



**Government
of South Australia**

**SOUTH AUSTRALIAN ADMINISTRATIVE AND
CIVIL TRIBUNAL
2019-20 Annual Report**

SOUTH AUSTRALIAN CIVIL AND ADMINISTRATIVE TRIBUNAL

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To:

Vickie Chapman
Deputy Premier
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 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 31/7/2020

Signature 

Contents

Contents	3
Overview: about the agency	5
Our strategic focus	5
Our organisational structure	6
Changes to the agency.....	6
Legislation administered by the agency.....	7
The agency’s performance	8
Performance at a glance	8
Agency contribution to whole of Government objectives	8
Agency specific objectives and performance.....	8
Corporate performance summary.....	9
Employment opportunity programs.....	9
Agency performance management and development systems	9
Work health, safety and return to work programs	9
Workplace injury claims.....	9
Work health and safety regulations	9
Return to work costs.....	9
Executive employment in the agency	9
Financial performance.....	10
Financial performance at a glance.....	10
Consultants disclosure	10
Contractors disclosure.....	10
Risk management	12
Risk and audit at a glance	12
Fraud detected in the agency	12
Strategies implemented to control and prevent fraud	12
Public interest disclosure.....	12
Reporting required under any other act or regulation.....	13
Public complaints	14

Number of public complaints reported 14

Overview: about the agency

Our strategic focus

Our Purpose	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 decisions.
Our Vision	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.
Our Values	<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>
Our functions, objectives and deliverables	<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 2019-20 there were changes made to the agency's governance structure. When SACAT was established in 2015, the primary jurisdiction being administered was that which had formerly been administered by the Residential Tenancies Tribunal and by the Guardianship Board. To ensure that the administration of the Tribunal could be managed, the President at that time established, via the SACAT Rules, three streams within which the cases were undertaken. Three senior members were appointed with additional duties to manage those streams and became the Executive Senior Members.

Three registries were created to manage the work of their respective jurisdiction separately, though the single electronic case management system is the repository and location for all case work.

The Tribunal has received several significant conferrals of jurisdiction since its inception and over time the jurisdiction has begun to outgrow the original structure.

The following changes have assisted with addressing the changes that have evolved during the first 5 years of SACAT's existence:

- the appointment of a full time Deputy President
- the abolition of streams in favour of lists including the abolition of the role of Executive Senior Member in favour of list leaders
- the appointment of some senior members from the existing membership
- the conversion of some sessional members to full-time or part-time members
- the commencement of work to integrate the registry

Legislation administered by the agency

*South Australian Civil
and Administrative
Tribunal Act 2013*

SACAT currently provides dispute resolution services for jurisdiction referred by over 85 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 <http://www.sacat.sa.gov.au/about-sacat/our-service>

Agency contribution to whole of Government objectives

Key objective	Agency's contribution
Lower costs	SACAT ensures that its fees are as low as possible, and waives fees in circumstances where applicants have financial need or where it is in the interests of justice.
Better Services	SACAT continues to expand its jurisdiction to enable South Australians to have greater access to justice. 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 promote the best principles of public administration	Regular training sessions for members.	Members have been provided with bi-monthly opportunities to attend information sessions.
To be accessible and to be responsive to parties.	Provide up to date information and application processes.	Creation of fact sheets, application forms and guides for new jurisdictions.
To be flexible in the way in which the Tribunal conducts its business.	Adapt to the needs of the general public.	Transitioned to hearings being conducted remotely during COVID-19.

<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>SACAT has responded to increasing application numbers while maintaining a focus on listing times and procedural fairness.</p>
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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

<p>Executive classification</p> <p>Refer to the AGD Annual Report for details. SACAT executive equivalents are statutory appointees and included in the AGD Annual Report</p>
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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

Consultants disclosure

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		

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		

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

Optional summary from Audit and Risk Committee(s)

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.

In 2019-20 there were no warrants issued by the Tribunal under the *Guardianship and Administration Act 1993*.

