



Australian Government

Department of the Prime Minister and Cabinet

Family Impact Statement Guidelines

A short history

Family Impact Statements (FISs) were introduced in 2005. In 2007, an election commitment was made that FISs would be given a higher priority, and would be compulsory for all submissions presented to Federal Cabinet. FISs are intended to advise Cabinet about the expected or potential effects of a proposal on families.

Whose responsibility?

Ensuring the impacts on families of a new proposal have been identified and assessed, and an adequate and robust FIS has been developed and provided to Cabinet, is the responsibility of the Minister bringing the submission forward and hence the department or agency drafting the Cabinet submission or memorandum. The Office of Work and Family (OWF) in the Department of the Prime Minister and Cabinet (PM&C) is available to provide advice and has responsibility for publishing and updating these guidelines and associated resources.

What are these guidelines for? Who should use them and when?

These guidelines have been designed to be used by anyone who is working on any stage of a new policy proposal. Working through the guidelines should help you to identify the potential impacts of your proposal on families; gather information about each impact and assess its significance; and on the basis of this, draft a FIS.

The guidelines are divided into two stages – the first stage helps you identify and assess family impacts; and the second stage will assist you to write a FIS as part of a submission to the Cabinet or Cabinet Committee.

Ideally, stage one should occur **early in the policy development process**, although it can occur later if need be. In most cases, **this process will not require a significant investment of time**, and everything you need will be in this guide or on the FIS page of the PM&C website.

In the few cases where you identify a **significant negative** impact on families, or a particular group of families, you will need to do some extra analysis. You may also decide to propose changes to aspects of the policy to moderate these effects.

Stage two (writing the FIS) can be done when you write the Cabinet submission. The information you need to put in the FIS should ‘fall out’ of the work you did in stage one.

Even if your proposal is not going to Cabinet and as such does not require a FIS, stage one can still be applied to the policy development processes, as it will help you understand how your policy will play out on the ground, and help build the evidence base for your proposed course of action.

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Overview – Family impact identification, assessment and reporting

The following overview provides a summary of the processes covered by these guidelines.

Stage One – Identify and assess the family impacts

Step 1 Identify the family impacts

Work through the checklist on pages 5-7 to identify any potential family impacts arising from your proposal.

Step 2 Gather information about which families will be affected and how

Gather further information about each of the impacts identified in Step 1. This should include, where possible, the number of families that may be affected, the types of families that may be affected, and how those families will experience or feel the impacts. Information sheets are available on the PM&C website to provide further assistance.

Step 3 Assess the significance of family impacts

Using the information gathered in Step 2, in conjunction with the table of family types and vulnerabilities provided on pages 7 & 8, assess the level of significance of the impact(s) as minor, moderate or major.

Step 4 Undertake additional analyses

If there are any **major negative family impacts** identified in Step 3, additional analysis will need to be undertaken to enable a thorough assessment of the range and magnitude of the impacts. This may involve further qualitative or quantitative research.

Stage Two – Provide a Family Impact Statement (FIS)

Step 5 Write the FIS

Draft a FIS that reflects the information obtained in stage one. In most cases, the FIS will range from one to two paragraphs to a page, and will include a description of the impact(s); the types and numbers of families likely to be affected; how those families may experience the impact; and the level of significance of the impact.

If *Step 4* has been undertaken, the FIS will be more extensive and will provide a detailed analysis.

Step 6 Include the FIS in the Cabinet submission

The FIS and references to the FIS will need to be included in the Cabinet submission or memorandum template in accordance with current procedures. Further advice can be obtained from the 2009 edition of the Drafter's Guide: Preparation of Cabinet Submissions and Memoranda ('the Drafter's Guide'), the Cabinet Secretariat (located within PM&C), or from departmental Cabinet Liaison Officers (CLOs).

Stage one (ideally conducted during the policy development phase)

Use the information provided in this guide and the information sheets on the FIS page of the PM&C website to:

Step 1 Identify any potential family impacts

Step 2 Gather information on the family impacts

Step 3 Assess the significance of the impacts

**Major
negative
impacts
identified**

**Major positive
impacts; moderate
impacts, or minor
impacts identified**

**No impacts
identified**

Step 4 Conduct a thorough analysis of who will be affected and how, using the information on the website to help you

Stage two (ideally completed while the submission for Cabinet is being prepared)

Steps 5 and 6 Use the information gathered in stage one to draft a Family Impact Statement for inclusion in Cabinet documentation

Stage One – How do I identify and assess the family impacts of a proposal?

