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17 Oct 2023



**Government
of South Australia**

**SOUTH AUSTRALIAN ADMINISTRATIVE AND
CIVIL TRIBUNAL
2022-23 Annual Report**

SOUTH AUSTRALIAN CIVIL AND ADMINISTRATIVE TRIBUNAL

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2022-23 ANNUAL REPORT for the South Australian Civil and Administrative Tribunal

To:

The Hon Kyam Maher MLC
Attorney-General

This annual report will be presented to Parliament to meet the statutory reporting requirements of *South Australian Civil and Administrative Tribunal Act 2013* and the *South Australian Civil and Administrative Tribunal Regulations 2015* and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

This report is verified to be accurate for the purposes of annual reporting to the Parliament of South Australia.

Submitted on behalf of the South Australian Civil and Administrative Tribunal by:

Justice Judy Hughes

President, SACAT

Date 1/9/2023

Signature



J. Hughes

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Overview: about the agency

Our strategic focus

<p>Our Purpose</p>	<p>SACAT is a state Tribunal that helps people in South Australia to resolve matters within civil and administrative law, either through agreement at a conference or mediation, or through a decision at a hearing. SACAT also conducts reviews of Government department decisions.</p>
<p>Our Vision</p>	<p>SACAT strives to be accessible and responsive to user needs, and deals with cases in a range of areas (or jurisdictions), such as residential tenancies, mental health, guardianship & administration and a wide range of administrative decisions made by other areas of Government.</p>
<p>Our Values</p>	<p>Respect – We value the individuality, needs, rights and dignity of all persons and we treat each other and Tribunal Users with professionalism.</p> <p>Service – We provide professional, efficient and accessible dispute resolution and decision making to achieve just outcomes for the community.</p> <p>Fairness – We listen with an open mind and consider issues in a balanced and impartial way to provide fair outcomes that are clearly explained.</p>
<p>Our functions, objectives and deliverables</p>	<p>In the exercise of its jurisdiction, to promote the best principles of public administration.</p> <p>To be accessible by being easy to find and easy to access, and to be responsive to parties, especially people with special needs.</p> <p>To ensure that applications are processed and resolved as quickly as possible while achieving a just outcome.</p> <p>To keep costs to parties involved to a minimum insofar as is just and appropriate.</p> <p>To use straightforward language and procedures.</p> <p>To act with as little formality and technicality as possible.</p> <p>To be flexible in the way in which the Tribunal conducts its business.</p> <p>In relation to the above objectives, to consult and engage with appropriate agencies and organisations.</p>

Our organisational structure

SACAT is headed by a President, Justice Judy Hughes, who is a Supreme Court judge. The SACAT registry is led by the Principal Registrar, Ms Anne Lindsay, who assists the President in the administration of the Tribunal and its day to day business. The Tribunal's alternative dispute resolution and hearing work is performed by members and statutory officers who work sessionally or on a full or part time basis. A full list of members is provided at Attachment 1.

The work of SACAT is organised into nine lists:

- Complex Guardianship and Administration
- General Guardianship and Administration and Mental Health
- Health Practitioners
- Administrative and Disciplinary
- Births, Deaths and Marriages
- Complex Housing
- General Housing
- Federal Diversity (Tribunal and Court)
- Internal Reviews

This is supported by the registry function which is currently separated into three areas:

- Housing & Civil
- Community
- Administrative & Disciplinary

In addition there is a corporate services area which supports the Tribunal through provision of financial, systems and administrative support.

SACAT's organisational chart is available [here](#).

Changes to the agency

During 2022-23 there were no changes to the agency's structure and objectives as a result of internal reviews or machinery of government changes.

Our Minister

The Minister responsible for the administration of the South Australian Civil and Administrative Tribunal Act 2013, is the Attorney-General, The Hon Kyam Maher MLC.

In the performance of the President's functions, the President is not subject to direction or control by the Minister.

Legislation administered by the agency

*South Australian Civil
and Administrative
Tribunal Act 2013*

SACAT currently provides dispute resolution services for jurisdiction referred by over 90 enabling Acts.

