



LEGISLATIVE COUNCIL

**QUESTIONS
AND
ANSWERS**

No. 46

WEDNESDAY 10 JULY 2019

(The Questions and Answers Paper published for the first sitting day in each week will contain, by number and title, all unanswered questions, together with questions to which answers have been received on the previous sitting and any new questions. On subsequent days, new questions are printed, as are questions to which answers were received the previous day. Consequently the full text of any question will be printed only twice: when notice is given; and, when answered.)

Notice given on date shown

| Publication of Questions | Answer to be lodged by |
|--|-------------------------------|
| Q & A No. 31 (Including Question Nos 0186 to 0218) | 10 July 2019 |
| Q & A No. 32 (Including Question Nos 0219 to 0220) | 11 July 2019 |
| Q & A No. 33 (Including Question Nos 0221 to 0223) | 12 July 2019 |
| Q & A No. 34 (Questions—Nil) | - |
| Q & A No. 35 (Including Question Nos 0224 to 0248) | 16 July 2019 |
| Q & A No. 36 (Questions—Nil) | - |
| Q & A No. 37 (Questions—Nil) | - |
| Q & A No. 38 (Including Question Nos 0249 to 0254) | 19 July 2019 |
| Q & A No. 39 (Including Question Nos 0255 to 0255) | 22 July 2019 |
| Q & A No. 40 (Including Question Nos 0256 to 0259) | 23 July 2019 |
| Q & A No. 41 (Including Question Nos 0260 to 0271) | 24 July 2019 |
| Q & A No. 42 (Including Question Nos 0272 to 0272) | 25 July 2019 |
| Q & A No. 43 (Questions—Nil) | - |
| Q & A No. 44 (Including Question Nos 0273 to 0275) | 29 July 2019 |
| Q & A No. 45 (Including Question Nos 0276 to 0276) | 30 July 2019 |
| Q & A No. 46 (Questions—Nil) | - |

19 JUNE 2019

(Paper No. 31)

*186 AGRICULTURE AND WESTERN NEW SOUTH WALES—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Agriculture and Western New South Wales—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

- (1) In 2018/19, the former departments and agencies that now constitute the new Department of Planning, Industry and Environment each had membership subscriptions with the Diversity Council Australia. This has been consolidated into a single membership as part of the new Department arrangements.
- (2) Data on participation, cost and hours for these specific courses and training is not available from across these former departments and agencies.
- (3) For the former Department of Planning and Environment, former Department of Industry and former Department of Finance, Services and Innovation, and their agencies, there was no requirement of staff to declare their diversity information. For the Department of Premier and Cabinet and the former Department of Family and Community Services, and their agencies, this information is not available.
- (4)
 - (a) Information about workforce diversity and inclusion can be found in the former Departmental annual reports tabled in both houses of Parliament each year.
 - (b) Nil

- *187 ATTORNEY GENERAL—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Education and Early Childhood Learning representing the Attorney General, and Minister for the Prevention of Domestic Violence—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

In 2018 and up to 30 June 2019, prior to the consolidation of the Department of Justice and the Department of Family and Community Services, the former Department of Justice was not a member of Diversity Council Australia and did not participate in any events or training hosted by the organisation.

The former Department was committed to building a more culturally inclusive and equitable workplace. Diversity and inclusion awareness training was primarily delivered via the departmental online Learning Management System and associated resources on the intranet site. The diversity and inclusion e-learning modules were designed 'in-house' and did not incur additional costs for development.

No departmental administrative and staffing programs required staff to declare their gender or sexuality. Employment pathway programs that are targeted at Aboriginal people require candidates to provide confirmation of their Aboriginality. This reflects the commitment to increase the representation of Aboriginal and Torres Strait Islanders employed. More information on the Aboriginal Employment Strategy 2019-2022 can be found at www.justice.nsw.gov.au.

Staffing, training and recruitment programs based on employment quotas for race, gender and sexuality were not implemented. No bonuses were paid to senior executives for meeting targets to increase Aboriginal and Torres Strait Islander representation.