We encourage you to think broadly when considering the term ‘family’ (mum and dad and the kids are only one kind of family – some other types of families are listed at pages 6 and 7). When looking at ‘family impacts’, it helps to think about how the policy might affect some aspect of family life or family functioning – that is, what change will the policy bring about for families who are affected?

- *An information sheet is available on the PM&C website with further information about family types, characteristics and vulnerabilities*

Step 1. Identifying family impacts

The following checklist will help identify any areas where your policy may affect families, or a particular type of family. This checklist has been divided into four areas of impact – the economic impact of proposals on family wellbeing; the impact of measures on work and family balance; how proposals affect children’s health, development and general wellbeing; and how proposals affect family relationships and family functioning.

In some instances, you may feel that the impact on families is unlikely to be any different from the impact on individuals or the community as a whole. It is important to follow Steps 1, 2 and 3 in these Guidelines before determining that there are no differential impacts on families – being a member of a family may change how a policy is experienced, and a policy aimed at individuals may have repercussions for other family members. For example, a policy aimed at improving access to aged care services may directly impact upon individuals needing such services. However, the families of these individuals will also be affected by the policy, as it may have an economic impact for them, it may change the amount of care they need to give the individual, and it may also affect family wellbeing.

You might also discover, as you go along, that some impacts will be experienced differently from others – for example, impacts may be felt in the short term or the long term; families may experience them directly or indirectly; you may have already anticipated the impacts or you might not have thought of them before; they may be intended impacts or they may be the unintended result of the policy, and they may be positive impacts, or they may be experienced negatively.

- *It is important that you consider each of the impact areas covered in this checklist, regardless of whether you believe there will be no impacts on families, or whether you already expect certain impacts to occur. Keep the above information in mind as you go through the checklist.*

Area of impact– Economic impacts on family wellbeing

Does the proposal affect:

- the disposable income of families (e.g., the level of and eligibility for government payments; taxation changes; labour market income; investment income; private transfers)
- the value or type of assets, savings or debts of families (e.g., tax concessions; rates of return on assets; financial literacy skills; superannuation; changing value of housing)
- the provision or cost of in-kind goods and services to families (e.g., eligibility; availability; range & quality of goods or services such as bulk-billing health services, crisis accommodation, and education)

- family expenditure (e.g., health care costs, costs of living; inflation; effects of having children or divorce)
- the incentives for families to invest in ‘human capital formation’ (for example, costs of children’s and adult’s education; change in access to further education or training; ability to provide educational resources such as computers and books)
- the distribution or access to income, goods or services within the family (for example, who receives government benefits within the family; who is employed within the family)

Area of impact – Work and family balance and labour force participation

Does the proposal affect:

- how family-friendly a workplace may be (e.g., availability of family-friendly employment conditions; regulation of employment conditions; incentives for employers to create family-friendly work environments; non-standard working hours)
- the sharing of family responsibilities between mothers and fathers and among carers (e.g., relative earnings of mothers and fathers; availability of family-friendly work conditions to fathers or carers; workforce incentives for second earners)
- benefits and financial incentives to be in paid employment (e.g., effective marginal tax rates; access to government benefits; costs of working for carers, including child, elder, and disability care; personal and societal benefits of employment)
- access to services and supports that allow labour force participation for those with caring responsibilities (e.g., availability and cost of formal child care; access to respite care for carers; access to affordable and time-efficient transport; road infrastructure and fuel costs)
- access to services and supports for those with caring responsibilities who are unable to participate in paid employment (e.g., financial assistance for carers; access to respite care; access to health and wellbeing programs)

Area of impact – Children’s health, development and general wellbeing

Does the proposal affect:

- children’s health (e.g., nutrition, physical activity, exposure to health risks, air and water pollution, immunisation, health services)
- maternal health (e.g., access to health services, information services and community support services; support within the family; employer support and employment conditions)
- the quality of parenting the child receives (e.g., stability of the family; amount of contact between loved ones; parental stress; parenting skills; parental drug use; the support parents provide to children post-separation)
- care for preschool-aged children (e.g., quality of formal care; access to formal care; location of care; number of hours children are in care)
- the education and care of school-aged children (e.g., access to early childhood education and school; capacity of parents to provide a good learning environment; opportunities for parents to participate in the life of the school; services for special needs and chronically unwell children)
- the appropriateness, adequacy or availability of housing (e.g., overcrowding; culturally appropriate housing; homelessness or transient accommodation; essential services)
- the nature of the neighbourhood in which children live (e.g., access to parks, sporting and recreational facilities; safety of local area; community cohesion and social capital; access to other services)

