Development Tribunal referee Application package 2026

Background

The Department of Housing and Public Works is seeking applications from industry professionals wishing to serve as referees for the Development Tribunals (Tribunals) under the *Planning Act 2016* (the Act).

Tribunals are established under the Act to hear appeals against decisions under the Act, the *Building Act 1975*, the *Plumbing and Drainage Act 2018*, the *Residential Services (Accreditation) Act 2002*, the *South-East Queensland Water (Distribution and Retail Restructuring) Act 2009* (SEQ Water Act) and matters prescribed under a regulation.

Tribunals hear appeals about matters such as siting requirements, inspections of building work, fire safety, plumbing and drainage, swimming pool fencing, material change of use applications and infrastructure charges. Declarations can be sought about whether a development application is properly made or whether a proposed change to a development approval is a minor change.

Applicants who are successfully appointed as referees will be appointed to a tribunal on an as needs basis and in a part-time capacity. The frequency of selection for a tribunal is determined by the type, volume and location of appeals received.

Given the matters the Tribunals hear, qualifications in the following areas are highly desirable:

- Engineering (civil/structural); Building construction; Building surveying and certification; Architecture; Planning; Plumbing and drainage; Legal (Planning, Environment and Infrastructure law); Fire safety and Pool safety.

Applications are particularly encouraged from suitably qualified regionally based applicants, as the Tribunals decide appeals from across Queensland.

Applicants should consider whether they can commit the required time to act as a referee if appointed to a Tribunal. The Act requires appeals to proceed in a ‘timely’ manner, so the Development Tribunals team arranges for hearings to be held as soon as possible and aims to finalise appeals within five weeks of the hearing.

Given appeals are received from across Queensland, applications will only be considered from appropriately qualified applicants who reside in Queensland.

Function of Development Tribunals

Tribunals provide an accessible, cost effective and timely service for the review of decisions made by Queensland local governments and private building certifiers. Tribunal hearings are conducted in an informal manner and legal representation at hearings is not permitted. Appeals are decided by a reconsideration of the evidence that was before the original decision-maker and cost awards are not permitted.

Term of appointment

Successful applicants will be appointed as referees for a term of up to three years commencing 8 March 2027.

Remuneration

Remuneration will be paid in accordance with the Department of Premier and Cabinet procedures for part-time Chairs and members of government bodies. Remuneration is only paid to a referee when selected for a Tribunal to consider a specific appeal. Information about remuneration is attached (refer to Attachment 1).

Accountability

Referees are accountable to the Minister for the fair, equitable and impartial conduct of the Tribunal for which they are selected.

Referees must comply with a range of obligations under the Act, including an obligation to avoid conflicts of interest, an obligation to determine appeals according to law and an obligation to apply the principles of natural justice.

Key responsibilities

1. Hear and determine appeals about matters under the Act, the *Building Act 1975*, the *Plumbing and Drainage Act 2018*, the *Residential Services* (Accreditation) *Act 2002*, the *South-East Queensland Water (Distribution and Retail Restructuring) Act 2009* (SEQ Water Act) and matters prescribed under a regulation.
2. Conduct each Tribunal hearing in accordance with the rules of natural justice and procedural fairness as required under the Act.
3. Ensure each Tribunal decision is technically correct and consistent with the relevant legislation and standards

Referee qualifications

The qualifications and/or experience required of referees are prescribed in section 233 of the Act and section 54 of the Planning Regulation 2017.

