

Measuring What Matters | Second consultation paper

Measuring What Matters

Second consultation paper

Centre For Policy Development

ACKNOWLEDGEMENT OF COUNTRY

This submission was created on the lands of the Wurundjeri Woi-wurrung, Gadigal, Dja Dja Wurrung and GuriNgai peoples. Centre for Policy Development (CPD) respectfully acknowledge Elders past and present. We also acknowledge that wellbeing ways of living are central to many First Nations communities worldwide. We learn from and lean into this wisdom.

ABOUT CPD

The Centre for Policy Development (CPD) is an independent, values-driven, and evidence-based policy institute. Our motivation is an Australia that embraces the long term now. CPD exists to solve the biggest policy challenges facing Australia and the region, and to take people on the journey solving them. Our policy development seeks to advance the wellbeing of current and future generations.

CPD's core model is three-fold: we create viable ideas from rigorous, cross-disciplinary research at home and abroad. We connect experts and stakeholders to develop these ideas into practical policy proposals. We then work to convince governments, businesses, and communities to implement these proposals. CPD has team members in Sydney, Canberra, Melbourne and Jakarta and a network of experts across Australia and the region.

We are not-for-profit: donations to our Research Fund are tax deductible.

More information about CPD is available at cpd.org.au

Published by the Centre for Policy Development
©Centre for Policy Development 2023.

This work is licensed under CC BY 4.0. To view this license, visit creativecommons.org/licenses/by/4.0/

Centre for Policy Development (2023)
Measuring What Matters, Second Consultation Paper, Centre for Policy Development.

TABLE OF CONTENTS

ACKNOWLEDGEMENT OF COUNTRY	2
ABOUT CPD	2
INTRODUCTION	3
SUMMARY OF KEY POINTS	3
OUR FEEDBACK PROCESS	3
SETTING GOALS FOR AUSTRALIA'S FUTURE – A NATIONAL CONVERSATION	3
FEEDBACK ON THE STATEMENT ITSELF	5
First Nations frameworks	5
Overall comments on themes	5
Prosperous.....	5
Inclusive	6
Sustainable	6
Cohesive replaced with Connected	7
Healthy	7
Table of recommendations on themes	8
CONCLUSION	10
END NOTES	11

INTRODUCTION

The Centre for Policy Development appreciates the opportunity to provide a formal submission on Measuring What Matters: Consultation Pack, as the second phase to the development of a Measuring What Matters Statement (the Statement). We applaud Treasury's approach in using the wellbeing of people and planet to guide decision-making.

The focus of CPD's submission includes 1) the benefits of future public involvement, and 2) specific comments on the proposed themes for the first iteration of the Statement.

SUMMARY OF KEY POINTS

1. Treasury should support a national conversation for the next iteration of the Statement.

A broad and inclusive conversation about our vision for a future is needed to set national wellbeing goals. Such widespread national engagement is the cornerstone of enduring and sophisticated wellbeing frameworks. Goals drawn from this venture can be embedded in government and the public service, providing a unifying, apolitical vision, decided on by the Australian people, that can underpin a collective purpose for policymakers.

2. Specific feedback on proposed themes, descriptions, and indicators.

First Nations knowledge needs to be included in the Statement and in development of themes, descriptions and indicators. We have provided specific suggestions on rewording of descriptions and indicators, whilst noting that all themes are interconnected. See Table 1 on Page 8 for a summary of recommended changes.

OUR FEEDBACK PROCESS

As a policy institute with specialist expertise in wellbeing governance and economics we are best placed to answer two of the questions in the consultation pack – the other questions are primarily concerned with seeking community views rather than those of researchers.

The two questions we are best placed to address are:

- Is there any additional information you would like to see in the Measuring What Matters Statement?
- Do these themes cover the key principles we want considered when policies are developed? Do they leave anything out? Would they provide adequate guidance to decision-makers?

