

**Name or Pseudonym**

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**1.1 What would a partnership between CSOs and the government that achieves outcomes for Australians being supported by the community sector look like?**

Provide better salaries for Coordinators & support workers ect.  
Stricter monitor funding that is not contributing to the direct program outcomes.  
Focus less on the number of participants and more on the tangible outcomes.  
Listen to what the community needs and wants. Don't allocate all funding for large events, forums, conferences, programs to capital cities every time. Reasearch the area, organisations etc. prior to allocating funding.

**1.2 How can CSOs and government streamline the sharing of information, particularly through utilising technology to effectively engage, distribute, share, influence and inform in a timely and efficient manner?**

Social Media and apps are a beneficial tool, small conferences aimed at a range of people. As people often have valid opinions and suggestions to support and better things that indirectly impact us or those that we consider important.

**1.3 How can government ensure the community sector, including service users, and those not able to access services, have an opportunity to contribute to program design without imposing significant burdens?**

Choose random community members for different socio-economic backgrounds to contribute to discussions alongside those with vested interest.

**2.1 What would adequate and flexible funding look like?**

Provide job security, funding for the direct requirements of the programs needs i.e. activities, outings and education. Better salaries for people working in Tasmania in the non-for-profit sector, don't allow those workers to be lumped into one box (skill set), allow funding opportunities for ongoing training, ensure organisations receiving larger funding provide opportunities for staff growth and change, to aid in workplace retention, skilled staff and a happier working environment.

**2.2 What administrative and overhead costs are not being considered in current grant funding?**

roles of management and additional staffing requirements.  
There is a lot of money provided by government to host forums, events and conferences relating to Social Emotional Mental Health and Wellbeing, however there is little to no money allocated to non-clinical staff such as support workers and/or SEWB Coordinators those that are in regular, daily contact with people. These are the workers most likely to benefit from the ideas and opportunities presented.

**2.3 How are rising operational costs impacting the delivery of community services?**

community is missing out on what they need as there is little to no money left in a program once all overheads/operational costs are taken out. This leaves the staff working within the programs trying to make wine from water.

**2.5 How can CSOs and the department work together to determine where funds are needed most to ensure equitable and responsive distribution of funds?**

Talk to all Orgs & staff or a good cross section of both that are to be funded (that are involved in the programs, from the ground up), to ensure a clear and concise picture of were the funding should be utalised.  
Management don't always know or consider the extra (hidden) cost put onto their staff, that work in some of the programs.

**2.6 How can government streamline reporting requirements, including across multiple grants, to reduce administrative burden on CSOs?**

Supply examples of reports that are correctly filled out, with the application of funding so organisations have a realistic expectation of what is expected. Ensure new programs have hands on training in program reports, not all managers/team leaders are across all reporting structures.

Plain English.

Ensure adequate time is allocated for reporting.

Make sure the data collected is the actual data you want in the reports - it's no good having a system such as Communicare if you expect good news stories quarterly/annually as well as progress notes as these things aren't collected in Communicare. Meaning the staff will then be doubling up on reports to cover different requirements- this takes them away from the good work they are doing on the ground.

**3.1 What length grants are CSOs seeking to provide certainty and stability for ongoing service delivery?**

3 years

**3.2 What timeframes should the government aim for, at a minimum, to provide final outcomes on grant variations/extensions before the current grant ceases?**

3 months

**3.3 What funding flexibility do CSOs require to enable service delivery and innovation?**

Program depending - some programs that are required to do activities and group work often need a great deal of flexibility. Community members (especially disadvantaged & those with poor mental health and wellbeing) don't function well when more outside pressure is put on them, it has the opposite effect on the majority, and they pull away and shut down.

**3.4 What flexibility is required by CSOs in acquittal processes to support and encourage sector innovation?**

3 months - some organisations are doing multiple acquittals and reports at the same time, the administrative/financial team is often made up of only a small number of people qualified to do those tasks correctly.

**3.5 How can government improve the variation process, with consideration that CSOs must demonstrate alignment with the grant agreement and provide evidence of value for money outcomes?**

Have the option to be more flexible with the structure of the actual grant agreement itself not just the action plan and budget.

**4.1 How can the government ensure opportunities are available for new and emerging organisations to access funding?**

Not everyone will have submissions perfectly worded or have all finer things down pat. Different demographics will often impact on education levels of the person/people making a submission - they need a chance to explain the how's and why's, maybe phone calls or visits to these areas will have a better outcome for them (provide a person/s to them at the same time to write the submission at no cost).

**4.2 What programs, supports and information are already available for smaller CSOs to help build capacity of the organisation? Are these working?**

Many smaller organisations have to share resources across many programs to ensure all programs work as a team and not a competition, that way it is working towards all program achieving best possible outcomes for the community and the organisation.

**4.3 How could larger CSOs support smaller CSOs? What are the barriers to providing this support?**

Larger orgs could work in partnerships, in-kind, provide services, training etc. to the areas, and the people they receive funding to support.

Don't discriminate. Every org and every community are different, different cultures and beliefs, not all values are the same, however the people in need of assistance and support will need it no matter what, put Community first.

**5.1 What is your experience with and reflections on place-based funding approaches?**

many smaller communities tend to be forgotten by larger orgs, they are named up in submissions to get funding, however these large orgs do the bare minimum if anything at all in those communities.

This then means smaller orgs are often competing to stay afloat and meet the needs of the community, fill the gaps that they are not funded to fill, and rather than working together as a progressive and inclusive team they will split inadvertently split the community.

**5.2 What innovative approaches could be implemented to ensure the grant funding reaches trusted community organisations with strong local links?**

talk to local community groups and organisations that are not funded, talk to the disadvantaged in outlying areas, talk to the couch surfers, the homeless the ones waiting a minimum of 8 weeks to receive Centrelink. Ask those people how they eat, how they pay there utilaties, how they stay warm?

**5.3 Which areas do you consider have duplicative funding or gaps you think need to be addressed, and what is the evidence?**

Rural Remote Areas in Tasmania - Aboriginal, Multi-Cultural and Non-Aboriginal and Multicultural Orgs. The nonspecific (mainstream orgs) apply and receive funding to service the different cultures i.e., Aboriginal funding, when there are established organisations already providing the service in the area.

**6.1 If any, what are the problems or challenges you think have been overlooked?**

Funding, training and support and recognition for non-clinical SEWB Coordinators. They work at capacity, are required to be multi-skilled, flexible, provide varied and regular supports and activities with little to no funding. There is no expectation or provisions made for them in the grants to be able to advance in the MH field if they wished to, no support to attend functions or conferences, little or no consultation on MH & Wellbeing issues and barriers effecting their local communities. They are now being absorbed into other clinical programs (clinical and non-clinical values do not always align).  
What happens to the people that work in these programs and those that they support when staff burnout occurs, or the funding dries up, or is redirected into clinical supports.

**6.3 What does success look like?**

A healthier, well supported community across all areas, with services that are able to communicate. Communication and working as a team could assist in elevating co-dependency on services, and the over-servicing of individuals and groups. Having one reportable portal or having the individual portals linked into a mother portal could making this issue manageable while maintaining confidentiality.