Selection process for appointment as a general referee

The selection process for appointment as a referee includes assessment of:

- Responses against the selection criteria outlined below. Each criterion must be addressed and each has equal weight.
- The ‘additional information’ required under this section is outlined below.
- Failure to address each of the criteria or provide all material listed under ‘additional information’ below will result in your application being considered incomplete, and therefore excluded from the selection process.
- To ensure applications are complete, please attach the ‘Application Checklist’ to the front of your completed application (refer to Attachment 2)

Selection criteria

The selection criteria for appointment as a referee is as follows-

1. A demonstrated knowledge of at least one of the following:
   - building design and construction
   - infrastructure design and delivery
   - siting of residential buildings
   - neighbourhood amenity matters
   - relevant health or fire safety matters
   - engineering
   - the *Planning Act 2016*, the *Building Act 1975* or the *Plumbing and Drainage Act 2018*
   - the National Construction Code (Building Code of Australia Volumes 1 & 2), Queensland Development Code, or the Australian Standards relating to building work
   - the National Construction Code (Plumbing Code of Australia Volume 3); Queensland Plumbing and Wastewater Code or the Australian Standards relating to plumbing or drainage work.
2. A demonstrated ability to negotiate and mediate outcomes between parties to a proceeding.
3. A demonstrated ability to apply the principles of natural justice.
4. A demonstrated ability to analyse complex technical issues.
5. A demonstrated ability to communicate effectively, including, for example, to write informed, succinct, and well-organised decisions, reports, submissions or other documents

Additional information

Please ensure all contact details are included – email, phone, mobile, mailing address – and that these details are current so the Registrar can acknowledge receipt of your application and contact you.

Applications must also include:

- A curriculum vitae or resume – must not exceed 2 pages.
- Photocopies of all university and professional qualifications listed in your curriculum vitae or resume. Each document must be certified by a Justice of the Peace or Notary Public as a true and accurate copy of the original.
- If you are applying for re-appointment as a referee, and have provided certified copies of qualifications in your previous application for appointment, you are not required to provide these again unless you have completed further relevant qualifications as stated in your curriculum vitae or resume.
- If you are a public sector or local government employee and/or you hold current appointments on other government bodies you are required to complete the attachment document ‘Statutory Appointments and Public sector employment’ which also includes details of remuneration received. Please note there are two sections to this attachment (refer to Attachment 3).
- If you are a public servant or local government employee and you wish to receive remuneration as a referee, you are required to have your Director-General or Chief Executive Officer sign a certification that you are entitled to receive remuneration (refer to Attachment 4).
- You are required to complete the document ‘Personal particulars form’ (refer to Attachment 5).
- All applicants are required to complete the requirements in the form titled ‘Consent to check national police records and advise a third party’ which also requires a scanned copy of your current driver’s licence (refer to Attachment 6).

Application lodgement

Electronic lodgement

- Emailed marked ‘Application – Tribunal Referee’ to registrar@hpw.qld.gov.au

Hard copy

- Mailed addressed as follows:

  Application – Tribunal Referee
  The Registrar
  Development Tribunals
  GPO Box 2457
  Brisbane Qld 4001

Collection notice

The Department of Housing and Public Works is collecting your personal information in Attachments 2-6 for the purposes of assessing your application for appointment as a Development Tribunal referee and related purposes.

Queensland Privacy Principle (QPP) 5 of the *Information Privacy Act 2009* obliges us to advise you of certain matters when collecting your personal information. This collection notice sets out those matters, and explains how we will manage the collection, use, disclosure, and storage of your personal information.

We are authorised to collect this personal information for these purposes under the *Planning Act 2016*.

If your application progresses, your personal information may be disclosed to the Queensland Police Service for the purposes of undertaking criminal record screening. It is the usual practice to disclose your personal information to the Department of the Premier and Cabinet and Queensland Treasury.

Your personal information will not be disclosed outside of Australia.

Our privacy policy explains how you may request access to and/or correction of your personal information. Our policy also explains how you can complain to us if you consider we have breached our obligations to manage your personal information in accordance with the QPPs, and how we deal with privacy complaints. Our privacy policy can be found here: Privacy | Department of Housing and Public Works

If you have questions regarding how your personal information will be handled contact us at Department of Housing and Public Works, Development Tribunals, 1800 804 833.

Attachment 1—Remuneration guideline Development Tribunal referees

(Effective from 8 December 2015)

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1. Associated policy

The policy for *Remuneration of part-time chairs and members of Queensland Government Bodies* can be found on the Department of the Premier and Cabinet's website at the following link: http://premiers.govnet.qld.gov.au/policies/government-bodies/index.html.

