

**BUDGET ESTIMATES 2016-2017:
FAMILY AND COMMUNITY SERVICES
MULTICULTURALISM**

Questions from Dr Mehreen Faruqi

Countering Violent Extremism

152. In reference to the quote below from the transcript on Page 21

The Hon. JOHN AJAKA: Yes, it does. The program for violent extremism is based on any form of violent extremism. It is not violent extremism of extreme right only or extreme left only. Any form of violent extremism is unacceptable. If I recollect, one of the 14 successful applicants was based on right-wing extremism, and that applicant was All Together Now.

Please provide a list of the 14 successful applicants, including budget and program details.

Details on COMPACT funded projects are publically available.

153. Please provide an update of all the initiatives being funded by the Countering Violent Extremism Program in 2015/2016 and budgeted for in 2016/2017.

Multicultural NSW is administering the COMPACT program. Details pertaining to this program are publically available. Details relating to other initiatives announced as part of the NSW Government's Countering Violent Extremism package are being developed.

Multicultural NSW

154. The Infrastructure Statement (page 5-10) indicates that ten million dollars is set aside for Language Services Transformation. Please provide details of what this funding is for?

The NSW Government is improving the delivery of language services in NSW. This work will lead to improved processes, technological innovation and improved coordination with other State Government agencies with the objective of delivering lower cost, higher quality and more efficient language services that better meet community needs.

I am advised Multicultural NSW has identified technological improvements and its growing relationship with Service NSW as key factors in achieving the Premier's priority of improving government services.

A key component of the improvement of language services will be the establishment of an automated telephone interpreting service. An automated telephone interpreter service will improve access to language services throughout the State, meet the needs of key Government agencies, such as Department of Housing and NSW Police, for timely, 24-hour access to

interpreter services, and significantly improve operational efficiency, while effectively eliminating travel costs for interpreters.

These initiatives will enhance the delivery of existing services by improving accessibility and timeliness, at a lower cost to customers, while maintaining the high quality of interpreting services.

155. Is the Religious Leaders multicultural Forum still active?

a) If yes, who are the members

b) How many are women?

Yes, the Religious Leaders Forum continues to meet. List of members below:

Title	Name
The Right Reverend Dr	Michael Stead
Fr	Basilios Kodsei (Fr Basil)
Dr	Michael Casey
Pandit	Ramachandra Athreiya Rama)
Mr	Sambhu Peterson
Pandit	Rami Sivan
Mr	Hooman Zahrai
Mr	Brian White
Sr	Giovanni Farquer
His Grace	Bishop Daniel
Sheikh	Ibrahim El-Shafie
Mr	Wissam Saad
Rev	Bill Crews
Sheikh	Aref Chaker
Sheikh	Tahar Mechraoui
His Grace	Bishop Seraphim
Prof	Nihal Singh Agar
Mr	Khaled Sukkarieh
Rabbi	Gad Krebs
Sheikh	Yahya Safi
Mr	Khaled Alameddine
Msgr	Marcelino Youssef
Ms	Amal Bousamra
Deacon	Michael Suliman
Rev	Maio You

Title	Name
Mr	Sharam Noorgostar
Mr	Jeremy Spinak
Dr	Basim Alansari
Mr	Ismail Sirdah
Dr	Ibrahim Abu Mohamed
Mr	Sukhvinder Singh
Rev	Myung Hwa Park
Rabbi	Zalman Kastel
Fr	Simon Ckuj
Dr	Amin Hady

Questions from the Hon Shaoquett Moselmane MLC (on behalf of the NSW Labor Opposition)

Legislative Compliance

156. What actions have been taken to ensure local councils comply with their obligations under section 3 of the Multicultural NSW Act 2000?

I am advised this information is publicly available in the Community Relations Report 2015.

Multicultural NSW - Independence

157. Under the Multicultural NSW Act 2000 (the Act), does Multicultural NSW have the status of a statutory corporation, separate from Executive Government?

The constitution of Multicultural NSW is set out in the *Multicultural NSW Act 2000*.

158. The Act states Multicultural NSW is not subject to the control and direction of the Minister “in relation to the contents of any advice, report or recommendation given to the Minister or any other person or body”.

This is a statement, not a question.

159. Does Multicultural NSW have the capacity to give advice or recommendations, independent of the Minister’s direction?

The constitution, objectives and functions of Multicultural NSW are set out in the *Multicultural NSW Act 2000*.