The agency’s performance

Performance at a glance

SACAT publishes statistics quarterly in relation to how quickly we process varying types of applications, the number of phone calls we receive and the number of views of our website. These can be viewed at [Our Service Data](#)

Agency adaptations post COVID-19 pandemic

SACAT continued to provide hearings and alternative dispute resolution throughout the COVID-19 pandemic. SACAT maintained efficient case management through its electronic case management system and provided hearings by telephone and video conference where appropriate to do so. The Tribunal was able to function remotely when necessary.

In the current environment, SACAT has returned to in-person attendance at the Tribunal for hearings, and alternative dispute resolution conferences, where it is appropriate to the nature of the application and the complexity of the matter. Telephone and video attendance is available for simple matters such as directions hearings and in circumstances where it assists accessibility and efficiency.

Agency contribution to whole of Government objectives

Key objective	Agency’s contribution
Lower costs	SACAT provides efficient dispute resolution services, and waives fees in circumstances where applicants have financial need or where it is in the interests of justice.
Better Services	When SACAT commences a new application type, the processes are assessed to ensure that the procedure is as straightforward and user friendly as possible. SACAT responds to feedback if an applicant finds the application process challenging and provides support through the process through well trained customer service.

Agency specific objectives and performance

Agency objectives	Indicators	Performance
To be accessible and to be responsive to parties.	Provide improved digital application processes to support increasing stakeholder demand for remote accessibility.	Provided improved digital services through enhancements to the Tribunals online portal.

<p>To be flexible in the way in which the Tribunal conducts its business.</p>	<p>Adapt to the needs of the general public.</p>	<p>Provided visits to protected persons in hospitals and residential care to enable participation in hearings that would otherwise not be possible.</p>
<p>To ensure applications are processed as quickly as possible while achieving a just outcome.</p>	<p>Listing times are identified for each application type while addressing needs for procedural fairness.</p>	<p>Used sessional member workforce to ensure SACAT is able to list a matter when needed while assessing urgency to ensure fairness.</p> <p>SACAT has responded to increasing application numbers in some jurisdictions, while maintaining a focus on listing times and procedural fairness.</p>

Corporate performance summary

Employment opportunity programs

Refer to AGD Annual Report

Agency performance management and development systems

Refer to AGD Annual Report

Work health, safety and return to work programs

Refer to AGD Annual Report

Workplace injury claims

Refer to AGD Annual Report

Work health and safety regulations

Refer to AGD Annual Report

Return to work costs

Refer to AGD Annual Report

Executive employment in the agency

Executive classification

Refer to the AGD Annual Report for details. SACAT executive equivalents are statutory appointees and included in the AGD Annual Report.

The [Office of the Commissioner for Public Sector Employment](#) has a [workforce information](#) page that provides further information on the breakdown of executive gender, salary and tenure by agency.

Financial performance

Financial performance at a glance

Data on financial performance of SACAT is included in the AGD Annual Report

Consultants disclosure

The following is a summary of external consultants that have been engaged by the agency, the nature of work undertaken, and the actual payments made for the work undertaken during the financial year.

Consultancies with a contract value below \$10,000 each

Consultancies	Purpose	\$ Actual payment
Refer to AGD Annual Report		

Consultancies with a contract value above \$10,000 each

Consultancies	Purpose	\$ Actual payment
Refer to AGD Annual Report		

See also the [Consolidated Financial Report of the Department of Treasury and Finance](#) for total value of consultancy contracts across the South Australian Public Sector.

Contractors disclosure

The following is a summary of external contractors that have been engaged by the agency, the nature of work undertaken, and the actual payments made for work undertaken during the financial year.

Contractors with a contract value below \$10,000

Contractors	Purpose	\$ Actual payment
Refer to AGD Annual Report		

Contractors with a contract value above \$10,000 each

Contractors	Purpose	\$ Actual payment
Refer to AGD Annual Report		

Data for previous years is available at: <https://www.agd.sa.gov.au/about-us/data-reports/annual-reports/2020-21-annual-report>

The details of South Australian Government-awarded contracts for goods, services, and works are displayed on the SA Tenders and Contracts website. [View the agency list of contracts.](#)

The website also provides details of [across government contracts.](#)

Risk management

Risk and audit at a glance

Refer to AGD Annual Report

Fraud detected in the agency

Category/nature of fraud	Number of instances
Refer to AGD Annual Report	

NB: Fraud reported includes actual and reasonably suspected incidents of fraud.

