportunity with the portfolio of women's affairs is it has a responsibility to have a look over the whole of the government's activities and the broader policy framework for women as a whole. What we see and what we know is that the social and economic position of women has actually not necessarily changed that much over recent times and that inequalities that exist can have significant both social and economic costs. Providing a focus on gender equity, through gendered-based approaches to things like health and human services, can be very good, both for the women themselves but also broadly for the economy and for productivity.

In terms of the Office of Women's Policy, obviously they have the leadership role in relation to these issues, and there are some key focus areas of the office. Preventing and reducing violence against women and their children is, I would think, the predominant focus in terms of the work that happens, and I will obviously talk about that in some more detail, but it also has opportunities in relation to the economic participation and leadership of women and promoting the status of women generally. It has a broad range and ambit.

The issue of preventing and addressing violence against women is, as I have said, a very important focus. One of the exercises we did, which had never been done before, was actually look at what investment government makes as a whole, given our whole-of-government responsibility. This was the first time that actually all the areas of preventing violence against women were brought together. What we identified is that in this current financial year about \$77 million is being spent on a range of initiatives and that we expect this will increase to about \$85 million next year in relation to the programs and the investments to address these issues. In addition to this, there are some investments through the crime prevention portfolio with community crime prevention grants that will further go to help local community-based initiatives to prevent violence and to intervene early.

Many of you — that is a bit small — will probably see yourselves in that photo. One of the things that was very positive in the last year was getting together on White Ribbon Day, and obviously that is one of the areas where the Victorian government has invested in relation to it.

What we are doing, though, to get to that strategic focus, is we have been developing an action plan to address all forms of violence against women and children. That has been out through the consultation phase, and we are in the process of collating and gathering all of that information.

In terms of women's economic participation and leadership, a very important initiative, and one that will continue into this coming financial year, is the partnership with the Australian Institute of Company Directors in relation to scholarships for women to undertake the company directors course, which we think is an important initiative in relation to getting women with the skills ready for boards.

The Think Women for Local Government obviously is very topical this year as it is a local government election year, and we are supporting that process, and the SACS decision making. Because this was a case that was in the context of a gendered workforce, we think our position in relation to that and our commitment to supporting it with our \$200 million is an important initiative as well.

In terms of promoting the status of women, an important initiative of the former government that we have continued is the honour roll of women. That gets a lot of bipartisan support across the board. I inducted 20 women this year and will obviously do it again next year. There are now nearly 500 women. That is an important way to celebrate and promote the role that women play in communities, in business, in government and across the board.

We are also investing in vulnerable women, and I am sure we will talk about it more in community services. The Protecting Victoria's Vulnerable Children Inquiry that we initiated and have now significantly responded to had significant investment in relation to women, including multidisciplinary centres to address sexual assault,

including the regional integration coordinators with family violence and a range of other areas where we have invested.

I will skip through quickly because I am sure we will come back to some of these.

Women in their role as carers obviously — and we know predominantly that women are the carers — there are significant investments across the budget in disability services, in early childhood and also for vulnerable children which address the issue of women as carers. In terms of the broader health and wellbeing there is once again significant investment across the board, much of which relates to issues where women are predominantly receiving that significant investment increase overall.

That is just a snapshot of both some of the specific areas but also some of the broader areas in relation to women.

**The CHAIR** — Thank you, Minister. In the remaining time until 3 o'clock we will take questions on the women's affairs portfolio. Given the key growth and efficiency initiatives announced in the budget, can you please outline for the committee the likely impact of the budget on enhancing service delivery, promoting productivity and achieving efficiency gains within your portfolio? In responding, could you also indicate how you intend to monitor the portfolio's effectiveness in maximising improvements in these areas.

**Ms WOOLDRIDGE** — I have touched on some of these, and I will go into a little more detail in relation to it. To start on family violence, which is, as I have said, the predominant area of focus, there is no doubt that for some women the issue of violence in their home and what they have to deal with is a very significant inhibitor to economic and social participation in our community. The investments that we are making in this area with both the broader strategy and to engage in prevention of the violence earlier — to engage in an earlier intervention — as well as having a comprehensive response is very important for women to avoid those situations if possible or for that violence not to be perpetrated and for them to be able to then participate actively in social and community life.

