



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2018-2019 Supplementary Questions

Portfolio Committee No. 3 – Education

**EARLY CHILDHOOD EDUCATION, ABORIGINAL AFFAIRS, ASSISTANT
MINISTER FOR EDUCATION**

Hearing: Tuesday 4 September 2018

Answers due by: Friday 28 September 2018

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EARLY CHILDHOOD EDUCATION

Questions from Mr Justin Field MLC

Budget 2018-19

1. Has there been any costings that show the investment, per child and total, required to reach universal access for all children aged 3 and 4?
 - (a) If so, can this information be made public?
2. How will the Government assess, and demonstrate, that the Government's investment is making a difference in remote, regional and/or lower socio-economic communities?

State Environmental Planning Policy (Educational Establishments and Child Care Facilities) 2017

3. Did the Government omit a mandatory needs analysis as a condition of consent when it gave local governments extended powers in granting consent for schools, TAFEs and universities to build new pre-schools under the State Environmental Planning Policy (Educational Establishments and Child Care Facilities) 2017?
 - (a) If so, why?
4. How many applications for preschools have been made as a result of the State Environmental Planning Policy (Educational Establishments and Child Care Facilities) 2017?
5. How many preschools have been built or extended as a result of the State Environmental Planning Policy (Educational Establishments and Child Care Facilities) 2017?
6. Is the Government considering any other reform that promotes the development of preschools and early learning services to be provided within public schools?
 - (a) Have the benefits of having preschools and early learning services within schools been assessed?
 - i. If so, is this information publicly available?

NSW Department of Education's Early Childhood Directorate

7. How many staff are employed at the NSW Department of Education's Early Childhood Directorate?
8. What is the process when the NSW Department of Education's Early Childhood Directorate raises concerns about the regulatory standards of a specific service?

9. How many investigations did the NSW Department of Education's Early Childhood Directorate undertake into breaches in 2017-18?
 - (a) How many of these were Long Day Care centres?
 - (b) How many preschool centres?
 - (c) How many family day care homes?
 - (d) How many of these investigations led to a temporary or permanent closure of the facility?

Commonwealth subsidies

10. What is the Government doing for the families that do not meet the qualifications for the new Commonwealth subsidies for child care?

National Partnership Agreement

11. What is the status of negotiations with the Commonwealth for the renewal of the National Partnership Agreement on the National Quality Agenda for Early Childhood Education and Care?
12. If the National Partnership Agreement is not renewed, how will the NSW Government be making up for the lost funding?
 - (a) Have the budget impacts been modelled?
13. What funding programs will the Government be required to introduce if the National Partnership is not renewed?
14. Under the current National Partnership Agreement what percentage of costs is the Commonwealth committed to contribute?
 - (a) Since the Agreement was signed in 2012, how much as a percentage, has the Commonwealth contributed?

Early childhood education providers

15. Since 2012, by how much have the following types of early childhood education providers grown?
16. Please provide the number of facilities under each?
 - (a) Long Day Care centres?
 - (b) Preschool centres?
 - (c) Family day care homes?

17. What are the most recent vacancy rates the following types of early childhood education providers:
- (a) Long Day Care centres?
 - (b) Preschool centres?
 - (c) Family day care homes?

Early childhood educator pay

18. In regards to early childhood educators are walking off the job on September 5 2018:
- (a) Does the Government support the educators in their pay claim?
 - (b) If the Federal Government does not adequately address the issue of equal pay, will the NSW Government direct funding to ensure employees in the early learning sector are paid at a level that reflects their training, skills and contribution to society?