160. Does Multicultural NSW have any policy or practice regarding

consultation of the Minister, before it issues advice or recommendations to the Minister or other persons?

Refer to question 159

161. Does Multicultural NSW enjoy the same degree of independence as its predecessor bodies, including the Community Relations Commission and the Ethnic Affairs Commission?

Refer to question 159

Multicultural NSW Funding

162. Does the Minister believe that continued cuts to Multicultural NSW funding in 2015 and 2016 Budgets will benefit multicultural organisations in Western Sydney?

The NSW Budget 2016-17 provides more support than ever to our multicultural communities.

Key Budget highlights include:

- \$3 million for the Multicultural NSW COMPACT Program to support an alliance of community partners who are committed to safeguarding our community,
- \$2.8 million – a massive 23% increase in grants for community projects, activities and partnerships to foster community engagement and celebrate our cultural diversity,
- \$1.6 million over four years to secure the future of Parramasala in Parramatta.

Multicultural NSW has provided significant funding to multicultural organisations in Western Sydney during 2015 and 2016 especially through the COMPACT Grants Program.

163. Does the Minister agree that the percentage of grant applications rejected by Multicultural NSW – 60 percent – is too high?

Multicultural NSW provided grant funding during 2015-16 with increased numbers of grant submissions.

I am advised the high number of applications under the Grants Program meant that it was not possible to fund every proposal.

164. Which multicultural organisations based in Electoral District of Prospect have had grants rejected in the previous financial year?

Multicultural NSW publishes details of grants in its annual report.

Based on the postcodes that cover Prospect electorate a total of 14 grant applications from organisations in this area were unsuccessful last financial year. 10 organisations submitted unsuccessful applications with one organisation submitting 4 applications and another submitting 2 applications.

Multicultural NSW - Duties

165. Is it Multicultural NSW's role to "to promote the multicultural principles and the advantages of a multicultural society"?

The objectives and functions of Multicultural NSW are set out in the *Multicultural NSW Act 2000*.

166. Is it part of Multicultural NSW's role "to promote a cohesive and harmonious multicultural society with mutual respect for and understanding of cultural diversity, including by combating racism"?

Refer to question 165

167. Do you believe Multicultural NSW has a leadership role in combatting racism?

Refer to question 165

168. Does Multicultural NSW's objective of "combating racism" extend to combatting racist statements made by politicians?

Refer to question 165

169. Are you aware of any previous Chair of the Community Relations Commission or Ethnic Affairs Commission speaking out in response to racist incidents or attacks on multiculturalism?

Refer to question 165

One Nation

170. Have you contacted Brian Burston, the new One Nation Senator for NSW? If yes, what was the nature of that contact?

Information regarding scheduled meetings held with stakeholders, external organisations and individuals are published in accordance with Memorandum 2015-07 Publication of Ministerial Diaries

171. Has Multicultural NSW had any contact with Brian Burston, the new One Nation Senator for NSW? If yes, what was the nature of that contact?

Refer to question 170

172. Will you contact Brian Burston, the new One Nation Senator for NSW, to express the NSW Government's support for multiculturalism in NSW?

My position on multiculturalism in NSW is on the record.

173. What is your response to One Nation Senator Brian Burston's comment that Lakemba is a "Centrelink sinkhole"? Do you think it is appropriate for someone representing NSW in the Commonwealth Parliament to denigrate communities in our state? What effect do you feel his comments have on community harmony in NSW?

NSW sets an example for the rest of the world as a peaceful, harmonious, multicultural society. I am advised the Scanlon Foundation's 2015 Mapping Social Cohesion report shows that Australians are very comfortable with our multicultural society. About 86 per cent of the population agree that 'multiculturalism has been good for Australia'. The purpose of Multicultural

NSW is to build and maintain a cohesive and harmonious society that enriches the lives of all the people of NSW. This is being delivered through its Harmony in Action 2014-2017 strategic plan, the objectives and functions articulated in the *Multicultural NSW Act 2000* and the various programs and services it delivers.

- 174. What is your response to One Nation Senator Pauline Hanson's comment that Hurtsville is being "swamped by Asians"? What actions has the NSW Government to respond to a Federal politician seeking to undermine community harmony in NSW?**

Refer to question 173

- 175. Has Multicultural NSW made any public response to Pauline Hanson's statements?**

The objectives and functions of Multicultural NSW are set out in the *Multicultural NSW Act 2000*.