Public complaints

Number of public complaints reported

In the reporting year, SACAT received 27,610 applications in total. The staff are required to provide accessible and timely customer service to all participants for each application.

Complaints are only placed in one category.

Complaint categories	Sub-categories	Example	Number of Complaints 2019-20
Professional behaviour	Staff attitude	Failure to demonstrate values such as empathy, respect, fairness, courtesy, extra mile; cultural competency	10
Professional behaviour	Staff competency	Failure to action service request; poorly informed decisions; incorrect or incomplete service provided	0
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	6
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	1
Service delivery	Access to services	Service difficult to find; location poor; facilities/environment poor standard; not accessible to customers with disabilities	1
Service delivery	Process	Processing error; incorrect process used; delay in processing application; process not customer responsive	14
Policy	Policy application	Incorrect policy interpretation; incorrect	1

Complaint categories	Sub-categories	Example	Number of Complaints 2019-20
		policy applied; conflicting policy advice given	
Policy	Policy content	Policy content difficult to understand; policy unreasonable or disadvantages customer	1
Service quality	Information	Incorrect, incomplete, out dated or inadequate information; not fit for purpose	0
Service quality	Access to information	Information difficult to understand, hard to find or difficult to use; not plain English	0
Service quality	Timeliness	Lack of staff punctuality; excessive waiting times (outside of service standard); timelines not met	5
Service quality	Safety	Maintenance; personal or family safety; duty of care not shown; poor security service/ premises; poor cleanliness	1
Service quality	Service responsiveness	Service design doesn't meet customer needs; poor service fit with customer expectations	11
No case to answer	No case to answer	Third party; customer misunderstanding; redirected to another agency; insufficient information to investigate	6
		Total	57

Additional Metrics	Total
Number of positive feedback comments	14
Number of negative feedback comments	7
Total number of feedback comments	21
% complaints resolved within policy timeframes	84.2%

Service Improvements resulting from complaints or consumer suggestions over 2019-20

Improved training for staff and Tribunal Members.

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

Attachment 1 - SACAT Sessional Members and Assessors– 2019-20

Title	Name	Appointment start date	Appointment Expiry Date
Mr	Armour, Richard Mark	17/11/2016	16/11/2019
Dr	Bagato, Maya [now Dr Maya Berg]	4/10/2017	3/10/2020
Ms	Barnes, Jeanette	1/04/2020	31/03/2023
Ms	Bean, Katherine Jane Christian	1/04/2020	31/03/2023
Ms	Bills, Alicia Mary Devitt	5/12/2017	4/12/2020
Ms	Byrt, Lucy Delia Marie	1/04/2020	31/03/2023
Ms	Caldeira, Bethany Marie	1/04/2020	31/03/2023
Ms	Carlton, Suzanne Elizabeth	5/12/2017	4/12/2020
Ms	Carrel, Jodie Mareika	1/04/2020	31/03/2023
Ms		1/10/2019	25/02/2020
	Clark, Lee-Anne		(converted)
Ms	Cowdroy, Julie	5/12/2017	4/12/2020
Dr	Coyte, David Trevlyn	4/10/2017	3/10/2020
Mr	Croser, Robert McBeath	1/04/2020	31/03/2023
Ms	D'Arcy, Candida Jane	16/03/2020	15/03/2023
Ms	Demosthenous, Maria	5/12/2017	4/12/2020
Mr	Duffy, Peter John	1/10/2019	30/09/2022
Ms	Dunstone, Julia Susan	4/10/2017	3/10/2022
Ms	Faulkner, Angela Catherine	4/10/2017	19/01/2020
Mr		17/11/2019	25/02/2020
	Files, Ashley David		(converted)
Ms	Forgan, Julie Dianne	1/10/2019	30/09/2022
Dr	Fuller, Mark Ewart	5/12/2017	4/12/2020
Dr	Gipslis, Janina	4/10/2017	3/10/2020
Ms	Gooch, Sally Elizabeth	1/04/2020	31/03/2023
Mr		17/11/2019	25/02/2020
	Griffin, Timothy David		(converted)
Ms	Gursansky, Dianne Elizabeth	1/10/2019	30/09/2022
Mr	Harvey, Bruce Gregory	1/04/2020	31/03/2023
Ms	Hastwell, Lesley	1/10/2019	30/09/2022
Ms	Hordern, Romsemary Frances	1/04/2020	31/03/2023
Dr	Hundertmark, James David	31/03/2016	30/03/2021
Mr	Hunter, Allan Roy	5/12/2017	4/12/2020
Mr	Irving, John	31/03/2019	30/03/2024
Mr	Kennedy, Marten Thomas	17/11/2019	16/11/2022
Ms		4/10/2017	25/02/2020
	King, Anita Gabriela		(converted)
Dr	Lammersma, Johanna	4/10/2017	3/10/2020
Mr	Lazarevich, Alexander	16/03/2020	15/03/2023
Ms	Madden, Magdalena Christina	1/04/2020	31/03/2023
Ms		4/10/2017	25/02/2020
	Maerschel, Rebecca Elizabeth		(converted)
Ms	Mares, Helen Rebecca	4/10/2017	3/10/2022
Ms	McEvoy, Kathleen Patricia	16/03/2020	15/03/2023
Ms	McGrath, Jane Louise	5/12/2017	4/12/2020
Ms	Micallef, Tracee Ann	1/04/2020	31/03/2023