We considered how the themes, descriptions and indicators might be used by public bodies, in measurements and outcomes; the language and terminology used; the appropriateness of the indicator within the theme; additional principles that should be included in themes; and incorporating lived experience.

We have also addressed the benefits of broad and inclusive community involvement in future iterations of the Statement, given the strong association between this activity and enduring, sophisticated wellbeing approaches.

SETTING GOALS FOR AUSTRALIA'S FUTURE – A NATIONAL CONVERSATION

Putting the wellbeing of people and planet at the heart of government decision making, as Measuring What Matters (MWM) seeks to do, requires the identification of a non-partisan and unifying vision. Such a vision can set the direction of policymaking and the public service allowing for greater collaboration between departments and public institutions and build support for long-term approaches.

As highlighted in the Thodey Review, a strong and efficient Australian Public Service needs "strong purpose and clear values and principles"¹, and this is no less needed in government.

To enable such an approach Australia needs to set national goals to which its government and public institutions can strive. As identified in CPD's previous MWM submission², to ensure that these goals are apolitical, widely supported, and have longevity, they need to be determined by the people of Australia^{3,4}. This is why we are recommending that the Treasury supports a

national conversation about the Australia we want for the future as part of its work on measuring and embedding what matters.

The process in Image 1 focuses on steps to develop an economy in service of people and planet, an outcome of effective wellbeing governance^{5,6,7}.



Image 1: Process for enabling wellbeing governance. This includes having a national conversation about what sort of country we want to be (goals for government), asking how different groups are faring (measuring), understanding the root causes of inequalities and ecosystem degradation (understand why), working out what policy instruments we need (policy design) and then funding investment in upstream policy (budget).

The first stage sets goals through an inclusive national conversation, which captures what matters to participants and populations⁵. Goals are both a precondition to the following stages and an important part of understanding what our broader community means and wants from a wellbeing approach. Wales, for example, involved more than 10,000 people to determine the goals in its *Wellbeing of Future Generations Act* which are used to guide the decision-making of the Welsh government and other public bodies. In contrast, the limited public consultation around New Zealand’s Wellbeing Budget and policy priorities has been identified as one of the weaknesses of its approach⁶.

A national conversation not only forms the bedrock of a wellbeing framework, but it would also engage the public in the process, give them ownership of the goals and has the potential to increase their trust in government. A democratically derived sense of the Australia we want could both guide and legitimise policy reform, making the kind of opposition and interference by vested interests we have seen in recent decades less likely to succeed.

It is only after goals have been set that we can be confident that the measures support insight rather than merely generating data (“Measure what matters” in Image 1). This is because the nature of the agreed goals will determine what

is measured and what methods of measurement will support insight (“Wellbeing approach” in Image 1).

An ideal case is that a future iteration of the Statement, informed by goals set in a national conversation, allows measurements to be devised in collaboration with public bodies. This would then support the creation of a framework that brings a holistic, preventative (upstream), whole of government approach to policy and budgeting (all of Image 1).

A further connecting step is converting multi-government support for the strategic process of wellbeing framework implementation into a coherent collaboration between jurisdictions. Such an approach can be designed to allow meaningful translation of data, goals and measurements from one level of government to another. Our discussions with representatives from Tasmania and ACT (both have or are developing their own wellbeing frameworks) have revealed a strong desire for collective wellbeing visions and goals to be implemented in a strategic way. This is supported through experience of the New Zealand Productivity Commission, where officials emphasised to CPD the importance of intergovernmental goals for enabling wellbeing frameworks.

We are not suggesting that Treasury run a national conversation, only that Treasury

supports it occurring and commits to incorporating the results into future iterations of Measuring What Matters.

Such a national conversation would likely need to be coordinated by one agency (government or non-government) but run by many organisations across the country, including charities, religious organisations, sporting bodies, social service organisations, local governments, schools and more. The Welsh national conversation mentioned above is one example of such a process that we could learn from.