- 176. Does Multicultural NSW believe this view is racist?**

Refer to question 175

- 177. Does Multicultural NSW believe this view is compatible with multiculturalism?**

Refer to question 175

- 178. Do you believe Multicultural NSW should combat statements such as this?**

Refer to question 175

- 179. What is Multicultural NSW's advice or comment in relation to this statement?**

Refer to question 175

- 180. How many statements have you made in relation to One Nation?**

My position on multiculturalism in NSW is on the record.

- 181. Given the effect of their comments on community harmony, will you arrange for One Nation Senators to be invited to ALL events organised by, or sponsored by, Multicultural NSW, so that they have an opportunity to experience the positive aspects of multiculturalism in NSW?**

I am advised invitations are issued in accordance with the overall purpose and target audience of the event.

Multicultural NSW

- 182. Does the Government support Multicultural NSW's role in speaking out against racism, including by politicians?**

Refer to question 175

- 183. Has the minister issued any direction or policy to Multicultural NSW regarding its capacity to make public statements?**

Refer to question 175

184. How many full-time staff were employed by Multicultural NSW between 2013-14?

I am advised staffing details are publicly available in the Multicultural NSW Annual Report for the relevant year.

185. How many full-time staff were employed by Multicultural NSW between 2014-15?

Refer to question 184

186. How many full-time staff were employed by Multicultural NSW between 2015-16?

Refer to question 184

187. How many of those staff deal with complaints from the public regarding racial violence?

Any complaints from the public regarding racial violence are referred to the relevant authorities.

188. Can you confirm that Wollongong office of Multicultural NSW has closed?

Yes.

189. Can you confirm that Newcastle office of Multicultural NSW has closed?

Yes.

190. Where does Multicultural NSW suggest the people of Wollongong go for services?

Service NSW.

191. Does Multicultural NSW receive complaints from the community regarding racial violence?

Complaints received by Multicultural NSW are reported to the relevant authorities.

192. How many complaints does Multicultural NSW receive a week regarding racial violence and racial attacks?

Refer to question 191

193. Will you establish a register for people to report racial abuse?

Refer to question 191

Racial Vilification

194. What action have you taken as Minister for Multiculturalism in response to swastikas and other racist graffiti appearing around Bondi in early August?

These incidences are being investigated by the relevant authorities.

195. Does the Government agree with leaders from 35 diverse communities who say that NSW laws need to be strengthened to protect against racial vilification?

Anti-discrimination legislation is a matter for the Attorney General.

As the Minister for Multiculturalism, I denounce racial vilification and will continue to promote harmony and social cohesion within this State. NSW is one of the most multicultural States in the world.

That is in no small part because we legally recognise and value the different linguistic, religious and cultural backgrounds of the people of this State through the *Multicultural NSW Act 2000*.

I am advised serious racial vilification where physical harm is threatened or incited is a criminal matter that can be prosecuted. Again, this is a matter that should be directed to the Attorney General. The Attorney General has made it clear that we are strongly committed to obtaining views from across the community to ensure that we get the reform right.

- 196. Will the Government support Labor's private members bill to strengthen the NSW Anti-Discrimination Act to protect against hate speech and support community harmony in NSW? If not, why not?**

Refer to question 195

- 197. Have you written to Commonwealth Senators who have proposed watering down the protections against racial vilification found in section 18C of the Commonwealth Racial Discrimination Act to express the NSW Government's view on how such changes might affect community harmony in NSW?**

I correspond with the Commonwealth Government on a range of matters relating to my portfolio responsibilities.

- 198. How does the NSW Government keep track of crimes which may have racial motivation?**

This question should be directed to the Minister for Justice and Police.

- 199. As Minister for Multiculturalism, have you met with NSW Police to discuss racially motivated crimes? If so, how often have you met with Police to discuss this issue?**

I meet with representatives of the NSW Police Force on a range of matters as necessary.

Regional Offices

- 200. How has the closure of regional offices affected the ability of Multicultural NSW to deliver services outside Sydney?**

The partnership with Service NSW has increased services all over NSW.

Social Media Spending

- 201. How much does Multicultural NSW spend on social media?**

I am advised all Multicultural NSW social media activity is generated in-house.

