



## The Hon John Barilaro MP

Minister for Regional Development

Minister for Skills

Minister for Small Business

### **SUPPLEMENTARY QUESTIONS: Budget Estimates 2016-17 General Purpose Standing Committee No. 6, Friday 2 September**

#### **Questions from the Hon. Shaoquett Moselmame (on behalf of the NSW Labor Opposition)**

##### **Jobs for NSW**

1. How much is the CEO for Jobs for NSW paid?

**ANSWER**

TRP \$410,000 as at September 2016

2. Do the Directors receive remuneration?

**ANSWER**

Yes. Chair - \$80,000 pa and Members \$40,000 pa.

3. How many times have the Board met?

**ANSWER**

Six

4. How many applications for support have been received?

**ANSWER**

In 2015-16 Jobs for NSW received 31 enquiries and 76 requests for support, of which 15 were withdrawn or for projects that are not currently proceeding.

- (a) In what regions have the applicants been based?

**ANSWER**

Applications have been received from the Metropolitan region, Hunter, Illawarra. Central West, Mid North Coast, Northern Rivers, Northern Inland, Orana. Far West, South Coast, Riverina, Murray, and Southern Inland.

5. How many applications have been approved?

**ANSWER**

Nine applications received in 2015-16 have been approved.

6. What is the total value of grants?

**ANSWER**

\$13.9 million was paid out in grants in 2015-16.

- (a) How much of this total value has been granted to applicants based in regional NSW?

**ANSWER**

In 2015-16, \$4.4 million or 32 per cent of the total was granted to projects in regional NSW.

7. How many jobs has this Initiative supported?

**ANSWER**

645 jobs were directly created by projects that were funded in 2015-16.

8. Can the minister confirm how many of these jobs have been in regional NSW? The Jobs for NSW allocates at least 30% of the funds for Regional NSW, shouldn't it be at least 40% given 41% of the State's population lives in Regional areas?

**ANSWER**

300 of these jobs (or 46.5 per cent) are in Regional NSW. The allocation of funding for Regional NSW, at least 30 per cent of the total payments, is prescribed by the *Jobs for NSW Act (2015)*.

**Departmental**

9. In 2014/15 the FTE in Economic and Regional Development was 534 employees and the revised FTE for 2015/16 was 303 is that correct?  
(a) How has that impacted the performance of the department?

**ANSWER**

Yes. Performance comparisons cannot be made as there have been significant structural changes to the Division. For example Jobs for NSW, which previously took some of the resources from the core Department, is now running separately as the new flagship method of building employment across the State. Also, part of the then Department of Trade and Investment was transferred to the Department of Premier and Cabinet.

10. How many Aboriginal staff are currently employed in the regional offices of the Department of Industry?  
(a) What proportion of these staff are senior executive staff?  
(b) What is the average remuneration for non-Aboriginal staff?  
(c) What is the average remuneration for Aboriginal staff?

**ANSWER**

Eleven employees currently employed in regional offices of the Department of Industry have identified themselves as Aboriginal.

- (a) None of these staff are Senior Executive.

- (b) The average remuneration for staff that have identified as Non-Aboriginal in the regional offices is \$95,126 (\$84,443 when combined with staff who have not indicated a response).
- (c) The average remuneration for staff who have identified as Aboriginal in the regional offices is \$86,418.

11. How many staff in Total are employed in Regional offices of the Department of industry?

**ANSWER**

3,596 staff are employed in Regional Offices outside of the Greater Sydney Metropolitan Area

**Regional greyhound racing industry**

12. How many direct and indirect regional jobs does the government estimate will be lost as a result of the ban on greyhound racing in NSW.  
(a) Which regions are estimated to be most impacted?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

13. How does the Government plan to compensate regional greyhound owners and trainers who will lose their jobs and income as a result of the greyhound racing ban in NSW.  
(a) When will the government make this clear to the Industry?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

14. Has the Government commissioned any research as to the impact of the greyhound racing ban on the economies of regional communities in NSW.

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

15. Does the Government have a plan for how they will help regional communities cope with the loss of jobs and economic activity as a result of the Greyhound racing ban in NSW.

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

**Regional commercial fishing Industry**

16. How many commercial fishing businesses exist in Regional NSW?  
(a) How many are sole traders?  
(b) How many are partnerships?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries, the Hon Niall Blair MLC.

17. How many commercial fishing businesses exist in each region across New South Wales?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries, the Hon Niall Blair MLC.

18. Has the Government commissioned any research as to the impact of its changes to commercial fishing on regional economies?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries, the Hon Niall Blair MLC.

19. Will the Minister guarantee that the Government will support regional fishers who want to stay in the industry?  
(a) How does the minister plan to do so?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries, the Hon Niall Blair MLC.

**Miscellaneous**

20. How many jobs have been created in Regional NSW during the past 12 months?

**ANSWER**

Regional NSW employment, defined by the Australian Bureau of Statistics (ABS) as 'Rest of NSW' and excludes Sydney and the Central Coast, increased by 79,300 people (+6.6 per cent) over the year to May 2016 in original terms.

21. How many of these jobs are full time positions?

**ANSWER**

According to the ABS, the number of people in full time employment in Regional NSW has increased by 400 over the year to May 2016 while part time employment has increased by 78,900 people over the same period.

22. If you take the Illawarra and Newcastle out of the figures, how many fulltime positions have been created in the rest of Regional NSW?

**ANSWER**

The number of people in full time employment has increased by 600 over the year to May 2016, while part time employment rose 50,800. These figures exclude the Illawarra and 'Newcastle and Lake Macquarie' regions.

23. How many jobs have been lost in Regional NSW in the past 12 months?

**ANSWER**

The Australian Bureau of Statistics (ABS) publishes monthly labour force estimates which show the net change in the total number, or stock, of people employed or unemployed over any given time period. The net changes are comprised of various underlying changes to people's labour force status. Changes to the total number of people unemployed will include the following flows:

- people whose status changed from unemployed to employed,
- people whose status changed from unemployed to not in the labour force,
- people whose status changed from employed to unemployed, and
- people whose status changed from not in the labour force to unemployed.

The ABS does not provide a breakdown of these flows for regions and so it is not possible to calculate how many jobs were lost in Regional NSW in the past 12 months.

24. Why won't the Government financially support the EVOCity initiative given that there has been demonstrated growth in the seven regional cities the initiative encompassed?

**ANSWER**

Currently, the Evocities initiative is not eligible for funding through the Department of Industry's existing programs.

The NSW Government supports the important role that Evocities plays in promoting the benefits and opportunities of living in regional centres.

The NSW Government has a strong record when it comes to delivering for regional NSW. In the first term of government, over \$13 billion was committed to revitalising important infrastructure and improving service delivery in regional communities. This momentum has continued, with further \$6 billion committed through the long-term lease of 49 per cent of the State's electricity assets, including:

- \$3.7b on regional roads;
- \$1b on water security;
- \$600m for schools and hospitals;
- \$400m for rail freight; and
- \$300m for a Regional Growth, Environment and Tourism

This investment is a once-in-a generation opportunity to fast track infrastructure projects in regional areas which will create jobs, drive economic growth and deliver the services that will unleash the economic potential of regional NSW. More importantly, this investment will help us to build the roads, hospitals and schools regional NSW needs and deserves.

The Government has been very proactive in encouraging more people to make the move to regional NSW to get a better deal on housing, reduce the commute and spend more quality time with the family.

Last year we launched a series of real-life case studies telling the story of nine former city-dwellers who have chosen to relocate their careers and businesses in regional NSW - [www.industry.nsw.gov.au/regional-case-studies](http://www.industry.nsw.gov.au/regional-case-studies).

The Government is also encouraged by the recent employment growth in regional NSW which has risen by 79,300 in the year to May 2016. This is the highest regional jobs growth rate in Australia (of all states).

### **Flexible Workplaces**

25. 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?

#### **ANSWER**

(a)-(c) NSW Government agencies are developing initiatives to implement the NSW Government's policy that 100 per cent of public service jobs will be flexible by 2019 on the basis of 'if not, why not'.