<p>Questions from the Hon Shaoquett Moselmane MLC (on behalf of the NSW Labor Opposition)</p>
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3 year old funding

19. Regarding the funding of 3 year olds in community preschools
- (a) What funding is allocated to support attendance by 3 year olds in
 - i. 2018-19
 - ii. 2019-20
 - iii. 2020-21
 - (b) How many three year olds are expected to be supported to attend community preschool in
 - i. 2018-19
 - ii. 2019-20
 - iii. 2020-21
 - (c) What capital grant funding is allocated to support 3 year olds in community preschool in
 - i. 2018-19
 - ii. 2019-20

- iii. 2020-21
- (d) How many three year olds will be living in NSW in
 - i. 2018-19
 - ii. 2019-20
 - iii. 2020-21

Inspections

20. Regarding the inspection of family day care centres

- (a) How many inspections of family day care centres did the Department undertake in:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (b) How many cautions/improvement notices were issued to family day care centres by the Department in:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (c) How many fines were issued to family day care centres by the Department in:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (d) How many family day care centres were closed by the Department in:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (e) What amount of federal child care funding does the Department estimate was saved as a result of actions against family day care operators in
 - i. 2015-16

ii. 2016-17

iii. 2017-18

(f) How many family day care centres have not been inspected in over

i. 12 months

ii. 2 years

iii. 4 years

21. Regarding the inspection of community preschools

(a) How many inspections of community preschools did the Department undertake in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(b) How many cautions/improvement notices were issued to community preschools by the Department in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(c) How many fines were issued to community preschools by the Department in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(d) How many community preschools were closed by the Department in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(e) How many community preschools have not been inspected in over

i. 12 months

ii. 2 years

iii. 4 years

22. Regarding the inspection of long day care centres

(a) How many inspections of long day care centres did the Department undertake in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(b) How many cautions/improvement notices were issued to long day care centres by the Department in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(c) How many fines were issued to long day care centres by the Department in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(d) How many long day care centres were closed by the Department in:

i. 2015-16

ii. 2016-17

iii. 2017-18

(e) How many long day care centres have not been inspected in over

i. 12 months

ii. 2 years

iii. 4 years

23. Regarding the inspection of before and after school care centres

(a) How many inspections of before and after school care centres did the Department undertake in:

i. 2015-16

- ii. 2016-17
 - iii. 2017-18
- (b) How many cautions/improvement notices were issued to before and after school care centres by the Department in:
- i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (c) How many fines were issued to before and after school care centres by the Department in:
- i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (d) How many before and after school care centres were closed by the Department in:
- i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (e) How many before and after school care centres have not been inspected in over
- i. 12 months
 - ii. 2 years
 - iii. 4 years

Tender of before and after school care

24. Regarding the tender of before and after school care centres

- (a) How many before and after school care centres operators were excluded by the department's pre-qualification tender requirements prior to the changes to this tender program in 2017?
- (b) How many tenders to operate before and after school care centres in NSW public schools have been awarded to Camp Australia since the change of this tender requirement?
- (c) How many before and after school care centres in NSW Public schools are operated by Camp Australia?

- (d) How many before and after school care centres in NSW Public schools are operated by for profit organisations?
- (e) How many before and after school care centres in NSW Public schools are operated by for not-for-profit organisations?
- (f) How many tenders were undertaken for the operation of before and after school care centres in NSW Public schools in
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (g) What was the total revenue paid by operators of before and after school care centres in NSW Public schools to the schools in which they operate, in
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (h) What was the average fee paid by a the operators of before and after school care centres in NSW Public schools to the school in which they operate, in
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (i) What was the total revenue paid by operators of before and after school care centres in NSW Public schools to the Department, in
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
- (j) What was the average fee paid by a the operators of before and after school care centres in NSW Public schools to the Department, in
 - i. 2015-16
 - ii. 2016-17

iii. 2017-18

Before and after school care grants

25. Of the \$20 million committed to before and after school care grants in 2015

- (a) What is the total amount awarded under
 - i. Round one of this grants program
 - ii. Round two of this grants program
 - iii. Round three of this grants program
- (b) How many before and after school care centres received funding under
 - i. Round one of this grants program
 - ii. Round two of this grants program
 - iii. Round three of this grants program
- (c) How many places in before and after school care centres were created under
 - i. Round one of this grants program
 - ii. Round two of this grants program
 - iii. Round three of this grants program