Ms	Mickan, Patricia Kaye	1/10/2014	30/09/2019
Ms	Millar, Kathryn Jane	1/10/2014	30/09/2019
Ms	Moroney, Anne Veronica	5/12/2017	4/12/2020
Ms	Moularadellis, Jane Rosemary	1/04/2020	31/03/2023
Mr	Murphy, Matt	5/12/2017	4/12/2020
Prof	Parker, David Roland Rupert	31/03/2016	17/01/2020
Ms	Petrie, Janece Maree	1/10/2019	30/09/2022
Mr	Radin, Atanas Michael	1/10/2014	30/09/2019
Dr	Rawson, George Leonard Donald	4/10/2017	3/10/2020
Mr	Reilly, Alexander Peter	1/04/2020	31/03/2023
Ms	Richardson, Joanna Catherine	4/10/2017	3/10/2020
Ms	Ryan, Kelly Anne	5/12/2017	4/12/2020
Mr	Schroeder, Richard Roland	17/11/2019	16/11/2022
Mr	Sparrow, Terrence William	1/04/2020	31/03/2023
Mr	Stratton-Smith, Edward	17/11/2019	16/11/2022
Ms	Trengove, Anne Elizabeth	1/04/2020	31/03/2023
Ms	Ward, Helen	1/04/2020	31/03/2023
Dr	Watson, Darryl Peter	4/10/2017	3/10/2020
Ms	Wilson, Carolyn Louise	5/12/2017	4/12/2020

NB: Converted means the Sessional Member ceased as a Sessional Member but converted to a Salaried Member.

SACAT Assessors

Title	Name	Appointment start date	Appointment Expiry Date
Mr	Abbott, Kym Anthony	7/05/2020	6/05/2023
Mr	Adam, Geoffrey John	2/05/2019	1/05/2023
Mr	Adam, Robert George	2/05/2019	1/05/2023
Mr	Aitchison, Stuart William	3/02/2020	2/02/2023
Mr	Aldous, Darryn Grant	7/05/2020	6/05/2023
Ms	Amos, Lorraine	7/12/2018	6/12/2021
Prof	Anderson, Kym	2/05/2019	1/05/2023
Mr	Ankor, Dennis Kingsley	7/12/2018	6/12/2021
Ms	Attwood, Elaine Jillian	2/05/2019	1/05/2023
Ms	Bachmann, Elizabeth Anne	2/05/2019	1/05/2023
Mr	Bagnara, Joseph Sebastian	7/05/2020	6/05/2023
Mr	Baillie, Kenneth Haydyn	7/12/2018	6/12/2021
Mr	Bartley, John Paul Edmund	2/05/2019	1/05/2023
Mr	Bettcher, Jeffrey Robert	2/05/2019	1/05/2023
Ms	Bindon, Christine Carolyn	16/08/2019	15/09/2022
Mr	Bonato, Gary Peter	7/05/2020	6/05/2023
Ms	Bowen, Alison Michelle	16/08/2019	15/09/2022
Ms	Brice, Nicola Amanda Rex	7/05/2020	6/05/2023
Mr	Bruce-Gordon, Stuart William	2/05/2019	1/05/2023
Mr	Buckberry, Craig James	7/05/2020	6/05/2023
Mr	Burns, Martin Stansfeld	2/05/2019	1/05/2023
Mr	Butterworth, Ian Donald	2/05/2019	1/05/2023