- *188 BETTER REGULATION AND INNOVATION—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Finance and Small Business representing the Minister for Better Regulation and Innovation—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

1-4. following the April 2019 announcement of machinery of government changes, the State Outcomes (as reported in the 2018-19 Budget Papers) were refined to better reflect the new cluster arrangements. The current State Outcomes and descriptions are as published in the Budget Paper 2019-20. Agency performance information continues to be reported across a range of other sources such as agency websites, annual reports and the Productivity Commission's Report on Government Services, which are publically available

*189 COUNTER TERRORISM AND CORRECTIONS—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Education and Early Childhood Learning representing the Minister for Counter Terrorism and Corrections—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and

sexuality in the workplace,

- (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

- (1)
 - (a) In accordance with machinery of Government changes from 1 July 2019, Corrective Services NSW (CSNSW) is now part of the Department of Communities and Justice. In 2018 and up to 30 June 2019, prior to the consolidation of the Department of Justice and the Department of Family and Community Services, CSNSW was not a member of Diversity Council Australia and did not participate in any events or training hosted by the organisation.
- (2)
 - (a) CSNSW supports inclusion and diversity and is committed to promoting an inclusive workplace culture. Diversity and inclusion awareness training was primarily delivered through: the Department of Justice online Learning Management System and associated resources on the intranet site; divisional training including courses at the Brush Farm Corrective Services Academy (BFCSA); and the CSNSW Learning Management System. Information about the courses offered by the BFCSA is available at www.bfcsa.nsw.gov.au
 A total of 991 staff participated in the Working with Culture and Diversity course in 2018. In the period 1 January 2019 to 30 June 2019, a total of 717 staff participated in the course.
 The cost of CSNSW training is absorbed within existing budgets. CSNSW did not incur any additional costs for development of training programs in 2018 and 2019 related to diversity and inclusion.
 - (b) CSNSW did not offer training in unconscious bias.
 - (c) CSNSW domestic violence training is targeted to staff who work with domestic violence offenders.
 - (d) CSNSW did not offer training in transgender issues.
 - (e) CSNSW did not offer 'Words at work' or similar training.
 - (f) CSNSW did not offer 'Bringing Your Whole Self to Work' training.
 - (g) CSNSW did not offer training in other aspects of Identity politics.
- (3)
 - (a) There are no CSNSW administrative and staffing programs that require staff to declare their gender or sexuality.
- (4) Employment pathway programs targeted for Aboriginal people require candidates to provide confirmation of their Aboriginality. This reflects a commitment by the former Department of Justice to increase the representation of Aboriginal and Torres Strait Islanders employed. CSNSW did not implement staffing, training and recruitment programs that are based on employment quotas for race, gender and sexuality.
 - (a) More information on the Aboriginal Employment Strategy 2019-2022 can be found at www.justice.nsw.gov.au
 - (b) No bonuses were paid to senior executives for meeting targets to increase Aboriginal and Torres Strait Islander representation.

*190 CUSTOMER SERVICE—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Finance and Small Business representing the Minister for Customer Service—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

Following the April 2019 announcement of machinery of government changes, the State Outcomes (as reported in the 2018-19 Budget Papers) were refined to better reflect the new cluster arrangements. The current State Outcomes and descriptions are as published in the Budget Paper 2019-20. Agency performance information continues to be reported across a range of other sources such as agency websites, annual reports and the Productivity Commission's Report on Government Services, which are publically available.

*191 JOBS, INVESTMENT, TOURISM AND WESTERN SYDNEY—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Finance and Small Business representing the Minister for Jobs, Investment, Tourism and Western Sydney—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,

- (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
- (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

In 2018/19, Treasury has a membership subscription with Diversity Council Australia. However, they have not engaged Diversity Council Australia to provide training.

Further information can be found on Treasury's website and in their annual reports.

*192 EDUCATION AND EARLY CHILDHOOD LEARNING—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Education and Early Childhood Learning—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
- (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
- (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
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 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
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- (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

(1) According to available records, no payments have been made by the Department of Education or the NSW Education Standards Authority (NESA) to the Diversity Council Australia (DCA) during 2018 and 2019.

(2) - (3) The Department of Education and NESA are large and vast organisations. Professional development and training courses for staff are arranged by individual business units and this data is not collected centrally.

(4) In alignment with the NSW Government's commitment to growing and developing the Aboriginal workforce across the public sector, the Department actively supports the recruitment and retention of Aboriginal people through the use of identified positions, including teaching positions. The use of this strategy is consistent with provisions in the Teaching Service Act 1980 and the provisions for exemption under the Anti-Discrimination Act 1977.

Of the 300 teacher education scholarships made available each year by the Department, up to 80 are specifically identified for Aboriginal applicants. All

applicants are required to meet the same criteria in order to be considered eligible for a scholarship. All teacher education scholarships are of the same value.

In addition, the Department supports the Aboriginal Career and Leadership Development Program, run by the Public Service Commission.

With regards to gender related diversity, the Department supports the facilitation of Springboard, a professional and personal development program for females. The program aims to support and develop the skills necessary for women to progress in their careers and effectively

*193 ENERGY AND ENVIRONMENT—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Energy and Environment—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
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 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?

- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

- (1) In 2018/19, the former departments and agencies that now constitute the new Department of Planning, Industry and Environment each had membership subscriptions with the Diversity Council Australia. This has been consolidated into a single membership as part of the new Department arrangements.
- (2) Data on participation, cost and hours for these specific courses and training is not available from across these former departments and agencies.
- (3) For the former Department of Planning and Environment, former Department of Industry and former Department of Finance, Services and Innovation, and their agencies, there was no requirement of staff to declare their diversity information. For the Department of Premier and Cabinet and the former Department of Family and Community Services, and their agencies, this information is not available.
- (4)
 - (a) Information about workforce diversity and inclusion can be found in the former Departmental annual reports tabled in both houses of Parliament each year.
 - (b) Nil.

*194 FINANCE AND SMALL BUSINESS—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Finance and Small Business—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
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- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?

(b) What management financial bonuses were paid for outcomes in these areas?

Answer—

In 2018/19, Treasury has a membership subscription with Diversity Council Australia. However, they have not engaged Diversity Council Australia to provide training.

Further information can be found on Treasury's website and in their annual reports.

*195 LOCAL GOVERNMENT—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Special Minister of State, Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts, Vice-President of the Executive Council representing the Minister for Local Government—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
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 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

- (1) In 2018/19, the former departments and agencies that now constitute the new Department of Planning, Industry and Environment each had membership subscriptions with the Diversity Council Australia. This has been consolidated into a single membership as part of the new Department arrangements.
- (2) Data on participation, cost and hours for these specific courses and training is not available from across these former departments and agencies.
- (3) For the former Department of Planning and Environment, former Department of Industry and former Department of Finance, Services and Innovation, and their agencies, there was no requirement of staff to declare their diversity information. For the Department of Premier and Cabinet and the former Department of Family and Community Services, and their agencies, this information is not available.
- (4) Information about workforce diversity and inclusion can be found in the former Departmental annual reports tabled in both houses of Parliament each year.

(a) Nil.

*196 MENTAL HEALTH, REGIONAL YOUTH AND WOMEN—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Mental Health, Regional Youth and Women—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
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- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

Since the Office of Regional Youth was established on the 25th October 2018, I am advised it has not had a membership subscription with Diversity Council Australia.

Women NSW is a government unit within the NSW Department of Family and Community Services (FACS). I am advised that in 2018/19 FACS had an annual membership with Diversity Council Australia at a cost of \$10,088. FACS did not use the services of the DCA for any events or training in this period.

NSW Mental Health Branch is a government unit within NSW Health. This matter should be referred to the Minister for Health and Medical Research and will be responded to through Question on Notice LC 208.

*197 PLANNING AND PUBLIC SPACES—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Planning and Public Spaces—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?

- (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
- (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
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- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

- (1) In 2018/19, the former departments and agencies that now constitute the new Department of Planning, Industry and Environment each had membership subscriptions with the Diversity Council Australia. This has been consolidated into a single membership as part of the new Department arrangements.
- (2) Data on participation, cost and hours for these specific courses and training is not available from across these former departments and agencies.
- (3) For the former Department of Planning and Environment, former Department of Industry and former Department of Finance, Services and Innovation, and their agencies, there was no requirement of staff to declare their diversity information. For the Department of Premier and Cabinet and the former Department of Family and Community Services, and their agencies, this information is not available.
- (4)
 - (a) Information about workforce diversity and inclusion can be found in the former Departmental annual reports tabled in both houses of Parliament each year.
 - (b) Nil

*198 POLICE AND EMERGENCY SERVICES—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Education and Early Childhood Learning representing the Minister for Police and Emergency Services—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas

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- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

Only the NSW Police Force (NSWPF) and NSW State Emergency Service (NSW SES) are members of the DCA.

The NSWPF has spent a total of \$21,283 as part of its DCA membership in 2018 and 2019. This was for membership and also attendance for one employee at the 2019 Annual Diversity Debate. There was no paid participation in DCA run programs, training or events beyond this.

The NSW SES has just joined as a member of DCA, at a cost of \$2,960, and has participated in DCA training for its Senior Leadership and Senior Management Teams at a cost of \$6,990.

The expenditure of agencies in my portfolio areas will continue to be monitored to ensure that they are in line with community expectations.

*199 PREMIER—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Special Minister of State, Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts, Vice-President of the Executive Council representing the Premier—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
- (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
- (a) Diversity and inclusion,
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- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
- (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised for 2018/19, the Department of Premier and Cabinet has a membership subscription with Diversity Council Australia. However, they have not engaged Diversity Council Australia to provide training.