Office Administration

202. How many staff are in your ministerial office?

a) What was the average salary for staff members in your office during 2015-16?

b) What is the estimated average salary for a ministerial staffer in your office in 2016-17 based on current appointments?

Ministers' staff numbers and salary bands are available on the DPC website.

Refer to:

http://www.dpc.nsw.gov.au/about/publications/premiers_and_ministers_staff_numbers.

203. How many blackberries/iphones/smart phones are assigned to your staff?

a) For each phone, how much was each bill in 2015-16?

b) How many phones have been lost or replaced due to damage in your office?

i. What is the cost of replacing those phones?

There were 280 smart phones in use across all Ministers' offices in 2015-16. The total usage cost of these smart phones and other mobile devices (including iPads) was \$452,830, a 21.7% per cent reduction on the 2008-09 expenditure of \$578,691. The cost of replacing any lost or stolen devices is claimed through the NSW Treasury Managed Fund. Repairs are funded by the Department of Premier and Cabinet, Ministerial and Correspondence Services.

204. How many iPads or tablets has DPC assigned to your Ministerial office and to whom have they been issued?

a) What was the cost of providing iPads or tablets to your Ministerial Office in 2015-16?

b) How many iPads or tablets have been replaced due to lost or damage in 2015-16?

i. What was the cost of replacing these devices?

There were 148 iPads in use across all Ministers' offices in 2015-16. The cost of replacing any lost or stolen devices is claimed through the NSW Treasury Managed Fund. Repairs are funded by the Department of Premier and Cabinet, Ministerial and Correspondence Services.

205. Has any artwork been purchased or leased for display in your ministerial office in 2015-16?

No

a) What is the cost of this?

N/A

206. Have any floral displays or indoor plants or potplants been hired or leased for display in your ministerial office in 2015-16?

a) If so, what was the cost of these items?

Floral arrangements purchased by the Ministry are managed within the office's

budget.

207. Have any floral displays or indoor plants or potplants been purchased for display in your ministerial office in 2015-16?

a) If so, what was the cost of these items?

Floral arrangements purchased by the Ministry are managed within the office's budget.

208. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2015-16?

a) What are these services/newspapers/magazines/journals/periodicals?

i. Who is the subscriber for each of these?

The Minister's Office subscribes to a modest number of publications, the cost of which is managed within the Office's budget.

209. What was the total value of all gifts purchased for use by you and your office in 2015-16?

a) What were the gifts purchased?

i. Who were they gifted to?

Gifts are presented to dignitaries during overseas missions and to dignitaries visiting NSW.

210. Do you purchase bottled water or provide water coolers for your office?

a) What is the monthly cost of this?

Water is purchased for consumption in the Minister's Parliamentary Office and is managed within the office budget.

211. What non-standard features are fitted to your ministerial vehicle?

a) What is the cost of each non-standard feature?

Ministers, the Leader of the Opposition, other nominated public office holders and certain former office holders are provided with official cars and drivers. During 2015-16 all costs associated with these vehicles were paid from the relevant office's budget.

212. What was the total bill for your office in 2015-16 for:

a) Taxi hire

b) Limousine hire

c) Private hire care

d) Hire car rental

e) Ridesharing services

Expenditure on taxis, hire cars and ride share services across the Ministry in 2015-16 was \$99,463. This compares with 2009-10 expenditure of \$175,776.

213. Were any planes or helicopters chartered by you or your office and paid for with public money in 2015-16?

a) If yes, will you please detail each trip, the method of transport and the cost?

Expenditure on charter flights for the Ministry totalled \$28,706 in 2015-16. This compares with expenditure in 2009-10 of \$282,000.

Hospitality

214. How much did your ministerial office spend on hospitality, including catering and beverages, in 2015-16?

Expenditure on hospitality across the Ministry - which includes catering for stakeholder meetings and courtesy calls with visiting dignitaries - totalled \$25,059 in 2015-16.

215. How much did your Department/agency spend on hospitality, including catering and beverages, in 2015-16?

Financial statements are available in department/agency annual reports.