As I have said, the significant investment of more than \$85 million in this coming year's budget in relation to family violence is an important contributor to that. There is a specific investment of \$4.6 million in regional integration coordinators in each of the 12 family violence service catchment areas. This is an important part — and I will keep coming back to it; I mentioned it in mental health — of having a more coordinated response to the full range of needs that vulnerable people, and in this context women, face when not only often is a family violence response needed but it may be combined with a mental health response or an AOD issue. There may be issues in relation to the protection of children. The regional integration coordinators are critical for delivering a joined-up service response in relation to women who experience family violence and who are coming into the system, and we think having that comprehensive response in addition to an earlier response once again helps women and their families to address the issues early and get lives back on track. We are also investing about 20 million over the forward estimates in multidisciplinary centres — about 9.2 million in the DHS budget — and there is further funding in justice for such things as mediation of intervention orders and some other areas.

The second area is in relation to the economic participation and the leadership. One of the things that has always struck me is that we know that companies with diversity or additional women on their boards and in their senior management actually perform better than companies that do not have those women involved. In fact return on equity over a five-year period is actually nearly 12 per cent higher for a greater proportion of women than less women on boards and in senior roles. Not only can we say instinctively that having women in senior roles is good, there is actually empirical evidence, really at the bottom line, that in terms of return on equity it makes a big difference.

That is where the work such as the women's register, that we are continuing and improving and refining, helps women to understand the opportunities and to put their hand up for boards, be they community sector boards, government boards or in some instances company boards, which is important. That is why the work we are doing to get women board ready through the work with the Australian Institute of Company Directors we think actually has a good response for them, a good response for their community but a good response for productivity and an economic benefit for the state.

There are also significant differences in the economic participation for men and women if there are caring roles. We know that women are predominantly the carers in our community, whether that be, predominantly

obviously, child rearing but also for people with disabilities, where they have family members with disabilities, frail aged parents and that sort of area. So making sure that we can invest as much as we can to relieve the challenges of the caring role, such as through individual support packages, such as through making sure that the early childhood services are as effective as possible, once again is important to help women to manage those caring roles in addition to other roles as well.

They are probably the key things. I have already touched on the SACS case in terms of equal remuneration; I will just touch on that in terms of productivity. We know the community sector is largely a female workforce — predominantly. We need that workforce to continue to be excited about their role and continue to develop their skills and their capacity if we are to continue to deliver effective community services. The certainty we are able to provide in terms of the first couple of years of that remuneration order will be important in relation to women's economic participation as well.

**The CHAIR** — Thank you, Minister. Again, I thank you for a comprehensive response. Can you briefly comment and inform the committee on what you consider to be the likely impact on the community stakeholders in the portfolio of the initiatives you have outlined?

**Ms WOOLDRIDGE** — There are two lots of stakeholders. Obviously the broader community sector, which employs women in those community roles, and the SACS decision, as I said previously, will give them certainty. I think there has been a bit of a collective sigh of relief in relation to having that certainty, at least about what is going to happen for the next couple of years. That has been well received in relation to the community sector.

More broadly it is about women, and I have to say that the overwhelming response we have had to things like our company directors scholarship, where we had so many applications for unfortunately only 34 places, shows that this is an area that women are excited about. They see it as an opportunity, and that is a good reason to continue to do it. Women are excited to expand their skills and to fulfil the senior roles, and we have had a very positive response in relation to these initiatives and I hope we will continue to have.

**Mr PAKULA** — Minister, I should say I well understand why your own experience of the company directors course is such a positive memory for you.

**Ms WOOLDRIDGE** — Perhaps the fact that we did the same one together, Martin?

**Mr PAKULA** — Yes.

**Ms HENNESSY** — Such insiders.

**Ms WOOLDRIDGE** — Both before we were elected.

**The CHAIR** — And it was an outstanding year group, I am sure.

**Mr PAKULA** — It was. Minister, budget paper 3, page 34, details the total savings in DHS, which we have obviously been over with other ministers. It totals almost \$190 million over four years in addition to savings that have been identified in previous budgets and budget updates. Ms Callister before this committee a day or two ago discussed the 500 positions that are being cut within DHS. I am wondering if you can outline for the committee whether any of those positions will be within the Office of Women's Policy and, if so, how many?

