

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Human Resources in TAFE and tertiary education</b>	
<p>1. What is number of FTE teachers in TAFE NSW as of 30 June 2023?</p> <p>(a) How many Teacher (TAE) Scholarships have been granted for the financial year as of 30 June 2023?</p> <p>(b) Since coming into government, how many teaching staff have converted from long-term casual to permanent employment?</p> <p>(c) Since coming into government, how many support staff have converted from long-term casual to permanent employment?</p> <p>(d) Has there been any alternation to pattern of work hours in relation to hours spent delivering teaching compared to related duties?</p> <p>(e) What is the ratio of related duties hours to teaching hours June-September 2023, and compared to June-September 2022?</p> <p>(f) Have any contracts with private suppliers of teaching services to TAFE have been terminated by the Government since the election?</p> <p>(g) Which contracts have been renewed?</p> <p>(h) Since coming into government have any senior positions at NSW TAFE been made redundant, or any senior manager's engagement terminated?</p> <p>(i) Has the current Minister, or either of the two previous Ministers or their offices been involved in the appointment of any senior public servants in TAFE?</p> <p>(j) Were the Ministers or their offices consulted on any appointments?</p>	
<p><b>ANSWER:</b></p> <p>1. TAFE NSW routinely reports staffing and teacher numbers in publicly available Annual Reports.</p> <p>(a) 147 TAE Scholarships have been offered in FY23. This is in addition to the 64 Paid to Learn participants who were offered and completed the program in FY23 and are now deployed as teachers.</p> <p>(b) 142 casual teachers have been appointed into permanent teacher roles during the period 1 April 2023 to 31 October 2023.</p> <p>(c) 33 casual support staff have accepted permanent conversion (out of 49 offers made) during the period 1 April 2023 to 31 October 2023.</p> <p>(d) The pattern of working hours for teachers and the ratio of related duties hours to teaching hours is prescribed in the <i>TAFE NSW Teachers and Related Employees Enterprise Agreement</i> and has not changed for many years.</p> <p>(e) See response to 1 (d)</p> <p>(f) TAFE NSW does not use private suppliers of teaching services.</p> <p>(g) See (f)</p> <p>(h) Yes</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>(i) No (j) No</p>	
<p><b>University</b></p>	
<p>2. How is the NSW International Education Recovery Strategy progressing? What is total funding to date?</p> <p>(a) How is the Sydney Quantum Academy progressing?</p> <p>(b) What funding was provided by the NSW Government in 2023-24 budget?</p> <p>(c) On 14 February 2022 the previous government announced 14 five-year innovation partnerships with New South Wales universities. Which of these are you carrying on?</p> <p>(d) How are you funding these innovation partnerships into the future?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Minister for Industry and Trade.</p>	

<p><b>Regional and remote development &amp; enrolment</b></p>	
<p>3. What is TAFE NSW completion rate for regional and remote students in 2022-23?</p> <p>(a) What are your plans for regional TAFE training – will you be imposing minimum numbers of students for a course to continue or commence?</p> <p>(b) What will the guidelines of this policy be?</p> <p>(c) How will course cut-off and closure points operate?</p> <p>(d) In regional areas, will you continue with all existing TAFE courses?</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>(e) Is the Government considering a contract with a private, adult and community provider to deliver courses to regional students?</p> <p>(f) Under the National Vocational Education and Training Regulator Act 2011, the Minister is responsible for approving courses. How many courses have been endorsed by the Government since the March 2023 election?</p> <p>(g) What are these courses?</p> <p>(h) Which are available in regional NSW?</p>	
<p><b>ANSWER:</b></p> <p>Completions data is routinely reported through NCVET.</p> <p>(a-d) The NSW Government has initiated a comprehensive VET Review to help inform future delivery in a sustainable and efficient manner. The Government awaits the outcome of the VET Review before making any decisions.</p> <p>(e) Under the Smart and Skilled program there are 548 providers contracted for 2023-24 including TAFE NSW. Many of these providers have approved delivery locations outside of the Smart and Skilled Sydney region and can deliver NSW Skills List courses to regional students. This information can be found here: <a href="https://www.nsw.gov.au/education-and-training/vocational/funding">https://www.nsw.gov.au/education-and-training/vocational/funding</a></p> <p>Under the Adult and Community Education program there are providers located in 17 regional and remote areas. This information can be found here: <a href="https://www.nsw.gov.au/education-and-training/adult-and-community-education">https://www.nsw.gov.au/education-and-training/adult-and-community-education</a></p> <p>(f -h) Since March 2023, there have been no requests from the Commonwealth Minister for Skills and Training to endorse any national training package products, as required under the <i>National Vocational Education and Training Regulator Act 2011</i>.</p>	

<p><b>Country University Centres</b></p>	
<p>4. How is the Minister supporting the Country Universities Centre and its programs?</p> <p>(a) In the 2023-2024 Budget, how much funding has been provided to the Country Universities Centre, and over what period?</p> <p>(b) Are there other tertiary training initiatives for the benefit of residents of regional NSW contained in your budget?</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

**ANSWER:**

- (a) Since 2017, the NSW Government has invested \$16 million in the Country Universities Centre (CUC) program to establish ten centres across regional NSW. Nine of these centres have opened, with the last due to open in Mudgee in semester 1 2024. \$1,096,000 remains to be expended over the 2023-24 and 2024-25 financial years as part of this grant.

The Department of Education has also provided CUC with funding to keep centres operational. This included \$762,500 in financial year 2022-23, with \$1,130,000 budgeted for financial year 2023-24.

- (b) The Regional Industry Education Partnerships Program (RIEP) connects employers with schools to support student career development. RIEP has provided over 70,000 opportunities for regional and remote students to connect directly with employers (since mid-2021).

Targeted RIEP projects such as Agriculture Camps, Girls Can Too, and Early Childhood Educators of the Future have seen students transition directly into part-time employment, school-based apprenticeships and traineeships, and full-time apprenticeships and traineeships. RIEP works with industry to promote all tertiary pathways, including vocational education and training and higher education.

The Educational Pathways Program (EPP) supports students that face challenges in accessing trained careers education advisers to plan for successful school completion and access to relevant post-school pathways.

The EPP gives relevant additional support and resources to students in regional, rural and remote areas facilitating connections for students with Country Universities Centres.

<b>Commercialisation of TAFE</b>	
<p>5. What proportion of the TAFE NSW budget will be comprised of funding sourced from NGOs, for the budget period 2023-2024?</p> <p>(a) For the budget period 2023 to 2027?</p> <p>(b) Which projects will receive this funding?</p> <p>(c) What proportion of the TAFE NSW budget will be comprised of funding you have sourced from private businesses, for the budget period 2023-2024?</p> <p>(d) For the 4-year period 2023 to 2027?</p> <p>(e) Which projects will receive this funding?</p>	
<p><b>ANSWER:</b> Seven per cent of TAFE NSW's FY24 budget is sourced from commercial sources such as business to business training delivery, international education and non-</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

training revenue such as the operations of TAFE childcare centres. These funds are derived from a large number of individual contracts for the delivery of services and are commercial in confidence. TAFE NSW does not have finalised funding proportion projections for FY25-FY27.