Labour Hire Firms

216. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms? If yes, please advise in table form for 2015-16:

a) The names of the firms utilised

Financial statements are available in department/agency annual reports.

b) The total amount paid to each firm engaged

Refer to question 216 part a

c) The average tenure period for an employee provided by a labour hire company

Refer to question 216 part a

d) The longest tenure for an employee provided by a labour hire company

Refer to question 216 part a

e) The duties conducted by employees engaged through a labour hire company

Refer to question 216 part a

f) The office locations of employees engaged through a labour hire company

Refer to question 216 part a

g) The highest hourly or daily rate paid to an employee provided by a labour hire company

Refer to question 216 part a

Media and Public Relations

217. How many media or public relations advisers are employed for each of your portfolio agencies?

Refer to question 184

218. What is the forecast for the current financial year for the number of media or public relations advisers to be employed and their total cost?

I am advised: one.

219. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?

Financial statements are available in department/agency annual reports.

220. Have you had media training or speech training?

(a) If yes, who paid for it?

(b) If paid by taxpayers, what was the amount paid in 2015-16?

No.

Facebook

221. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2015-16?

Nil.

222. How much did your Department/agency spend on Facebook advertising or sponsored posts in 2015-16?

Nil.

Overseas Trips

223. Were any of your overseas trips in the last financial year paid for in part or in full by using public money?

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

Details of overseas travel including costs are published on the Department of Premier and Cabinet's website.

224. Have you undertaken any official overseas travel that was privately funded?

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

b) Who paid for these trips?

Details of overseas travel including costs are published on the Department of Premier and Cabinet's website.

Department/Agency Travel

225. What was the total expenditure in 2015-16 by Departments/agencies within your portfolio on:

a) **Taxi hire**

Financial statements are available in department/agency annual reports.

b) **Limousine/private car hire**

Refer to question 225 part a

c) **Hire car rental**

Refer to question 225 part a

d) **Ridesharing services**

Refer to question 225 part a

Consulting

226. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2015-16?

Financial statements are available in department/agency annual reports.

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

Refer to question 226

227. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2015-16:

a) Social media

Financial statements are available in department/agency annual reports.

b) Photography

Refer to question 227 part a

c) Acting training

Refer to question 227 part a

d) Ergonomics

Refer to question 227 part a

Department/Agency Staffing

228. How many redundancies were processed by Departments/agencies within your portfolio responsibilities during 2015-16?

Refer to question 184

a) Of these redundancies, how many were:

i. Voluntary

Refer to question 184

ii. Forced

Refer to question 184

b) What was the total cost of all redundancies?

Refer to question 184

229. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the agency with which they were formerly employed?

I am advised: No.

a) What was the nature of these works/services?

Not applicable

b) What was the total cost of these works or services?

Not applicable

230. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?

No.

231. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2015-16?

I am advised: Nil

a) What were the reason/s for each dismissal?

Not applicable

Smart Phone Accounts

232. Do the Departments/agencies within your portfolio have an iTunes account?

I am advised: Multicultural NSW does not have a centralised iTunes account.

a) What was the total expenditure in 2015-16 on iTunes?

i. What applications/subscriptions/services were purchased through iTunes?

Not applicable

233. Do the Departments/agencies within your portfolio have an Android account?

I am advised: Multicultural NSW does not have an Android account

a) What was the total expenditure in 2015-16 on Android?

i. What applications/subscriptions/services were purchased through Android?

Not applicable

Websites Visited

234. What were the top 20 most utilised (by data sent and received) unique domain names accessed by your Ministerial office this year?

Due to the way the Ministers' IT network infrastructure is configured with third party providers, DPC does not have a single data source showing domain access and utilisation figures.

235. What were the top 20 most accessed (by number of times accessed) unique domain names accessed by your Ministerial office this year?

Due to the way the Ministers' IT network infrastructure is configured with third party service providers, DPC does not have a single data source showing domain access and utilisation figures.

Merchant fees

236. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments in your Department/agency.

Financial statements are available in department/agency annual reports.

- 237. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions in your Department/agency.**

Refer to question 236

- 238. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2015-16?**

Refer to question 236

Probity Auditor

- 239. Has your office or department used a Probity Auditor or Probity Advisors, or similar, in the past five years? If so please list the company and/or individual, the project, the engagement dates, and their total remuneration in tabular format.**

Multicultural NSW has not used a Probity Advisor.

Multiculturalism in Regional NSW

- 240. What avenues does the Minister use to get input from multicultural communities in regional NSW as to their needs and concerns?**

The Multicultural NSW Regional Advisory Councils (RACs) are established under *Section 10 of the Multicultural NSW Act 2000*. The function of these councils is to advise Multicultural NSW on any matter that the council considers appropriate or that Multicultural NSW refers to the council for advice. Further information on the councils can be found on the Multicultural NSW website at http://multicultural.nsw.gov.au/communities/regional_advisory_councils/

- 241. Which local areas are represented on those avenues?**

There are 12 Regional Advisory Councils which cover the entire geographical area of New South Wales. See table below.