2. Purpose of the Guideline

This guideline, in association with the above policy, details the remuneration process and rates of pay for Development Tribunals (Tribunals) referees (Referees) deemed eligible to receive remuneration under the above policy.

3. Eligibility to receive remuneration

Referees are identified as eligible to receive remuneration at the time of their appointment by the Minister. Referees who are employed in the private sector or are self-employed are eligible to receive remuneration.

Remuneration is only paid to a referee when selected for a Tribunal to decide a specific appeal or declaration (herein after referred to as appeal). The number of referees selected for a Tribunal depends on the complexity and location of the appeal; the qualifications/experience required; and the availability of referees. Every Tribunal must consist of a chairperson but may also include one or more referees.

Public sector employees

The following is an extract from the procedures about remuneration of public sector and local government employees.

> '*Public sector employees' mean employees of federal, state or local governments, employees of semi-government organisations, either federal or state, including statutory authorities and employees of state and local government owned corporations and colleges. For the purpose of these procedures members of any parliament within Australia, elected local government representatives, judges, magistrates and other judicial and quasi-judicial officers are also regarded as public sector employees. Paid officials or employees of universities are* ***not*** *included in this category."*

Public sector employees, employed full-time or part-time, who are appointed as referees are not to be remunerated except where this is approved by government. The conditions under which this approval may be given are:

- where the employee's Director-General/Chief Executive certifies that the appointment is not connected in any way with the employee's employment and the meetings etc. are held outside ordinary working hours.
- where deductions are made from the employee's wages when he or she attends meetings or other activities of the government body during normal working hours or during other legitimate time off (e.g. banked time leave, annual leave) viz. unpaid leave.

If a Referee who is a public servant or local government employee requests to be remunerated they are required to obtain certification from their Director-General/Chief Executive Officer at the time they submit their application to be appointed as a Referee. This certification can only be provided as part of the Ministerial appointment process and not at any other time during the appointment term.

4. Sessional meeting fees for chairpersons and referees

The work undertaken by Tribunals has been approved by Executive Council under the 'Adjudication and Determination' category of remuneration at the level 3 pay rates listed below:

- Chairperson $325 for four hours or less
- Referee $250 for four hours of less

Subject to this guideline, chairpersons and referees are able to claim for all work undertaken on an appeal. This includes all functions related to an appeal such as:

- reading appeal documentation in preparation for a hearing;
- undertaking research/consultation with appeal parties through the registry before a hearing;
- time spent travelling to and from a hearing/site inspection - up to a total of 4 hours (for over 4 hours refer to 'significant travel' under section 6);
- attendance at a hearing/site inspection; and
- writing the appeal decision.

5. Guideline to standardise the total number of hours claimable per appeal

The Department has developed this guideline to standardise referee remuneration claims for the total number of hours claimable for an appeal. Two categories of appeal have been defined – 'standard appeal' and 'complex appeal'.

<u>Standard appeal - total of 8 hours remuneration</u>

The Department considers a total number of 8 hours per appeal is reasonable for the majority of appeals lodged with the Tribunals and this will be categorised as a 'standard appeal'.

Approximately 90% of appeals received per year fit into the 'standard' category.

Some examples of this category of appeal are listed below:

- appeal about a development application where the Referral Agency has refused all or part of the application and the Assessment Manager has issued a Decision Notice in accordance with the Referral Agency response. This type of appeal often relates to noncompliance with the Queensland Development Code (QDC) and /or the performance criteria of a local planning scheme;
- appeal about conditions in a development application;
- appeal about an Enforcement Notice issued for building and plumbing matters;
- appeal about a Nonconformity Notice issued for swimming pool fencing matters;
- appeal about an Information Notice issued for building or plumbing matters.