<b>Commercialisation of TAFE</b>	
6. How much money has been allocated to, and how much money has been spent on TAFE's involvement in: (a) the Western Sydney Airport TAFE Skills Exchange? (b) the aerotropolis multiversity	
<p><b>ANSWER:</b></p> <p>6. (a) To date, TAFE NSW has allocated approximately \$390,000 to the end of FY24 to the Western Sydney Airport (WSA) TAFE Skills Exchange. The total spend across the current life of the Skills Exchange (SX) is approximately \$266,000 year to date as at October 2023.</p> <p>6. (b) To date there has been \$nil spend as the Aerotropolis work is scheduled to commence in 2025.</p> <p>6. (c) To date, there has been an initial briefing about the Multiversity with no financial impact.</p>	

<b>Closing the GAP</b>	
7. What is the FY23-24 budget for Aboriginal initiatives?  (a) Has TAFE NSW developed a Confirmation of Aboriginality Policy as part of its Reconciliation Action Plan?	
<p><b>ANSWER:</b></p> <p>The publicly available Annual Reports provide a detailed overview of Department of Education and TAFE NSW's commitments including those dedicated to support Aboriginal initiatives.</p> <p>(a) A draft Confirmation of Aboriginality Policy has been developed and will be published in 2024.</p>	

<b>Lismore</b>	
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## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>8. Does the Minister have plans to visit Lismore and assess the status of the campuses impacted by flooding?</p> <p>(a) If so, when will this take place?</p>	
<p><b>ANSWER:</b></p> <p>Yes. I am a strong advocate for rural and regional NSW. The intention is to visit all parts of the state. My staff and the departments within my portfolios are working together on planning regional visits.</p>	

<p><b>Qantas</b></p>	
<p>9. Are you a Member of the Qantas Chairmans Club?</p> <p>(a) Have you ever previously been a member? When did you cease to be a member?</p> <p>(b) When did you initially become a member?</p> <p>(c) When was this declared on the Ministerial gifts register?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Members are required to disclose pecuniary and other matters – including gifts and contributions to travel - under the Constitution (Disclosures by Members) Regulation 1983. The registers of disclosures made by Members are tabled by the Clerks in the Legislative Assembly and Legislative Council following the end of the period for the lodgement of returns.</p>	

<p><b>Department/Agency Staffing</b></p>	
<p>10. How many senior executive service employees were employed by each Department/agency within your portfolio responsibilities on:</p> <p>(a) 28 March 2023?</p> <p>(b) 23 October 2023?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Numbers of senior executives are publicly reported within Annual Reports as per standard practice. The 2022-2023 Annual Reports of TAFE NSW and the NSW Skills Board have been tabled.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Department/Agency Staffing</b>	
11. What is the expenditure on senior executive service employees employed by each Department/agency within your portfolio responsibilities since 28 March 2023?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Numbers and remuneration of senior executives are published in Annual Reports. Salaries and wages are included under employee related expenses in the Financial Statements of the Annual Reports.</p>	

<b>Department/Agency Staffing</b>	
12. How many individuals were employed as internal legal counsel by each Department/agency within your portfolio responsibilities on:	
<p>(a) 28 March 2023?</p> <p>(b) 23 October 2023?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Staff numbers are included in agency annual reports. Staff numbers employed as internal legal counsel are commensurate with need and can go down or up as required.</p>	

<b>Department/Agency Staffing</b>	
13. What is the expenditure on internal legal counsel employees employed by each Department/agency within your portfolio responsibilities 28 March 2023?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>All employees under the <i>Government Sector Employment Act 2013</i> within the Department of Education and TAFE NSW are paid in accordance with the relevant Acts and Awards.</p>	

<b>Department/Agency Staffing</b>	
14. How many redundancies were processed by each Department/agency within your portfolio responsibilities since 28 March 2023?	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>(a) Of these redundancies, how many were:</p> <ul style="list-style-type: none"> <li>i. Voluntary</li> <li>ii. Forced</li> </ul> <p>(b) What was the total cost of all redundancies in each Department/agency within your portfolio responsibilities?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>All redundancies are managed in accordance with M2011-11 Changes to the Management of Excess Employees. Redundancy information is included in agency annual reports.</p>	

<p><b>Department/Agency Staffing</b></p>	
<p>15. Is any former employee from your ministerial office now employed by any Department/agency within your portfolio responsibilities?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The employment of former Ministerial office staff is not tracked.</p> <p>Ministerial office staff must comply with their ethical obligations under the NSW Office Holder's Staff Code of Conduct, including after the cessation of the employment.</p>	

<p><b>Department/Agency Staffing</b></p>	
<p>16. How many staff were dismissed from each Department/agency under your portfolio responsibilities since 28 March 2023?</p> <p>(a) Without identifying individuals, what were the reason(s) for each dismissal?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>The termination of an employee is treated confidentially and is managed in accordance with the Government Sector Employment Act 2013 and relevant accompanying policies.</p> <p>For TAFE NSW Commission employees, any dismissal action is managed in accordance with the Guidelines for the Management of Conduct and Performance – NSW TAFE Commission Staff.</p>	



## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Department/Agency Staffing</b>	
17. What was the total amount each of the Departments/agencies under your portfolio responsibilities spent on stationery since 28 March 2023?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Stationery purchases by the department and other portfolio agencies are made in accordance with the applicable policies and procedures on procurement.</p>	

<b>Department/Agency Staffing</b>	
18. How many employees in each Department/agency within your portfolio responsibilities are working in an 'acting' capacity?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Internal mobility is encouraged, and acting arrangements are supported. The number of staff working in an acting capacity is commensurate with need and can go down or up as required. Staff numbers are published in agency annual reports.</p>	

<b>Department/Agency Staffing</b>	
19. What is the average number of days worked from home by employees in each Department/Agency within your portfolio responsibilities?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>The Department of Education and TAFE NSW do not centrally hold this data.</p>	

<b>Department/Agency Staffing</b>	
20. Do any senior executive service employees in any of the Departments/agencies under your portfolio responsibilities have a driver that is paid for by the Department/agency?	
<p>(a) If so, what is the number of senior executive service employees that have a driver, and which senior executive service employees have a driver?</p> <p>(b) How much was spent on these drivers since 28 March 2023?</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

**ANSWER:**

I am advised;

No senior executive employed by the department/agency within the portfolio have a driver.

**Department/Agency Staffing**

21. Since 28 March 2023, how much has been spent on charter air flights by your portfolio agencies, broken down by agency?

**ANSWER:**

I am advised;

Agency travel is conducted in accordance with relevant NSW Government policies and guidelines including Premier and Cabinet Circular C2022-08 and ATO determinations. Details on overseas travel is reported in the annual report.

**Department/Agency Staffing**

22. Since 28 March 2023, how much has been spent on domestic flights by your portfolio agencies, broken down by agency?

(a) Of these, how many flights were taken in business class?

(b) Of these, how many flights were taken in first class?

**ANSWER:**

I am advised;

Agency travel is conducted in accordance with relevant NSW Government policies and guidelines including Premier and Cabinet Circular C2022-08 and ATO determinations. Details on overseas travel is reported in the annual report.

**Department/Agency Staffing**

23. Since 28 March 2023, how much has been spent on overseas flights by your portfolio agencies, broken down by agency?

(a) Of these, how many flights were taken in business class?

(b) Of these, how many flights were taken in first class?

**ANSWER:**

I am advised;

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

Agency travel is conducted in accordance with relevant NSW Government policies and guidelines including Premier and Cabinet Circular C2022-08 and ATO determinations. Details on overseas travel is reported in the annual report.
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<b>Department/Agency Staffing</b>	
24. What was the total expenditure since 28 March 2023 by each Department/agency within your portfolio responsibilities on: (a) Taxi hire? (b) Ridesharing services? (c) Limousine/private car hire? (d) Hire car rental?	
<b>ANSWER:</b> I am advised; Agency travel is conducted in accordance with relevant NSW Government policies and guidelines including Premier and Cabinet Circular C2022-08 and ATO determinations.	

<b>Hospitality</b>	
25. How much has your ministerial office spent on hospitality, including catering and beverages, since 28 March 2023?	
<b>ANSWER:</b> I am advised the following: Catering provided for official purposes may be funded from the Ministerial office budget. As Members of Parliament, Ministers have credit facilities extended to them for dining and hospitality at Parliament House. The facilities may be used for business or private purposes.	