Regional Advisory Council	Local Government Areas
Hunter and Central Coast	Cessnock, Dungog, Gloucester, Great Lakes, Lake Macquarie, Maitland, Muswellbrook, Newcastle, Port Stephens, Singleton, Upper Hunter, Gosford, Wyong.
Illawarra/South East	Kiama, Shellharbour, Shoalhaven, Wollongong, Goulburn Mulwaree, Upper Lachlan, Wingecarribe, Bega Valley, Bombala, Boorowa, Cooma-Monaro, Eurobodalla, Harden, Palerang, Queanbeyan, Snowy River, Yass Valley, Young.
Northern NSW	Bellingen, Coffs Harbour, Greater Taree, Kempsey, Nambucca, Port Macquarie-Hastings, Lord Howe Island, Ballina, Byron, Clarence Valley, Kyogle, Lismore.

Regional Advisory Council	Local Government Areas
New England / North West	Armidale, Dumaresq, Glen Innes, Gunnedah, Guyra, Gwudir, Inverell, Liverpool Plains, Narrabri, Tamworth regional, Tenterfield, Uralla, Walcha.
Western NSW	Bogan, Bourke, Brewarrina, Cobar, Coonamble, Dubbo, Gilgandra, Narromine, Walgett, Warren, Wurrumbungle, Wellington, Broken Hill, Central Darling, Unincorporated Far West, Bathurst, Blayney, Cabonne, Cowra, Forbes, Lachlan, City of Lithgow, Mid-Western regional, Oberon.
Murray-Lower Darling	City of Albury, Balranald, Berrigan, Conargo, Corowa, Deniliquin, Greater Hume, Jerilderie, Murray, Urana, Wakool, Wentworth.
Riverina	Bland, Carathool, Coolamon, Cootamundra, Griffith, Gundagai, Hay, Junee, Leeton, Lockhart, Murrumbidgee, Narrandera, Temora, Tumbarumba, Tumut, Wagga Wagga.
North Sydney	Hornsby, Hunters Hill, Ku-ring Gai, Lane Cove, North Sydney, Ryde, Willoughby Pittwater, Warringah, Manly, Mosman.
East Sydney	Ashfield, Botany Bay, Burwood, Canada Bay, Canterbury, City of Sydney, Leichhardt, Marrickville, Randwick, Strathfield, Waverly, Woollahra.
South Sydney	Hurstville, Kogarah, Rockdale, Sutherland Shire.
West Sydney	Auburn, Blacktown, Blue Mountains, Hawkesbury, Holroyd, Parramatta, Penrith, The Hills.
South West Sydney	Bankstown, Camden, Campbelltown, Fairfield, Liverpool, Wollondilly.

242. Is the Minister aware that many Local Government Areas do not have a migrant resource centre, when they have emerging and small fragmented culturally and linguistically diverse communities?

The funding of migrant resource centres is primarily a Commonwealth responsibility. However, the NSW Government has developed a settlement portal to provide information to assist all migrants living in NSW, including those living in rural and regional areas of the state.

243. How are these people able to access settlement information?

Refer to question 242.

244. Is the Minister aware of the Reclaim Australia movement which is very

active in the Hunter?

I am on the public record as having raised concerns about the activities of far-right movements in Australia and I have announced programs addressing the issue. Multicultural NSW has reported to Parliament on anti-Islamic activity, including in the Hunter, in its annual Community Relations Report.

245. Is the Minister aware of the Q organisation, which is an anti-Islamic organisation operating in the Hunter?

I am on public record as having raised concerns about the activities of far-right movements in Australia and I have announced programs addressing the issue. Multicultural NSW has reported to Parliament on anti-Islamic activity, including in the Hunter, in its annual Community Relations Report.

246. Is the Minister aware of the significant difficulties that Muslim people in the Hunter have had in trying to get mosques and prayer rooms approved?

Yes. Multicultural NSW has reported to Parliament on this issue more broadly in its annual Community Relations Report.

247. Has the Minister or his offices provided any information to communities seeking to build mosques and prayer rooms to assist them in making applications?