Mr	Byrne, Stephen William	7/12/2018	6/12/2021
Ms	Carman, Lyn	7/12/2018	6/12/2021
Mr	Champion, Gary	7/12/2018	6/12/2021
Ms	Chantler, Lisa Jane	16/08/2019	15/09/2022
Mr	Cherry, David Alan	30/08/2018	29/08/2021
Mr	Christian, David Andrew	7/05/2020	6/05/2023
Mr	Close, David Maynard	7/12/2018	6/12/2021
Mr	Cocchiaro, Antonio	7/12/2018	6/12/2021
Ms	Coombe, Brigid Anne	16/08/2019	15/09/2022
Mr	Czechowicz, Gus	7/12/2018	6/12/2021
Ms	Davis, Angel Marie	16/08/2019	15/09/2022
Mr	Davis, Kym Robert	16/08/2019	15/09/2022
Ms	De Lacey, Sheryl Lynne	16/08/2019	15/09/2022
Mr	Delloso, Anthony Dean	16/05/2020	15/05/2023
Ms	Devine, Michelle Audrey	7/12/2018	6/12/2021
Mr	Dolling, Colin Errol	7/12/2018	6/12/2021
Mr	Donato, Phillip Raymond	7/12/2018	6/12/2021
Ms	Dunstone, Julia Susan	16/08/2019	15/09/2022
Ms	Eckert, Marion Claire	16/08/2019	15/09/2022
Mr	Erskine, John Robert	2/05/2019	1/05/2023
Mr	Field, Colin David	16/08/2019	15/09/2022
Mr	Frank, Oliver Ralph	7/12/2018	6/12/2021
Ms	Frier, Ashleigh	7/12/2018	6/12/2021
Mr	Fuller, Jeffrey Donald	16/08/2019	15/09/2022
Ms	Gagliardi, Lucia	7/12/2018	6/12/2021
Mr	Gilbert, Jarred Luke	7/12/2018	6/12/2021
Mr	Gilbert, Mark Anthony	2/05/2019	1/05/2023
Ms	Girdler, Michelle Kaye	16/08/2019	15/09/2022
Ms	Glover, Pauline Anne	16/08/2019	15/09/2022
Ms	Golding, Elaine	16/08/2019	15/09/2022
Ms	Gosling, Alison Helen	7/12/2018	6/12/2021
Ms	Grace, Sandra	7/12/2018	6/12/2021
Mr	Grear, Michael Stuart	2/05/2019	1/05/2023
Mr	Grieg, Michael Frank	13/02/2018	12/02/2021
Ms	Gross-Parsons, Nicole Marthe	16/08/2019	15/09/2022
Ms	Haensel, Naomi Meredith	16/08/2019	15/09/2022
Mr	Heah, Richard Chiek Seng	3/02/2020	2/02/2023
Mr	Hegarty, Michael John	7/05/2020	6/05/2023
Mr	Hopprich, Ryan John	16/08/2019	15/09/2022
Ms	Hordern, Rosemary Frances	16/08/2019	15/09/2022
Ms	Horn, Kimberley	7/12/2018	6/12/2021
Ms	Horton, Deborah Monique	2/05/2019	1/05/2023
Ms	Hunt, Mardy	7/12/2018	6/12/2021
Mr	Huynh, Luan Tan	3/05/2018	2/05/2021
Mr	Iwanus, John William	7/05/2020	6/05/2023
Mr	Jayakaran, Jayanthi	7/12/2018	6/12/2021