Federal Minister for Education

26. Regarding the Federal Minister for Education, How many times has the NSW Minister for Early Education

- (a) Met with the federal minister
- (b) Written to the federal minister
- (c) Participated in teleconferences with the minister

Federal funding cuts

27. Following the Federal Government's \$6.9 million cut to NSW as part of the National Partnerships on the National Quality Agenda,

- (a) Where did the NSW government re-allocate funding from within the Department
- (b) What programs were cut to achieve this re-allocation
- (c) How many staff were cut to achieve this re-allocation

Students with additional needs

28. Regarding students with additional needs in community preschools
- (a) What funds were provided to community preschools to support students with additional needs in:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - (b) How many students in community preschools in NSW were recognised as having additional needs in:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18

Early childhood directorate spending

29. How many consultant reports have been by the Early Childhood Directorate in:
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
30. What was the total amount spent on consultant reports by the Early Childhood Directorate in:
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
31. What was the total amount spent on “Roadshow” events by the Early Childhood Directorate in:
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18

Ministerial visits

32. How many community preschools did the Minister visit in

- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
33. How many long day care centres did the Minister visit in
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
34. How many family day care centres did the Minister visit in
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
35. How many before and after school care centres did the Minister visit in
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
36. How many mobile preschools did the Minister visit in
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18

Mobile preschool funding

37. What was the total funding provided to mobile preschools in
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
38. How many mobile preschools received funding in
- (a) 2015-16
 - (b) 2016-17

(c) 2017-18

Preschool subsidies

39. What percentage of three year olds in NSW will receive assistance from the State Government's subsidies to attend pre-school from 2019?

Pay parity

40. Has the Minister made representation to either the Fair Work Commission or the Federal Government in regards to pay rates for early childhood educators?

Newcastle LGA Classification

41. Do you or your department/s consider Newcastle LGA to be regional?

(a) If not, why not?

42. Do you or your department/s consider Newcastle LGA to be metropolitan?

(a) If not, why not?

43. Is the Newcastle LGA considered regional for the purposes of grant funding programs operated by your department/s?

(a) If not, why not?

44. Is the Newcastle LGA considered metropolitan for the purposes of grant funding programs operated by your department/s?

(a) If not, why not?

Efficiency dividends

45. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?

46. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?

47. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?

48. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?

49. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

Ministerial Travel/Meal Allowance

50. How many nights' travel were claimed by the Minister during the 2017-18 period?

51. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?

52. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?
53. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

Office Administration

54. How many staff are in your ministerial office?
- (a) What was the average salary for staff members in your office during 2017-18?
 - (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?
55. How many blackberries/iPhone/smart phones are assigned to your staff?
- (a) For each phone, how much was each bill in 2017-18?
 - (b) How many phones have been lost or replaced due to damage in your office?
 - i. What is the cost of replacing those phones?
56. 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 2017-18?
 - (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?
 - i. What was the cost of replacing these devices?
57. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
- (a) What is the cost of this?
58. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
59. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
60. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2017-18?

- (a) What are these services/newspapers/magazines/journals/periodicals?
 - i. Who is the subscriber for each of these?
- 61. What was the total value of all gifts purchased for use by you and your office in 2017-18?
 - (a) What were the gifts purchased?
 - i. Who were they gifted to?
- 62. Do you purchase bottled water or provide water coolers for your office?
 - (a) What is the monthly cost of this?
- 63. What non-standard features are fitted to your ministerial vehicle?
 - (a) What is the cost of each non-standard feature?
- 64. What was the total bill for your office in 2017-18 for:
 - (a) Taxi hire
 - (b) Limousine hire
 - (c) Private hire care
 - (d) Hire car rental
 - (e) Ridesharing services
- 65. Were any planes or helicopters chartered by you or your office and paid for with public money in 2017-18?
 - (a) If yes, will you please detail each trip, the method of transport and the cost?