Based on a total of 8 hours, the fee payable to a chairperson and referee for a standard category appeal is as follows:

- Chairperson $650 (consists of 2 x the 4 hourly meeting fee of $325).
- Referee $500 (consists of 2 x the 4 hourly meeting fee of $250).

Complex appeal - total of 12 hours remuneration requiring approval by the Tribunals Manager

This category of appeal is more complex than the standard appeal and may include some or all of the following additional elements:

- complex legal issues;
- infrastructure charge notices;
- previous court rulings related to the subject property;
- building classification and/or fire safety matters.

Approximately 10% of appeals received per year fit into the ‘complex’ category.

The Manager of the Tribunals (Manager) will usually be able to identify this category of appeal when it is first lodged with the registry as the degree of complexity may be immediately apparent. However, sometimes the complexity of an appeal does not become evident until the hearing.

If the Manager is able to identify this type of appeal when it is lodged then the Tribunal member/s will be advised when selected to the Tribunal to decide the appeal. The Manager will provide written approval to the Tribunal member/s for submission of remuneration claims for a total of 12 hours.

If a chairperson forms the view at a hearing that an appeal should be categorised as a complex appeal the chair is required to contact the Manager following the hearing and provide reasons why the appeal should be categorised as complex rather than standard. If the chairperson and Manager agree, the Manager will provide written approval to the Tribunal member/s for the submission of remuneration claims for a total of 12 hours.

Infrequently an appeal will be lodged that may require more than 12 hours work. In these appeals the hours claimable by the Tribunal member/s will be negotiated between the chairperson and Manager and written approval for an agreed number of total hours will be provided to the Tribunal member/s by the Manager.

Based on a total of 12 hours, the fee payable to a chairperson and referee for a complex category appeal is as follows:

- Chairperson $975 (consists of 3 x the 4 hourly meeting fee of $325).
- Referee $750 (consists of 3 x the 4 hourly meeting fee of $250).

6. Significant travel

Travel to and from a site inspection/hearing is already included in the above pay rates. However, additional remuneration is able to be claimed for 'significant travel' which is defined as more than 4 hours total travel to and from a site inspection/hearing.

The pay rate for significant travel is 50% of the 4 hour meeting fee for a chairperson and referee. For example:

- if an appeal is categorised as 'standard' under this guideline, a referee may submit a claim for $500 for 8 hours work at the 4 hour meeting fee rate of $250. However, if the referee spent more than a total of 4 hours in travel time to and from a site inspection/hearing, then an additional claim can be made for significant travel at 50% of the 4 hour meeting fee rate of $250 – i.e. an additional $125 is able to be claimed.

A claim for significant travel requires written approval by the Manager prior to the claim being submitted.

7. Teleconferencing, Airfare and Hire Car allowances

The Tribunals registry is responsible for making all flight and car hire bookings and payments. Conference rooms and teleconferencing facilities are available for off-site hearings in 41 George Street (Mineral House) in Brisbane city. Bookings can be made through the Registrar.

8. Incidental expenses

Costs for items such as postage (for returning the hearing appeal file to the registry); taxi fares; parking fees; and tolls will be reimbursed on presentation of receipts.

9. Motor vehicle allowances

A referee required to use their private motor vehicle for Tribunal purposes will be paid the appropriate motor vehicle allowance rate as per the schedule below.

Automobiles	**Amount (cents per km)**
1600 cc and under	63.0 cents
1601–2600cc	74.0 cents
2601 cc and over	75.0 cents
Automobiles (rotary engine)	**Amount (cents per km)**
800cc and under	63.0 cents
801–1300 cc	74.0 cents
1301 cc and over	75.0 cents
Motorcycles	**Amount (cents per km)**
250 cc and under	25.2 cents
Over 250 cc	30.0 cents

Attachment 2—Application checklist

(Please complete and attach to the front of your completed application)

Name			
Email address			
Phone	Mobile:	Phone:	
Address (for mail)			P/C
Signature		Date:	

(Please tick each box below or indicate 'Not applicable', to ensure your expression of interest is complete)