FEEDBACK ON THE STATEMENT ITSELF

Notwithstanding the evidence for the process described above and the likelihood that it is quite possibly necessary to produce an enduring and sophisticated wellbeing approach, we have provided specific feedback on:

- Consideration of First Nations wellbeing frameworks
- The themes as a whole
- Each of the five themes, including their descriptions and indicators, aiming to make them useful across government and meaningful in the community.

First Nations frameworks

Consideration of First Nations (including Aboriginal, Torres Strait Islander and Māori) wellbeing frameworks have been important in the construction of many other national approaches. These should be explicitly considered in both the development of the first Statement and any future national conversations.

Examples include The National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing 2017–2023¹⁰, the multi-party Mayi Kuwayu Study¹¹, the ANU Centre for Aboriginal Economic Policy Research project on Strong Culture Strong Place Strong Families¹², and the Yawuru people's concept of mabu liyan (good life)¹³. Each of these has informed analysis of community, social and emotional wellbeing, and self-determination. In New Zealand, the He

Ara Wairoa framework¹⁴ was developed to help the New Zealand Treasury understand the Māori perspective of wellbeing and is now proactively being socialised across government to inform approaches to policy making. We recommend that established First Nations knowledge and frameworks should be sought and applied for all themes.

Overall comments on themes

The Consultation Pack notes all the themes, their descriptions and indicators are interconnected, and cannot be ranked. We recommend the Statement and its implementation reflect this and encourage the holistic and cross-departmental work that characterises active wellbeing approaches.

As the themes, descriptions, and indicators are designed to be concise, accessible and meaningful, we suggest focus groups of community members with diverse and representative experiences test and refine the initial Statement and its components. Though we caution that this cannot replace community conversations and goal-setting at scale.

Prosperous

Traditional economic descriptions have an important role alongside the MWM framework. The current phrasing of this domain may place too much emphasis on such descriptions over the intended outcomes. Economic growth may be argued for as a means to achieving wellbeing goals, but it is not a wellbeing goal in itself. Its inclusion here is therefore not consistent with other components of this theme. For example, in the development of the Australian Bureau of Statistic's Measures of Australia's Progress the only indicators selected were those that represented "the outcome, rather than, the inputs or other influences that generated the outcome"¹⁵. Every other theme description contains goals rather than means to obtain them. We recommend the following alternative description for this theme: ***"A resilient and thriving economy that enables all Australians to flourish"***.

We consider that most of the indicators within the Prosperous theme reflect the definition of

prosperity and can be used by any government department. The indicator “A sustainable budget that can continue to deliver the services Australians rely on and can buffer the economy against future shocks”, however, is too specific to Treasury and Finance and may not be applied to all public bodies, limiting its use across government. We instead suggest: **“Sustainably resourced Government that meets the needs and embodies the values of Australians now and into the future”**.

Inclusive

Inclusion is important. Currently this theme is focused on economic inclusion. An expansive definition would include social values such as equality, diversity, equity, acceptance, belonging and fairness. These are likely to be important to Australian citizens and residents and connect more meaningfully with their full lived experience. We recommend the description read **“A society that shares opportunities, where all people can pursue personal and collective fulfilment, exercise agency and feel valued”**.

Economic inclusion is a component of national prosperity. We recommend some of the Inclusive indicators be moved to the Prosperous theme and edited as follows.

“A society that allows all people to afford life’s essentials” would be better placed in the Prosperous theme. The consultation paper references housing several times, and it is not included within the theme indicators. Housing is essential for thriving lives. As health and education are included explicitly in the framework, we suggest housing accompany them: “People are financially secure” reworded as **“People have financial and housing security, and can afford life’s essentials”**.

To reflect that some element of unpaid, insecure or poorly paid work is the majority experience in Australia (including unpaid household work, poorly paid and unpaid contributions to art and culture etc), we suggest changing “A society that provides access to secure, well-paying jobs” to **“A society that provides access to secure, rewarding, fair-paying work, and values unpaid labour”**. This should also be moved to the Prosperous theme.