Strategies implemented to control and prevent fraud

Refer to AGD Annual Report

Public interest disclosure

Refer to AGD Annual Report

Note: Disclosure of public interest information was previously reported under the *Whistleblowers Protection Act 1993* and repealed by the *Public Interest Disclosure Act 2018* on 1/7/2019.

Reporting required under any other act or regulation

Act or Regulation	Requirement
South Australian Civil and Administrative Tribunal Regulations 2015	Pursuant to section 92(3) of the Act, a report under section 92 of the Act must include the following particulars of all warrants issued by the Tribunal under the <i>Guardianship and Administration Act 1993</i> during the financial year to which the report relates.

Nil warrants issued.

Public complaints

Number of public complaints reported

In the reporting year, SACAT received 18,572 new applications to commence proceedings in total. The staff are required to provide accessible and timely customer service to all participants for each application.

SACAT receives complaints from time to time about staff and members. A complaint may have aspects that relate to more than one category of complaint but the complaint is only recorded once in the table below under the primary category.

Complaint categories	Sub-categories	Example	Number of Complaints 2022-23
Professional behaviour	Staff attitude	Failure to demonstrate values such as empathy, respect, fairness, courtesy, extra mile; cultural competency	16
Professional behaviour	Staff competency	Failure to action service request; poorly informed decisions; incorrect or incomplete service provided	3
Professional behaviour	Staff knowledge	Lack of service specific knowledge; incomplete or out-of-date knowledge	0
Communication	Communication quality	Inadequate, delayed or absent communication with customer	0
Communication	Confidentiality	Customer's confidentiality or privacy not respected; information shared incorrectly	0
Service delivery	Systems/technology	System offline; inaccessible to customer; incorrect result/information provided; poor system design	0
Service delivery	Access to services	Service difficult to find; location poor; facilities/ environment poor standard; not accessible to customers with disabilities	5
Service delivery	Process	Processing error; incorrect process used; delay in processing application; process not customer responsive	44

Complaint categories	Sub-categories	Example	Number of Complaints 2022-23
Policy	Policy application	Incorrect policy interpretation; incorrect policy applied; conflicting policy advice given	1
Policy	Policy content	Policy content difficult to understand; policy unreasonable or disadvantages customer	0
Service quality	Information	Incorrect, incomplete, out-dated or inadequate information; not fit for purpose	3
Service quality	Access to information	Information difficult to understand, hard to find or difficult to use; not plain English	14
Service quality	Timeliness	Lack of staff punctuality; excessive waiting times (outside of service standard); timelines not met	2
Service quality	Safety	Maintenance; personal or family safety; duty of care not shown; poor security service/ premises; poor cleanliness	0
Service quality	Service responsiveness	Service design doesn't meet customer needs; poor service fit with customer expectations	0
No case to answer	No case to answer	Third party; customer misunderstanding; redirected to another agency; insufficient information to investigate	9
		Total	97

Additional Metrics	Total
Number of positive feedback comments	19
Number of negative feedback comments	78
Total number of feedback comments	97
% complaints resolved within policy timeframes	98%

Data for previous years is available at: [Annual reports | South Australian Civil and Administrative Tribunal \(sacat.sa.gov.au\)](https://www.sacat.sa.gov.au/annual-reports)

Service Improvements

Under the guidance of PC039- Complaint Management in the South Australian Public Sector, SACAT reviews complaints at Team meetings and at a management level to identify trends and to make service improvements.

The information relating to complaints has assisted in improving training for staff and Tribunal Members.

Complaints and compliments are also used in staff and Tribunal Member performance reviews and appraisals.

Compliance Statement

The South Australian Civil and Administrative Tribunal is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector.	Y
The South Australian Civil and Administrative Tribunal has communicated the content of PC 039 and the agency’s related complaints policies and procedures to employees.	Y

Appendix: Audited financial statements 2022-23

Refer to AGD Annual Report.