**Ms WOOLDRIDGE** — Can I just ask a clarifying question? The savings measures in this budget line have no relation to the 500 jobs.

**Mr PAKULA** — If the minister wants to outline that there are more jobs going in addition to that 500, I am happy for her to do that. But certainly 500 have been identified by Ms Callister in the last couple of days before this committee in conversation. I am not sure whether Ms Callister was talking about what was announced earlier or a further round, so I am happy for that to be clarified. But in any case I would be pleased if you could just identify, in terms of the job reductions you know about today, whether any of them have been within the Office of Women's policy or will be.

**The CHAIR** — Minister, you have the context of the question.

**Ms WOOLDRIDGE** — I will take that as both the question and the supplementary because I think there are two elements of that. In terms of the savings identified in this budget, there are no implications of these savings on page 34 that you listed for the Office of Women's Policy. So there are no implications there. Those savings are not through that process.

The second question is in relation to the 500 VPS positions that Ms Callister talked about yesterday and which we announced some months ago. Let me just give you a snapshot of what the DHS restructure will actually achieve, because it is very consistent with our broader strategy that we are trying to do a couple of things. We are trying to break down the silos of our service delivery. We have always traditionally been focused on disability services and children, youth and family services, and the women, the youth and the others came across from DPCD. We are trying to blow up those silos so that we can deliver a much more comprehensive and person and family-centred response in relation to the support that we provide to the families we work with who have a range of vulnerabilities and complex needs.

The structure focuses a greater number of people at our regions to work directly with families and with individuals on their specific needs. It consolidates our back office functions — instead of having all the administrative supports for each of the different areas, we now have centralised support mechanisms, and we will actually have a stronger localised service delivery as a result.

In the context of the Office of Women's Policy, we are maintaining a separate office and maintaining that focus, but they will be part of making sure, as we are with all areas, that the policy and the program delivery is protected but the administrative functions join the centralised whole-of-department service delivery function. In terms of what that means for actual positions, we are still working through that detail. Obviously it is a voluntary process as people put up their hands, but we will be able to maintain the work we have been doing historically through the Office of Women's Policy and deliver all that policy and the programs that we do with the retained office that we have, but knowing that in terms of the administrative support that will be provided through a central mechanism, which will mean that we are more effective in that process.

**Mr MORRIS** — Minister, I noted with interest the overall cost of the women's policy output — I think it was on pages 167–8 of budget paper 3 — but what I am seeking is further information about an issue that you raised in your introduction and subsequently commented on too, and that is the considerable investment in addressing violence against women. I am interested in the approach to that both through this output and elsewhere across the budget, and I say elsewhere across the budget because I am aware that the response is not confined simply to the women's policy output but obviously extends to other departmental budgets, and I think you indicated earlier that you have a coordinating role in that regard. Can you tell us what are the government's priorities through this budget to address violence against women?

**Ms WOOLDRIDGE** — Thank you very much for that question, and as I have said, this is a very important area for the Office of Women's Policy and for me as minister and for the government as a whole. The investments we are making in family violence are in the context of the action plan to prevent violence against women and children that we are currently developing. We want to make sure that where we invest is strategic, and what we have seen historically is that the vast majority of the investment has been in the response and a small investment has been in preventing it or trying to intervene to stop it occurring to a greater or broader extent. Part of the thinking in this is: how can we have a stronger prevention framework and early intervention framework as well as an effective response? And that is how we will change things over time rather than just continuing to manage what is a very challenging issue.

This budget, as I have said, will be investing over \$85 million in a range of services, including new investments in multidisciplinary centres to address the issue of sexual assault for women and children. There is new investment in the regional integration coordinators to continue that very important program, as I have mentioned as well. There are continuing community crime prevention grants, understanding that innovative solutions often come from the grassroots community and often small grants can be great seeders of interesting ideas in terms of where they need to go.