### **Impact of restructuring and relocation of jobs in Department of Mineral Resources and small business**

26. How many positions have been lost due to restructuring of the Department of Mineral resources in 2015 and 2016?

#### **ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Industry, Resources and Energy, the Hon Anthony Roberts MP.

27. Please disaggregate the data by state electorate

#### **ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Industry, Resources and Energy, the Hon Anthony Roberts MP.

28. What has the impact of these job losses been on the local small business sector on those communities?

#### **ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Industry, Resources and Energy, the Hon Anthony Roberts MP.

## **Domestic Violence Leave and Awareness**

29. 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;
  - (b) Whether or not all employees and/or contractors are eligible for domestic violence leave;
  - (c) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
  - (d) Number of days available for eligible staff to access domestic violence leave in each financial year;
  - (e) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
  - (f) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
  - (g) Whether or not all staff and/or contractors have access to Employee Assistance Programs?
  - (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
    - ii. Access to emotional, psychological, financial and medical support which may be required
  - (i) Who has provided training on domestic violence in the workplace?
  - (j) What percentage of staff in each agency has undertaken domestic violence training?
  - (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?

### **ANSWER**

Each agency is responsible for implementing NSW Government policy. The information sought is not collected centrally.

## **Sexual harassment and Anti-bullying training and awareness programs**

30. 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
  - (b) Whether or not all employees and/or contractors have received such training?
  - (c) Is this course mandatory for all employees/ contractors?
  - (d) How long for each session, how many sessions?
  - (e) Who delivers it?

- (f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
- (g) How?
- (h) What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?

**ANSWER**

Refer to response Q29

**Office Administration**

31. 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?

**ANSWER**

(a-b) Ministers' staff numbers and salary bands are available on the DPC website. Refer: [http://www.dpc.nsw.gov.au/about/publications/premiers\\_and\\_ministers\\_staff\\_numbers](http://www.dpc.nsw.gov.au/about/publications/premiers_and_ministers_staff_numbers).

32. 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?

**ANSWER**

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.

33. 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?

**ANSWER**

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.

34. Has any artwork been purchased or leased for display in your ministerial office in 2015-16?
- a) What is the cost of this?

**ANSWER**

Artwork in Minister's office includes art donated at no cost by a local artist and artwork on loan from the Art Gallery of NSW for which the Gallery charges a nominal subscription fee.

35. 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?

**ANSWER**

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

36. 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?

**ANSWER**

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

37. 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?

**ANSWER**

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

38. 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?

**ANSWER**

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

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

- a) What is the monthly cost of this?

**ANSWER**

No.

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

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

**ANSWER**

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.

41. 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

**ANSWER**

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.

42. 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?

**ANSWER**

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

**Hospitality**

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

**ANSWER**

Expenditure on hospitality across the Ministry - which includes catering for

stakeholder meetings and courtesy calls with visiting dignitaries - totalled \$25,059 in 2015-16.

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

**ANSWER**

Costs are managed within each agency's recurrent budget.

**Labour Hire Firms**

45. 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
  - (b) The total amount paid to each firm engaged
  - (c) The average tenure period for an employee provided by a labour hire company
  - (d) The longest tenure for an employee provided by a labour hire company
  - (e) The duties conducted by employees engaged through a labour hire company
  - (f) The office locations of employees engaged through a labour hire company
  - (g) The highest hourly or daily rate paid to an employee provided by a labour hire company

**ANSWER**

The Department of Industry uses Labour Hire firms, in accordance with NSW Public Service policies to cover temporary vacancies as required. There are no central records maintained, with operations authorised to make such arrangements, subject to their overall labour expense cap.

**Media and Public Relations**

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

**ANSWER**

Department of Industry staff numbers are included in the Annual Report. TAFE NSW employed approximately 6 media and public relations advisers in 2015/16.

47. 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?

**ANSWER**

There are currently no plans to increase the number of media staff undertaking media or public relations activities.

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

**ANSWER**

The NSW Government purchases all commercial media monitoring centrally through the Department of Premier and Cabinet which delivers significant savings through aggregated procurement. The total cost of the whole of government service in 2015-16 was \$1,900,000, compared to \$2,394,973 in 2009-10.

49. 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?

**ANSWER**

No.

**Facebook**

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

**ANSWER**

No taxpayer money has been spent on Facebook advertising or sponsored posts.

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

**ANSWER**

The Department of Industry, Skills and Regional Development spent approximately \$8,392.52 on Facebook advertising or sponsored posts in 2015/16

TAFE NSW spent approximately \$199,526 on Facebook advertising or sponsored posts in 2015/16.

**Overseas Trips**

52. 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?

**ANSWER**

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

53. 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?

**ANSWER**

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

**Department/ Agency Travel**

54. What was the total expenditure in 2015-16 by Departments/agencies within your portfolio on:
- (a) Taxi hire
  - (b) Limousine/private car hire
  - (c) Hire car rental
  - (d) Ridesharing services

**ANSWER**

In 2015-16 the Department of Industry spent approximately \$641,000 on taxis, car hire, and ride sharing arrangements. The break down requested cannot be provided.

Given the number of colleges and delivery sites within TAFE NSW, this request would require an unreasonable and substantial diversion of resources in the time specified. This information is not held centrally

**Consulting**

55. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2015-16?
- (a) For what specific purposes or matters was legal advice sought?

**ANSWER**

Financial statements, including Legal Services expenditure and expenditure on consultants, are available in agency annual reports.

56. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2015-16:
- (a) Social media
    - i. And the cost of these services
  - (b) Photography
    - i. And the cost of these services
  - (c) Acting training
    - i. And the cost of these services
  - (d) Ergonomics
    - i. And the cost of these services

**ANSWER**

Consultant's fees are published in the Annual Report.

**Department and Agency staffing**

57. How many redundancies were processed by Departments/agencies within your portfolio responsibilities during 2015-16?  
(a) Of these redundancies, how many were:  
i. Voluntary  
ii. Forced
- (b) What was the total cost of all redundancies?

**ANSWERS**

(a-b) Voluntary redundancies are a component for agencies to achieve their efficiency dividends. Redundancy figures across the sector for 2015/16 are anticipated to be in the order of 2,099 – totalling 11,777 since July 2011. The Labour Expenses Cap introduced in the 2012-13 Budget also continues to give Secretaries as much flexibility as possible to achieve these savings in the most appropriate ways to meet the service requirements of their agencies. Nurses, policy officers and teachers in schools have been quarantined from this measure.

58. 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?  
(a) What was the nature of these works/services?  
(b) What was the total cost of these works or services?

**ANSWERS**

See response Q57

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

**ANSWERS**

No

60. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2015-16?  
(a) What were the reason/s for each dismissal?

**ANSWERS**

See response Q57

**Smart Phone Accounts**

61. Do the Departments/agencies within your portfolio have an iTunes account?  
(a) What was the total expenditure in 2015-16 on iTunes?  
i. What applications/subscriptions/services were purchased through iTunes?

**ANSWER**

IT costs are managed within each agency's budget and are guided by NSW Government's ICT and procurement policies and frameworks.

Some TAFE NSW Institutes may have accounts to access free and purchased software. Software obtained by TAFE NSW is used to support course delivery.

Given the number of colleges and delivery sites within TAFE NSW, this request would require an unreasonable and substantial diversion of resources in the time specified.

This information is not held centrally.

62. Do the Departments/agencies within your portfolio have an Android account?  
(a) What was the total expenditure in 2015-16 on Android?  
i. What applications/subscriptions/services were purchased through Android?

**ANSWER**

See response Q61

**Websites Visited**

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

**ANSWER**

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.

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

**ANSWER**

See response Q63

**Merchant Fees**

65. 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.
66. 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.
67. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2015-16?

**ANSWER (65-67)**

All NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13. DPC does not accept payment for goods and services so we do not impose merchant fees on our customers.

Department of Industry staff only use their Pcards for the purchase of goods and services for official business purposes. If particular vendors elect to

impose a merchant fee on card transactions, that is an unavoidable cost of doing business. It would not be possible to determine fees charges to Departmental cards, as these would either be embedded in the individual transaction cost, or if separately disclosed would require each monthly card statement for each user to be reviewed.