Ms	Johns, Robyn Jayne	16/08/2019	15/09/2022
Ms	Jones, Anna	16/08/2019	15/09/2022
Mr	Kamencak, George Charles	7/05/2020	6/05/2023
Ms	Kay, Debra Martin	16/08/2019	15/09/2022
Mr	Kellie, Andrew Ross	7/12/2018	6/12/2021
Ms	Koulos, Frances	16/08/2019	15/09/2022
Ms	Lagana, Zoe Louise	3/05/2018	2/05/2021
Ms	Lazarus, Jeniffer	7/12/2018	6/12/2021
Mr	Magookin, Kym William	7/05/2020	6/05/2023
Mr	Mahoney, Peter Gerard	2/05/2019	1/05/2023
Mr	Mallaber, Nigel	16/08/2019	15/09/2022
Mr	Martin, Geoffrey David	7/12/2018	6/12/2021
Ms	Mathers, Dawn	16/05/2020	15/05/2023
Mr	Matters, Robin Francis	2/05/2019	1/05/2023
Mr	Mazzocchetti, Lorenzo	2/05/2019	1/05/2023
Mr	McBride, Peter Grant	2/05/2019	1/05/2023
Ms	McEntee, Pauline Catherine	16/08/2019	15/09/2022
Mr	McEvoy, Michael	7/12/2018	6/12/2021
Ms	McGrath, Julia Ellen	2/05/2019	1/05/2023
Ms	McMahon, Janne Christine	16/08/2019	15/09/2022
Ms	McNicholl, Jane Eleanor	7/05/2020	6/05/2023
Dr	McWhinnie, Stephanie Faye	2/05/2019	1/05/2023
Mr	Menz, Robert	7/12/2018	6/12/2021
Ms	Michail, Marissa	2/05/2019	1/05/2023
Mr	Middleton, Jonathon Rodwell	13/02/2018	12/02/2021
Mr	Minuzzo, Gary Reno	7/05/2020	6/05/2023
Ms	Mohyla, Lolita Veronica	7/05/2020	6/05/2023
Mr	Monfries, Julian	7/12/2018	6/12/2021
Ms	Moy, Ruth Monika	16/08/2019	15/09/2022
Ms	Munt, Roslyn Lois	2/05/2019	1/05/2023
Mr	Nelson, John Russell	7/12/2018	6/12/2021
Ms	Nottage, Casey	7/12/2018	6/12/2021
Prof	O'Neil, Michael Gerard	2/05/2019	1/05/2023
Dr	Oak, Mandar Prafullachandra	2/05/2019	1/05/2023
Ms	O'Connor, Sylvia Inge	16/08/2019	15/09/2022
Ms	O'Keefe, Maree Frances	16/08/2019	15/09/2022
Mr	Palmer, Garth Robert	7/05/2020	6/05/2023
Mr	Panagaris, Peter	7/05/2020	6/05/2023
Ms	Pappin, Jane	16/08/2019	15/09/2022
Mr	Parker, Bruce James	7/05/2020	6/05/2023
Mr	Parsons, Mark Phillip William	3/02/2020	2/02/2023
Mr	Paterson, Thomas Craig	7/12/2018	6/12/2018
Mr	Pelzer, Daniel	7/12/2018	6/12/2021
Mr	Peters, Mark David	7/05/2020	6/05/2023
Ms	Petrie, Lynette Margaret	16/08/2019	15/09/2022
Ms	Pierce, Angela Mary	16/08/2019	15/09/2022