There are also important ongoing investments that are critical even within the Office of Women's Policy, which has a small financial responsibility while also having a broad policy oversight, including pilots that we are doing in three local government areas to identify prevention of violence against women initiatives. We have had a great ongoing initiative that will continue this year of a media program about how we educate and work with

the media about the issue of preventing violence against women. Some significant training has been put in place, including online training so that it is widely accessible to improve the risk assessment capacity of front-line workers and how they identify family violence presence. A great initiative that we started last year for the first time and that we will continue is investing with the White Ribbon foundation. This is an important issue that says not only do we focus on the women but we also need to focus on the men as we address issues in relation to preventing violence against women. I think the White Ribbon foundation has done an excellent job, and we are very pleased to support them in relation to that work.

There is significant investment across the board, in the prevention, the early intervention in and the response to family violence. We will be working across all areas, but the framework is absolutely critical — to put it in a strategic perspective — as we maximise our investments going forward.

**Mr SCOTT** — Minister, I take you to page 168 of budget paper 3, which shows expenditure for the women's policy output — in fact the total for women's policy output — and I take you to the 2010–11 budget on page 233. So it is 168 in the current year's budget and also 233 in the previous year's budget, in BP 3.

**Ms WOOLDRIDGE** — I do not have it.

**Mr SCOTT** — I can give you the figure, but it is only a small element, but an important element. The 10–11 target expenditure for women's policy from the previous budget was \$7 million. The actual expenditure, as shown in this year's budget, is \$4.9 million.

**The CHAIR** — For 10–11?

**Mr SCOTT** — Yes, 10–11. This year's budget notes that the unspent 10–11 appropriation was carried forward to the following year, yet the 11–12 expected outcome is just \$900 000 greater than the 11–12 budget target. Where in the budget can we find the missing \$1.2 million?

**The CHAIR** — I am going to make a presumption that the minister will need to take this on notice.

**Ms WOOLDRIDGE** — Can I make some broad comments?

**The CHAIR** — You may, but in terms of the detail you may not have it with you.

**Ms WOOLDRIDGE** — Let me make some broad comments and see where we go. It is hard without last year's budget papers, which I did not anticipate having to bring in addition to it, but I think I have jotted down some of the numbers.

There is not any missing money. What we have done with the investment in the family violence action plan and the prevention of violence against women is instead of deciding to invest significant amounts of money without a strategic framework we made the decision to undertake the action planning in the first instance. Money is being carried forward that had been previously allocated. I am well on the record of recognising the good work that the previous government did in relation to this area, but there was a significant investment that had been made in previous budgets that had not yet been allocated. The call that I made is that we need to carry that money forward. Some has been carried forward one year and some has actually been carried forward two years, so that once the prevention framework is completed all of that money that had been identified and allocated will be invested to the outcomes of that prevention of violence against women framework that we are developing.

We have carried the money forward. Some investments have been made, some have been continued and some new ones have been initiated, but the money that has been identified for family violence will be invested for family violence once we have a strategic framework on which to work out how to do that most effectively.

**The CHAIR** — I think Mr Scott's supplementary question is presumably to clarify where the money is.

**Mr SCOTT** — Absolutely.

**The CHAIR** — I do not think the committee anticipates that you might have that level of detail with you, so we would be happy for you to take it on notice.

**Mr SCOTT** — You anticipated correctly, Chair.

**The CHAIR** — I have been here for a while, thank you.

**Mr ANGUS** — Minister, I refer you to budget paper 2, page 54, the social and community services sector pay equity case — I note that you have made some comments in relation to that earlier in the questioning and in your presentation — and in particular the government's commitment of funding the outcome of that particular case. I also note in passing too the very valuable work that is undertaken by those who are involved in this sector. Minister, my question is: can you outline for the committee how the commitment that is referenced here in budget paper 2 will in particular benefit Victorian women?