### **Probity Auditor**

68. 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?

#### **ANSWER**

In accordance with the NSW Procurement Board's Direction (PBD-2013-05), DPC has internal mechanisms in place to ensure that probity considerations are routinely taken into account in its procurement decisions, and the use of external probity advisers and auditors is the exception rather than the rule. The Department of Industry's Annual Report includes all consultancies valued more than \$50,000.

TAFE NSW has internal procedures for procurement which include probity considerations. External probity advisers and auditors are used in exceptional circumstances in accordance with PBD-2013-05. TAFE NSW separated from the Department of Education on 1 July 2015. Procurement matters prior to that date should be directed to the Minister for Education.

### **Skills**

#### **Questions from the Hon. Shaoquett Moselmane (on behalf of the NSW Labor Opposition)**

#### **Impact of Changes to TAFE on Small Business**

69. Has the Minister received any representations from small businesses concerned about the impact of changes to TAFE?

#### **ANSWER**

No. The NSW Government recently announced its vision to modernise TAFE NSW, providing more choice, better access and convenient training for students and employers to support the jobs of the future. Students and teachers deserve a TAFE NSW that is well-equipped to deliver quality, industry relevant and innovative training which will lead to a job. As part of these reforms TAFE NSW is developing SkillsPoints. SkillsPoints will be aligned with key industry sectors and will have a strategic industry liaison to ensure TAFE NSW are consistently providing what employers need. SkillsPoints courses will also be continually maintained and developed to adhere with national training packages, including any regulatory and licensing requirements. The reforms have been strongly supported by a number of industry bodies including the NSW Business Chamber.



70. What has the Minister done to address such concerns?

**ANSWER**

No concerns have been raised.

71. Is the Minister aware of small businesses requiring staff training due to changes in regulation having to ask their staff to travel further to receive such training because campuses nearby have closed and there is no public transport to the new campuses (eg: Kurri Kurri & Food Safety Certificate).

**ANSWER**

No TAFE campus in the Hunter has closed. Apprentices and new entrant trainees may be eligible for travel and accommodation assistance. Additional funding has been allocated in the 2016-17 Budget for the Vocational Training Assistance Scheme. Matters regarding NSW Food Authority fall under the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MLC.

72. How has this kind of issue impacted on child care providers?

**ANSWER**

No.

73. How does the Minister expect small businesses to continue to pay additional monies for training of apprentices when the costs have increased significantly and rapidly in recent years. Does the Minister expect small businesses to give the Government a blank cheque for education and training?

**ANSWER**

Fees for apprenticeships are capped at \$2,000 for the entire qualification. For a four-year apprentice, this equates to \$9.61 per week.

The actual cost of training an apprentice is much higher; the NSW Government funds the gap between the fee paid by an apprentice (or paid by an employer on behalf of an apprentice) and the cost of training. For example:

- the Certificate III in Carpentry and Joinery has an apprenticeship fee of \$2,000 for the entire qualification
- it costs \$14,360 to deliver
- the NSW Government pays \$12,360 as a subsidy per student.

Importantly, disadvantaged or vulnerable students in NSW are fully exempt from fees, with the NSW Government funding the entire cost of their training. Fee exemptions are provided to:

- Aboriginal students (up to Advanced Diploma)
- Students with a disability, including their dependants (up to Advanced Diploma)
- Young people aged 15-30 who are on welfare or are a dependant of a person on welfare, with a priority towards people in social housing (up to Certificate IV)
- Young people in, or formerly from, out-of-home care (up to Certificate IV)

- Survivors of domestic and family violence, including their dependants (up to Certificate IV)
- Retrenched workers in key regional industry sectors (up to Certificate IV).

74. How can small businesses in hairdressing and painting which employ apprentices, who have had significant changes to regulation that have impacted on their ability to make revenue, continue to pay escalating TAFE fees?

**ANSWER**

The Certificate III in Hairdressing has an apprenticeship fee of \$2,000 for the entire qualification, which equates to \$9.61 per week over four years. The NSW Government funds the remaining \$7,970 in training costs for each apprentice.

The Certificate III in Painting and Decorating has an apprenticeship fee of \$2,000 for the entire qualification, which equates to \$9.61 per week over four years. The NSW Government funds the remaining \$10,580 in training costs for each apprentice.

75. What impact does the Minister think this is having on the number of apprenticeships in the state of NSW?

**ANSWER**

Apprenticeships in NSW have increased. At 1 July 2016 there were 52,964 apprentices in training in NSW, a 4.4 per cent increase since 1 July 2015, when 50,714 apprentices were in training.

Apprenticeship approvals for 31 August 2016 show strong growth for the second half of 2016. According to NSW IVETS data, apprenticeships and traineeships are up this year:

- 36,505 approvals in the first eight months of 2016, up by 5,594 on the same time last year.
- 8,930 apprenticeships in construction and electrotechnology, up by 1,486 on last year, driven by the NSW Government's record \$73.3 billion infrastructure investment.

**Licensing of Hairdressers**

76. Did the Minister for Innovation and Better Regulation consult with the Minister for Skills and Small Business prior to his public announcement of the proposal to reduce hairdresser minimum qualifications for licencing in July 2016?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

77. Did the Minister for Small Business make contact with the Minister for Innovation and Better Regulation after the Minister for Skill's office was made aware of the announcement in July 2016.

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

78. Did the Minister for Skills request that the decision be reversed, and if so, what was the basis for such a request?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

79. Is the Minister concerned about the impact on worker and client safety with the use of sharp tools and chemicals in this industry if businesses who do not meet Certificate 3 qualifications are allowed to trade?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

80. What impact do quick and disruptive regulation changes have on hairdressers' revenue?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

### **Licensing of Painters**

81. In January 2015, by regulation the then Minister for Fair trading increased the quote cost thresholds for licensing of painters who undertake painting for internal and external works. This opened the door to an expansion of unlicensed and untrained painters into the industry, risking safety, particularly in properties which included asbestos and/or lead based paints.

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

82. Did the Minister for Small Business make contact with the Minister for Fair Trading after the Minister for Skill's office was made aware of the announcement?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

83. Did the Minister for Skills request that the decision be reversed, and if so, what was the basis for such a request?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

84. What was the onerous paperwork which justified the new regulations?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

85. Is the Minister concerned about the impact on worker and client safety, particularly in the context of asbestos and lead based paints where unqualified and unlicensed painters are allowed to trade?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

86. What impact do quick and disruptive regulation changes have on painters' revenue?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

**Domestic Violence Leave and Awareness**

87. 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;
  - (b) Whether or not all employees and/or contractors are eligible for domestic violence leave;
  - (c) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
  - (d) Number of days available for eligible staff to access domestic violence leave in each financial year;
  - (e) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
  - (f) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
  - (g) Whether or not all staff and/or contractors have access to Employee Assistance Programs?
  - (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
    - ii. Access to emotional, psychological, financial and medical support which may be required
  - (i) Who has provided training on domestic violence in the workplace?

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

(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?

**ANSWER**

See response Q29

**Sexual harassment and Anti-bullying training and awareness programs**

**88.** 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

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

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

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

(e) Who delivers it?

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

(g) How?

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

**ANSWER**

See response Q30

**Flexible Workplaces**

**89.** Premier, you 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?

**ANSWER**

See response Q25

**Office Administration**

**90.** How many staff are in your ministerial office?

**ANSWER**

See response Q31

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

**ANSWER**

See response Q32

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

**ANSWER**

See response Q33

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

**ANSWER**

See response Q34

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

**ANSWER**

See response Q35

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

**ANSWER**

See response Q36

96. 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?