Further information can be found on the Department of Premier and Cabinet's website and in their annual reports.

*200 REGIONAL TRANSPORT AND ROADS—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Special Minister of State, Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts, Vice-President of the Executive Council representing the Minister for Regional Transport and Roads—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
- (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
- (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
- (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

Please refer to the response, LC 0203.

*201 SKILLS AND TERTIARY EDUCATION—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Education and Early Childhood Learning representing the Minister for Skills and Tertiary Education—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

- (1) Nil
- (2) I am advised by the Department of Education, that in relation to the Skills and Higher Education components of my portfolio, online training modules relating to various aspects of this kind of training are available for staff to complete at their discretion or need. In 2019, 3 staff within the Higher Education branch completed 7 hours each of internally developed training, at no cost, relating to diversity and inclusion. In 2018 Cultural Awareness Training was conducted for staff in Training Services. Over 150 staff attended. This was coordinated by the then Department of Industry.

I am also advised of the following by TAFE NSW in response to your questions:

- (a) Cultural Diversity online training:
 - 2018: 678 staff, 339 total hours. Nil cost (internally developed and delivered)
 - 2019: 798 staff, 399 total hours. Nil cost (internally developed and delivered)
- (b) Unconscious Bias Training
 - 2018: Nil
 - 2019: 200 staff, 200 total hours. Nil cost (internally developed and delivered)
- (c) Nil
- (d) LGBTI Awareness Training

2018: 50 staff, 300 hours. Cost approx. \$2,000

2019: Nil

- (e) Annual online mandatory training includes modules on the Code of Conduct and Bullying and Harassment. Mandatory training details:

2018: 14,584 staff. 9,723 total hours. Nil cost (internally developed and delivered).

2019: 14,532 staff. 9,688 total hours. Nil cost (internally developed and delivered).

(f) Nil

(g) Nil

(3) Nil

- (4) I am advised by the Department of Education, that in relation to the Skills and Higher Education components of my portfolio, there are 30 Identified Aboriginal Positions in Training Services NSW to support better employment outcomes for Aboriginal people.

I am also advised of the following by TAFE NSW in response to your questions:

- (a) Four Aboriginal staff completed the Public Service Commission Aboriginal Career Leadership Development Program in 2018. Another three Aboriginal staff have been recommended for the 2019 program. In 2018 and 2019, five TAFE NSW Aboriginal Employment Advisors were employed across regions. These roles meet regularly with recruitment teams to consider roles that can be targeted for Aboriginal employment. As of 30 June 2019 there are a total of 71 positions across TAFE NSW that are Aboriginal identified.

(b) Nil for 2018 and 2019.

*202 SPORT, MULTICULTURALISM, SENIORS AND VETERANS—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Special Minister of State, Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts, Vice-President of the Executive Council representing the Minister for Sport, Multiculturalism, Seniors and Veterans—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
- (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
- (a) Diversity and inclusion,
- (b) Unconscious bias,
- (c) Domestic violence,
- (d) Transgender issues,
- (e) 'Words at Work', that is, things that can and can't be said in the workplace,
- (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
- (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
- (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?

(b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised for 2018/19, that Multicultural NSW have a membership subscription with Diversity Council Australia. However, they have not engaged Diversity Council Australia to provide training.

*203 TRANSPORT AND ROADS—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Special Minister of State, Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts, Vice-President of the Executive Council representing the Minister for Transport and Roads—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

- (1) The Transport cluster has annual membership with the Diversity Council Australia Ltd. Information about membership fees is publicly available.
- (2) Please refer to the response to Budget Estimates supplementary question 406.
- (3) Transport for NSW is not aware of any administrative and staffing programs that require staff to declare this information.
- (4)
 - (a) Diversity training programs include:
 - (i) Information about Transport for NSW recruitment programs, employment quotas and campaigns is publicly available.
 - Aboriginal Career Development and Mentoring Program
 - Emerging Indigenous Executive Leadership Program
 - Connecting Forum –Women in Leadership

(b) None

*204 TREASURER—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Finance and Small Business representing the Treasurer—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

In 2018/19, Treasury has a membership subscription with Diversity Council Australia. However, they have not engaged Diversity Council Australia to provide training.

Further information can be found on Treasury's website and in their annual reports.