<b>Hospitality</b>	
26. How much have Departments/agencies within your portfolio responsibilities spent on hospitality, including catering and beverages, since 28 March 2023?	
<b>ANSWER:</b> I am advised; All departmental expenditure, including on hospitality, must be made in compliance with the <i>Government Sector Finance Act 2018</i> (GSF Act). The GSF Act sets out provisions for managing	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

public finances and applies to a range of government decision makers, including Ministers, agency heads and government officers
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<b>Hospitality</b>	
27. Have you been the recipient of any free hospitality? (a) What was the total value of the hospitality received?	
<p><b>ANSWER:</b></p> <p>Ministers are required to declare to the Secretary of TCO certain gifts and hospitality with a market value of more than \$500 under Part 4 of the Schedule to the Ministerial Code. This is a continuous obligation for which Ministers are personally responsible.</p> <p>I comply with my obligations under Part 4 of the Schedule to the Ministerial Code.</p>	

<b>Hospitality</b>	
28. Have any staff members in your office been the recipient of any free hospitality? (a) What was the total value of the hospitality received? (b) Are these gifts of hospitality declared publicly? (c) Do staff declare their gifts publicly?	
<p><b>ANSWER:</b></p> <p>All Ministerial staff are required to comply with their disclosure obligations under the Gifts, Hospitality and Benefits Policy for Office Holder Staff and I expect them to do so.</p> <p>I am advised;</p> <p>A breach of the Policy may be a breach of the Office Holder's Staff Code of Conduct.</p> <p>The Policy includes disclosure obligations for Ministerial staff in respect of gifts, hospitality and benefits over \$150. These disclosures are kept on the Office Holder's Register of Gifts and Benefits.</p> <p>If a Ministerial staff member is required by their role to accompany their Office Holder at an event that the Office Holder is attending as the State's representative, or where the Office Holder has asked the staff member to attend, then attendance at that event would not constitute a gift or benefit for the purposes of the Policy.</p>	

<b>Agency Invoices</b>	
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## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

29. How many invoices to suppliers or contactors from your portfolio agency were not paid on time since 28 March 2023, broken down by agency?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Agency performance in payment of accounts is detailed in their annual reports.</p>	

<b>Agency Invoices</b>	
30. How many invoices to suppliers or contactors from your portfolio agency were paid over 30 days late on time since 28 March 2023, broken down by agency?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Agency performance in payment of accounts is detailed in their annual reports.</p>	

<b>Agency Invoices</b>	
<p>31. How many invoices to suppliers or contactors from your portfolio agency were paid over 60 days late on time since 28 March 2023, broken down by agency?</p> <p>(a) What was the penalty for paying suppliers or contactors late, broken down by agency?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Agency performance in payment of accounts is detailed in their annual reports.</p>	

<b>Car/Driver</b>	
<p>32. Has your Ministerial car been subject to any traffic or parking fines?</p> <p>(a) If so, please provide details of each fine?</p> <p>(b) Who was driving the car at the time of each incident?</p> <p>(c) Who paid any of the fines?</p>	
<p><b>ANSWER:</b></p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

I am advised;

This matter is the subject of a *Government Information (Public Access) Act 2009* (GIPA) (Cross-14) release, reference number PD\_A5881802 that can be found on the Premier's Department disclosure log.

Where a fine is incurred the payment of the fine is the responsibility of the driver of the vehicle.

<b>Car/Driver</b>	
33. Has your Ministerial Car been pulled over by the police? (a) If so, who was driving the car?	
<b>ANSWER:</b>	
I am advised: The department does not record these types of events.	

<b>Complaints</b>	
34. Has the Minister been the subject of any workplace complaints, including bullying, harassment, and sexual harassment?	
<b>ANSWER:</b>	
I am advised; Any complaint or disclosure made under the Respectful Workplace Policy is confidential. The Respectful Workplace Policy applies to all Ministerial Offices and staff and is published on the Cabinet Office's Website. As noted in the Goward review, a key aspect of effective workplace complaint policies is confidentiality in the complaint and investigation process. Confidentiality ensures that staff feel safe about raising concerns and confident that action will be taken in response.	

<b>Consultants</b>	
35. Since 28 March 2023, how many consultancy contracts have been signed in your portfolio agencies, broken down by agency? (a) What was the individual amount of each contract? (b) What is the purpose of each contract? (c) Who was the contract with? (d) Did the contract go to a competitive tender?	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

**ANSWER:**

I am advised;

Financial Statements, including legal, consulting and any other general costs from third party service providers, are available in agency annual reports

**Consultants**

36. How much did the Department/agencies within your portfolio responsibilities spend in legal costs since 28 March 2023?

(a) For what specific purposes or matters was legal advice sought?

**ANSWER:**

I am advised;

Financial Statements, including legal, consulting and any other general costs from third party service providers, are available in agency annual reports

**Consultants**

37. Have any Department/agencies within your portfolio responsibilities engaged any consultants to provide the following services or advice since 28 March 2023:

(a) Social media?

i. What were the cost of these services?

(b) Photography?

ii. What were the cost of these services?

(c) Videography?

iii. What were the cost of these services?

(d) Acting training?

iv. What were the cost of these services?

(e) Ergonomics?

v. What were the cost of these services?

**ANSWER:**

I am advised;

Financial Statements, including legal, consulting and any other general costs from third party service providers, are available in agency annual reports

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Departmental Credit Cards</b>	
<p>38. For each department, statutory agency and/or other body in the Minister's portfolio please report:</p> <ul style="list-style-type: none"> <li>(a) How many credit cards are currently on issue for staff? <ul style="list-style-type: none"> <li>i. Please provide a break-down of this information by grade.</li> </ul> </li> <li>(b) What was the value of the largest reported purchase on a credit card for the last year?</li> <li>(c) What was each largest reported purchase for?</li> <li>(d) What was the largest amount outstanding on a single card at the end of a payment period and what was the card holder's employment grade?</li> <li>(e) How many credit cards have been reported lost or stolen? <ul style="list-style-type: none"> <li>i. What was the cost to replace them?</li> </ul> </li> <li>(f) How many credit card purchases were deemed to be illegitimate or contrary to agency policy? <ul style="list-style-type: none"> <li>i. What was the total value of those purchases?</li> <li>ii. How many purchases were asked to be repaid on the basis that they were illegitimate or contrary to agency policy and what was the total value thereof?</li> <li>iii. Were all those amounts repaid?</li> <li>iv. If no, how many were not repaid, and what was the total value thereof?</li> </ul> </li> <li>(g) What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid, and what was the cardholder's employment grade?</li> <li>(h) What amount was repaid, in full? <ul style="list-style-type: none"> <li>i. What amount was left unpaid?</li> </ul> </li> <li>(i) Are any credit cards currently on issue connected to rewards schemes? <ul style="list-style-type: none"> <li>i. Do staff receive any personal benefit as a result of those reward schemes?</li> </ul> </li> <li>(j) Can a copy of the staff credit card policy please be provided?</li> </ul>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Cards are issued to staff according to business need and are managed in accordance with Treasury Policy TPP 21-02 Use and Management of NSW Government Purchasing Cards.</p>	



## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Efficiency Dividends</b>	
<p>39. Was an efficiency dividend applied to any Department/agency within your portfolio responsibilities in the 2023-24 NSW Budget?</p> <p>(a) If so, what was the efficiency dividend applied to each Department/agency?</p> <p>(b) What measures are being considered to achieve this efficiency dividend?</p>	
<p><b>ANSWER:</b></p> <p>All agencies are expected to operate efficiently, and within available resources. Budget efficiencies have been applied to the agency budgets as published in the NSW Budget Papers.</p>	

<b>GIPA Applications</b>	
<p>40. How many GIPA Applications have been received by your ministerial office since 28 March 2023?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Information concerning the obligations of a Minister's office as an agency under the <i>Government Information (Public Access) Act 2009</i> (the Act) is required to be submitted to the Attorney General in accordance with section 125(2) of the Act.</p> <p>The information is included in the annual report of the Department of Communities and Justice in accordance with sections 125(3) and (5) of the Act.</p>	

<b>GIPA Applications</b>	
<p>41. How many of these Applications have been accepted?</p> <p>(a) How many of these Applications have been rejected?</p> <p>(b) If so, what were the reasons provided?</p> <p>(c) How many of these Applications were re-assigned?</p> <p>(d) How many of these Applications had fees waived/reduced?</p> <p>(e) Please provide in table form the following details of each Application received by your office:</p> <p>i. Date received.</p> <p>ii. Date acknowledged.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

iii. Date responded.	
iv. The description provided for the information sought.	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Information concerning an agency's obligations under the <i>Government Information (Public Access) Act 2009</i> (the Act) is included in the relevant agency annual report in accordance with section 125(1) of the Act.</p>	