“A society that supports social and economic accessibility and intergenerational mobility” should be moved to Prosperous and should be expanded to include aspects of inclusion. We have also rephrased the indicator to use words that have a broader meaning for diverse groups of people. We recommend it read **“Communities where people can be themselves, access income they can rely on, contribute in ways that are meaningful to them, and where we can open doors for our children and future generations”**.

Accessibility is not just a social and economic issue, it can affect many aspects of life. We suggest adding: **“A society that prioritises accessibility in all aspects of life”**.

The last three indicators are missing key aspects of inclusion and experience of some Australians. For example, “Gender equality, including at work and in the community” fails to include a range of people who experience inequality at work, in the community and in other places in society. We suggest that the multiple values of inclusion are considered by replacing the last three inclusion indicators with two:

- **A society that prioritises diversity, fairness and equality for everyone at work, at home, in the community, in education, government and business, and**
- **A society that accepts a diversity of individuals, where communities are celebrated, and people feel that they belong.**

Sustainable

This theme has a useful description and indicators that can be used across government as long as they capture how people interact with their environments (i.e., natural, built, recreational, living, cultural etc), the breadth of human caused environmental issues (not just climate change), impacts of human activity on ecosystems beyond Australia, current and evolving knowledge, and First Nations knowledge. We suggest that First Nations guidance is sought in designing the Sustainable theme.

We recommend the description read **“Environments that are cared for and valued by current and future generations”** and that the

first indicator becomes ***“Healthy environments for current and future generations”***.

As climate change features prominently within the theme, perhaps one indicator for climate change specifically should be included. This could be: ***“A society that adapts to climate change and makes swift, just and orderly transition to net zero emissions by drawing on First Nations’ knowledge and investing in decarbonisation and post-carbon industries”***.

This theme would benefit from an indicator specifically addressing the practice of environmental care and the process of change required to achieve it, emphasising preventative and restorative approaches¹⁶. This indicator should include climate change, biodiversity and novel entities (such as waste and chemicals). The Planetary Boundaries¹⁷ associated with biodiversity and novel entities are even further breached than climate change, and the consequences of this breach, as well as the remedies and adaptations it requires, are less certain than those associated with climate change^{17,18}. This is particularly relevant to Australia in terms of current environmental threats because of Australia’s high level of biodiversity loss¹⁹. We recommend ***“A society that prioritises caring for the environment through preventative and restorative action on environmental threats such as climate change, waste, and biodiversity loss”***.

Natural resources are not the only part of an environment that we need to use sustainably. There is considerable school of thought on issues related to use of ecosystem services (i.e., plants that filter water, soil carbon sequestration, clean air etc)²⁰ and approaches for using them in a sustainable way¹⁶. A possible rephrasing could be: ***“A society that sustainably uses our natural resources and ecosystem services”***.

Cohesive replaced with Connected

While we understand the intent of this term, it could lead to expectations of conformity, uniformity or assimilation. People experience connection (and lack of it) more keenly than cohesion. We suggest the description: ***“A safe and connected society that celebrates culture and enables participation”***. Connected as a

theme also better reflects the indicators that have been included.

The indicator “A society that has close relationships with family and friends”, has a clear and necessary intention. It’s possible that “close” is subjective and can mean different things to different people. We suggest: ***“A society where people have meaningful relationships, and people to turn to for support”***.

For some people, activities like arts, culture and sport may be a hobby, for others they are vocations and careers. We suggest the relevant indicator capture the nature of leisure rather than specifying a range of activities that are assumed to be recreational or unremunerated: ***“A society where people have the opportunity and time to participate in hobbies, learning, leisure, cultural activities and other pursuits”***.

Safety and trust are not referred to in Inclusive, Sustainable, Connection or Healthy. We suggest its addition in a form like ***“A society where people feel safe at home, in their community and in the environment”*** and ***“A society where people trust each other”***. This might also include an institutional component such as ***“A government and institutions the public can trust”***.