*205 WATER, PROPERTY AND HOUSING—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Water, Property and Housing—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,

- (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
- (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
- (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

I am advised:

- (1) In 2018/19, the former departments and agencies that now constitute the new Department of Planning, Industry and Environment each had membership subscriptions with the Diversity Council Australia. This has been consolidated into a single membership as part of the new Department arrangements.
- (2) Data on participation, cost and hours for these specific courses and training is not available from across these former departments and agencies.
- (3) For the former Department of Planning and Environment, former Department of Industry and former Department of Finance, Services and Innovation, and their agencies, there was no requirement of staff to declare their diversity information. For the Department of Premier and Cabinet and the former Department of Family and Community Services, and their agencies, this information is not available.
- (4)
 - (a) Information about workforce diversity and inclusion can be found in the former Departmental annual reports tabled in both houses of Parliament each year.
 - (b) Nil

*206 FAMILIES, COMMUNITIES AND DISABILITY SERVICES—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Finance and Small Business representing the Minister for Families, Communities and Disability Services—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and

sexuality in the workplace,

- (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

In 2018/19 FACS had an annual membership with the Diversity Council of Australia (DCA) at a cost of \$10,088. FACS did not use the services of the DCA for any events or training in this period.

FACS supports inclusion and diversity and is committed to promoting an inclusive workplace culture. Given the nature of our work in child protection, social housing and disability service areas, it is critical that the services we provide are culturally inclusive and reflect the diversity of the clients we serve. To this end, FACS offers a range of inclusion and diversity learning opportunities to ensure that the services we provide are culturally appropriate and inclusive for our clients from different diversity backgrounds, including those from culturally and linguistically diverse background and our clients with disability.

*207 REGIONAL NEW SOUTH WALES, INDUSTRY AND TRADE—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Education and Early Childhood Learning representing the Deputy Premier, Minister for Regional New South Wales, Industry and Trade—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

a) 1-4) In the Regional NSW portfolio, I am advised for 2018/19, the Department of Premier and Cabinet has a membership subscription with Diversity Council Australia. However, they have not engaged Diversity Council Australia to provide training.

Further information can be found on the Department of Premier and Cabinet's website and in their annual reports.

b) 1) In the Industry and Trade portfolio, I am advised for 2018/19, the former departments and agencies that now constitute the new Department of Planning, Industry and Environment each had membership subscriptions with the Diversity Council Australia. This has been consolidated into a single membership as part of the new Department arrangements.

2) Data on participation, cost and hours for these specific courses and training is not available from across these former departments and agencies.

(3) For the former Department of Planning and Environment, former Department of Industry and former Department of Finance, Services and Innovation, and their agencies, there was no requirement of staff to declare their diversity information. For the Department of Premier and Cabinet and the former Department of Family and Community Services, and their agencies, this information is not available.

4.

a. Information about workforce diversity and inclusion can be found in the former Departmental annual reports tabled in both houses of Parliament each year. b. Nil

*208 HEALTH AND MEDICAL RESEARCH—DIVERSITY COUNCIL AUSTRALIA TRAINING—Mr Latham asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Health and Medical Research—

For the departments and agencies for which the Minister has responsibility in a) 2018 and b) 2019:

- (1) How much money was spent on membership of Diversity Council Australia (DCA) or events and training hosted by DCA?
 - (a) What are the details?
- (2) How many staff participated in and what was the cost of and hours devoted to training in areas related to:
 - (a) Diversity and inclusion,
 - (b) Unconscious bias,
 - (c) Domestic violence,
 - (d) Transgender issues,
 - (e) 'Words at Work', that is, things that can and can't be said in the workplace,
 - (f) 'Bringing Your Whole Self to Work', that is, staff openly declaring their race, gender and sexuality in the workplace,
 - (g) Other aspects of Identity politics - that is, race, gender and sexuality?
- (3) How many ran administrative and staffing programs that required staff to declare their race, gender or sexuality to their employer?
 - (a) What are the details?
- (4) What staffing, training and recruitment programs were based on employment quotas, affirmative action or positive discrimination measures concerning race, gender and sexuality?
 - (a) What are the details?
 - (b) What management financial bonuses were paid for outcomes in these areas?

Answer—

(1)-(4).

There is no record on the NSW Health financial system of any payments made to the supplier Diversity Council Australia.

The Health Education and Training Institute (HETI) provides relevant health education and training programs to NSW Health, as outlined in their Strategic Plan 2018-2020. HETI develops and delivers training for staff in line with NSW Health clinical requirements and government policy which includes a strong commitment to the principles of cultural respect, diversity and inclusion in the workplace. NSW Health is committed to achieving a diverse and skilled workforce who are valued for their differences, experiences, knowledge, abilities and backgrounds. NSW Health seek to enable the right people with the right skills at the time through education and training.