**Ms WOOLDRIDGE** — Thank you very much, Mr Angus, for that question. Let me add some elements, because I mentioned it in detail earlier in the mental health section, but obviously in my capacity as Minister for Women's Affairs. It is a very important issue, because the vast majority of the SACS workforce — the social and community sector workforce — are women, and this was a case that was run on the basis of pay equity. We support the principle absolutely of pay equity and have been very actively involved in that case and the decision making.

In February the full bench of Fair Work Australia found that gender has been partially responsible for creating a pay gap for workers in the SACS sector for workers in a comparable employment context. The challenge with where we are up to is that the final determination by Fair Work Australia has not yet been made. We are expecting that later this month. The other important context comment is that while the federal government has made a statement about a \$2 billion commitment to fund the decision of Fair Work Australia, we have not yet had any information from the federal government — and I have requested it again as recently as this week from the federal minister — about what that means for Victorian workers; whether they are funding commonwealth services, whether they are funding their share of state-delivered services, which the commonwealth partially funds. There are a couple of elements of uncertainty that mean this case is not yet concluded.

That is why I am very pleased — understanding both the need for the workforce, predominantly women, and the need for community organisations to have some certainty in relation to where this is going — that we were able to make a commitment in the budget that we would use the 200 million that we committed in the election and we committed in last year's budget, and that would be allocated to fund at least the first two years, and a bit of the third year we think on the estimates we have got, but as I say we do not have final numbers, to fund the increase in costs that come as a result of what this decision will ultimately be. We expect that to be about 1.4 per cent next year and about 3.5 per cent the following year.

That gives real certainty to the community sector. It gives certainty to the workers in relation to that, which is so important in relation to this decision. We then need to obviously get a final determination from Fair Work Australia. We need to understand what the commonwealth is going to fund. Our commitment is in relation to Victoria's direct costs that we fund and incur. We do know that this is going to be very challenging for the community sector more broadly, because a significant proportion of their funding base comes from their fundraising source; it is not federal or state. They will actually have some real challenges in relation to dealing with this Fair Work Australia decision for the proportion of their workforce that is funded through either their revenue-generating or their fundraising activities, which is why our work with them on a reform of the community sector more broadly is so important as well.

So this is a good decision in relation to ensuring that women are paid what they deserve in relation to the work that they do and the finding of Fair Work Australia that there was a gender equity disparity. That is why we have been supporting this case, arguing the points, of course, but then funding to the tune of the \$200 million commitment.

**Ms HENNESSY** — Minister, I know that you know that there is a real crisis of family violence that exists and that family violence crisis services are reporting a 100 per cent increase in the utilisation of their services. Crime stats show a 30 per cent increase in family violence — assaults in the home. How do you honestly reckon that family violence crisis services are expected to provide extra crisis services with that level of demand on them as well as population growth when many of those crisis services have experienced a real cut in their funding by way of only having indexation at 2 per cent?

**Ms WOOLDRIDGE** — I thank Ms Hennessy for the question; it is an important one. We will be working, obviously, with the women's health services, with the family violence services and with all community services

in relation to delivering support for women and their families that they need through this process. In terms of our response, we do expect a \$71 million investment, approximately, to respond to family violence — both the men's programs but predominantly for women — and how we deal with it.

We have a number of initiatives in this budget that we believe will go to the heart of trying to improve some of these outcomes. I come back to what we have talked about, about having a more integrated response. If we can actually be dealing with mental health issues, with alcohol and drug issues — which are often happening concurrently with family violence — and disability, particularly intellectual disability issues, we believe we can actually have an earlier response, we can help prevent it occurring in the future and get a better, more effective earlier response to those families who need that support. That is the objective in relation to the reforming of the system that we need.

We do know that the reports are going up. This is something that actually the former government celebrated. Not that you ever celebrate the numbers going up, but you celebrate — —

**Ms HENNESSY** — Increased reporting is a good thing, yes.

**Ms WOOLDRIDGE** — The celebration was that more women are reporting, because we know that it has been underreported for a long time. It is impossible to separate the statistical increase, whether it is more reporting or whether it is more violence. I think generally the view is that it is a lot more reporting, so we do need to respond to that. We are also putting the multidisciplinary centres in areas where there are high areas of sexual assault. We have also got new programs to treat young people who have issues in relation to sexual abuse and treatment as the perpetrators.