We think participation in democratic processes does not capture the essence of a healthy democracy. We suggest “People participate in the democratic process and engage in their community” be replaced with ***“People participate in democratic processes that involve them in decision making and the creation of policy”***.

Healthy

This theme, description and indicators all focus on upstream and preventative aspects of health - which CPD is entirely supportive of. We suggest the wording could be strengthened by specifically mentioning health inequalities, and explicit recognition of the social and commercial determinants of health. Seeking feedback from preventative health experts on this indicator is advised. This theme does not recognise the well-documented connection between health and healthy environments, or between health and healthy living and working conditions. We

suggest a description be added: **“A society with healthy environments, living and working conditions”**.

Education, knowledge and capability are important factors in having the opportunity for a personally satisfying life. We suggest that “A society in which people are generally satisfied with their life” is changed to **“A society in which people have knowledge, skills, time and resources to engage in pursuits that are meaningful to them”**.

We suggest that “A society that ensures the health and development of its children” is changed to **“A society that ensures the health and development of all children, and supports an active and positive family life in all the forms it takes”**.

This change acknowledges the connections between family and child development, as expanded in Starting Better²¹, provides a connection to the development of a National Early Years Strategy, and accommodates the heterogeneity of family structures and functions - for example as chosen communities, kinship groups, care systems or basic units of mutual social support. This indicator also reflects the inter-relationships with the other themes, as people’s experience of the early years has a strong influence on lifetime experience across multiple areas such as academic performance, happiness, avoidable health issues, paid work etc. Self-determination is a known and established health determinant²². We suggest adding: **“A society that fulfils basic needs for competence, autonomy and relatedness”**.

Table 1. Summary of recommendations on themes

Theme	Current description / indicator	Proposed description / indicator	Changes
Prosperous	A growing, productive and resilient economy.	A resilient and thriving economy that enables all Australians to flourish.	
	People are financially secure.	People have financial and housing security, and can afford life’s essentials.	Moved from inclusive theme
	A society that provides access to secure, well-paying jobs.	A society that provides access to secure, rewarding, fair-paying work, and values unpaid labour.	Moved from inclusive theme
	A society that supports social and economic accessibility and intergenerational mobility.	Communities where people can be themselves, access income they can rely on, contribute in ways that are meaningful to them, and where we can open doors for our children and future generations.	Moved from inclusive theme
Inclusive	A society that shares opportunities and enables people to fully participate.	A society that shares opportunities, where all people can pursue personal and collective fulfilment, exercise agency and feel valued.	
	N/A	A society that prioritises accessibility in all aspects of life.	
	Gender equality, including at work and in the community.	A society that prioritises diversity, fairness and equality for everyone at work, at home, in the community, in education, government and business.	
	A society that supports diversity and equity. Leadership in government and business that is representative of our diverse society.	A society that accepts a diversity of individuals, where communities are celebrated, and people feel that they belong.	

Commented [WS1]: If this is going to be split over 2 pages then I think the column headings should be repeated on the 2nd page.