Area of impact – Family relationships and family functioning

Does the proposal affect:

- parenting or communication skills
- interactions with the community and extended family members (e.g., opportunities for spending time together (face-to-face, telephone, email, etc.); ability to support extended family members; levels of social capital)
- services or supports for families (e.g., health, disability, child or aged care (including accessible and affordable formal and informal support services))
- the prevalence of family violence (e.g. ability of victims to leave unsafe or abusive relationships; incidence of child maltreatment or abuse)
- the appropriateness, adequacy, affordability or availability of housing (e.g., overcrowding; culturally appropriate housing)
- the disposable income of families
- the ability of families to adequately balance work and family life

Step 2. Gathering information about the family impacts

You will need to gather some information about each of the impacts you have identified:

- What *types* and *how many* families are going to be affected (including numbers or ratios, if possible).
- *How* these families will *experience* the impacts – i.e. what does the impact actually *mean* for the family, and what changes may the family experience as a result.

➤ *Information sheets and links to useful resources are available on the FIS page of the PM&C website to provide further guidance. There are separate information sheets for each of the four areas of impact listed above.*

Step 3. Assessing the significance of the impacts

Assessing the significance of the impacts is not always easy or obvious, as there is no single equation or measure that can be used – what represents a major impact for one family could be fairly minor for another, by virtue of their differing size, composition, employment status, and a host of other variables.

The table below provides you with some factors to help make your assessment, and should be used in conjunction with the information obtained from step 2.

Family types and vulnerabilities

Different types of families and families at different points in their life have different needs and different vulnerabilities. It is important to consider these needs and vulnerabilities when determining how beneficial or detrimental an impact will be.

- Types of families can include:
 - families with dependent children
 - single-parent families
 - families with caring responsibilities
 - older couple families
 - couple-only families
 - step or blended families
 - multigenerational families
 - persons living alone with family elsewhere
- [couples include same sex partners]*

- Different points in the family life-cycle can include:
 - forming couples
 - having babies
 - raising children
 - caring for adolescents
 - caring for an ageing partner
 - caring for ageing parents
 - young adult transitions and leaving home
 - separation or loss of a partner
 - retiring from the workforce
- Disadvantaged and at-risk families may be more vulnerable than other family types, and may include:
 - low-income families
 - jobless families with children
 - families with children or adults with special needs
 - families from different cultural and linguistic backgrounds
 - families caring for a person with a disability or chronic ill health, or of frail old age
 - homeless families or those in precarious housing situations
 - families in which child safety is a concern
 - families in which parents have mental health or substance use issue
 - Indigenous families
 - single-parent families

➤ ***Keep in mind that small impacts will have a proportionately greater effect on disadvantaged families and families at risk. This is particularly true of financial impacts.***

After considering these factors, you should be able to make a judgement on the **significance** of the impacts. A good rule of thumb is:

- Where you cannot identify any impacts on families that are different from individuals or the rest of the community, you can report that there are **no family impacts**. [*Before reaching this conclusion, however, keep in mind that families may alter the way individuals experience an impact, and, as a result, many policies aimed at individuals will have a family impact. Also, remember that impacts can be felt in different ways, such as in the short- or long-term; directly or indirectly; positively or negatively; they may be intended or unintended; and anticipated or unanticipated*].
- There would be **minor impacts** when only a few families are affected, and, if the impacts are negative, those families who *are* affected are expected to be able to cope well with the changes. There would also be a **minor impact** if many families are affected, but the impact – either positive or negative – is insignificant, and vulnerable or at-risk families could be expected to cope well with any resulting change.
- There would be **moderate impacts** when more than a few families (either across Australia; or out of a smaller population group, such as a distinct regional location, or a particular type of family) are affected. Where the impacts are negative, some families may find it difficult to cope, however over-all, most families (including most vulnerable or at-risk families) will be able to deal with the changes or effects.
- There would be **major impacts** when many or most families are impacted in a major way, or when a smaller group of families who are disproportionately disadvantaged, vulnerable, at-risk, or are geographically concentrated, are affected in a moderate to major way. Where the impacts are negative, these families will find it difficult to cope with the changes or effects.