*209 POLICE AND EMERGENCY SERVICES—SETTLEMENTS FOLLOWING CIVIL CASES V NSW POLICE FORCE—Mr Shoebridge asked the Minister for Education and Early Childhood Learning representing the Minister for Police and Emergency Services—

- (1) How much did the NSW Police Force pay in settlements relating to civil litigation involving alleged or actual police misconduct (for example illegal arrest, false imprisonment, trespass, assault, and other civil liberties infringements) in the following financial years:
 - (a) 2015/16?
 - (b) 2016/17?
 - (c) 2017/18?
 - (d) 2018/19?
- (2) How much did the NSW Police Force pay in settlements relating to civil litigation involving police officers, stations or police operations generally in the following financial years, save and except for personal injury claims brought by serving police:
 - (a) 2015/16?
 - (b) 2016/17?
 - (c) 2017/18?
 - (d) 2018/19?
- (3) How much did the NSW Police Force pay in compensation for alleged or actual police misconduct (for example illegal arrest, false imprisonment, trespass, assault, and other civil liberties infringements) in the following financial years:
 - (a) 2015/16?
 - (b) 2016/17?
 - (c) 2017/18?
 - (d) 2018/19?

Answer—

I am advised:

Claims against the NSW Police for compensation resulting in settlements or judgements are often multi-faceted. It is not possible to separate out specific claims of police misconduct, civil liberties infringements and litigation arising in police operations from other types of compensation involving police officers, stations or personal injury claims against serving officers, or from other legal costs. Accurate information cannot therefore be provided in response to these questions.

*210 AGRICULTURE AND WESTERN NEW SOUTH WALES—ROBOTICS AND IMPACT ON EMPLOYMENT—Revd Mr Nile asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Agriculture and Western New South Wales—

- (1) To what extent have robotics replaced human personnel in the State's agriculture industry?
- (2) Have these trends met, exceeded or failed the government's expectations?
- (3) What new employment opportunities have been opened as a consequence of the introduction of robotics in the agriculture industry?
- (4) What are the new skills and requirements for the workforce needed as a consequence of the introduction of robotics in the agriculture industry?

- (5) How do the following figures compare:
- The number of new jobs available as a consequence of the introduction of robotics in the agriculture industry,
 - The number of old jobs made redundant,
 - The sex and age distribution of the above two categories.
- (6) How many of the robotic devices used in the agricultural industry are manufactured in Australia?
- (7) What problems have been encountered with the use of robotics in the agriculture industry which were not an issue prior to their introduction?
- (8) What has been the impact of the introduction of robotics in the agriculture industry on the local communities in economic terms?
- (9) What has been the impact of the introduction of robotics in the agriculture industry on the local communities in human terms?
- (a) Has there been any change in the rates of substance abuse or suicide in regions where robotics has displaced a human workforce?

Answer—

(1)-(9)

While there has been some adoption of robotic tractors for weed spraying and some automation of processing operations in horticulture, the overall impact of robotics on employment in agriculture is minimal.

While there are a number of other factors, such as drought, that may impact employment in the sector, census statistics tell us that while NSW agriculture, forestry and fishing employment has fallen slightly, the value of primary industries has increased significantly in nominal and real terms over 2006-2016. This indicates that while less labour inputs are required, the efficiency of farming operations in NSW has improved.

The NSW Government is committed to strengthening our primary industries, which drives employment in regional New South Wales. Improved productivity and profitability through investments in research and development, new technologies and farm management practices have enabled NSW primary industries to stay a step ahead of our international competitors, returning average productivity growth of 2.7 per cent a year over a 30 year period.

New employment opportunities in research, development and commercial application of robotics have opened up and there is a continued demand for skills based training in agriculture, including training in the application of artificial intelligence and machine learning on farms. Labour force data shows that the number of jobs in the NSW computer design area have increased in the last 10 years by approximately 93 per cent based on a 12 month rolling average.

*211 TRANSPORT AND ROADS—WESTCONNEX STRUCTURAL INTEGRITY—Revd Mr Nile asked the Special Minister of State, Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts, Vice-President of the Executive Council representing the Minister for Transport and Roads—

- (1) Can the Minister confirm that recent tunnel maps of WestConnex show that some tunnel depths are as shallow as 10 metres?
- (2) Is it true that the government's environmental impact statement states that tunnel depths shallower than 35 metres could cause damage to local housing?
- (3) What assurances can the government give to residence who are concerned for the safety of their homes?

Answer—

I am advised:

This information is publicly available. Tunnelling is a safe and commonly used construction technique which significantly reduces the need for property acquisitions when building major infrastructure for the benefit of the community.