<b>GIPA Applications</b>	
<p>42. How many GIPA Applications have been received by each Department/ agency within your portfolio responsibilities since 28 March 2023?</p> <p>(a) How many of these Applications have been rejected?</p> <p>(b) If so, what were the reasons provided?</p> <p>(c) How many of these Applications were re-assigned?</p> <p>(d) How many of these Applications had fees waived/reduced?</p> <p>(e) Please provide in table form the following details of each Application received by your office:</p> <p>i. Date received.</p> <p>ii. Date acknowledged.</p> <p>iii. Date responded.</p> <p>iv. The description provided for the information sought.</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Information concerning an agency's obligations under the <i>Government Information (Public Access) Act 2009</i> (the Act) is included in the relevant agency annual report in accordance with section 125(1) of the Act.</p>	

<b>Labour Hire Firms</b>	
<p>43. Have any Departments/agencies within your portfolio responsibilities utilised the services of Labour Hire Firms since 28 March 2023? If yes, please advise in table form:</p> <p>(a) The names of the firms utilised.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<ul style="list-style-type: none"> <li>(b) The total amount paid to each firm engaged.</li> <li>(c) The average tenure period for an employee provided by a labour hire company.</li> <li>(d) The longest tenure for an employee provided by a labour hire company.</li> <li>(e) The duties conducted by employees engaged through a labour hire company.</li> <li>(f) The office locations of employees engaged through a labour hire company.</li> <li>(g) (g) The highest hourly or daily rate paid to an employee provided by a labour hire company.</li> </ul>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>The Department of Education and TAFE NSW use labour hire firms, in accordance with NSW Public Service policies, to cover temporary vacancies, as required.</p>	

<p><b>Media and Public Relations</b></p>	
<p>44. How much has your ministerial office spent on advertising or sponsored posts since 28 March 2023 on the following social media platforms:</p> <ul style="list-style-type: none"> <li>(a) Facebook</li> <li>(b) Instagram</li> <li>(c) LinkedIn</li> <li>(d) TikTok</li> <li>(e) YouTube</li> <li>(f) WhatsApp</li> <li>(g) X (formerly known as Twitter)</li> </ul>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>No money has been spent from the Ministerial office on advertising or sponsored posts on the social media platforms.</p>	

<p><b>Media and Public Relations</b></p>	
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## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>45. How much has each Department/agency within your portfolio responsibilities spent on advertising or sponsored posts since 28 March 2023 on the following social media platforms:</p> <ul style="list-style-type: none"> <li>(a) Facebook</li> <li>(b) Instagram</li> <li>(c) LinkedIn</li> <li>(d) TikTok</li> <li>(e) YouTube</li> <li>(f) WhatsApp</li> <li>(g) X (formerly known as Twitter)</li> </ul>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>Where appropriate, social media is used by agencies alongside other forms of advertising as a cost-effective medium of communication.</p>	

<p><b>Media and Public Relations</b></p>	
<p>46. Have you had media training or public speaking training?</p> <ul style="list-style-type: none"> <li>(a) If yes, who paid for it?</li> <li>(b) If paid by taxpayers, what was the amount paid since 28 March 2023?</li> </ul>	
<p><b>ANSWER:</b></p> <p>No</p>	

<p><b>Media and Public Relations</b></p>	
<p>47. How many media or public relations advisers are employed for each of your portfolio agencies and what is the total cost to employ these advisers?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Staff numbers are included in the Annual Reports each year. Staff numbers undertaking media or public relations activities are commensurate with need and can go up or down as required.</p> <p>Staff salaries are set by the Crown Employees (Public Sector- Salaries) Award.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Media and Public Relations</b>	
48. What is the forecast for the current financial year for the number of media or public relations advisers to be employed in each Department/agency within your portfolio responsibilities and their total cost?	
<b>ANSWER:</b> Refer to the answer to supplementary question 47.	

<b>Media and Public Relations</b>	
49. What is the total cost of media monitoring services used by each Department/agency within your portfolio responsibilities?	
<b>ANSWER:</b> I am advised; Media monitoring services for the department are managed as an all of government contract by Premier's Department.	

<b>Merchant fees</b>	
50. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments in each Department/agency within your portfolio responsibilities.	
<b>ANSWER:</b> I am advised; The Department of Education is exempt from the requirement to recoup merchant fees. Detail on merchant fees is not centrally held by the Department of Education. TAFE does not pass on merchant fees to customers. Merchant fees are embedded in individual credit card payments. The percentages will vary by supplier and the nature of the transaction.	

<b>Merchant fees</b>	
51. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions payments in each Department/agency within your portfolio responsibilities.	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

**ANSWER:**

Please see the answer provided to question 50.

**Merchant fees**

52. What was the total amount paid in merchant fees on credit and/or debit card payments made by each Department/agency within your portfolio responsibilities since 28 March 2023?

**ANSWER:**

I am advised;

Detail on merchant fees is not centrally held for the Department of Education.

TAFE NSW does not record merchant fees applied per transaction in its accounting systems related to each transaction type and scheme type. These fees are booked in aggregate to a bank fees code which includes other types of charges from the banking providers (e.g. terminal rental fees).

**Ministerial disclosures**

53. Did you make any updates to your Ministerial disclosure on or after 2 August 2023?

(a) If yes, what prompted this update to your disclosure?

**ANSWER:**

I am advised:

Disclosure obligations for Ministers under Part 2 (Standing disclosure of interests), Part 3 (Conflicts of Interest) and Part 4 (Gifts and Hospitality) of the Schedule to the Ministerial Code are continuous. Ministers are required to:

- notify the Premier of a change to their pecuniary and other interests as soon as practicable after the change has occurred
- notify the Premier of a change to pecuniary and other interests held by their immediate family members, as soon as practicable after the change has occurred
- notify the Premier promptly of conflicts of interest
- disclose gifts and hospitality promptly to The Cabinet Office Secretary.

I make continuous disclosures of the matters that are covered by the Ministerial Code.

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Office Administration</b>	
54. What brand of paper is used in your office? (a) Is it recycled paper? (b) Is it Australian made paper?	
<b>ANSWER:</b> I am advised office supplies are purchased in accordance with standard procurement arrangements.	

<b>Office Administration</b>	
55. How many staff members were employed in your ministerial office at the MS6 grade for the following months: (a) April (b) May (c) June (d) July (e) August (f) September (g) October	
<b>ANSWER:</b> I am advised that Ministerial staff numbers and grades are published on the NSW Government Website: <a href="https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers">https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers</a>	

<b>Office Administration</b>	
56. How many staff members were employed in your ministerial office at the MS5 grade for the following months: (a) April (b) May (c) June (d) July (e) August	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

(f) September (g) October	
<b>ANSWER:</b> Please see the answer to question 55.	

<b>Office Administration</b>	
57. How many staff members were employed in your ministerial office at the MS4 grade for the following months: (a) April (b) May (c) June (d) July (e) August (f) September (g) October	
<b>ANSWER:</b> Please see the answer to question 55.	

<b>Office Administration</b>	
58. How many staff members were employed in your ministerial office at the MS3 grade for the following months: (a) April (b) May (c) June (d) July (e) August (f) September (g) October	
<b>ANSWER:</b> Please see the answer to question 55.	



## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Office Administration</b>	
<p>59. How many staff members were employed in your ministerial office at the MS2 grade for the following months:</p> <p>(a) April</p> <p>(b) May</p> <p>(c) June</p> <p>(d) July</p> <p>(e) August</p> <p>(f) September</p> <p>(g) October</p>	
<p><b>ANSWER:</b></p> <p>Please see the answer to question 55.</p>	

<b>Office Administration</b>	
<p>60. How many staff members were employed in your ministerial office at the MS1 grade for the following months:</p> <p>(a) April</p> <p>(b) May</p> <p>(c) June</p> <p>(d) July</p> <p>(e) August</p> <p>(f) September</p> <p>(g) October</p>	
<p><b>ANSWER:</b></p> <p>Please see the answer to question 55.</p>	

<b>Office Administration</b>	
<p>61. What is the average salary for staff members in your ministerial office since 28 March 2023?</p>	
<p><b>ANSWER:</b></p> <p>Please see the answer to question 55.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Office Administration</b>	
<p>62. How many DLOs were seconded to your ministerial office for the following months:</p> <p>(a) April</p> <p>(b) May</p> <p>(c) June</p> <p>(d) July</p> <p>(e) August</p> <p>(f) September</p> <p>(g) October</p>	
<p><b>ANSWER:</b></p> <p>I am advised that information relating to Department Liaison Officers is available on the <i>Disclosure Log: Government Information {Public Access} Act 2009</i> (the GIPA Act), Reference number PD_A5833715</p> <p><a href="https://www.nsw.gov.au/sites/default/files/2023-09/PD%20A5833715%20-%20Disclosure%20log%20-%2020230913.pdf">https://www.nsw.gov.au/sites/default/files/2023-09/PD%20A5833715%20-%20Disclosure%20log%20-%2020230913.pdf</a></p>	

<b>Office Administration</b>	
<p>63. How many staff in your office are employed as 'caucus liaison officers'?</p> <p>(a) What are the responsibilities allocated to 'caucus liaison officers'?</p> <p>(b) Have 'caucus liaison officers' been directed to only work with Government MPs?</p> <p>(c) Do 'caucus liaison officers' contact members of the Australian Labor Party as part of their regular work duties?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>All staff are employed to assist the Minister in accordance with the <i>Members of Parliament Staff Act 2013</i> and staff are expected to comply with the NSW Office Holder's Staff Code of Conduct.</p>	

<b>Office Administration</b>	
<p>64. How many staff members employed in your office under the <i>Members of Parliament Staff Act 2013</i> have been seconded from a NSW Government Department/agency?</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

(a) Please list each Department/agency staff members have been seconded from.	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>NSW Government sector employees may be seconded from agencies to Ministers' offices in accordance with clause 35 of the Government Sector Employment Regulation 2014 (GSE Regulation).</p> <p>Ministerial staff numbers and grades are published on the NSW Government Website:</p> <p><a href="https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers">https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers</a></p>	

<b>Office Administration</b>	
<p>65. What is your ministerial office budget for 2023-24?</p> <p>(a) How much of this budget is allocated to staff?</p>	
<p><b>ANSWER:</b></p> <p>I am advised that Minister's office budgets are drawn from the Premier's Department annual financial allocation to cover employee related expenses, accommodation, and other operating expenses. Further information relating to Ministers' Office Budgets is available in the Ministers Office Handbook.</p>	

<b>Office Administration</b>	
<p>66. How many iPhones/Smart Phones are assigned to staff in your ministerial office?</p> <p>(a) For each phone, how much was each bill in 2022-23?</p> <p>(b) How many phones have been lost or replaced due to damage in your office?</p> <p>i. What is the cost of replacing those phones?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>Ministers' Staff Acceptable Use of Communication Devices Policy provides guidance on the use, loss, theft, and return of communication devices provided for business purposes.</p> <p>Minister's staff may use mobile telephones for business and (reasonable use) private purposes.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

Under the current mobile plans all local and Australia-wide calls to land lines/mobiles and texts are included in the plan. Premium service calls, international calls and global roaming services are outside of the plan and may be still chargeable based on the principles below.

Ministers' staff mobile phone charges are paid from the Ministers' office budget except for the items listed below, which need to be paid as a private expense:

- Personal international calls from within Australia
- Personal travel related global roaming charges
- Personal premium number service calls

Any personal calls which are outside the plan need to be declared and paid for monthly.

Declarations are not required otherwise.

The purchasing of technology items is in accordance with standard procurement arrangements.

The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual Report 2022-23.

<b>Office Administration</b>	
<p>67. How many iPads or tablets are assigned to your ministerial office and to whom have they been issued?</p> <p>(a) What was the cost of providing iPads or tablets to your ministerial office in 2022-23?</p> <p>(b) How many iPads or tablets have been replaced due to lost or damage in 2022-23?</p> <p>i. What was the cost of replacing these devices?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>Ministers' Staff Acceptable Use of Communication Devices Policy provides guidance on the use, loss, theft, and return of communication devices provided for business purposes.</p> <p>The purchasing of technology items is in accordance with standard procurement arrangements.</p> <p>The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual Report 2022-23.</p>	

<b>Office Administration</b>	
<p>68. How many laptops has the Premier's Department or The Cabinet Office assigned to your ministerial office and to whom have they been issued?</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>(a) What was the cost of providing laptops to your ministerial office in 2022-23?</p> <p>(b) How many laptops have been replaced due to lost or damage in 2022-23?</p> <p>i. What was the cost of replacing these devices?</p>	
<p><b>ANSWER:</b></p> <p>I am advised the following:</p> <p>Ministers' Staff Acceptable Use of Communication Devices Policy provides guidance on the use, loss, theft, and return of communication devices provided for business purposes.</p> <p>The purchasing of technology items is in accordance with standard procurement arrangements.</p> <p>The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual Report 2022-23.</p>	

<p><b>Office Administration</b></p>	
<p>69. Has any artwork been purchased or leased for display in your ministerial office since 28 March 2023?</p> <p>(a) What is the cost of this?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Purchase or lease of artwork for official purposes is in accordance with standard procurement arrangements.</p> <p>The costs of purchasing or leasing artwork for official purposes are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet 2022-23.</p>	

<p><b>Office Administration</b></p>	
<p>70. Have any floral displays or indoor plants been hired or leased for display in your ministerial office since 28 March 2023?</p> <p>(a) If so, what was the cost of these items?</p>	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Hire or lease of floral displays or indoor plants is in accordance with standard procurement arrangements.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

The costs of hiring or leasing floral displays or indoor plants are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual Report 2022-23.

<b>Office Administration</b>	
71. What was the total amount your office spent on stationery since 28 March 2023?	
<p><b>ANSWER:</b></p> <p>I am advised;</p> <p>Spending on office stationery is in accordance with standard procurement arrangements.</p> <p>The costs of stationery are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual Report 2022-23.</p>	

<b>Office Administration</b>	
72. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals, and periodicals since 28 March 2023?  (a) What are these services / newspapers / magazines / journals / periodicals?	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The total cost of all subscriptions is in accordance with standard procurement arrangements.</p> <p>The costs of subscriptions are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual Report 2022-23.</p>	

<b>Office Administration</b>	
73. What was the total value of all gifts purchased for use by you and your office since 28 March 2023?  (a) What were the gifts purchased?	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

(b) Who were they gifted to?	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The Ministers' Office Handbook outlines that the decision to present a gift is at the discretion of the Minister, having regard to both appropriateness and economy. Gifts may be appropriate, for example, where given as a memento of an official visit or as a small token of appreciation. However, gifts should not be given with the purpose, or in circumstances where they could be perceived as having the purpose, of inducing favourable treatment.</p> <p>In accordance with the Premier's Department and The Cabinet Office's Gifts and Hospitality Policy, a register of official gifts presented by the Minister will be reported by the Premier's Department at the end of each financial year as required under the provisions of Treasurer's Direction TD21-04 and TD22-27.</p>	

<b>Office Administration</b>	
<p>74. What non-standard features are fitted to your ministerial vehicle?</p> <p>(a) What is the cost of each non-standard feature?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>Non-standard accessories fitted to Ministerial vehicles are for business, security, and safety related reasons, in accordance with the NSW Government Motor Vehicle Operational guidelines.</p>	