**ANSWER**

See response Q37

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

**ANSWER**

See response Q38

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

**ANSWER**

See response Q39

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

**ANSWER**

See response Q40

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

**ANSWER**

See response Q41

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

**ANSWER**

See response Q42

**Hospitality**

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

**ANSWER**

See response Q 3

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

**ANSWER**

See response Q44

**Labour Hire Firms**

104. 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
- (b) The total amount paid to each firm engaged
- (c) The average tenure period for an employee provided by a labour hire company
- (d) The longest tenure for an employee provided by a labour hire company
- (e) The duties conducted by employees engaged through a labour hire company
- (f) The office locations of employees engaged through a labour hire company
- (g) The highest hourly or daily rate paid to an employee provided by a labour hire company

**ANSWER**

See response Q45

**Media and Public Relations**

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

**ANSWER**

See response Q46

106. 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?

**ANSWER**

See response Q47

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

**ANSWER**

See response Q48

108. 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?

**ANSWER**

See response Q49

**Facebook**

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

**ANSWER**

See response Q50

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

**ANSWER**

See response Q51

**Overseas Trips**

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

**ANSWER**

See response Q52

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

**ANSWER**

See response Q53

**Department/ Agency Travel**



113. What was the total expenditure in 2015-16 by Departments/agencies within your portfolio on:
- (a) Taxi hire
  - (b) Limousine/private car hire
  - (c) Hire car rental
  - (d) Ridesharing services

**ANSWER**

See response Q54

**Consulting**

114. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2015-16?
- (a) For what specific purposes or matters was legal advice sought?

**ANSWER**

See response Q55

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

- (a) Social media
  - i. And the cost of these services

- (b) Photography
  - i. And the cost of these services

- (c) Acting training
  - i. And the cost of these services

- (d) Ergonomics
  - i. And the cost of these services

**ANSWER**

See response Q56

**Department and Agency staffing**

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

- (a) Of these redundancies, how many were:
  - i. Voluntary
  - ii. Forced

- (b) What was the total cost of all redundancies?

**ANSWER**

See response under Q 57-60

117. 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?

- (a) What was the nature of these works/services?
- (b) What was the total cost of these works or services?

**ANSWER**

See response under Q 57-60

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

**ANSWER**

See response under Q 57-60

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

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

**ANSWER**

See response Q 57-60

**Smart Phone Accounts**

120. Do the Departments/agencies within your portfolio have an iTunes account?
- (a) What was the total expenditure in 2015-16 on iTunes?
    - i. What applications/subscriptions/services were purchased through iTunes?

**ANSWER**

See response Q61

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

- (a) What was the total expenditure in 2015-16 on Android?
  - i. What applications/subscriptions/services were purchased through Android?

**ANSWER**

See response Q62

**Websites Visited**

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

**ANSWER**

See response Q63

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

**ANSWER**

See response Q64

**Merchant Fees**

124. 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.
125. 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.
126. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2015-16?

**ANSWER**

See response Q65-67

**Probity Auditor**

127. 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?

**ANSWER**

See response Q68

**TAFE**

**Questions from Mr David Shoebridge MLC**

128. What assets have been sold from TAFE campuses in the last 12 months?

**ANSWER**

In 2015-16, the Petersham (West Street) site was transferred to the NSW Department of Education and proceeds from the sale will be reinvested into TAFE NSW facilities.

129. On how many campuses has equipment been sold, leaving buildings vacant?

**ANSWER**

Whenever buildings are vacated, usable equipment is relocated into other facilities. Equipment no longer required for training delivery is sold through a variety of processes (including public auction or public tender) or is written-off if the equipment is beyond its economic life and has no value.

130. What obstacles are there to the sale of such buildings?

**ANSWER**

Obstacles may include subdivisions, rezoning, heritage, environmental and land claims.

131. How much money does the government forecast will be made from these asset sales?
  - (a) What is the government's plan for that money?

**ANSWER**

TAFE NSW is developing a Strategic Asset Management Plan.

(a) Where vacant land or underutilised facilities are sold, the proceeds are being reinvested into modernised and improved TAFE NSW facilities and learning platforms for the benefit of learners.

132. Minister Barilaro stated that “it is expected that some jobs will go” following the TAFE overhaul. Is the Minister able to share any figures or projections on how many jobs will be lost?

**ANSWER**

I am advised that any job impacts are yet to be determined.

TAFE NSW is committed to focusing its resources on frontline learning and ensuring it has the right mix of skills and capabilities to service students and industry partners. TAFE NSW expects to achieve this through the elimination of the duplicated institute structure.

133. How has the rate of participation in TAFE varied, if at all, in the last five years?  
(a) What were the variations, if any, in indigenous and disabled student participation?

**ANSWER**

Annual data is not comparable due to different business rules prior to 2015. Historical data prior to 2015 included separate 'co-enrolments' in Tutorial and Learner Support to provide additional assistance to disadvantaged students including indigenous students and students with a disability. From 2015 onwards, these services are provided as an individual learning plan for students and do not attract a 'co-enrolment'.

In 2015 TAFE NSW total course enrolments was 428,985. As at 28 August 2016 TAFE NSW total course enrolments were 464,727.

134. How have the fees for TAFE changed, if at all, in the last 5 years?

**ANSWER**

The NSW Government introduced Smart and Skilled in 2015. For priority skills areas, fees for government subsidised training are informed by the Independent Pricing and Regulatory Tribunal (IPART) and based on the efficient cost of delivering quality training to a standard student. All training organisations approved to deliver Smart and Skilled, including TAFE NSW, charge the same fees for qualifications on the NSW Skills List which are delivered as government subsidised training.

Student fees for training under Smart and Skilled are set for the entire qualification. They cannot be compared directly to TAFE NSW fees under previous arrangements, which were based on annual or semester administration fees and payable for the length of time a student was enrolled. TAFE NSW also offers a range of fee-for-service courses in response to student and industry demand. The fees for these courses are determined locally and cover the full cost of delivery.

135. How much was the Boston Consulting Group paid to produce its report/s into TAFE?

**ANSWER**

I am advised that in 2015-2016 financial year, TAFE NSW paid \$82,500 (excluding GST) for the engagement of BCG in April 2016 for the 'The NSW Vocational Education and Training market and TAFE NSW's competitive position within it' report.

136. When was the Boston Consulting Group engaged to produce its report/s into TAFE?

**ANSWER**

I am advised that since October 2014, BCG has been engaged to investigate Workforce Reform Strategies and possibilities for Modernisation and Reform.

In February 2015, TAFE NSW engaged the Boston Consulting Group (BCG) to provide detailed analysis on the vocational education and training sector.

In March 2016, TAFE NSW engaged BCG to provide a summary report of the analysis.

137. When will the report/s produced by the Boston Consulting Group into TAFE be released?

**ANSWER**

The 'The NSW Vocational Education and Training market and TAFE NSW's competitive position within it' summary report was published on 19 April 2016. Other work conducted by BCG is cabinet-in-confidence and cannot be released.

**Contestability**

138. How many private training organisations currently receive more than \$1 million in public funding?

**ANSWER**

In 2015/16, 27 non-TAFE training organisations received over \$1 million in funding.

139. What are the names of these organisations?

**ANSWER**

ASH Pty Ltd  
Acacia Group Ltd  
Applied Training Solutions Pty Ltd  
Australian College of Commerce & Management Pty Ltd  
Australian Retailers Association  
BSI Learning Institute Pty Ltd  
Benchmark Resources Pty Ltd  
Enterprise & Training Co Ltd

Franklyn Scholar (Australia) Pty Ltd (previously TSA the Training Company)  
HGT Australia Ltd  
Illawarra Area Child Care Ltd  
Learning Sphere Training Solutions Pty Ltd  
Macquarie Employment Training Service Inc  
Masters in Building Training Pty Ltd  
McDonald's Australia Ltd  
NSW Department Industry, Skills & Regional Development (Department of  
Primary Industries, Tocal College)  
NSW Health  
Quality Training Co Pty Ltd ATF Finlayson Trust, The  
REACH for Training Pty Ltd  
Response Consulting Australia Pty Ltd  
Tactical Training Group Pty Ltd  
Train Australia Pty Ltd  
Training Specialists Australia Pty Ltd  
United World College Pty Ltd  
VERTO Ltd  
Vision Training Institute Pty Ltd  
Wise Education Group Pty Ltd ATF Wise Education Trust

140. What changes are planned in the coming years that will improve this?

**ANSWER**

I am unable to answer this question as it is unclear what it relates to.