Agile Workspaces/Activity Based Working/Hot-desking

- 66. Has your department adopted “agile working environment/activity based working” practices – e.g. hot-desking?
 - (a) If not, are there plans to introduce activity based working practices in 2018-19?
- 67. How much has your department spent in the roll-out of the agile working environment Including laptops, furniture, lockers and other equipment?

Hospitality

- 68. How much did your ministerial office spend on hospitality, including catering and beverages, in 2017-18?

69. How much did your Department/agency spend on hospitality, including catering and beverages, in 2017-18?

Labour Hire Firms

70. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?
71. If yes, please advise in table form for 2017-18:
- (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

Media and Public Relations

72. How many media or public relations advisers are employed for each of your portfolio agencies?
73. 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?
74. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?
75. 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 2017-18?

Facebook

76. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2017-18?
77. How much did your Department/agency spend on Facebook advertising or sponsored posts in 2017-18?

Overseas Trips

78. 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?
79. 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?

Department/Agency Travel

80. What was the total expenditure in 2017-18 by Departments/agencies within your portfolio on:
- (a) Taxi hire
- (b) Limousine/private car hire
- (c) Hire car rental
- (d) Ridesharing services

Drivers

81. Are any of the senior executives in the relevant Department provided drivers?
- (a) If so, can you please specify which positions are provided drivers?
- (b) In total, how many drivers are used by senior executives in the Department?
- (c) What is the total cost of drivers for senior executives in the Department?

Consulting

82. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2017-18?
- (a) For what specific purposes or matters was legal advice sought?
83. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2017-18:
- (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

Department/Agency Staffing

84. How many redundancies were processed by Departments/agencies within your portfolio responsibilities during 2017-18?
- (a) Of these redundancies, how many were:
 - i. Voluntary
 - ii. Forced
 - (b) What was the total cost of all redundancies?
85. 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?
86. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?
87. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2017-18?
- (a) What were the reason/s for each dismissal?

Smart Phone Accounts

88. Do the Departments/agencies within your portfolio have an iTunes account?
- (a) What was the total expenditure in 2017-18 on iTunes?
 - i. What applications/subscriptions/services were purchased through iTunes?
89. Do the Departments/agencies within your portfolio have an Android account?
- (a) What was the total expenditure in 2017-18 on Android?
 - i. What applications/subscriptions/services were purchased through Android?

Merchant fees

90. 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.
91. 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.
92. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2017-18?

Probity Auditor

93. 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.

Domestic Violence Leave Policies, Awareness and Usage

94. For each department, statutory agency and/or other bodies in the Minister's portfolio please report:
 - (a) A copy of the entity's policy or web link to the entity's domestic violence leave policy;
 - (b) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;
 - (c) Whether or not all employees and/or contractors are eligible for domestic violence leave;
 - (d) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
 - (e) Number of days available for eligible staff to access domestic violence leave in each financial year;
 - (f) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
 - (g) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
 - (h) Whether or not all staff and/or contractors have access to Employee Assistance Programs?
 - (i) 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
- (j) Who has provided training on domestic violence in the workplace?
- (k) What percentage of staff in each agency has undertaken domestic violence training?
- (l) 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?

Sexual harassment and Anti-bullying training and awareness programs

95. 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 and a copy of such documentation.
 - (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?
 - i. How?
96. What percentage of staff in each agency has undertaken sexual harassment and anti- bullying training and awareness programs?
97. How many complaints have been initiated in relation to:
- (a) Sexual harassment
 - (b) Bullying
 - (c) Workplace violence

Participation of women in Government

98. For each department, statutory agency and/or other bodies in the Minister's portfolio please report:
- (a) What number and percentage of women are employed within the agency?
 - (b) What number and percentage of women are employed within the management levels of the agency?
 - (c) What number and percentage of women are employed in the top ten leadership positions of the agency?
 - (d) How is this data publicly reported on a regular basis?
 - (e) What strategies does the agency use to encourage women in to management and leadership positions?
 - (f) What is the gender pay gap within your agency?
 - (g) Does the agency report participation of women figures to Women NSW on a regular basis?