<b>Office Administration</b>	
<p>75. What is the total spend for your office since 28 March 2023 for:</p> <p>(a) Taxi hire?</p> <p>(b) Ridesharing services?</p> <p>(c) Hire car rental?</p> <p>(d) Limousine/private car hire?</p>	
<p><b>ANSWER:</b></p> <p>I am advised the following:</p> <p>The Ministers' Office Handbook outlines that taxis or ride share services are an option for business trips, including trips:</p> <ul style="list-style-type: none"> <li>• Home after evening duty (e.g., when Parliament is sitting, when required to perform the duties of the job, etc.) where public transport is not reasonably available or where it may</li> </ul>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>be unsafe to use public transport. Generally, use of taxis for these purposes would occur after 8:00pm.</p> <ul style="list-style-type: none"> <li>• To or from the airport in connection with early morning or late-night flights on official trips.</li> <li>• To meetings when it would be unsafe or uneconomical to use public transport.</li> </ul> <p>Costs are managed within Ministerial office budgets.</p>
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<b>Office Administration</b>	
<p>76. Were any planes or helicopters chartered by you or your office and paid for with public money since 28 March 2023?</p> <p>(a) If yes, please provide details of the trip including the date of the trip, purpose of the trip, the method of transport and the cost?</p>	
<p><b>ANSWER:</b></p> <p>I am advised the following:</p> <p>All domestic and international travel bookings for official business must be made through the NSW Government's approved travel management supplier, this is currently FCM Travel Solutions.</p> <p>Travel covered by the NSW Government contract includes:</p> <ul style="list-style-type: none"> <li>• commercial and charter air travel,</li> <li>• accommodation,</li> <li>• ground transport (car hire, rail, coach, and ferry).</li> </ul> <p>Financial commitments for travel expenditure from the Ministers' office budget need to be made within office arrangements approved by the Chief of Staff as an authorised financial delegate.</p> <p>Where a Minister, or employee of the Minister's office undertakes travel, travel is taken in accordance with the NSW government travel policy and the Ministers' Office Handbook. The Premier's Department website also details PD_A5842315, "Domestic and international travel of NSW Ministers and their offices" that has been released under the <i>Government Information (Public Access) Act 2009</i>.</p>	

<b>Office Administration</b>	
<p>77. How many people are employed in your ministerial office as at 1 October 2023?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The Ministerial staff numbers and grades are published on the NSW Government Website:</p>	



## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers>

<b>Office Administration</b>	
78. How many women are employed in your Ministerial office as at 1 October 2023?	
79. How many staff employed in your ministerial office identify as culturally and linguistically diverse (CALD) as at 1 October 2023?	
80. How many staff employed in your ministerial office identify as Aboriginal or Torres Strait Islander as at 1 October 2023?	
<b>ANSWER:</b>	
We aim for an inclusive and diverse workforce across Ministerial offices that reflects the communities that we serve.	

<b>Office Administration</b>	
81. How many staff in your office are employed as media advisers or have responsibility for media/social media/communications?	
<b>ANSWER:</b>	
I am advised:	
All staff are employed to assist the Minister in accordance with the <i>Members of Parliament Staff Act 2013</i> .	
I am advised that Ministerial staff numbers and grades are published on the NSW Government Website:	
<a href="https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers">https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers</a>	

<b>Office Administration</b>	
82. How many staff in your office are employed as policy advisers or have responsibility for policy work?	
<b>ANSWER:</b>	
I am advised:	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

All staff are employed to assist the Minister in accordance with the *Members of Parliament Staff Act 2013*.

I am advised that Ministerial staff numbers and grades are published on the NSW Government Website:

<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers>

**Overseas Trips**

83. Have you had any overseas trips paid for using public funds since 28 March 2023?

(a) If yes, did any of your relatives or friends accompany you on these trips?

**ANSWER:**

I am advised:

In line with M2015-05-Publication of Ministerial Diaries and Release of Overseas Travel Information, Minister's overseas travel is published on the Premier's Department Website.

**Overseas Trips**

84. Have you undertaken any official overseas travel that was privately funded since 28 March 2023?

(a) If yes, what was the nature of these trips?

(b) Who paid for these trips?

**ANSWER:**

I am advised:

In accordance with M2014-02 Ministerial Arrangements During Absences, Ministers who travel overseas are generally required to seek the Governor's authorisation for another Minister to act on their behalf. All acting arrangements approved by the Governor are published in the NSW Government Gazette.

Gifts and Hospitality, including contributions to travel are managed in accordance with the NSW Ministerial Code of Conduct.

**Parliamentary Secretary**

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

85. Does your Parliamentary Secretary have pass access to your ministerial office?	
<b>ANSWER:</b> The portfolio of Skills, TAFE and Tertiary education does not have a Parliamentary Secretary.	

<b>Parliamentary Secretary</b>	
86. Does your Parliamentary Secretary have a desk in your ministerial office?	
<b>ANSWER:</b> Please see the answer to question 85.	

<b>Parliamentary Secretary</b>	
87. Has your Parliamentary Secretary spoken on any pieces of legislation on your behalf? If so which legislation?	
<b>ANSWER:</b> Please see the answer to question 85.	

<b>Parliamentary Secretary</b>	
88. What event/meetings has your Parliamentary Secretary attended on your behalf? (a) Please provide in table form the date and the purpose of the event/meeting.	
<b>ANSWER:</b> Please see the answer to question 85.	

<b>Parliamentary Secretary</b>	
89. Please provide in table form the date and the purpose of the event/meeting.	
<b>ANSWER:</b> Please see the answer to question 85.	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Parliamentary Secretary</b>	
90. How often do you meet with your Parliamentary Secretary?	
<b>ANSWER:</b> Please see the answer to question 85.	

<b>Parliamentary Secretary</b>	
91. Has your Parliamentary Secretary travelled overseas since 28 March 2023?  (a) If so, when, and where? (b) If so, what was the cost of: i. Airfares? ii. Accommodation? iii. Food and beverage? iv. Transportation? v. Entertainment?	
<b>ANSWER:</b> Please see the answer to question 85.	

<b>Parliamentary Secretary</b>	
92. Has your Parliamentary Secretary travelled domestically since 28 March 2023?  (a) If so, when, and where? (b) If so, what was the cost of: i. Airfares? ii. Accommodation? iii. Food and beverage? iv. Transportation? v. Entertainment?	
<b>ANSWER:</b> Please see the answer to question 85.	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Parliamentary Secretary</b>	
93. Has your Parliamentary Secretary received training? (a) If so, was it speech, voice, or media training? i. If yes, who provided this training, on what date and at what cost?	
<b>ANSWER:</b> Please see the answer to question 85.	

<b>Probity Auditor</b>	
94. Has your office or department used a Probity Auditor or Probity Advisors, or similar, since 28 March 2023? (a) If so please list the company and/or individual, the project, the engagement dates, and their total remuneration in tabular format.	
<b>ANSWER:</b> I am advised:  In accordance with the NSW Government Procurement Policy Framework, the Department of Education and TAFE NSW have internal mechanisms in place to ensure that probity considerations are routinely taken into account in their procurement decisions, and the use of external probity advisers and auditors is the exception rather than the rule.	

<b>Training</b>	
95. Have you received any training since becoming a Minister? (a) If yes, please provide the details of what the training was.	
<b>ANSWER:</b> I am advised:  All Cabinet Ministers have undertaken a program of Ministerial induction training.  Ministers will undertake Respectful Workplace Policy Training that will commence in December.  Members of Parliament have a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal.	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Training</b>	
96. Have you received any speech, vocal or performance training? (a) If so, what was the cost? (b) Was this cost covered by the taxpayer?	
<b>ANSWER:</b> Members of Parliament have a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal.	

<b>Website Usage</b>	
97. What were the top 20 most utilised (by data sent and received) unique domain names accessed by your ministerial office since 28 March 2023?	
<b>ANSWER:</b> I am advised: All acceptable use of network services must be lawful, appropriate, and ethical. The Ministers' Staff Acceptable Use of Network Services Policy is available in the Ministers' Office Handbook.	

<b>Website Usage</b>	
98. What were the top 20 most accessed (by number of times accessed) unique domain names accessed by your ministerial office since 28 March 2023?	
<b>ANSWER:</b> Please see the answer to question 97.	