Attachment 1 – SACAT Members for period 2022-23

Name	Appointment Start Date	Appointment Expiry Date	Notes
President			
Justice Judith Hughes	4/07/2022	3/07/2027	
	4/07/2017	3/07/2022	
Deputy President			
Johns, Barbara Ellen	19/01/2020	18/01/2025	
Supplementary Deputy President			
Parker, Gregory John	12/06/2023	11/06/2024	
Senior Members – Full-Time			
Rugless, Jacqueline Mary	19/01/2023	18/01/2028	
	19/01/2020	18/01/2023	
Caretti, Maria Stella Alvino [known as Marie Alvino]	16/03/2023	15/03/2028	
	16/03/2020	15/03/2023	
Rainford, Neil John	16/03/2023	15/03/2028	
	16/03/2020	15/03/2023	
Senior Members – Part-Time			
Stevens, Mark Alan	19/01/2023	18/01/2028	
	19/01/2020	18/01/2023	
Gilfillan, Lindley Margaret	16/03/2023	15/03/2028	
	16/03/2020	15/03/2023	
Bakas, Joanne	10/11/2022	9/11/2027	
Lester, Cathrynne Delohery	10/11/2022	9/11/2027	
Senior Members - Sessional			
Ward, Helen	10/11/2022	9/11/2027	
D'Arcy, Candida Jane	16/03/2023	15/03/2028	
	16/03/2020	15/03/2023	
Lazarevich, Alexander	16/03/2023	15/03/2028	
	16/03/2020	15/03/2023	
McEvoy, Kathleen Patricia	16/03/2023	15/03/2028	
	16/03/2020	15/03/2023	
Ordinary Members – Full-Time			
Player Brown, Michele Carolyn	16/03/2023	15/03/2028	
Ordinary Members – Part-Time			
Bakas, Joanne	16/03/2020	15/03/2023	Ordinary appointment revoked on appointment as Senior Member on 10/11/2022
Georgiadis, Stavros	16/03/2020	15/03/2023	
Lester, Cathrynne Delohery	16/03/2020	15/03/2023	Ordinary appointment revoked on appointment as Senior Member on 10/11/2022
Ward, Helen	1/04/2020	31/03/2023	Ordinary appointment revoked on

			appointment as Senior Member on 10/11/2022
Clark, Lee-Anne Jeanette	1/10/2022	30/09/2027	
	1/04/2020	30/09/2022	
Maerschel, Rebecca Elizabeth	4/10/2022	30/09/2027	
	1/04/2020	30/09/2022	
Griffin, Timothy David	17/11/2022	30/09/2027	
	1/04/2020	16/11/2022	
Barnes, Jeanette	1/04/2023	15/03/2028	
	1/06/2022	31/03/2023	
Gooch, Sally Elizabeth	1/04/2023	15/03/2028	
	10/11/2022	31/03/2023	
Harvey, Bruce Gregory	1/04/2023	15/03/2028	
	10/11/2022	31/03/2023	
Micallef, Tracee Ann	1/04/2023	15/03/2028	
	10/11/2022	31/03/2023	
Reilly, Alexander Peter	1/04/2023	15/03/2028	
	10/11/2022	31/03/2023	
Ordinary Members - Sessional			
Byrt, Lucy Delia Marie	1/04/2020	31/03/2023	Resigned effective 16/08/2022
Barnes, Jeanette	1/04/2020	31/03/2023	Appointment altered from sessional to part-time from 1/06/2022
Gooch, Sally Elizabeth	1/04/2020	31/03/2023	Appointment altered from sessional to part-time from 10/11/2022
Harvey, Bruce Gregory	1/04/2020	31/03/2023	Appointment altered from sessional to part-time from 10/11/2022
Micallef, Tracee Ann	1/04/2020	31/03/2023	Appointment altered from sessional to part-time from 10/11/2022
Reilly, Alexander Peter	1/04/2020	31/03/2023	Appointment altered from sessional to part-time from 10/11/2022
Irving, John	31/03/2019	30/03/2024	
Richardson, Joanna Catherine	4/10/2020	30/03/2024	
Bills, Alicia Mary Devitt	5/12/2020	30/03/2024	
Budden, Leon Ralph	5/12/2020	30/03/2024	
Demosthenous, Maria	5/12/2020	30/03/2024	
Fuller, Mark Ewart	5/12/2020	30/03/2024	
Hunter, Allan Roy	5/12/2020	30/03/2024	
Kirkham, Graeme Brian	5/12/2020	30/03/2024	
Moroney, Anne Veronica	5/12/2020	30/03/2024	
Murphy, Matt	5/12/2020	30/03/2024	
Pligl, Kylie-Ann	5/12/2020	30/03/2024	