➤ ***If you have identified major impacts, you will need to refer to step 4. Otherwise, you are ready to write the FIS (Stage 2 on page 11).***

Step 4. Major impacts – additional analysis

In some instances where **major impacts** are identified, you will need to undertake some additional research and analysis to ensure your conclusions are accurate, and to build a robust evidence base for your proposed course of action.

This additional analysis is only required where the major impacts that have been identified are likely to have a **negative** effect on families. In order to determine if the impacts are negative, you will need to refer to the information gathered at steps 2 and 3. In general, negative impacts would be those that are likely to have an adverse effect on families, for example, through reduced income, reduced access to services, or increasing social inequity.

A policy that has significant negative impacts as well as significant positive impacts may require additional analysis, if the effects of the positive impacts do not compensate for the effects of the negative impacts, or if one group or type of family is disproportionately affected in a negative way.

- *If the major impacts you have identified are all positive, you are ready to proceed to Stage 2 (see page 11).*

Additional research and analysis can be undertaken by:

- Further qualitative and quantitative research to determine how likely it is that the impacts will occur – this could involve analysing the outcomes of similar policies that have been implemented elsewhere in Australia or internationally.
- Further qualitative research on the changes that the impact may bring about in families, and how families may respond.
- Running a pilot and/or survey to understand how the policy might affect families.

- *If you need to conduct additional analysis, there are links on the PM&C website that may be of assistance.*

Depending on the outcomes of your additional research and analysis, you may need to consider one or more of the following:

- Altering your policy to mitigate the risk of significant negative impacts occurring, or addressing the impacts in the recommendations.
- Including or enhancing additional measures as part of the proposal, to help counteract the impacts.
- Liaising with other departments to alert them to the likelihood of negative impacts occurring, where those impacts may affect their key business.

Frequently Asked Questions

Q – Because my proposal is aimed at families, I have already collected extensive information about the effects on families. Do I still need to undertake the process outlined in Stage 1?

A – The information you have already collected will be vital to Stage 2 (writing the FIS). However, working through each step in Stage 1 will help you identify if there are any unexpected or unintended impacts on families, so we recommend you still complete it.

Q – I don't know anything about family issues – how can I be expected to identify, assess and analyse family impacts?

A – The information provided in this guide and associated information sheets should be sufficient for most circumstances, and has been designed to be used and understood by people without a background in family issues or family policy. If you identify major negative impacts and need to undertake additional analysis, but do not feel you have the necessary skills to do so, the links to resources on the FIS page of the PM&C website are a good starting point.

Q – The submission is seeking continuation of a current policy/program – do I still need to assess the impacts?

A – Yes, but you might find that the best way to conduct the assessment is to look at any evidence that has been gathered about the policy or program (such as how successful it is, how it has been received in the community, who has opposed it and why), to determine what the effects on families might be.

Q – How does the Family Impact Statement relate to the other impact statements required in the Cabinet Submission?

*A – If you have identified potential impacts of your proposal that particularly affect families living in rural or remote areas of Australia, it is likely that the same information will be relevant to the **Regional Impact Statement**, in which case you may be able to simply cross-reference the two or cut and paste from one to the other, as appropriate. Similarly, it is possible that a policy that has significant impacts for **small business** may have impacts for the families of small business operators. New Policy Proposals (NPPs) also include provision for an **Indigenous Impact Statement**; again, any impacts on Indigenous families should be included or cross-referenced in both the FIS and the Indigenous Impact Statement.*

*For some submissions you will be required to provide a **Regulatory Impact Statement (RIS)**. The RIS process includes determining if particular groups will incur a disproportionate impact, including social impacts; the information you have gathered in identifying and assessing the family impacts may be applicable to the RIS or vice versa.*

Stage Two – How do I write the Family Impact Statement (FIS)?

By now you should have an understanding of the type of impacts that families may experience as a result of the proposal, and an idea as to how significant these impacts are likely to be. This information is the basis for the FIS.

The purpose of the FIS is to provide Cabinet with useful information about how the policy may play out ‘on the ground’, in order to inform the decision making process.