☐ Selection criteria—All five criteria addressed

☐ Curriculum vitae or Resume—2 pages maximum

Are you a current referee? ☐ Yes ☐ No

If you are a current referee, what year were you first appointed? ____

☐ Certified copies of all university and professional qualifications listed in your curriculum vitae or resume

☐ **OR**
I previously provided certified copies of my qualifications
(insert the year provided) ____

☐ **Attachment 3—Statutory appointments and/or public sector employment**
I am a public sector or local government employee and/or I hold appointments on other government bodies and I have completed both sections of Attachment 3

☐ **OR**
Not applicable

☐ **Attachment 4—Public sector or Local government employee certification**
(for public sector and local government employees who wish to be paid)
I am a local government or public sector employee and I wish to receive payment as a referee and I have completed Attachment 4

☐ **OR**
Not applicable

☐ **Attachment 5—Personal particulars form**
I have completed and signed Attachment 5

☐ **Attachment 6—Consent to check national records and advise a third party**
I have completed and signed Attachment 6 and attached a scanned copy of my current driver's licence, or other relevant identification documents.

☐ **Attachment 7—Diversity information**
Completion of this section is voluntary and information is treated confidentially.

Attachment 3—Statutory appointments and public sector employment currently held (if applicable)

(To be completed only by applicants who are a public sector employee and/or hold an appointment to a government body or board)

Private and confidential

Candidates for appointment to a government body are requested to complete and sign this form to advise the details of current public sector employment and/or any statutory appointments to Queensland Government bodies currently held and the amount of remuneration (including daily meeting fees) received for any statutory appointments.

Name:	

Are you currently a public sector employee*? ☐ Yes ☐ No

If yes, please insert details.

**Public sector employee means an employee of federal, state or local governments, employees of semi-government organisations, either state or federal, including statutory authorities and employees of government owned corporations and colleges. Members of any parliament within Australia, elected full time and part time local government representatives and judges, magistrates and other judicial and quasi-judicial officers are also regarded as public sector employees. Paid officials or employees of universities are not included.*

Statutory appointments (if applicable)

Please complete the next page for all appointment/s held and sign and date the bottom of the page.

Name of Board / Tribunal / Advisory Panel (list each separately – example provided in red) Current referees are not required to include their referee appointment, only <u>additional</u> appointments	Current remuneration					
	Category	Chair or Member	Meeting fees		Special assignment fees	
			More than 4 hours	4 hours or less	More than 4 hours	4 hours or less
EXAMPLE ONLY						
Board of Architects of Queensland	D1	Member	$334	$167	$278	$139

Signature: _____

Date:

The Department of Housing and Public Works is collecting your personal information in accordance with the Queensland Government's Remuneration of Part-time chairs and Members of Government Boards, Committees, and Statutory Authorities, for the purpose of assessing your eligibility for appointment to Queensland Government statutory bodies and to receive fees should you be appointed. It is the Department's usual practice to disclose your personal information to relevant statutory bodies seeking to appoint members, and to the Department of the Premier and Cabinet and Queensland Treasury.

Attachment 4—Public sector and local government employee certification—only applicable if requesting to be remunerated

I, [insert name], _____ Director-General/Chief Executive Officer, [name of Department/ Local Government], _____

_____

hereby certify that the appointment of [name of applicant],_____ a public sector or local government employee, on the Development Tribunals, is not connected in any way with her/his employment and is eligible to receive fees when he/she attends meetings and undertakes Tribunal appeals –

(a) outside the hours he/she normally would be expected to work; or

(b) when he/she is on unpaid leave.

Signed:_____ Dated:_____

Please note: this signed certification is required to be provided to Cabinet and Executive Council if recommending remuneration for a public sector or local government employee.

Queensland Government

Attachment 5—Personal particulars form

This information is sought to assist in assessing your suitability for appointment. Your responses will be treated as confidential and will only be used for purposes connected with the current consideration for appointment.