During construction, regular monitoring, including noise and vibration, will ensure all work for the tunnels is within the strict requirements set by the relevant regulations. Additionally, property condition surveys are offered to properties within 50 metres of the alignment. This survey provides homeowners with a clear record of the condition of their property before construction. In the event residents believe their home has been damaged, they are able to lodge a claim with the project. If residents are not satisfied with the response they receive, they may escalate the matter to RMS who will refer their claim to an independent assessment panel.

*212 REGIONAL TRANSPORT AND ROADS—TIMBER ROADS—Mr Veitch asked the Special Minister of State, Minister for the Public Service and Employee Relations, Aboriginal Affairs, and the Arts, Vice-President of the Executive Council representing the Minister for Regional Transport and Roads—

- (1) How many and what timber bridges have had weight or load limits applied in the following financial years
 - (a) 2009/2010?
 - (b) 2010/2011?
 - (c) 2011/2012?
 - (d) 2012/2013?
 - (e) 2013/2014?
 - (f) 2014/2015?
 - (g) 2015/2016?
 - (h) 2016/2017?
 - (i) 2017/2018?
 - (j) 2018/2019?
- (2) Which timber bridges have had weight or load limits removed
 - (a) What year did this occur?

Answer—

I am advised:

- (1)
 - (a) 0
 - (b) 0
 - (c) 0
 - (d) 0
 - (e) 0
 - (f) 0
 - (g) Bridge over Murray River at Towong and Bridge over Murray River, Swan Hill.
 - (h) McKanes Falls Bridge and New Buildings Bridge.
 - (i) Wallaga Lake Bridge.
 - (j) 0.
- (2) Yarrawa Bridge over the Goulburn River, between Denman and Muswellbrook, Biggara Bridge, Swan Hill Bridge and Towong Bridge in 2010.

*213 ENERGY AND ENVIRONMENT—NSW ENVIRONMENT PROTECTION AUTHORITY—Ms Sharpe asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Energy and Environment—

- (1) What is the status of the Government's implementation of recommendations from the 2015 General Purpose Standing Committee No. 5 Report on the performance of the NSW Environment Protection Authority?

- (a) Please provide an update for each recommendation
- (2) Will the Government separate the roles of Chair and CEO of the NSW Environment Protection Authority?
 - (a) If not, why not?

Answer—

- (1) On 13 August 2015, the Government provided a response to the 17 recommendations of the Legislative Council General Purpose Standing Committee No. 5 inquiry into the performance of the NSW EPA. Of the 17 recommendations made by the Committee, eight were supported, seven were noted and two were not supported by the Government in its original response.
 - (a) The EPA provided an update on its implementation of the Committee's recommendations on 1 November 2017 in a response Portfolio Committee No. 6 - Planning and Environment inquiry' into 'energy from waste' technology. This update can be found on the parliamentary website: <https://www.parliament.nsw.gov.au/lcdocs/other/11100/Further%20supplementary%20questions%20-%20NSW%20EPA%20-%20responses%20to%20recommendations.pdf>
 - (2) Yes. The roles of NSW EPA Chair and CEO have been separated effective 1 July 2019.
- *214 ENERGY AND ENVIRONMENT—PROTECTION OF THE ENVIRONMENT OPERATIONS ACT 1997—Ms Sharpe asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Energy and Environment—
- (1) Is the Government currently undertaking or planning to undertake a review of the Protection of the Environment Operations Act 1997?
 - (a) If so,
 - (i) What matters are being included in the review?
 - (ii) How will community members be actively involved in the review?
 - (iii) What is the timeframe for the completion of the review?
 - (iv) When will the review report be released publicly?

Answer—

The Government is not currently reviewing the Protection of the Environment Operations Act 1997. The Environment Protection Authority regularly considers how its regulatory framework can be improved, in line with its statutory functions. The EPA generally seeks the views of community members and other stakeholders, wherever possible, on any proposed changes.

- *215 ENERGY AND ENVIRONMENT—CLEAN AIR FOR NSW PLAN—Ms Sharpe asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Energy and Environment—
- (1) What is the status of finalising and implementing the Clean Air for NSW plan?
 - (a) Will the Government be undertaking further public consultation?
 - (b) Has the plan been finalised?
 - (c) When will it be released publicly?

Answer—

Clean Air for NSW is currently being considered by the Government. Stakeholders will be notified of any additional public consultation.

- *216 ENERGY AND ENVIRONMENT—LOAD-BASED LICENSING SCHEME—Ms Sharpe asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Energy and Environment—
- (1) What is the status of the review of the load-based licensing scheme?