141. Has the Minister made up his mind of the appropriate level of contestability and if so, what is that level and how will he implement this policy position?

**ANSWER**

The NSW Government does not set contestability targets. Contestability is limited to Entitlement funding for Certificate I-III qualifications and the amount of contestable funding received by TAFE or non-TAFE training providers is determined by student choice.

In 2015-16, 12.5 per cent of TAFE NSW revenue came from contestable sources. In 2015/16, the amount received by non-TAFE training providers was significantly less than in 2010/11.

**Operational Base Funding for TAFE**

142. Are there any plans to change the amount of operational base funding allocated to TAFE in 2015/16?

**ANSWER**

TAFE's operational base funding amount for 2015-16 is settled.

143. Are there any plans to gradually reduce TAFE's operational base funding to zero in the next 10 years?

**ANSWER**

TAFE's operational base funding will continue to be considered on an annual basis.

144. Can the Minister guarantee no reductions to TAFE's operational base funding for the next 10 years?

**ANSWER**

No.

**TAFE staff losses**

145. What is the location and position description of the 679 full time equivalent jobs lost from TAFE NSW from 2014/15 to 2015/16 as contained in the 2016/17 budget papers?

**ANSWER**

The figure of 679 full time equivalent (FTE) is not a calculation based on specific identification of persons or positions but rather the number of FTE staff based on a macro calculation of the total salary budget divided by the average salary amount. The figure provided is a combination of voluntary redundancies, natural attrition and workforce profile changes.

146. What is the location and position description of the 499 full time equivalent jobs expected to be lost from TAFE NSW from 2015/16 to 2016/17 as contained in the 2016/17 budget papers?

**ANSWER**

The figure of 499 quoted in the question is incorrect. The change in FTE is 226 and is a forecast, again based on a macro calculation calculated on the total salary budget and divided by the average salary amount.

There is no record containing the information requested, as the figures represent budgetary calculations that forecast the likely trend in future operating activities and are not based on predetermined lists of actual positions. Therefore there are no locations or position descriptions that are available to respond to the request.

**Internet access**

147. What is the impact of poor internet connections on the delivery of education, especially in rural and regional areas?

**ANSWER**

Online delivery is not the only delivery mode. There is a range of training delivery modes including classroom based, workplace training, correspondence and the use of a mixture of these modes in delivery.

148. What steps is the Government taking to ensure that poor IT infrastructure does not impact on access to education, particularly skills training?

**ANSWER**

The NSW Government has implemented the Mobile Black Spots Program to address mobile black spots and extend mobile coverage. This enables high quality mobile voice and wireless broadband services in rural and regional areas, which facilitates many more students to become connected and to train online across the state.

Another example of investment into IT infrastructure to support education is St Paul's secondary College at Walla Walla in the Greater Hume region benefiting from funding provided to local silo manufacturers Kotzur to bring business grade internet services to Walla Walla via either fibre optic cable or microwave technology. The funding will enable the school and all businesses in Walla Walla to access data and VOIP capabilities at 200 Mbps.

TAFE NSW offers a range of flexible study options. For instance, the TAFE Western Connect strategy ensures that students from small and remote colleges can join courses being offered from anywhere in the TAFE NSW Western Institute. Apart from offering online learning, TAFE Western has an extensive fleet of mobile units that take specialised training equipment to where it is needed. The Institute's Connected Classroom network allows students and teachers from all colleges to join together for classes via state-of-the-art video conference technology.

Flexible Learning Centres are digitally enabled facilities that are established in regional and rural NSW, giving remote and disadvantaged students access to training and teaching across the TAFE NSW network. These Centres provide an active learning environment where students and employers can participate in learning, collaborate and access information and learning support services. Course offerings provided at each Flexible Learning Centre are determined by local community needs.

The campus at Wilcannia has been repurposed into a digitally enabled facility connecting TAFE NSW directly into the community and employers. The new building provides students access to a wider range of courses and learning opportunities through video conferencing and connected classroom facilities.

## **TAFE Senior Executives**

149. 1. How many TAFE NSW senior executives have been appointed since November 2015?

### **ANSWER**

I am advised that five TAFE NSW senior executives have been appointed since November 2015.

150. 2. What are their roles?

### **ANSWER**

- Managing Director TAFE NSW
- Chief Operating Officer
- Chief Financial Officer
- Chief Education and Training Officer
- Chief Information Officer



These officers are responsible for the operation of TAFE NSW as a separate agency, outside the Department of Education.

151. What is the total value of each individual's remuneration or compensation package?

**ANSWER**

I am advised that individual employment arrangements are confidential matters between TAFE NSW and the employee.

152. Have they been given common law employment contracts?

**ANSWER**

I am advised that four of the senior executives have been given common law employment contracts.

153. Is the Public Service Commission in NSW aware of all these arrangements?

**ANSWER**

Yes

154. 6. Will their salaries be reported in the TAFE Annual Report?

**ANSWER**

I am advised that TAFE NSW's reporting of the number of senior executives and remuneration of senior executives in its annual report will be in accordance with s.12 of the *Annual Reports (Statutory Bodies) Regulation 2015*.

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

**SMALL BUSINESS**

**Role of the Minister for Small Business**

155. What is the role of the Minister for Small Business?

**ANSWER**

To work with and advocate on behalf of the 690,000 small businesses in NSW and to help businesses start up, scale up and innovate.

156. Is there a sub-committee of Cabinet which deals with issues that impact on small businesses?

**ANSWER**

No.

**Red Tape Reduction**

157. Given that the Auditor General has shown that the estimated burden on small business from regulation has increased since the government took office, why

hasn't the Minister acted to advocate on behalf of small businesses to ensure that red tape is really reduced?

**ANSWER**

The Government is working hard to deliver practical reforms that will reduce red tape for NSW businesses and the wider community through the NSW Better Regulation program. The Easy to do Business program is one way the Government is reducing the administrative burden on small businesses in NSW. An example of this is the Parramatta "digital or by design" pilot which is making it easier for small business owners to start-up or expand a cafe, small bar or restaurant in the City of Parramatta Council area.

158. Does the Minister agree that the number of regulations is less important to the smooth running of businesses than the complexity of the legislation in terms of compliance costs?

**ANSWER**

Both the number of regulations and their complexity can impact on small businesses' compliance costs. The impact of each factor differs depending on the type of regulation and the nature of each business.

**Payment of Disability Service Providers**

159. Is the Minister aware that there have been significant delays in payment to providers of services under the NDIS, in some cases in the order of over \$1,000,000 per month?
- (a) What is the Minister doing to assist private and not-for-profit providers impacted by these payment delays?
- (b) What is the Minister doing to ensure that providers are able to pay employees, contractors and suppliers?

**ANSWER**

I am advised the NDIS offered emergency payments to those providers who had funding delayed and that most providers have had outstanding payments processed.

This matter falls under the portfolio responsibilities of the Minister for Disability Services, the Hon John Ajaka, MLC.

**Commercial Fishing Industry**

160. Why is the Minister not advocating on behalf of the fishing industry during the reform process which has left them swamped in reports and proposals but no certainty and most importantly the need to purchase their own businesses again in order to continue operating?

**ANSWER**

I support the commercial fishing industry reforms. The NSW Small Business Commissioner is working with the Department of Primary Industries, Fisheries to support members of the industry.

161. Does the Minister think it is fair that commercial fishers should have to purchase their businesses again?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries Services, the Hon Niall Blair MLC.

162. By reducing licences to 90 days from a full year of fishing days, does the Minister agree that the government will be increasing red tape for fishers as they will have to report on and monitor the number of days of fishing as well as catch volume?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries Services, the Hon Niall Blair MLC.

163. What is the benefit to counting the number of days someone is fishing for? Isn't a sustainable industry one which looks at how much fish they are taking from seas and rivers, rather than one which counts how many days it takes them to do it?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries and Minister for Lands and Water, the Hon. Niall Blair MLC.