**Skills, TAFE and Tertiary Education**

<b>Capital Infrastructure and Funding</b>	
99. Each NSW public university is required to seek sign off from Minister to sell land. Has the Minister or his predecessors in this term of government signed-off on any divestments of land by universities in NSW?	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>(a) What campus sales, leasings, and other dispositions are planned for financial year 2023-2024?</p> <p>(b) What campus sales, leasings, and other dispositions are planned in the forwards years?</p> <p>(c) What works are planned under the Asset Renewal Program? What is their estimated cost and duration?</p> <p>(d) What is the maintenance spend as a percentage of value of total TAFE portfolio budgeted for 2023-24? How does this compare to other NSW agencies?</p> <p>(e) How much money has been allocated to and how much money has been spent on TAFE's involvement in:</p> <p>i. the Western Sydney Airport TAFE Skills Exchange?</p> <p>ii. the aerotropolis multiversity?</p>	
<p><b>ANSWER:</b></p> <p>As Minister for Skills, TAFE and Tertiary Education I approved the sale of a parcel of land at the University of Wollongong to Transport for NSW in October 2023.</p> <p>(a -b) NSW public universities are responsible for the provision of appropriate facilities and any forward planning around the sale or lease of university land.</p> <p>(c) Works totalling approximately \$104 million under the TAFE NSW Asset Renewal Program are scheduled to be completed by 30 June 2024. Packages of works include, but are not limited to, such activities as teaching plant and equipment, fire systems, lift replacements, roofing, building works, heating ventilation and cooling, and heritage stone works. Budgets for packages of works is subject to change as works progress through the financial year.</p> <p>(d) Approximately 0.33% of asset replacement value.</p> <p>(e) Refer to the answer to supplementary question 6</p>	

<b>Enrolments and Staff Numbers</b>	
100. What are the TAFE NSW staff numbers – by home campus at the most recent available date? [Don't count twice any staff who are shared across campuses]	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<p>(a) What are your projections for TAFE student numbers for the next three years?</p> <p>(b) Will future staff be brought from overseas or other states?</p> <p>(c) Has an active recruitment being developed to attract staff?</p> <p>(d) In what ways are you working with the federal government to improve the regional skilled migration program? Are you seeking increased numbers in the allowance? Are you seeking concessions or benefits for migrants coming to fill TAFE roles?</p> <p>(e) What target has been set for Aboriginal VET students and apprentices for 2023-24?</p> <p>(f) How have TAFE and VET training organisations impacted by the 2022 floods in northern NSW and the far South Coast been supported to continue teaching?</p> <p>(g) What is the program to maintain or increase participation rates of students with a disability?</p>	
<p><b>ANSWER:</b></p> <p>TAFE NSW routinely reports staff numbers in the publicly available Annual Reports. TAFE NSW operates in a competitive commercial environment. TAFE NSW does not provide FTE data by location, as staff may work from multiple campus locations to ensure efficient service delivery and the data may therefore be misleading.</p> <p>(a) TAFE NSW operates in a competitive commercial market and is not able to disclose confidential information which may impact business operations.</p> <p>(b) Vacancies are publicly advertised on a frequent basis and targeted state-wide recruitment campaigns are ongoing. The Paid to Learn Program has been successful in attracting teaching staff in skills shortage areas and is also ongoing. Recruitment at TAFE NSW adheres to a strict merit selection process and follows NSW Government requirements in relation to permanent residency and citizenship.</p> <p>(c) Refer to the answer to supplementary question 100 (b).</p> <p>(d) This question is best directed to the Minister for Industrial Relations.</p> <p>(e) The Department of Education is committed to achieving the targets for the National Agreement on Closing the Gap. Training Services NSW implement Aboriginal initiatives and strategies to achieve these targets. This information is available in the department's Annual Report and on the department's website.</p> <p>(f) The department connected with local stakeholders to identify the training and funding needs for training providers to support flood recovery. This was delivered through a number of regional Training Services NSW initiatives that supported students, Adult and Community Education providers, Smart and Skilled providers, and the wider</p>	



## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

community affected by the floods. This information is available in the department's Annual Report and on the department's website

- (g) Under the Smart and Skilled program, additional support is provided to students with a disability participating in VET through a loading on the Smart and Skilled qualification price. The Adult and Community Education program supports students who experience disadvantage, this includes students living with a disability. This information is available on the department's website.

<b>Senior Management of TAFE</b>	
<p>101. Which senior management positions at TAFE have been made redundant, or had the senior manager's engagement terminated over the period 1 April 2023 to date?</p> <p>(a) Have either of the two previous ministers or their offices been involved in the appointment of any senior public servants in TAFE? Were the ministers or their offices consulted on those appointments?</p>	
<p><b>ANSWER:</b></p> <p>There have been two senior manager positions made redundant during this period. It would not be appropriate to name those two senior management positions because it will identify the affected employees and breach their privacy.</p> <p>(a) Refer to the answer to supplementary question 1 (i and j)</p>	

<b>Reach and Impact of TAFE</b>	
<p>102. In 2022, 45 per cent of people who are studying in TAFEs around Australia who are being trained by TAFE NSW. Q: What is the proportion for 2023? What is your projection for 2024?</p> <p>(a) On 14 February 2022 the previous government announced 14 five-year innovation partnerships with New South Wales universities. Which of these are you carrying on?</p> <p>(b) How are you funding these innovation partnerships into the future?</p>	
<p><b>ANSWER:</b></p> <p>I am advised:</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

TAFE NSW is recognised as the leading vocational education provider in the country. Enrolment numbers are routinely reported in publicly available Annual Reports. TAFE NSW projects to be the leading provider of VET in Australia in 2024.

a-b) The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Minister for Industry and Trade.

<b>Teaching Staff</b>	
<p>103. Which contracts with private suppliers of teaching services to TAFE have been terminated by the government since the election?</p> <p>(a) Which contracts have been renewed?</p> <p>(b) In terms of attracting teaching staff for TAFE, will you continue supporting the New South Wales regional skilled migration program permanent resident visas, which is delivered with assistance from Regional Development Australia officers around the State, who are operating under contract with the New South Wales Government?</p> <p>(c) Can you provide details of results from the most recent staff satisfaction survey?</p>	
<p><b>ANSWER:</b></p> <p>103 and (a) Refer to the answer to supplementary question 1 (f) and (g)</p> <p>(b) Refer to the answer to supplementary question 100 (b) and (d)</p> <p>(c) Results from the 2023 People Matter Employee Survey can be found on the Public Service Commission's website at <a href="https://www.psc.nsw.gov.au/reports-and-data/people-matter-employee-survey/pmes-2023">https://www.psc.nsw.gov.au/reports-and-data/people-matter-employee-survey/pmes-2023</a> under Education.</p>	

<b>Renewable Energy</b>	
<p>104. What programs to support and develop renewable energy technologies are being undertaken by TAFE NSW now or which will be established this financial year?</p>	
<p><b>ANSWER:</b></p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

TAFE NSW offers training for new and existing workers for the renewable energy industry, ranging from short courses through to full qualifications. TAFE NSW training covers generation and utilisation of renewable energy, as well as training that supports construction and operation of infrastructure required for transition to the clean energy economy. For example, TAFE NSW offers micro-skills and micro-credentials including Foundation Studies in Renewable Energy and Sustainability, Principles of Electrical Engineering, Energy Storage Systems, Grid-Connected Solar PV (photovoltaic), Systems Design Accreditation, and Wind Energy Conversion Systems. In addition, TAFE NSW is the leading training provider for apprenticeships, offering full qualifications in Electrotechnology Electrician and Construction Trades.