As discussed at the start of the guide, all submissions to Cabinet require a FIS. However, as the impacts of each proposal will be different, there is no single template that can be used for this purpose. A FIS can be as short as a few sentences or as long as a few pages. Its placement in a Cabinet submission must be consistent with the requirements for submissions as set out in the 2009 edition of the Drafter’s Guide.

Step 5. What to include in the FIS – *including examples*

Where **no impacts** are identified during stage one, the FIS should explain that an assessment has been conducted and no impacts have been identified:

Example:

An assessment of the potential family impacts of this proposal has been conducted, and no impacts have been identified.

Where **minor impacts, moderate impacts, or major-positive impacts** were identified at Stage One (**major negative impacts** are discussed below), the FIS should include the following points, where possible:

- A description of the impact, linked to the appropriate area of impact (the economic impact of policy proposals on family wellbeing; the impact of measures on work and family balance; how proposals affect children’s health, development and general wellbeing; how proposals affect family relationships and family functioning – refer back to the checklist at step 1 for further information on the areas of impact).
- A discussion of the number and type of families affected by the impact – also, you should identify if the families are vulnerable or at-risk families.
- An assessment of how those families might experience the impacts – that is, what might they lose or gain, what change might the impact bring about, or what might the impact mean for them.
- A discussion of the significance of the impact, and how this was determined.

The FIS **should not**:

- Simply restate the policy intent (*for example, by stating that the policy will benefit families without discussing which families will benefit, or what change those families will experience*).
- Restate information provided elsewhere in the submission, without building on it (*for example, instead of restating that the policy will benefit families in a specific community by providing them will access to a new resource, the FIS should examine what types of families may be most affected, and in what ways*).

Unless there are major negative impacts a FIS can usually be contained in a few paragraphs. Some hypothetical examples are provided below.

Example of a minor impact

There may be a small economic impact on families living near the proposed site, as the value of local real estate may increase by up to 10 per cent. This may benefit families who own their own home, while the wellbeing of families who rent in the area (estimated to be around 300) may be adversely affected if increased demand for property results in higher rents. However, since this is likely to occur gradually over the long-term, the impact is not considered significant.

Example of a moderate impact

We anticipate that implementing these industry reforms will lead to downsizing of the XYZ workforce and lead to up to 20 per cent of the employees (around 1,200 people) being retrenched or having their hours reduced. This will have a significant economic impact on those workers and their families, and will be of particular significance for vulnerable families such as those with only one wage earner.

No data are available on how many affected workers will fall into this category. On-going strong employment demand in related industries is likely to help alleviate this impact, by providing opportunities for skilled and non-skilled workers to find new jobs in similar locations and under similar employment conditions.

Example of an impact lessened by mitigating strategies

By reducing the amount of community support funding available, this proposal may have an impact on the provision of parental training and support services to families in some regional areas with, potentially, a consequent effect on the quality of parenting and some possible long-term negative impacts on the health, development and wellbeing of some children.

Available data indicates that approximately five per cent of families – around 1,000 in total – are sole-parent families without access to alternative supports. The potential significance of the impact has been lessened, however, as mitigating strategies are included in the proposal, designed to ensure that vulnerable families have priority access to the affected services (see paragraph x) and to encourage less vulnerable families to access other sources of support (see paragraph y).

Where there are **major negative impacts**, the FIS should cover the information discussed above in more detail. This discussion should be supported by a rigorous evidence base, drawn from the additional analysis you conducted at step 4. You may also need to include a discussion about any measures that have been introduced or enhanced to counter-balance the impacts.

Example of a major negative impact

The measures outlined in this proposal will have a significant impact on the economic wellbeing and general health of economically vulnerable families living in rural and remote areas around Large Island, by increasing the costs of fresh food and vegetables and reducing their availability within these communities.

Economic modelling undertaken as part of the policy development process suggests that the price of fresh fruit and vegetables will increase by as much as 50 per cent above CPI within the first 12 months after implementation. Research undertaken in the United Kingdom (UK) suggests that family consumption of fresh fruit and vegetables is significantly affected by price and availability, and as a result, families that are more vulnerable to financial hardship may reduce their consumption, or may retain current levels of consumption but may have difficulty meeting other key household obligations.

Around one million people live in areas likely to be affected by the proposal. Of this million, around one quarter live on or below the poverty line, and around 255,000 families access some form of income support or pension payment (of which 50 per cent are on Parenting Payment). Across the same regions, recent data indicates that pressure on third-sector organisations to provide assistance to families has increased by between 20 per cent and 45 per cent in the last six months. Taken together, these data suggest that a significant portion of families in the affected areas are likely to be financially vulnerable.