Theme	Current description / indicator	Proposed description / indicator	Changes
Sustainable	<i>A natural environment that is valued and sustainably managed in the face of a changing climate for current and future generations.</i>	<i>Environments that are cared for and valued by current and future generations.</i>	
	<i>A healthy natural environment for current and future generations, protected from the damage being caused by climate change.</i>	<i>Healthy environments for current and future generations.</i>	
	N/A	<i>A society that adapts to climate change and makes swift, just and orderly transition to net zero emissions by drawing on First Nations' knowledge and investing in decarbonisation and post-carbon industries.</i>	
	N/A	<i>A society that prioritises caring for the environment through preventative and restorative action on environmental threats such as climate change, waste, and biodiversity loss.</i>	
	<i>A society that sustainably uses our natural resources, on track to reach to net zero emissions.</i>	<i>A society that sustainably uses our natural resources and ecosystem services.</i>	
Connected	<i>A safe and cohesive society that celebrates culture and encourages participation.</i>	<i>A safe and connected society that celebrates culture and enables participation.</i>	Replacing the word 'Cohesive'
	<i>A society that has close relationships with family and friends.</i>	<i>A society where people have meaningful relationships, and people to turn to for support.</i>	
	<i>A society where people have the time and opportunity to participate in the arts, culture and sporting activities.</i>	<i>A society where people have the opportunity and time to participate in hobbies, learning, leisure, cultural activities and other pursuits.</i>	
	<i>People participate in the democratic process and engage in their community.</i>	<i>People participate in democratic processes that involve them in decision making and the creation of policy.</i>	
Healthy	N/A	<i>A society with healthy environments, living and working conditions.</i>	
	<i>A society in which people are generally satisfied with their life.</i>	<i>A society in which people have knowledge, skills, time and resources to engage in pursuits that are meaningful to them.</i>	
	<i>A society that ensures the health and development of its children.</i>	<i>A society that ensures the health and development of all children, and supports an active and positive family life in all the forms it takes.</i>	
		<i>A society that fulfils basic needs for competence, autonomy and relatedness.</i>	

CONCLUSION

The Centre for Policy Development strongly supports the Treasury's recognition of the importance of using the wellbeing of people and planet to guide decision-making. An essential step in achieving this will be to identify unifying goals towards which government decision-making can be aligned.

Those goals will have the greatest amount of apolitical legitimacy if they are derived from the process of a wide-spread and inclusive national conversation about the Australia we want. We urge the Treasury to recommend such a national conversation, the outcome of which will, amongst its many functions, provide an underpinning for future iterations of Measuring What Matters.

Feedback on themes, descriptions and indicators are intended for the first iteration of the Statement. The Statement would also benefit by seeking First Nations knowledge.

The Statement should also offer guidance on the implications of theme interconnection and the necessity for practices, structures and reforms throughout government that respond to this interconnection.

The Centre for Policy Development looks forward to continuing the wellbeing framework journey with the Measuring What Matters team, Treasury and other key stakeholders.