Family name:	
Given names:	
Residential address:	
Postcode:	
Telephone: (Private)	
(Business)	(Mobile)
Date of birth:	Place of birth:

Please answer all of the following questions. If there is insufficient space below, please attach details.

If selected, would you have any conflicts of interest, that is, do you have any private interests that may affect or appear to affect your public duty, e.g. employment, directorships, partnerships, member of a private or not-for-profit organisation, assets or liabilities?

☐ No ☐ Yes (If Yes, please specify)

Are you affected by or have been affected by bankruptcy action? For the purposes of this question, a person is affected by bankruptcy action if the person – (a) is bankrupt; or (b) has compounded with creditors; or (c) as a debtor, has otherwise taken, or applied to take, advantage of any law about bankruptcy.

☐ No ☐ Yes (If Yes, please specify)

Do you have any disclosable criminal convictions, i.e. convictions as an adult that form part of your criminal history and which have not been rehabilitated under the Criminal Law (Rehabilitation of Offenders) Act 1986?

☐ No ☐ Yes (If Yes, please specify)

Have you been convicted for any drug related offences?

☐ No ☐ Yes (If Yes, please specify)

Have you ever been the subject of an investigation in connection with any criminal, civil, military or other offence or incident by a police officer, department or authority?

☐ No ☐ Yes (If Yes, please specify)

Are you or have you ever been the subject of a complaint to the Crime and Corruption Commission (or any predecessor body with similar functions) that has been substantiated or is currently under investigation?

☐ No ☐ Yes (If Yes, please specify)

Are you or have you ever been the subject of a complaint to the Queensland Building and Construction Commission, or another disciplinary or professional body within Australia, which has been substantiated or is currently under investigation?

☐ No ☐ Yes (If Yes, please specify)

Are you or a company you are associated with on the Register of Lobbyists?

☐ No ☐ Yes (If Yes, please specify)

Have you been subject to any disciplinary action or finding in your past employment?

☐ No ☐ Yes (If Yes, please specify)

Do you know of any reason, matter or thing that may reasonably be considered by the selection committee to be of relevance or interest to why you should not be appointed?

☐ No ☐ Yes (If Yes, please specify)

Do you confirm that all information provided in your application, curriculum vitae and educational qualifications are factual, accurate and correct?

☐ No ☐ Yes (If No, please specify)

Declaration

I consent to provide the above information in respect of myself and understand that there is no legal obligation for me to do so. I declare that the personal information provided by me in this form is complete and correct to the best of my knowledge.

I understand that I am required to consent to a criminal history check being undertaken in respect of myself and that the results of that check may be taken into account by the Queensland Government in assessing my suitability for appointment.

Signature: _____ Date: _____

Attachment 6—Consent to check national police records and advise a third party

Family name:		Mr/Mrs/Ms/Miss:
Given names:		
Former maiden name, married name/s, or aliases:		
Residential address:		
		Postcode:
Telephone (Private):	(Business):	
Date of birth:	Place of birth:	

PROOF OF IDENTITY

Attach a legible -

- photocopy of your current Driver's Licence **OR**
- photocopy of your current passport including photograph and signature **OR**
- photocopies of two other forms of identification bearing your signature.

Name of third party	Department of Housing and Public Works

I,_____ whose personal particulars are set out above, authorise the Commissioner of Police or his servants or agents to:

Check my name against records that are held by the Queensland Police Service or are available to them nationally from other Australian Police Services, and I further agree to provide my fingerprint impressions if required for checking purposes, and if I do not have a conviction or I only have a conviction that cannot be disclosed by virtue of the *Criminal Law (Rehabilitation of Offenders) Act 1986 (Qld)* to advise the above-named third party that I do not have a conviction that can be disclosed. If I have a conviction that can be disclosed, I authorise the disclosure to the above-named third party of the details of that conviction. I clearly understand that any details disclosed to the above named third party will be considered by them and may affect any application I have made with them for a position of trust or employment, or as the case may be.