Economic modelling suggests that the magnitude of the impact in dollar terms is likely to be around \$60-\$75 per week for families with dependent children (both couple and sole-parent families); around \$55 per week for couple only families; and around \$45 for single person households. This increase represents a significant additional economic burden for financially vulnerable families. Analysis of household consumption and hardship surveys suggest that families may re-distribute money away from other essential and non-essential items, including rent, mortgage repayments and utility bills, to cover these additional food costs.

Some families may also modify their consumption habits in order to cope with these pressures, resulting in a poorer diet. Research suggests that a lack of access to fresh fruit and vegetables is a key contributor to a number of health conditions in both adults and children, placing these families at greater risk. In adults, poor nutrition can increase the risk of obesity and the risks of developing type two diabetes and heart disease. In children, these risks are compounded by the impact that poor nutrition may have on cognitive and behavioural development.

It is difficult to quantify the expected impacts on family health, however longitudinal research undertaken on a similar issue in the UK demonstrated that up to half the vulnerable client group experienced an increase in self-reported health issues in the first 12 months, with nearly 30 per cent of this group being unable to afford the additional medical care that was required to address these health issues. It should be noted that a number of affected regions already experience significant pressures on health services.

The results of the above analysis suggests that a significant number of vulnerable families in rural and remote parts of Large Island will experience negative economic and/or health impacts as a result of this proposal.

Step 6. Finalising the FIS

- You should always check the latest version of the Drafter's Guide, the *Cabinet Handbook*, and Cabinet submission template for further information about where to include the FIS in the submission.
- It is your responsibility to ensure the content of the Cabinet submission is accurate, and that the standard of the document meets with the expectations of your department's senior executive and your minister.
- Should you require additional assistance in relation to the FIS, please contact OWF or Cabinet Secretariat in relation to the Cabinet submission.

Frequently Asked Questions

Q – The family impacts are discussed throughout the Submission – what do I include in the FIS?

A – If the impacts have been discussed throughout the submission (this often occurs when the policy is principally directed at families), the FIS can be used to summarise the impacts, or could direct the reader to the paragraphs where the discussion occurs. Any impacts that have not been considered elsewhere in the submission (for example, unintended family impacts which have not been addressed in the body of the submission) should be discussed in the FIS.

Q – The family impacts are no different from those on individuals – how do I frame the FIS?

A – By virtue of their unique social role, families may experience impacts differently from individuals. For example, a policy about mental health may be aimed at individuals and may have a direct impact on an individual's health. The families of the individual, however, may experience broad-ranging indirect impacts as a result of the policy, including better parenting, increased work-force participation and improved economic outcomes, and better family relationships, wellbeing and functioning. If, after you have completed Stage One of the process, you are sure that families will not experience any unique impacts, you can report that there are no family impacts, and include a short FIS to that effect in the submission (see Step 5 for an example).

Q – The Submission puts forward a number of proposals – how do I cover these in the FIS?

A – If Cabinet is being asked to decide between a range of options, the FIS will need to consider the impacts of each option. You will need to ensure that the FIS is clearly laid out to avoid confusion – one way to do this is to have a general discussion covering any common impacts, then have a separate discussion for each proposal looking at any unique impacts, separated by a heading indicating which option is being discussed.

Q – I have not found any immediate impacts arising from my proposal, but I suspect that further related proposals will have impacts. How do I proceed?

A – You should draft your FIS to state that 'An assessment of the potential family impacts of this proposal has been conducted, and no impacts have been identified at this stage. A further assessment will be conducted at the next stage of the policy development process and any impacts that are identified will be in later Cabinet submissions'. You will also need to ensure that this further assessment is, in fact, conducted.

Further resources

Visit the FIS page on the PM&C website for additional resources on families, including:

- information sheets on family types; economic impacts on families; impacts on work and family balance; impacts on child health, development and general wellbeing, and impacts on family relationships and family functioning; and
- links to research and statistical information about families.

OWF is available to provide additional assistance to agencies, where required. OWF can be contacted for FIS matters on 6271 5633.

Feedback

Comments and suggestions on these Guidelines are welcome, and should be directed to OWF on 6271 5633.