In addition to the investments we are making, we are trying to reform the system so that we can intervene early, respond earlier and make sure that services that have the specialist response are not as overwhelmed as they have been, because we are actually stopping this before it grows over time.

**Ms HENNESSY** — Further to that, Minister, on support for primary prevention programs that will soon run out of funds, I know that the Take a Stand in the workplace program have approached you for funding and there is the safer sexual lives program for people with intellectual disabilities. There seems to be, around some of the primary prevention programs, a sense that they are unable to access support and funding. Are you able to provide any reassurance to this committee about what level of funding will be available for those sorts of organisations to be able to access in the forthcoming financial year?

**Ms WOOLDRIDGE** — As I mentioned to Mr Scott on his previous question, we have actually carried forward some preventing violence against women funding from the previous budget into this next budget, which means that there are some millions of dollars to invest in prevention of family violence initiatives. We are working through, as a result of the feedback from the broader sector, how that is most effectively invested. I am not in a position to do so yet, but we will obviously be making announcements in relation to that. Because we want those investments to be strategic, running parallel to that we have Minister McIntosh's preventing violence against women community grants in relation to the crime prevention portfolio. They are now open. I do not think the program has yet closed. I cannot recall exactly the timing of those grants, but there will be further rounds in relation to them as well. So there is now an additional opportunity in relation to smaller grants for community-based organisations.

I do not recall the two that you are talking about specifically, in terms of what their request is, but there will be both opportunities at the broader strategic level but also the community grants in relation to the crime prevention portfolio.

**Mr O'BRIEN** — I know that there is a shortage of time, but I will try to get my question in as quickly as I can. You have touched on this in your presentation. If I could refer you to budget paper 3, page 167, where it says at the top that one of the aims of the Office of Women's Policy is:

... to improve the lives of Victorian women and support their economic, social and civic participation.

You could outline some of the benefits to the whole of Victoria, but I ask you: could you tell us what the government is doing to increase the proportion of Victorian women in leadership positions?

**Ms WOOLDRIDGE** — Thank you very much, Mr O'Brien. Conscious of the time I will synthesise that response, recognising that I have mentioned a few things already. Let me touch on a few of the highlights. The Think Women for Local Government project is an important one in terms of making sure we have strong representation of women in the local government elections at the end of the year. To get more women in local government we need more women standing, and this is an active campaign. There has been community work happening; there are education sessions and information sessions happening right across the whole state, and we are investing again in that next year to help more political representation in the local government context for women, which we think is very good.

The other thing is the scholarships that I have mentioned with the institute of company directors; we will be continuing that. But that is very important because what we know is that women often, relative to men, do not feel that they have necessarily got the skills to apply for roles or put their hand up for roles that men may. Having courses, qualifications and networks that come of both the institute of company directors course and membership we think is very important for facilitating that. One of the interesting twists that we did in that process is women could only apply if they were already members of a board of an organisation that was a state government-funded agency, so in addition to building their capacity we were also building the capacity of disability organisations, family violence organisations and mental health organisations, and I think it has been very positive in having that dual effect.

The third thing I will just mention is making sure with the honour roll — as I have mentioned. But one of the things that we did there was to have a featured charity, which was the first time that this had been done, and we had the organisation Fitted for Work, which helps women, who do not have access to the resources and who are going for jobs to have the job skills — and they do job training — but also to have the clothes to wear to a job interview so they can feel confident in that role. It was great to combine both women being honoured for the work that they do but also engaging — women brought clothes and donated and also were alerted that there are ways that we can all work to help women to be economically participating through organisations such as Fitted for Work.

There is a number of other initiatives, but in the interests of time I think what we recognise is the vital, valuable and critical contribution women obviously make and helping to make sure that we can facilitate that for women to be well represented at all levels.

**Mr O'BRIEN** — If there are any further matters could you provide them on notice as well?

**The CHAIR** — Thank you, Minister. This concludes the questions on the women's affairs portfolio. I thank Ms Mathieson for her attendance. We will take a short adjournment.

**Witnesses withdrew.**