164. Doesn't the Minister agree that the reduction in the number of days will ensure that commercial fishers end up working longer hours on fishing days to try and catch up, which means more fish taken from a smaller catchment area?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Primary Industries and Minister for Lands and Water, the Hon. Niall Blair MLC.

165. Will the Minister agree to advocate on behalf of small businesses in the Commercial Fishing Industry and call for a halt to the reform process?

**ANSWER**

See response to Q160

166. What industry stakeholders has the Minister met with in relation to the commercial fishing industry reform process? If so, please advise which stakeholders, the dates and issues discussed.

**ANSWER**

No stakeholders have approached my office as this matter relates to the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MLC.

**Impact on Small Businesses of the closure of railway stations at Newcastle**

167. Is the Minister aware of any negative impact of closure of railway stations at Civic, Wickham and Newcastle on small businesses in these locations? If so, how many, and what were they?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Transport and Infrastructure, the Hon. Andrew Constance MP.

168. Is the Minister aware of any safety incidents on the Hamilton Station precinct relating to crime or anti-social behaviour that have impacted on small businesses at this location? If so, how many, and what were they?

**ANSWER**

Crime statistics can be found on the BOCSAR website.

### **Impact of Infrastructure Developments and Constructions on Small Businesses**

169. What is the Minister doing to assist businesses who are impacted by infrastructure developments where small businesses are relocated or have their businesses interrupted during construction?

**ANSWER**

The NSW Department of Industry delivers the Small Biz Connect Program which provides quality business advice through an extensive network of mobile advisors tailored to meet their particular needs, including targeted programs to support businesses impacted by specific infrastructure developments.

170. What is the Small Business Commission doing to assist small businesses impacted by these changes?

**ANSWER**

The NSW Small Business Commissioner supports the sustainability of small businesses by providing confidential mediation and dispute resolution services and advocating for small businesses within all levels of government. The NSW Department of Industry also provides support through the Small Biz Connect program.

### **Early Childhood**

171. What action the Minister has taken in lobbying the Minister for Early Childhood Education to release funding for more pre-school places to assist these small business not-for-profit and for profit operators to improve access for their clients to this funding?

**ANSWER**

I advocate for small businesses across a range of issues.

This matter falls under the portfolio responsibilities of the Minister for Early Childhood Education, the Hon. Leslie Williams MP. The NSW Government

recently announced \$115 million boost to early childhood education to help ease the cost of preschool fees.

### **Licensing of Hairdressers**

172. Did the Minister for Innovation and Better Regulation consult with the Minister for Skills and Small Business prior to his public announcement of the proposal to reduce hairdresser minimum qualifications for licensing in July 2016?

**ANSWER**

See response under Q76.

173. Did the Minister for Small Business make contact with the Minister for Innovation and Better Regulation after the Minister for Skills's office was made aware of the announcement in July 2016?

**ANSWER**

See response under Q77.

174. Did the Minister for Skills request that the decision be reversed, and if so, what was the basis for such a request?

**ANSWER**

See response under Q78.

175. Is the Minister concerned about the impact on worker and client safety with the use of sharp tools and chemicals in this industry if businesses who do not meet Certificate 3 qualifications are allowed to trade?

**ANSWER**

See response under Q79.

176. What impact do quick and disruptive regulation changes have on hairdressers' revenue?

**ANSWER**

See response under Q80.

### **Licensing of Painters**

177. In January 2015, by regulation the then Minister for Fair Trading increased the quote cost thresholds for licensing of painters who undertake painting for internal and external works. This opened the door to an expansion of unlicensed and untrained painters into the industry, risking safety, particularly in properties which included asbestos and/or lead based paints

**ANSWER**

See response under Q81.

178. Did the Minister for Small Business make contact with the Minister for Fair Trading after the Minister for Skills's office was made aware of the announcement?

**ANSWER**

See response under Q82.

179. Did the Minister for Skills request that the decision be reversed, and if so, what was the basis for such a request?

**ANSWER**

See response under Q83.

180. What was the onerous paperwork which identified the new regulations?

**ANSWER**

See response under Q84.

181. Is the Minister concerned about the impact on worker and client safety, particularly in the context of asbestos and lead based paints where unqualified and unlicensed painters are allowed to trade?

**ANSWER**

See response under Q85.

182. What impact do quick and disruptive regulation changes have on painters' revenue?

**ANSWER**

See response under Q86.

**Greyhound Racing**

183. When will the Greyhound racing compensation package be announced?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

184. Will this extend to businesses that relied on the greyhound industry to support their trade, eg pet produce, vets, equipment to transport greyhounds?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

185. Will the Government compensate the Hunter River Agricultural and Horticultural Association for the loss of revenue from Maitland Greyhound Breeders Owners and Trainers Association after the closure of the Greyhound industry from 1 July 2017?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

186. Does the Minister think it is fair that greyhound owners, breeders and trainers were only notified of the changes via social media?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

187. If so, will other regulatory and legislative changes that have negative impacts on small businesses be announced on social media in future?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

**Easy to Do Business Pilot at Parramatta**

188. What evaluation has the Minister or his department undertaken of the Easy To Do Business program?

**ANSWER**

Regular communications take place between key stakeholders in relation to the operation of the Pilot. The roll-out of the Easy to Do Business Pilot in Parramatta is also regularly monitored by the Easy to Do Business project steering committee, of which the NSW Small Business Commissioner is a member. Following the completion of the Pilot a formal evaluation will be undertaken.

189. Why does the website request personal and business information before a business can see what is offered by the program?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Innovation and Better Regulation, the Hon. Victor Dominello MP.

190. What were the results of any such evaluation?

**ANSWER**

Local small businesses have begun using the new services made available through the Easy to Do Business Pilot in Parramatta to start and expand their businesses, and the local small business community has positively received the Pilot.

191. When will the program be rolled out to other areas of the state?

**ANSWER**

Considerations will be made after the Pilot in Parramatta is completed.

192. When will the program be rolled out to other industry sectors?

**ANSWER**

Rolling out the Easy to do Business Pilot program to other industry sectors will be considered after the Pilot in Parramatta is completed.

## **Taxis**

193. What involvement has the Minister for Small Business had in move to bring Uber into the point to point transport industry?

### **ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Transport and Infrastructure, the Hon. Andrew Constance MP.

194. Does the Minister have any concerns over the failure of the Government to regulate disruptive industries which impact on heavily regulated industries?

### **ANSWER**

The Government supports established business which are the subject of disruption as well as new businesses which are driving change. The Government ensures that its regulatory approach is fair and promotes growth for the NSW economy.

## **Impact of Changes to TAFE on Small Business**

195. Has the Minister received any representations from small businesses concerned about the impact of changes to TAFE?

### **ANSWER**

See response Q69.

196. What has the Minister done to address such concerns?

### **ANSWER**

See response Q70.

197. Is the Minister aware of small businesses requiring staff training due to changes in regulation having to ask their staff to travel further to receive such training because campuses nearby have closed and there is no public transport to the new campuses (e.g. Kurri Kurri and Food Safety Certificate)

### **ANSWER**

See response Q71.

198. How has this kind of issue impacted on child care providers?

### **ANSWER**

See response Q72.

199. How does the Minister expect small businesses to continue to pay additional monies for training of apprentices when the costs have increased significantly and rapidly in recent years? Does the Minister expect small businesses to give the Government a blank cheque for education and training?

### **ANSWER**



See response Q73.

200. How can small businesses in hairdressing and painting which employ apprentices, who have had significant changes to regulation that have impacted on their ability to make revenue, continue to pay escalating TAFE fees?

**ANSWER**

See response Q74.

201. What impact does the Minister this this is having on the number of apprenticeships in the state of NSW?

**ANSWER**

See response Q75.

### **Local Government Forced Amalgamations Impact on Contractors**

202. The Government has claimed to not be seeking savings in wages through the reform process in small rural and regional areas, by putting a moratorium on reducing staff numbers in these councils (eg: Dungog). However they have not provided a similar guarantee for small businesses that contract to Council. Given that uncertainty and forced amalgamations have put a \$250,000 cap on contracts that can be automatically entered into by councils who are in limbo awaiting determinations, what impact is this having on small councils in rural and community areas such as Dungog?