Ryan, Kelly Anne	5/12/2020	30/03/2024	
Sanders, Joseph Hugh Ramsay	5/12/2020	30/03/2024	
Forgan, Julie Dianne	1/10/2022	30/09/2027	
	1/10/2019	30/09/2022	
Gursansky, Dianne Elizabeth	1/10/2022	30/09/2027	
	1/10/2019	30/09/2022	
Hastwell, Lesley	1/10/2022	30/09/2027	
	1/10/2019	30/09/2022	
Petrie, Janece Maree	1/10/2022	30/09/2027	
	1/10/2019	30/09/2022	
Dunstone, Julia Susan	4/10/2022	30/09/2027	
	4/10/2017	3/10/2022	
Schroeder, Richard Roland	17/11/2022	30/09/2027	
	17/11/2019	16/11/2022	
Aglieco, Cinzia	10/11/2022	9/11/2027	
Cadd, Thomas Horatio John	10/11/2022	9/11/2027	
Davey, Julia Susan	10/11/2022	9/11/2027	
Frawley, Estelle Angela	10/11/2022	9/11/2027	
Grenfell, Katarina Ingrid Plevnik	10/11/2022	9/11/2027	
Kelly, Anna Sophie Helene [known as Sophie Kelly]	10/11/2022	9/11/2027	
Mackie, Marissa Q	10/11/2022	9/11/2027	
Petrone, Franca	10/11/2022	9/11/2027	
Pfitzner, Sally Caroline	10/11/2022	9/11/2027	
Powell, Jane Kisandra	10/11/2022	9/11/2027	
Rowse, Stacey Louise	10/11/2022	9/11/2027	
Bean, Katherine Jane Christian	1/04/2023	15/03/2028	
	1/04/2020	31/03/2023	
Caldeira, Bethany Marie	1/04/2023	15/03/2028	
	1/04/2020	31/03/2023	
Croser, Robert McBeath	1/04/2023	15/03/2028	
	1/04/2020	31/03/2023	
Hordern, Rosemary Frances	1/04/2023	15/03/2028	
	1/04/2020	31/03/2023	
Madden, Magdalena Christina	1/04/2023	15/03/2028	
	1/04/2020	31/03/2023	
Trengrove, Anne Elizabeth	1/04/2023	15/03/2028	
	1/04/2020	31/03/2023	
Supplementary Ordinary Members			
Lovell, Margaret Terese	10/11/2022	9/11/2023	
Assessors			
Dunstone, Julia Susan	4/10/2020	3/10/2023	
Fox, Nathan Langley Paul	13/02/2021	6/12/2023	

Rahaley, Robert Seymour	4/10/2022	3/10/2025	
	2/05/2019	1/05/2023	
Adam, Geoffrey John	2/05/2019	1/05/2023	
Adam, Robert George	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Anderson, Kym	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Attwood, Elaine Jillian	2/05/2019	1/05/2023	
Bachmann, Elizabeth Anne	2/05/2019	1/05/2023	
Bartley, John Paul Edmund	2/05/2019	1/05/2023	
Bettcher, Jeffrey Robert	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Bruce-Gordon, Stuart William	2/05/2019	1/05/2023	
Burns, Martin Stansfeld	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Butterworth, Ian Donald	2/05/2019	1/05/2023	
Erskine, John Robert	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Gilbert, Mark Anthony	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Gear, Michael Stuart	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Horton, Deborah Monique	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Mahoney, Peter Gerard	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Matters, Robin Francis	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Mazzocchetti, Lorenzo	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
McBride, Peter Grant	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
McGrath, Julia Ellen	2/05/2019	1/05/2023	
McWhinnie, Stephanie Faye	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Michail, Marissa	2/05/2019	1/05/2023	
Munt, Roslyn Lois	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Oak, Mandar Prafullachandra	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
O'Neil, Michael Gerard	2/05/2019	1/05/2023	
Pohl, Henry Michael	2/05/2019	1/05/2023	
Povey, Dwayne Ashley	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Russell, Christopher John	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	