Domestic and Sexual Violence Education	
<p>105. What is the NSW Government doing to fund and support primary prevention initiatives in TAFEs, colleges and universities to address the underlying gendered drivers of sexual, domestic and family violence as identified in the Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia (Our Watch, 2015, updated 2021)</p>	
<p><b>ANSWER:</b></p> <p>The NSW Government supports urgent and effective action in this space.</p> <p>The NSW Government is part of an interjurisdictional working group, led by the Commonwealth, which is supporting the development of a national action plan to address gender-based violence in higher education settings, including on campus and in student accommodation.</p> <p>TAFE NSW is committed to supporting employees and learners affected by domestic and family violence.</p> <p>TAFE NSW has developed a Domestic and Family Violence Procedure, which has details of the support mechanisms available including domestic and family violence leave, flexibility arrangements, security measures, easy change of contact details for staff and learners (including name, phone, email in cases of AVO), transfer considerations to other TAFE locations and referral to external support services.</p> <p>Learning sessions were held to coincide with White Ribbon Day to raise awareness of Family and Domestic Violence. Additional virtual training sessions will be offered throughout 2024 to reinforce the support available and to promote other support/referral networks that exist for employees and managers.</p>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

TAFE NSW has also developed a Sexual Assault and Sexual Harassment Policy with accompanying Procedures for both staff and learners.

Content is included in TAFE NSW's Mandatory training suite.

**Domestic and Sexual Violence Education**

106. Given NSW recently committed to providing tertiary subsidies for some healthcare and police students, will the NSW Government be implementing a similar policy for social workers?

(a) What supports are you providing social work students to meet the growing demand for domestic and sexual violence services?

**ANSWER:**

I am advised:

The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Minister for Industry and Trade.

**Domestic and Sexual Violence Education**

107. How is the NSW Government responding to the findings of the Federal Inquiry into sexual violence at universities?

**ANSWER:**

The NSW Government supports urgent and effective action in this space. NSW sits with the Commonwealth on an interjurisdictional working group, the Strengthening University Governance Working Group, which is supporting the development of a national action plan to address gender-based violence in higher education.

**Domestic and Sexual Violence Workforce**

108. Will the NSW Government allocate additional funding to implement the NSW Domestic and Family Violence 10-year Workforce Development plan, due for release in 2024?

(a) If not, why not?

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

(b) If yes, how much funding will be allocated?	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Minister for the Prevention of Domestic Violence and Sexual Assault.</p>	

<b>Domestic and Sexual Violence Workforce</b>	
109. To maintain a highly skilled DFV workforce, will the existing free DCJ SHS Training run by Chandler Macleod Managed Training Systems (MTS) be made available to all DFV workers?	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Minister for the Prevention of Domestic Violence and Sexual Assault.</p>	
<b>Domestic and Sexual Violence Workforce</b>	
110. What work are you undertaking to request the re-examination of the award for social workers?	
<p><b>ANSWER:</b></p> <p>I am advised:</p> <p>The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Minister for Families and Communities.</p>	

<b>Learners with disability</b>	
111. In the financial year 2022-23, how many students at TAFE NSW with a disability completed their studies? (a) How many did not complete their studies? (b) How many withdrew from studies?	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

**ANSWER:**

Completions data is routinely reported through NCVER.

NCVER does not release financial year completion rates, only calendar year.

The latest data from the National Centre for Vocational Education Research (NCVER) shows qualification completion rates for vocational education and training (VET) students. *VET qualification completion rates 2022* data shows the qualification completion rate for students who commenced training in 2018. Completion rates are considered 'observed actual' four years following the year of commencement.

2018 (Observed actual) AQF completion rate (%) by Equity Group			
Equity Group	TAFE NSW	NSW	Australia
Students with a disability	43.1	43.5	41.8

**Learners with disability**

112. In the financial year 2021-22, how many students at TAFE NSW with a disability completed their studies?

- (a) How many did not complete their studies?  
(b) How many withdrew from studies?

**ANSWER:** Refer to the answer to supplementary question 111.

**Learners with disability**

113. In the financial year 2022-23, how many complaints were made to TAFE NSW in relation to:

Implementation of reasonable adjustments?

- (a) Failure to meet reasonable adjustments requests?  
(b) Disability discrimination?  
(c) Specialist disability teachers?  
(d) Other teaching staff?

**ANSWER:**

TAFE NSW has established policies and protocols to handle formal complaints. The agency's complaints management system does not currently capture data to the level of specificity outlined in the Member's question.

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

<b>Learners with disability</b>	
114. In the financial year 2022-23, how many complaints were referred to the NSW Ombudsman?	
<b>ANSWER:</b>  I am advised:  The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Attorney General.	

<b>Land Audit</b>	
115. The Premier requested a whole-of-government land audit, identifying land as vacant and potentially to be offered for the purposes of future housing, can the Minister indicate:  (a) How many hectares of land has been identified for such purposes within each of the following regions?  i. North Region  ii. South Region  iii. West Region  iv. Sydney Region  v. Western Sydney Region  (b) How many parcels of vacant land are adjacent to an TAFE site? Please specify.  (c) How many parcels of vacant land form part of the grounds of a TAFE site? Please specify.  (d) Are there other parcels of land beyond of the scope of the Land Audit scheduled for transfer outside of the Department? Please specify.  (e) When did the Department complete the Land Audit?	
<b>ANSWER:</b>	

## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

The information requested does not fall under the responsibility of the Minister for Skills, TAFE and Tertiary Education. Please refer this question to the Minister for Lands and Property.

<b>Bankstown Hospital</b>	
<p>116. Have there been any meetings or correspondence, including phone calls or emails exchanged between the Minister, ministerial staff] or the Department of Skills, TAFE and Tertiary Education with the Department of Health, regarding the development of Bankstown Hospital?</p> <p>(a) If yes, please provide the date(s)?</p> <p>(b) What was the nature of the correspondence?</p>	
<p><b>ANSWER:</b></p> <p>Following the 2023 NSW Budget senior staff at TAFE NSW engaged with NSW Health to query the nature of the Bankstown Hospital budget announcement and to ensure coordination in the event that there had been any implications for TAFE NSW and its operations.</p>	

<b>Covid-19 Vaccination Mandate</b>	
<p>117. How many teachers employed by TAFE NSW were impacted by the Covid-19 vaccination mandate, and forced to leave their place of employment?</p> <p>(a) How many have since elected to return?</p> <p>(b) What additional counselling programs are available to affected teachers, given the trauma they experienced in losing their employment?</p> <p>(c) What career assistance is available to teachers returning?</p>	
<p><b>ANSWER:</b></p> <p>Approximately 35 permanent/temporary teachers and 234 casual teachers had their employment ended due to the implementation of TAFE NSW COVID-19 Vaccination Policy.</p> <p>(a) As at 25 October 2023, 76 employees have returned to TAFE NSW.</p> <p>(b) Confidential counselling under the Employee Assistance Program was promoted to all impacted employees.</p>	



## Budget Estimates 2023-24 Hearing – 1 November 2023

## Supplementary Questions

Minister for Skills, TAFE and Tertiary Education

- (c) TAFE NSW runs a number of induction and professional development programs for its teachers including Quality Teaching Essentials, Engage Conference, Head Teacher and Teacher Uplift, Learning Dives, Industry Spotlight Series, and Leadership Essentials and Development Program.

<b>Enrolment Numbers</b>	
118. How many vacant teacher positions exist within TAFE NSW? (a) Please list the number of teaching vacancies per Region i. North Region ii. South Region iii. West Region iv. Sydney Region v. Western Sydney Region	
<b>ANSWER:</b>	
<p>TAFE NSW operates in a commercial, competitive market and is not able to disclose commercially sensitive information which may impact business operations.</p> <p>Vacancies are publicly advertised on a frequent basis and targeted state-wide recruitment campaigns are ongoing.</p>	

<b>External Consultants</b>	
119. Which consultancy have been engaged by TAFE NSW since the start of this Government? (a) Please list. (b) Also include the financial outlay for each consultant since the start of Government	
<b>ANSWER:</b>	
<p>From March 2023, two consultancy engagements were undertaken, both focused on management services.</p> <ul style="list-style-type: none"> <li>– Nous Group Pty Ltd was engaged in April 2023, for a total of \$220,000, to conduct market analysis, assessing TAFE NSW's commercial potential in non-government funded segments.</li> </ul>	

**Budget Estimates 2023-24 Hearing – 1 November 2023**

**Supplementary Questions**

Minister for Skills, TAFE and Tertiary Education

- Astrolabe Group was engaged in March 2023 for a total of \$59,000, to complete strategic financial options modelling for a Specialist Advanced Training Centre (SATC) at Bradfield city centre.