- (a) Will the Government be undertaking further public consultation?
- (b) Has the review been finalised?
- (c) When will it be released publicly?

Answer—

- (1) The Environment Protection Authority's review of the load-based licensing scheme is ongoing.
 - (a) Yes. There will be two more consultation stages before any changes are made to the scheme.
 - (b) No.
 - (c) The review will be released during public consultation. The consultation stages are not yet confirmed.

*217 HEALTH AND MEDICAL RESEARCH—HYPOTHERMIC EMERGENCY PRESENTATIONS—Mr Shoebridge asked the Minister for Mental Health, Regional Youth and Women representing the Minister for Health and Medical Research—

- (1) What is the number of hypothermic emergency presentations at all hospitals across NSW in:
 - (a) 2016?
 - (b) 2017?
 - (c) 2018?
 - (d) 2019 to date?
- (2) What are the details (such as age and socio-economic status) of people making hypothermic emergency presentations at hospitals in NSW in the past five years?

Answer—

(1)&(2)

The data on the number of hypothermic emergency department presentations (due to the cold) can be found on NSW Health's website.

*218 MENTAL HEALTH, REGIONAL YOUTH AND WOMEN—MENTAL HEALTH CARE IN EMERGENCY DEPARTMENTS—Ms Faehrmann asked the Minister for Mental Health, Regional Youth and Women—

- (1) By hospital, how many complaints have been lodged to the Health Care Complaints Commission from people who are detained under the Mental Health Act each year since 2014?
- (2) What percentage of mental health inpatients following discharge, are re-admitted to mental health inpatient units within:
 - (a) 1 day?
 - (b) 1 week?
 - (c) 2 weeks?
 - (d) 1 month?
 - (e) 3 months?
 - (f) 6 months?
 - (g) 1 year?
 - (h) 2 years?
- (3) What projects are currently planned under the Statewide Mental Health Infrastructure Fund?
 - (a) What are their timelines?
- (4) What mental health stakeholders were involved in the community consultation process for the following projects:
 - (a) The new Northern Beaches Hospital?

- (b) The Sutherland Hospital redevelopment (including the new Emergency Department)?
- (c) The St George Hospital redevelopment?
- (d) The new Armidale Hospital Redevelopment?
- (5)
- (a) How many Full-Time Equivalent (FTE) health staff are employed at each hospital for the following years (Please provide answers to (a) and (b) in table format):
- (i) 2014-2015?
- (ii) 2016-2017?
- (iii) 2018-2019?
- (iv) 2019-2020?
- (b) How many health staff are employed by position at each hospital for the following years (Please provide answers to (a) and (b) in table format):
- (i) 2014-2015?
- (ii) 2016-2017?
- (iii) 2018-2019?
- (iv) 2019-2020?
- (6) What is the number of reported assaults on staff by mental health patients for each individual inpatient mental health unit from 2015-16 to 2018-19? (Please provide answer in table format)

Answer—

- (1) The Health Care Complaints Commission does not collect data about people detained under the Mental Health Act.
- (2) The latest data on NSW Mental Health readmissions is published in the NSW Health annual report (p. 244) and on the AIHW website.
- (3) The \$700 million statewide Mental Health Infrastructure Program currently includes the following projects:
- Planning will continue through 2019-20 and timelines are subject to completion of business cases, which are in progress.
 - a new specialist unit for children and adolescents (Nepean Hospital)
 - mothers and their babies unit (Westmead Hospital)
 - mothers and their babies unit (Royal Prince Alfred Hospital)
 - older persons unit (Campbelltown Hospital) • Mental Health Intensive Care Unit (MHICU) (Forensic Hospital)
 - 26 new forensic low secure beds (Western Sydney LHD)
 - up to 260 new community-based beds to help people who experience mental illness live independently.
- (4)
- (a) – (d) NSW Health consults with stakeholders including clinical staff, consumer advisory groups, project user groups and the community, to ensure capital health infrastructure projects meet the needs of health professionals, services and the community. A detailed description of this process is outlined in the How to Build a Hospital publication prepared by Health Infrastructure, available at <https://www.hinfra.health.nsw.gov.au/our-business/how-to-build-a-hospital>.
- (5)
- (a) – (b) Local health districts and hospitals vary staffing profiles and numbers to appropriately meet operational need at any point in time. Statewide numbers of FTE staff are published in the NSW Health Annual Report. Information on assaults is published in the NSW Health Annual Report. NSW Health has an extensive support program in place to assist staff including nurses and paramedics when they experience stressful or traumatic situations in their work, including assault.

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Nil Questions submitted.

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Clerk of the Parliaments

Authorised by the Parliament of New South Wales