**ANSWER**

This matter falls under the portfolio responsibilities of the Minister for Local Government, the Hon Paul Toole MP.

203. Can Councils make arrangements to enter into contracts over \$250,000, has the Government tracked how many requests have been made? If so, how many have been made?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Finance, Services and Property, the Hon. Dominic Perrottet MP.

204. Is the Minister aware of any such issues being experienced by any small business across the state of NSW?

**ANSWER**

The NSW Government is committed to supporting all small businesses across NSW. That is why we established the NSW Small Business Commissioner. The role of the Commissioner in helping small businesses in the State is laid out in the Small Business Commissioner Act 2013.

205. Where bulk tendering has not already occurred (eg, Hunter Region of Councils), there is potential for two small businesses who have been separately contracting to two formerly separate but now newly merged councils to be in competition when the merger occurs. What steps is the

Minister for Small Business taking to ensure that such competition is fair and that smaller and micro businesses are not cannibalised by larger businesses?

**ANSWER**

In recognition of the important relationship between small businesses and local government, I implemented an initiative through the Small Business Commissioner, the Small Business Friendly Councils Program. This means that around 60 per cent of all NSW small businesses now benefit from operating in a small business friendly area. As part of the Program, a number of participating councils are implementing initiatives to support small businesses in local procurement opportunities.

206. Will these issues provide private sector jobs losses in regional and rural towns with small populations, despite the government's assurances that public sector jobs will not be lost in those areas?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

Any arrangements entered into with suppliers by a council prior to amalgamation remain in place. The *Local Government (Council Amalgamations) Proclamation 2016* clauses 32 & 33 provide more direction.

207. Does the Government place more value on public sector jobs or private sector jobs, or is there another reason that the Government has acted to protect public sector jobs but not private sector jobs?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

The NSW government has made it a priority to making it easier to start a business. Any arrangements entered into with suppliers by a council prior to amalgamation remain in place. The *Local Government (Council Amalgamations) Proclamation 2016* clauses 32 & 33 provide more direction.

208. Given the government has promised a moratorium on council job losses in regional and rural local government areas with small populations, what guarantees have been made to protect contractors in the same areas?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

209. What is the average cost to a small business of an audit of the Government's Payroll Tax rebate?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Finance, Services and Property, the Hon. Dominic Perrottet MP. The NSW Small

Business Commissioner is not in possession of data that would answer this question and relevant information is not publicly available.

210. What actions has the Minister undertaken to ensure small businesses who were contracted to undertake work on behalf of merged Councils were compensated for any losses sustained as a result of the mergers?

**ANSWER**

Any arrangements entered into with suppliers by a council prior to amalgamation remain in place. The *Local Government (Council Amalgamations) Proclamation 2016* clauses 32 & 33 provide more direction.

211. Were affected small businesses notified their contracts would be terminated prior to the announcement of these mergers?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

212. If not, why not?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

213. Has the Minister met with affected small businesses since the mergers were announced?

**ANSWER**

I have met with many small businesses on a range of issues. I advocate for small businesses across a range of issues. This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

214. If so,  
(a) How many small businesses have been adversely affected by the forced merger process?  
(b) How many jobs within small businesses have been lost?  
(c) How many small businesses have gone into liquidation due to the termination of contracts?

**ANSWER**

This data is not held by my office nor the Small Business Commissioner. This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

215. Has the Minister advocated for the implementation of a financial assistance package to ensure affected small businesses have the opportunity to remain sustainable following the termination of their contracts with merged Councils?

**ANSWER**

Any arrangements entered into with suppliers by a council prior to amalgamation remain in place. The *Local Government (Council Amalgamations) Proclamation 2016* clauses 32 & 33 provide more direction. This matter falls under the portfolio responsibilities for the Minister for Local Government, the Hon. Paul Toole MP.

### **Impact of restructuring and relocation of jobs in Department of Mineral Resources on small business**

216. How many positions have been lost due to restructuring of the Department of Mineral Resources in 2015, and 2016?

#### **ANSWER**

See response Q26.

217. Please disaggregate the data by state electorate.

#### **ANSWER**

See response Q27.

218. What has the impact of these job losses been on the local small business sector on those communities?

#### **ANSWER**

See response Q28.

### **Impact of the April 2015 Super Storms and January 2016 Storms on Small Businesses in the Hunter**

219. How many businesses were impacted adversely by the April 2015 Super Storms and January 2016 Storms, including impacts on:

- (a) Telecommunications?
- (b) Internet access?
- (c) Damage to buildings?
- (d) Damage to land and fencing?
- (e) Damage to plant and equipment?
- (f) Inability to access properties?

#### **ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP, however, the NSW Small Business Commissioner has been very proactive in supporting flood affected small businesses throughout the Hunter region.

Mobile Small Biz Connect advisory services were available immediately after the storms. Advisors were also present at Disaster Recovery Centres, conducting street walks to listen to business owners, providing guidance and connecting business owners to available support, including insurance cover. Small businesses were assisted to navigate complex insurance claims during this period.

220. How many of these businesses were covered by the appropriate (flood, business interruption, storm) insurance?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

221. How many claims were refused?

**ANSWER**

This matter falls under the portfolio responsibilities of the Deputy Premier, the Hon Troy Grant MP.

222. Did the Minister advocate with the Insurance industry on behalf of small businesses where claims were refused?

**ANSWER**

The NSW Small Business Commissioner has been very proactive in supporting flood affected small businesses throughout the Hunter region. Mobile Small Biz Connect advisory services were available immediately after the storms. Advisors were also present at Disaster Recovery Centres, conducting street walks to listen to business owners, providing guidance and connecting business owners to available support, including insurance cover. Small businesses were assisted to navigate complex insurance claims during this period.

223. What other government assistance were they eligible for?

**ANSWER**

The NSW Department of Industry provides support to small businesses through the Small Biz Connect Program. Small Biz Connect advisors provided practical guidance to small businesses in challenges such as:

- managing cash flow or making insurance claims
- applying for disaster assistance
- taking proactive steps to disaster-proof their business
- identifying their unique risks via an emergency recovery health check
- conducting on-the-ground surveys to help authorities better understand small business needs following a disaster

224. How many businesses approached the government appointed Small Business Advocate (CEO of the Hunter Business Chamber)?

**ANSWER**

The NSW Government did not appoint the Small Business Advocate, nor appoints any CEOs of business chambers.

225. How many were members of a business chamber?

**ANSWER**

See response Q224

226. How many were not members of a business chamber?

**ANSWER**

See response Q224

227. How did the Minister ensure that small businesses who were not members of a business chamber were assisted?

**ANSWER**

See response Q224

The NSW Department of Industry provides support to small businesses through the Small Biz Connect Program. Small Biz Connect advisors provided practical guidance to small businesses in challenges such as:

- managing cash flow or making insurance claims
- applying for disaster assistance
- taking proactive steps to disaster-proof their business
- identifying their unique risks via an emergency recovery health check
- conducting on-the-ground surveys to help authorities better understand small business needs following a disaster

228. How many businesses closed as a result of the storms and what were the reasons given?

- (a) Business interruption?
- (b) Irrecoverable damages?
- (c) Failure to have landlords repair business premises?

**ANSWER**

As part of the response to the April 2015 storm, the Hunter Business Chamber sent out a survey to 3,500 businesses in the region to understand the impact the storms had on their businesses.

Of the 3,500 surveys sent out, only 98 businesses responded, representing a 2.8 per cent response rate.

Of those that did respond:

- 70 per cent of businesses lost 1-6 days of production and/or trade.
- 2 per cent of businesses accessed disaster recovery assistance.
- 10 per cent of businesses did not have adequate business insurance coverage.

229. Are Farmers Small Businesses?

**ANSWER**

'Small business' is defined differently by regulators in Australia depending on the laws they administer.