Mr	Pipinias, Manuel	7/05/2020	6/05/2023
Ms	Pirone, Christy Joan	16/08/2019	15/09/2022
Mr	Pitcher, Geoffrey Russell	16/08/2019	15/09/2022
Ms	Plastow, Katrina Louise	16/08/2019	15/09/2022
Mr	Pohl, Henry Michael	2/05/2019	1/05/2023
Mr	Povey, Dwayne Ashley	2/05/2019	1/05/2023
Ms	Pumpa, Emily Fay	16/08/2019	15/09/2022
Ms	Quarmby, Tracey Louise	16/08/2019	15/09/2022
Dr	Rahaley, Robert Seymour	2/05/2019	1/05/2023
Ms	Raphael, Susan Maree	16/08/2019	15/09/2022
Mr	Rea, Peter John	7/05/2020	6/05/2023
Mr	Reeve, Phillip Mark	7/05/2020	6/05/2023
Mr	Rice, Michael Scott	7/05/2020	6/05/2023
Ms	Roberts, Linda	16/08/2019	15/09/2022
Mr	Roberts, Peter Desmond	7/12/2018	6/12/2021
Mr	Roe, David Roy Frederick	7/05/2020	6/05/2023
Ms	Rogers, Shelley Diane	16/08/2019	15/09/2022
Ms	Rose, Katrina Jean	16/08/2019	15/09/2022
Mr	Russell, Christopher John	2/05/2019	1/05/2023
Ms	Scott, Janet Fiona	16/08/2019	15/09/2022
Ms	Scott, Jillian	16/08/2019	15/09/2022
Ms	Selga, Lissa Jane	16/08/2019	15/09/2022
Ms	Seymour Walsh, Amy Elizabeth	7/12/2018	6/12/2021
Ms	Shaw Rungie, Ann Kathryn	2/05/2019	1/05/2023
Mr	Short, Christopher George	7/05/2020	6/05/2023
Ms	Short, Rachel Donna	16/08/2019	15/09/2022
Mr	Smith, Clive Frederick	7/05/2020	6/05/2023
Ms	Stalley-Gordon, Vanessa Therese	16/08/2019	15/09/2022
Mr	Steele, Barry Heinz	16/05/2020	15/05/2023
Mr	Stevens, Jeffrey Howard	2/05/2019	1/05/2023
Mr	Stranks, Geoffrey Ian	7/12/2018	6/12/2018
Mr	Strawbridge, Jared	7/12/2018	6/12/2021
Mr	Suyapto, Dion Royce	3/02/2020	2/02/2023
Mr	Szekely, Kevin Andrew	13/02/2018	12/02/2021
Mr	Targett, Allan Peter	16/05/2020	15/05/2023
Mr	Tasker, Stephen Paul	7/12/2018	6/12/2021
Mr	Thomas, Arun	16/08/2019	15/09/2022
Ms	Thornton, Karleen Anne	16/08/2019	15/09/2022
Ms	Tsiopelas, Dina	16/08/2019	15/09/2022
Ms	Tucker, Julie	16/08/2019	15/09/2022
Mr	Turner, Christopher Dale	2/05/2019	1/05/2023
Ms	von Einem, Karen Lee	2/05/2019	1/05/2023
Mr	Walsh, David Charles Allan	7/12/2018	6/12/2021
Mr	Wang, Hong	16/08/2019	15/09/2022
Ms	Wharton, Michelle	16/08/2019	15/09/2022
Ms	Wheeler, Julie Anne	16/08/2019	15/09/2022

Mr	Whitbread, Geoffrey Thomas	2/05/2019	1/05/2023
Ms	White, Lisa Jane	16/08/2019	15/09/2022
Ms	Whiteford, Caroline Louise	16/05/2020	15/05/2023
Ms	Wiles, Louise Katherine	16/08/2019	15/09/2022
Ms	Woolford, Lucy	7/05/2020	6/05/2023
Ms	Wright, Catherine	7/12/2018	6/12/2021
Ms	York, Vicki Anne	16/08/2019	15/09/2022
Ms	Zheng, Yu	16/08/2019	15/09/2022