END NOTES

1. Commonwealth of Australia, Department of Prime Minister and Cabinet (2019). Our Public Service, Our Future. Independent Review of the Australian Public Service. [Known as the Thodey Review]. <https://www.pmc.gov.au/sites/default/files/resource/download/independent-review-aps.pdf>
2. Centre for Policy Development (2023). Measuring What Matters Commonwealth Treasury Consultation Paper. <https://cpd.org.au/2023/04/measuring-what-matters/>
3. Sollis, K. (2023). Participatory Wellbeing Frameworks and the Secret to Impact, Journal of Human Development and Capabilities, DOI: [10.1080/19452829.2023.2200238](https://doi.org/10.1080/19452829.2023.2200238)
4. Hall, J., & Rickard, L. (2013). People, progress and participation: How initiatives measuring social progress yield benefits beyond better metrics. Global Choices. https://www.researchgate.net/publication/283996367_People_progress_and_participation_How_initiatives_measuring_social_progress_yield_benefits_beyond_better_metrics
5. Demos Helsinki. (2023). For a wellbeing economy, we need to transform governance. <https://demoshelsinki.fi/2023/03/31/for-a-wellbeing-economy-we-need-to-transform-governance/> Published 31 March 2023. Accessed 17 May 2023.
6. Trebeck, K., Williams, J. (2019). The economics of arrival. Ideas for a grown up economy. Policy Press. ISBN 978-1-4473-3726-3
7. WEAll. (2022). Bold, vital and entirely possible. 2040 Strategy. WEAll. See Page 4, Figure 2. <https://weall.org/wp-content/uploads/WEAll-Strategy-April-2022.pdf>
8. Sollis, K., Yap, M., Campbell, P., Biddle, N. (2022). Conceptualisations of wellbeing and quality of life: A systematic review of participatory studies. World Development. 160. 106073. DOI: [10.1016/j.worlddev.2022.106073](https://doi.org/10.1016/j.worlddev.2022.106073)
9. Huang, C., de Renzio, P., McCullough, D. (2020). New Zealand's "well-being budget": A new model for managing public finances. International Budget Partnership. <https://internationalbudget.org/publications/new-zealands-well-being-budget-a-new-model-for-managing-public-finances/>
10. Department of the Prime Minister and Cabinet. (2017). National Strategic Framework. Social and emotional wellbeing. <https://www.indigenousmhspc.gov.au/topics/sewb#aboutthistopic> Published online 8 February 2023. Accessed 10 May 2023.
11. [Mayi Kuwayu National Study of Aboriginal and Torres Strait Islander Wellbeing](#). 2023. Accessed 10 May 2023.
12. NIAA. (2021) Strong Culture, Strong Place, Strong Families. <https://www.niaa.gov.au/indigenous-affairs/grants-and-funding/funding-under-ias/evaluation-work-plan/strong-culture-strong-place-strong-families> Accessed 10 May 2023.
13. Yawuru. Nyamba Buru Yawuru. (2020) Mabu Liyan Framework. http://www.yawuru.org.au/community/mabu-liyan-framework/?doing_wp_cron=1684218005.7558090686798095703125 Published 2020. Accessed 10 May 2023.
14. Te Tai Ōhanga. The Treasury. (2021). He Ara Waiora. <https://www.treasury.govt.nz/information-and-services/nz-economy/higher-living-standards/he-ara-waiora> Published 28 October 2021. Accessed 10 May 2023.
15. Hall, J. (2005). Measuring Progress-An Australian Travelogue. Journal of Official Statistics, 21(4), 735. Available in [Full-Text](#).
16. Massy, T. et al. (2023). [Regenerating Investment in Food and Farming: A Roadmap](#). Sustainable Table. See page 22.
17. Steffen, W. et al. (2015) Planetary boundaries: Guiding human development on a changing planet. Science. 347 (6223). DOI: [10.1126/science.1259855](https://doi.org/10.1126/science.1259855)
18. Carrington, D. (2022). Chemical pollution has passed safe limit for humanity, say scientists. The Guardian. <https://www.theguardian.com/environment/2022/jan/18/chemical-pollution-has-passed-safe-limit-for-humanity-say-scientists> Published 18 January 2022. Accessed 10 May 2023.
19. Australian Government. (2021). State of the Environment. <https://soe.dccew.gov.au/> Accessed 10 May 2023
20. Biggs, R. et al. (2012). Towards Principles for Enhancing the Resilience of Ecosystem Services. Annual Review of Environment and Resources. 37:4210448. DOI: [10.1146/annurev-environ-051211-123836](https://doi.org/10.1146/annurev-environ-051211-123836)
21. Centre for Policy Development. (2021) Starting Better: A guarantee for young children and family. <https://cpd.org.au/2021/11/starting-better-centre-for-policy-development/>
22. Centre for Self Determination Theory. 2023. Theory. <https://selfdeterminationtheory.org/theory/> Accessed 17 May 2023.



CREATE. CONNECT. CONVINCe.

Published by the Centre for Policy Development

© Centre for Policy Development 2023

All CPD papers are released under a Creative Commons license.

CONNECT WITH US

Twitter: [@centrepolicydev](https://twitter.com/centrepolicydev)

Facebook: [centrepolicydev](https://www.facebook.com/centrepolicydev)

LinkedIn: [Centre for Policy Development](https://www.linkedin.com/company/centre-for-policy-development)

Website: [Cpd.org.au](https://cpd.org.au)

CONTACT

Melbourne
Level 16, 1 Nicholson Street,
East Melbourne VIC 3002
+61 3 9929 9915

Sydney
Level 6, 115 Pitt Street,
Sydney NSW 2000
+61 2 8199 9407