I would not seek to speak on behalf of farmers as I appreciate there is a diversity of opinion across the sector.

230. How does Primary Industries communicate with farmers - email, letter?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MP.

231. Does the Department have a comprehensive list of all farms in the Maitland Electorate?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MP.

232. Is the Minister aware that many farmers had to halve their stocks after the April 2015 super storms at less than half the price they had to pay to restock them later the same year?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MP.

233. How many farmers lost stock in the January storms?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MP.

234. Why did the Minister not apply for Category C funding after the January 2016 storms?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MP.

235. What is the government doing to advocate for small farm owners who work off farm to provide a living wage while they are establishing their properties, or those transitioning to retirement an supplementing their income with superannuation to ensure they are eligible for natural disaster payment from the Federal Government under Category C Funding?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MP.

236. What were the stock levels of Maitland cattle farms in 2011, 13, 14, 15, 16, financial years?

**ANSWER**

This matter falls within the portfolio responsibilities of the Minister for Primary Industries, the Hon. Niall Blair MP.

**Payroll tax**

237. What is the completion rate of data entry for customers (that is once they have commenced entering data, how many are able to complete the transaction without time outs) for the Government's Payroll Tax portal?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Finance, Services and Property, the Hon. Dominic Perrottet MP.

238. What is the average cost to a small business of an audit of the Government's Payroll Tax rebate?

**ANSWER**

This matter falls under the portfolio responsibilities for the Minister for Finance, Services and Property, the Hon. Dominic Perrottet MP.

**Coalition's Small Business Tax Cut Commitments**

239. On 24 February 2015, you and the then Treasurer Andrew Constance put out a media release which "launched a campaign against Labor's new Business Tax", claiming that Labor had "secretly lumped a \$5.1 billion tax on business" and that as a result "over ten years, each business will be paying the extra tax three times, and lose \$7,500". In relation to that release:
- (a) Did the Government collect these same taxes for the last five years and only introduced legislation to remove the taxes in the 2016 Budget?
  - (b) If so, how could the Government claim that they were "new" and not "secret"?
  - (c) Given the claim that "each business will be paying the extra tax three times and lose \$7,500", does the Government have evidence that each business in NSW will enter into a mortgage or transfer shares or business assets three times every year? If so, where is this evidence located?

**ANSWER**

This matter falls under the portfolio responsibilities for the Treasurer, the Hon. Gladys Berejiklian, MP.

240. Please advise the number of Mortgage Duty transactions from 2013-2014 and the average payment per transaction?

**ANSWER**

This matter falls under the portfolio responsibilities for the Treasurer, the Hon. Gladys Berejiklian, MP.

241. Please advise the number of Non-Real transfer Duty transactions from 2013-2014 and the average payment per transaction?

**ANSWER**

This matter falls under the portfolio responsibilities for the Treasurer, the Hon. Gladys Berejiklian, MP.

242. Please advise the number of Share Transfer Duty (Duty in Unlisted Securities) transactions from 2013-2014 and the average payment per transaction?



**ANSWER**

This matter falls under the portfolio responsibilities for the Treasurer, the Hon. Gladys Berejiklian, MP.

**Newsagencies licences for lotteries**

243. Some chemist and service station outlets owned by Woolworths are selling lottery tickets, how is this impacting on newsagents?

**ANSWER**

The NSW Small Business Commissioner continues to work with the Newsagents Association of NSW & ACT (NANA) and Tatts in relation to industry issues and support for newsagents.

244. What is the Government's plan for the sale of lottery tickets when the moratorium runs out?

**ANSWER**

The NANA has advised they are working on a strategic plan to implement once the moratorium runs out.

245. Has the Minister met with newsagency owners or the industry association?

**ANSWER**

Yes.

**Domestic Violence Leave and Awareness**

246. 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;
  - (b) Whether or not all employees and/or contractors are eligible for domestic violence leave;
  - (c) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
  - (d) Number of days available for eligible staff to access domestic violence leave in each financial year;
  - (e) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
  - (f) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
  - (g) Whether or not all staff and/or contractors have access to Employee Assistance Programs?
  - (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
    - ii. Access to emotional, psychological, financial and medical support which may be required
  - (i) Who has provided training on domestic violence in the workplace?

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

(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?

**ANSWER**

See response Q29

**Sexual Harassment and anti-bullying training and awareness program**

247. 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

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

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

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

(e) Who delivers it?

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

(g) How?

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

**ANSWER**

See response Q30

**Flexible Workplaces**

248. 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?

**ANSWER**

See response Q25

**Office Administration**

249. 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?

**ANSWER**

See response Q31

250. 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?

**ANSWER**

See response Q32

251. 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?

**ANSWER**

See response Q33

252. Has any artwork been purchased or leased for display in your ministerial office in 2015-16?
- a) What is the cost of this?

**ANSWER**

See response Q34

253. 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?

**ANSWER**

See response Q35

254. 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?

**ANSWER**

See response Q36

255. 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?

**ANSWER**

See response Q37

256. 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?

**ANSWER**

See response Q38

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

- a) What is the monthly cost of this?

**ANSWER**

See response Q39

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

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

**ANSWER**

See response Q40

259. 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

**ANSWER**

See response Q41

260. 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?

**ANSWER**

See response Q42

**Hospitality**

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

**ANSWER**

See response Q43

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

**ANSWER**

See response Q44

**Labour Hire Firms**

263. 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
  - (b) The total amount paid to each firm engaged
  - (c) The average tenure period for an employee provided by a labour hire company
  - (d) The longest tenure for an employee provided by a labour hire company
  - (e) The duties conducted by employees engaged through a labour hire company
  - (f) The office locations of employees engaged through a labour hire company
  - (g) The highest hourly or daily rate paid to an employee provided by a labour hire company

**ANSWER**

See response Q45

**Media and Public Relations**

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

**ANSWER**

See response Q46

265. 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?

**ANSWER**

See response Q47

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

**ANSWER**

See response Q48

267. 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?

**ANSWER**

See response Q49

**Facebook**

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

**ANSWER**

See response Q50

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

**ANSWER**

See response Q51

**Overseas Trips**

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

**ANSWER**

See response Q52

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

**ANSWER**

See response Q53

**Department/ Agency Travel**

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

(a) Taxi hire

(b) Limousine/private car hire

(c) Hire car rental

(d) Ridesharing services

**ANSWER**

See response Q54

**Consulting**

273. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2015-16?  
(a) For what specific purposes or matters was legal advice sought?

**ANSWER**

See response Q55

274. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2015-16:
- (a) Social media
    - i. And the cost of these services
  - (b) Photography
    - i. And the cost of these services
  - (c) Acting training
    - i. And the cost of these services
  - (d) Ergonomics
    - i. And the cost of these services

**ANSWER**

See response Q56

**Department / Agency Staffing**

275. How many redundancies were processed by Departments/agencies within your portfolio responsibilities during 2015-16?
- (a) Of these redundancies, how many were:
    - i. Voluntary
    - ii. Forced
  - (b) What was the total cost of all redundancies?

**ANSWER**

See response Q57

276. 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?
- (a) What was the nature of these works/services?
  - (b) What was the total cost of these works or services?

**ANSWER**

See response Q58

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

**ANSWER**

See response Q59

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

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

**ANSWER**

See response Q60

**Smart Phone Accounts**

279. Do the Departments/agencies within your portfolio have an iTunes account?  
(a) What was the total expenditure in 2015-16 on iTunes?

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

**ANSWER**

See response Q61

280. Do the Departments/agencies within your portfolio have an Android account?  
(a) What was the total expenditure in 2015-16 on Android?

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

**ANSWER**

See response Q62

**Websites Visited**

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

**ANSWER**

See response Q63

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

**ANSWER**

See response Q64

**Merchant Fees**



283. 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.

**ANSWER**

See response Q65

284. 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.

**ANSWER**

See response Q66

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

**ANSWER**

See response Q67

**Probity Auditor**

286. 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?

**ANSWER**

See response Q68

John Barilaro MP  
**Minister for Regional Development**  
**Minister for Skills**  
**Minister for Small Business**