Shaw Rungie, Ann Kathryn	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Stevens, Jeffrey Howard	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Turner, Christopher Dale	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Von Einem, Karen Lee	2/05/2023	6/05/2026	
	2/05/2019	1/05/2023	
Whitbread, Geoffrey Thomas	2/05/2019	1/05/2023	
Abbott, Kym Anthony	7/05/2020	6/05/2023	
Aldous, Darryn Grant	7/05/2020	6/05/2023	
Bagnara, Joseph Sebastian	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Bonato, Gary Peter	7/05/2020	6/05/2023	
Brice, Nicola Amanda Rex	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Buckberry, Craig James	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Christian, David Andrew	7/05/2020	6/05/2023	
Hegarty, Michael John	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Iwanus, John William	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Kamencak, George Charles	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Magookin, Kym William	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Minuzzo, Garry Reno	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Mohyla, Lolita Veronica	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Palmer, Garth Robert	7/05/2020	6/05/2023	Passed away on 26/02/2023
Panagaris, Peter	7/05/2020	6/05/2023	
Parker, Bruce James	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Peters, Mark David	7/05/2020	6/05/2023	
Pipinias, Manuel	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Rea, Peter John	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Rice, Michael Scott	7/05/2020	6/05/2023	Passed away on 11/01/2022
Roe, David Roy Frederick	7/05/2020	6/05/2023	
Short, Christopher George	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
Smith, Clive Fredrick	7/05/2023	6/05/2026	

	7/05/2020	6/05/2023	
Woolford, Lucy	7/05/2023	6/05/2026	
	7/05/2020	6/05/2023	
O'Connell, Adam Brett	1/01/2023	6/05/2026	
Assessors- Health Practitioners & Consumers			
Gursansky, Dianne Elizabeth	4/10/2020	3/10/2023	
Cherry, David Alan	30/08/2021	6/12/2023	
Lagana, Zoe Louise	3/05/2021	6/12/2023	
Szekely, Kevin Andrew	13/02/2021	6/12/2023	
Baillie, Kenneth Haydyn	7/12/2021	6/12/2024	
Byrne, Stephen William	7/12/2021	6/12/2024	
Carman, Lynnette Dawn	7/12/2021	6/12/2024	
Czechowicz, Gustaw Jozef	7/12/2021	6/12/2024	
Cocchiaro, Antonio	7/12/2021	6/12/2024	
Devine, Michelle Audrey	7/12/2021	6/12/2024	
Dolling, Colin Errol	7/12/2021	6/12/2024	
Donato, Phillip Raymond	7/12/2021	6/12/2024	
Frier, Ashleigh	7/12/2021	6/12/2024	
Gagliardi, Lucia	7/12/2021	6/12/2024	
Gosling, Alison Helen	7/12/2021	6/12/2024	
Gilbert, Jarred Luke	7/12/2021	6/12/2024	
Horn, Kimberley Jane Cooper	7/12/2021	6/12/2024	
Hunt, Mardy Lee	7/12/2021	6/12/2024	
Jayakaran, Jayanthi	7/12/2021	6/12/2024	
Kellie, Andrew Ross	7/12/2021	6/12/2024	
Lazarus, Jeniffer	7/12/2021	6/12/2024	
Martin, Geoffrey David	7/12/2021	6/12/2024	
McEvoy, Michael	7/12/2021	6/12/2024	
Menz, Robert John	7/12/2021	6/12/2024	
Pelzer, Daniel John	7/12/2021	6/12/2024	
Seymour Walsh, Amy Elizabeth	7/12/2021	6/12/2024	
Strawbridge, Jared Stephen	7/12/2021	6/12/2024	
Tasker, Stephen Paul	7/12/2021	6/12/2024	
Wright, Catherine Anne	7/12/2021	6/12/2024	
Chantler, Lisa Jane	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Davis, Angel Marie	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Davis, Kym Robert	8/12/2019	15/08/2022	