I hereby agree not to take or suffer or permit to be taken any legal action whatsoever or howsoever against the Crown in the right of the State of Queensland, the Commissioner of Police or any member or agent of the Queensland Police Service in respect of the advice given to a third party or the disclosure or use of information relating in any way to records under the name supplied.

Signature of person	

IN THE PRESENCE OF

Signature of witness		
Printed name of witness		Date:

Queensland Government

ATTACHMENT 7—Diversity information

Completion of this section is voluntary and information is treated confidentially.

The Department of Housing and Public Works recognises the diversity of our community.

To help ensure the Development Tribunals reflect the community, we encourage suitably qualified applicants from diverse backgrounds to apply.

Women

Question 1: Which of the following applies to you?

Please select one box only.

☐ Female

☐ Male

☐ I do not wish to answer this question

Aboriginal peoples and Torres Strait Islander peoples

Question 2: Are you an Aboriginal person or Torres Strait Islander person?

An Aboriginal or Torres Strait Islander person is a person of Aboriginal or Torres Strait Islander descent and who identifies as such and is accepted as such by the Aboriginal or Torres Strait Islander people in the community in which they live or have lived.

Aboriginal peoples and Torres Strait Islander peoples are the First Peoples of Australia.

Please select one box only.

☐ Yes, I am an Aboriginal person.

☐ Yes, I am a Torres Strait Islander person.

☐ Yes, I am both an Aboriginal and Torres Strait Islander person.

☐ No, I am not an Aboriginal person or a Torres Strait Islander person.

☐ I do not wish to answer this question.

*Note: a person may identify as an Aboriginal person, Torres Strait Islander person and an Australian South Sea Islander person through their answers to Question 2 and Question 3.

Australian South Sea Islander peoples

Question 3: Are you an Australian South Sea Islander person?

Australian South Sea Islander people are the direct descendants of South Sea Islanders brought to Australia between 1863 and 1904 to work as indentured labourers.

Please select one box only.

☐ Yes, I am an Australian South Sea Islander person.

☐ No, I am not an Australian South Sea Islander person.

☐ I do not wish to answer this question.

People with disability

Question 4: Do you have a disability?

A person has disability if they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and may restrict everyday activities. There are different kinds of disability, usually resulting from accidents, illness, or genetic disorders, and may include:

- Physical – affects a person's mobility, dexterity, stamina/fatigue, speech.
- Sensory – affects a person's ability to hear, see, touch, smell or concentrate.
- Intellectual – affects a person's abilities to learn.
- Mental illness – affects a person's thinking processes, including post-traumatic stress disorder (PTSD), anxiety disorders, depression.
- Neurological – affects the person's brain and central nervous system and/or autonomic nervous system (for example, stroke, acquired brain injury).

Other:

- Receiving treatment or medication for any other long-term conditions or ailments but still may be restricted in everyday activities.
- Any other long-term conditions resulting in a restriction in everyday activities.

Based on the definition above, do you live with disability?

Please select one box only.

☐ Yes

☐ No

☐ I do not wish to answer this question

Culturally and linguistically diverse people

Culturally and linguistically diverse (CALD) people are defined as any person who identify as all, or any of the following:

- Born overseas, including English-speaking countries.
- Speak a language at home besides English (includes Aboriginal, Torres Strait Islander or Australian South Sea Islander languages).

Question 5: In which country were you born?

Please select one box only.

☐ Born in Australia

☐ Born overseas in a mainly English-speaking country, including but not limited to: New Zealand, United Kingdom, Ireland, Canada, United States of America, and South Africa.

☐ Born overseas in a mainly non-English speaking country.

☐ I do not wish to answer this question.

Question 6: Do you speak a language other than English at home?

This includes Aboriginal, Torres Strait Islander or Australian South Sea Islander languages.

Please select one box only.

☐ Yes, I speak a language other than English at home.

☐ No

☐ I do not wish to answer this question.

The information collected on this form is for statistical purposes only. It will be used in aggregate form only and in a format that does not identify you individually. It will be managed in accordance with the Information Privacy Act 2009.