Development applications are a matter for the relevant local government authority.

248. What actions is the Minister taking to increase community harmony and reduce ignorance and hate speech in regional NSW?

Every action taken by Multicultural NSW as an agency is aimed at increasing community harmony across New South Wales. The Multicultural NSW Regional Advisory Councils (RACs) play a key role in promoting community harmony in regional NSW. The Multicultural NSW Community Partnership Action (COMPACT) aims to inspire young people from all communities to stand up and stand united against the divisive forces of fear, hate, and division.

249. What is the Minister doing to educate local government of culturally appropriate behaviours and Councils' role in promoting community harmony and multiculturalism?

This question should be referred to the Minister for Local Government.

Domestic Violence Leave and Awareness

250. For each department, statutory agency and/or other bodies in the Minister's Portfolio please report:

a) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;

I am advised that Domestic Violence Leave was introduced into the Crown Employees (Public Service Conditions of Employment) Award 2009 on 28 February 2011.

b) Whether or not all employees and/or contractors are eligible for

domestic violence leave;

I am advised that Domestic violence leave applies to permanent employees, temporary employees and casual employees (as specified in the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, Section 84A - Leave for Matters Arising from Domestic Violence).

c) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;

I am advised this data is not available. Multicultural NSW does not separately identify domestic violence leave.

d) Number of days available for eligible staff to access domestic violence leave in each financial year;

I am advised staff have access to Family and Community Services leave and Sick Leave. Sick Leave may be used by eligible employees to Care for a Family Member experiencing domestic violence.

Family and Community Services Leave accrue as follows:

- two and a half days in the first year of service,
- two and a half days in the second year of service, and
- one day per year thereafter.
- Employees accrue 15 sick leave days per year (pro rata for part time employees).

Where these leave entitlements are exhausted, eligible staff may be granted up to five days Special Leave per calendar year, to be used for absences from the workplace to attend to matters arising from domestic violence situations.

e) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;

I am advised: Nil

f) Number of sick days available for eligible staff to access domestic violence leave in each financial year;

Refer to question 250(d).

g) Whether or not all staff and/or contractors have access to Employee Assistance Programs?

I am advised the Employee Assistance Program (EAP) provides workers and a worker's immediate family (partners and dependents) with access to confidential professional counselling services.

The service is not available to contractors as this is usually provided by the employer/agency.

h) What training has been undertaken with management and administration for those involved in approving and/or processing domestic violence leave on issues such as?

i. Privacy and confidentiality of information about domestic violence

I am advised: Nil

ii. Access to emotional, psychological, financial and medical support which may be required

I am advised through EAP, employees have access to counselling, support and referral services including:

- Relationship, family and parenting advice;
- Emotional wellbeing and mental health;
- Financial counselling; and
- Emergency counselling

i) Who has provided training on domestic violence in the workplace?

Nil

j) What percentage of staff in each agency has undertaken domestic violence training?

Nil

k) What efforts have been made to ensure that perpetrators (or their accomplices) within the staffing profile are not able to access personal information of victims in order to identify their location, or other information which may assist in committing domestic violence against them, including changing or accessing records in such a way as to disadvantage them financially or legally?

I am advised access to information about personnel is limited to key senior HR and finance staff.

Sexual harassment and Anti-bullying training and awareness programs

251. For each department, statutory agency and/or other bodies in the Minister's Portfolio please report:

a) Date of introduction of sexual harassment and anti-bullying training and awareness programs

Workplace Bullying policy introduced in 2003. Training in application of updated policy occurred in 2006 and in 2013

b) Whether or not all employees and/or contractors have received such training?

I am advised not all current staff have received training due recent recruitment.

c) Is this course mandatory for all employees/ contractors?

Yes

d) How long for each session, how many sessions?

Usually 2 hours

e) Who delivers it?

External providers

f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?

Yes

g) How?

By recognising these groups in the policy

h) What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?

I am advised approximately 25 per cent

Flexible Workplaces

252. Minister, the Premier announced on International Women's Day that the public service would all have access to flexible working arrangements by 2019.

a) Do you centrally register staff who have flexible work arrangements?

b) What numbers of staff within your Department currently have flexible working arrangements?

c) Are you aware of any measures that are currently underway to implement this?

All staff employed under the Crown Employees (Public Service Conditions of Employment) – Reviewed Award 2009 have access to flexible working arrangements.