Girdler, Michelle Kaye	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Gross-Parsons, Nicole Marthe	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Hopprich, Ryan John	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Jones, Anna	12/09/2022	15/08/2025	
	16/08/2019	15/08/2022	
Koulos, Frances	16/08/2019	15/08/2022	
Mallaber, Nigel	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
McEntee, Pauline Catherine	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
McMahon, Janne Christine	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
O'Connor, Sylvia Inge	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Petrie, Lynette Margaret	16/08/2019	15/08/2022	
Pumpa, Emily Fay	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Raphael, Susan Maree	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Roberts, Linda	16/08/2019	15/08/2022	
Rose, Katrina Jean	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Short, Rachel Donna	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Stalley-Gordon, Vanessa Therese	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Tucker, Julie	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Wharton, Michelle	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
Wheeler, Julie Anne	16/08/2022	15/08/2025	
	16/08/2019	15/08/2022	
White, Lisa Jane	16/08/2019	15/08/2022	
York, Vicki Anne	16/08/2019	15/08/2022	
Zheng, Yu	16/08/2019	15/08/2022	
Bindon, Christine Carolyn	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Bowen, Alison Michelle	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Coombe, Brigid Anne	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
De Lacey, Sheryl Lynne	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Dunstone, Julia Susan	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Eckert, Marion Claire	29/08/2019	15/08/2022	
Field, Colin David	16/08/2022	15/08/2025	

	29/08/2019	15/08/2022	
Fuller, Jeffrey Donald	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Glover, Pauline Anne	29/08/2019	15/08/2022	
Golding, Elaine	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Haensel, Naomi Meredith	29/08/2019	15/08/2022	
Holliday, Anne Christine	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Hordern, Rosemary Frances	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Johns, Robyn Jayne	29/08/2019	15/08/2022	
Moy, Ruth Monika	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
O'Keefe, Maree Frances	29/08/2019	15/08/2022	
Pappin, Jane	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Pierce, Angela Mary	29/08/2019	15/08/2022	
Pirone, Christy Joan	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Pitcher, Geoffrey Russell	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Plastow, Katrina Louise	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Quarmby, Tracey Louise	25/10/2019	15/08/2022	
Rogers, Shelley Diane	29/08/2019	15/08/2022	
Selga, Lissa Jane	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Scott, Janet Fiona	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Scott, Jillian	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Thomas, Arun	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Thornton, Karleen Anne	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Tsiopelas, Dina	29/08/2019	15/08/2022	
Wang, Hong	16/08/2022	15/08/2025	
	29/08/2019	15/08/2022	
Wiles, Louise Katherine Mary	12/09/2022	15/08/2025	
	29/08/2019	15/08/2022	
Angley, Manya Therese	4/10/2022	3/10/2025	
Berg, Maya	4/10/2022	3/10/2025	
	4/10/2020	3/10/2022	
Cosoff, Susan Joy	4/10/2022	3/10/2025	
Coyte, David Trevlyn	4/10/2022	3/10/2025	
	4/10/2020	3/10/2022	

Forrest, Adam Paul	4/10/2022	3/10/2025	
Gallur, Lara Emily	4/10/2022	3/10/2025	
	4/10/2020	3/10/2023	
Gipslis, Janina	4/10/2022	3/10/2025	
	4/10/2020	3/10/2022	
Jureidini, Jonathan Norman	4/10/2022	3/10/2025	
Rawson, George Leonard Donald	4/10/2022	3/10/2025	
	4/10/2020	3/10/2022	
Rogers, Rebecca Kaye	4/10/2022	3/10/2025	
Soulsby, Natalie Rochelle	4/10/2022	3/10/2025	
Watson, Darryl Peter	4/10/2022	3/10/2025	
	4/10/2020	3/10/2022	
Aitchison, Stuart William	3/02/2023	6/05/2026	
	3/02/2020	2/02/2023	
Heah, Richard Chiek Seng	3/02/2023	6/05/2026	
	3/02/2020	2/02/2023	
Parsons, Mark Phillip William	3/02/2020	2/02/2023	
Suyapto, Dion Royce	3/02/2023	6/05/2026	
	3/02/2020	2/02/2023	
Adcock, Dawn [previously known as Dawn Mathers]	16/05/2023	6/05/2026	
	16/05/2020	15/05/2023	
Deloso, Anthony Dean	16/05/2023	6/05/2026	
	16/05/2020	15/05/2023	
Lovell, Margaret Terese	16/05/2023	6/05/2026	
Steele, Barry Heinz	16/05/2023	6/05/2026	
	16/05/2020	15/05/2023	
Targett, Allan Peter	16/05/2023	6/05/2026	
	16/05/2020	15/05/2023	
Whiteford, Caroline Louise	16/05/2023	6/05/2026	
	16/05/2020	15/05/2023	