Energy

99. For each agency in your portfolio by name, how much electricity did it consume for each of:
- (a) 2014-15?
 - (b) 2015-16?
 - (c) 2016-17?
 - (d) 2017-18?
100. What proportion of the electricity consumed by each agency in your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.
101. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
102. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
103. How much electricity is it estimated that each agency in your portfolio will consume in:
- (a) 2018-19?

(b) 2019-20?

(c) 2020-21?

(d) 2021-22?

104. What proportion of that electricity is it estimated will come from renewable sources, for each year?

105. For each agency in your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?

106. What is the name of the energy supplier to each agency in your portfolio for each of:

(a) 2018-19?

(b) 2019-20?

(c) 2020-21?

(d) 2021-22?

ABORIGINAL AFFAIRS

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

Fingal Head Aboriginal Church

107. Has the Department or the Registrar ever visited or made contact with the Fingal Head Aboriginal Church?
- (a) If yes, what dates and how did the communication take place?
108. Has communication occurred with the Tweed Ballina LALC in regards the lease with the church?
- (a) If yes, what dates and how did the communication take place?

Aboriginal Land Claims

109. How much money has the Government spent promoting and supporting Aboriginal Land Agreements since 2016?
- (a) How much money has the Government spent on Aboriginal Land agreements in the past financial year?
110. How long does the Government anticipate the current backlog of Land rights claims will take to clear?
111. What progress has been made in recognising the Awabakal people's right to make claims under the Land rights act?
112. What progress has been made in recognising the Guringai people's right to make claims under the Land rights act?

Funding of Groups

113. How much money did the NSW Government give to the Clontarf Foundation in the past financial year?
114. How much money did the NSW Government give to Aboriginal Education Consultative Group in the past financial year

Aboriginal Deaths in Custody

115. In last year's budget estimates hearings you undertook to considering escalating preventable Aboriginal deaths in custody as part of solutions brokerage.
- (a) Has that issue now been escalated for solutions brokerage?

- (b) What was the basis for that decision?

Justice Reinvest

116. What is the status of the proposal for a Justice Reinvest project in Cowra?

Financial Reparations Program

117. How many applications have been made as part of the NSW Government's Financial Reparations program?
- (a) How many payments have been made as part of this program?
- (b) What is the average time it takes to process an application as part of this program?
- (c) Do you have any dispute resolution processes in place for people who are unhappy with the outcome of the application process?

New Aboriginal Bodies

118. During your time as Minister, how many new bodies have you formed to represent Aboriginal people's interests to the NSW Government?

Aboriginal Land Claims

119. How many new Aboriginal land claims have been lodged in the last 12 months?
120. How many Aboriginal land claims have been resolved in the last 12 months?

Aboriginal and Torres Strait Island people and Domestic Family Violence

121. What is the Minister for Aboriginal Affairs and Aboriginal Affairs NSW doing to enable Aboriginal and Torres Strait Islander Peoples to lead change to end violence against Aboriginal and Torres Strait Islander women and children in NSW?
122. Why hasn't the NSW Government developed a specific violence prevention strategy for Aboriginal and Torres Strait Islander women and children in NSW that is Aboriginal and Torres Strait Islander people led?
123. How is the NSW Government supporting Aboriginal and Torres Strait Islander led organisations to implement violence prevention initiatives in Aboriginal communities?

Newcastle LGA Classification

124. Do you or your department/s consider Newcastle LGA to be regional?
- (a) If not, why not?
125. Do you or your department/s consider Newcastle LGA to be metropolitan?

(a) If not, why not?

126. Is the Newcastle LGA considered regional for the purposes of grant funding programs operated by your department/s?

(a) If not, why not?

127. Is the Newcastle LGA considered metropolitan for the purposes of grant funding programs operated by your department/s?

(a) If not, why not?

Efficiency dividends

128. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?

129. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?

130. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?

131. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?

132. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

Ministerial Travel/Meal Allowance

133. How many nights' travel were claimed by the Minister during the 2017-18 period?

134. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?

135. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

136. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

Office Administration

137. How many staff are in your ministerial office?

(a) What was the average salary for staff members in your office during 2017-18?

(b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?

138. How many blackberries/iPhone/smart phones are assigned to your staff?

(a) For each phone, how much was each bill in 2017-18?

- (b) How many phones have been lost or replaced due to damage in your office?
 - i. What is the cost of replacing those phones?
139. 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 2017-18?
 - (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?
 - i. What was the cost of replacing these devices?
140. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
- (a) What is the cost of this?
141. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
142. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
143. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2017-18?
- (a) What are these services/newspapers/magazines/journals/periodicals?
 - i. Who is the subscriber for each of these?
144. What was the total value of all gifts purchased for use by you and your office in 2017-18?
- (a) What were the gifts purchased?
 - i. Who were they gifted to?
145. Do you purchase bottled water or provide water coolers for your office?
- (a) What is the monthly cost of this?
146. What non-standard features are fitted to your ministerial vehicle?
- (a) What is the cost of each non-standard feature?
147. What was the total bill for your office in 2017-18 for:

- (a) Taxi hire
- (b) Limousine hire
- (c) Private hire care
- (d) Hire car rental
- (e) Ridesharing services

148. Were any planes or helicopters chartered by you or your office and paid for with public money in 2017-18?

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

Agile Workspaces/Activity Based Working/Hot-desking

149. Has your department adopted “agile working environment/activity based working” practices – e.g. hot-desking?

- (a) If not, are there plans to introduce activity based working practices in 2018-19?

150. How much has your department spent in the roll-out of the agile working environment Including laptops, furniture, lockers and other equipment?

Hospitality

151. How much did your ministerial office spend on hospitality, including catering and beverages, in 2017-18?

152. How much did your Department/agency spend on hospitality, including catering and beverages, in 2017-18?

Labour Hire Firms

153. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?

154. If yes, please advise in table form for 2017-18:

- (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

Media and Public Relations

- 155. How many media or public relations advisers are employed for each of your portfolio agencies?
- 156. 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?
- 157. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?
- 158. 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 2017-18?

Facebook

- 159. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2017-18?
- 160. How much did your Department/agency spend on Facebook advertising or sponsored posts in 2017-18?

Overseas Trips

- 161. 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?
- 162. 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?

Department/Agency Travel

- 163. What was the total expenditure in 2017-18 by Departments/agencies within your portfolio on:
 - (a) Taxi hire
 - (b) Limousine/private car hire
 - (c) Hire car rental

- (d) Ridesharing services

Drivers

164. Are any of the senior executives in the relevant Department provided drivers?
- (a) If so, can you please specify which positions are provided drivers?
 - (b) In total, how many drivers are used by senior executives in the Department?
 - (c) What is the total cost of drivers for senior executives in the Department?

Consulting

165. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2017-18?
- (a) For what specific purposes or matters was legal advice sought?
166. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2017-18:
- (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

Department/Agency Staffing

167. How many redundancies were processed by Departments/agencies within your portfolio responsibilities during 2017-18?
- (a) Of these redundancies, how many were:
 - i. Voluntary
 - ii. Forced
 - (b) What was the total cost of all redundancies?

168. 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?
169. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?
170. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2017-18?
- (a) What were the reason/s for each dismissal?

Smart Phone Accounts

171. Do the Departments/agencies within your portfolio have an iTunes account?
- (a) What was the total expenditure in 2017-18 on iTunes?
 - i. What applications/subscriptions/services were purchased through iTunes?
172. Do the Departments/agencies within your portfolio have an Android account?
- (a) What was the total expenditure in 2017-18 on Android?
 - i. What applications/subscriptions/services were purchased through Android?

Merchant fees

173. 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.
174. 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.
175. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2017-18?

Probity Auditor

176. 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.

Domestic Violence Leave Policies, Awareness and Usage

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

- (a) A copy of the entity's policy or web link to the entity's domestic violence leave policy;
- (b) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;
- (c) Whether or not all employees and/or contractors are eligible for domestic violence leave;
- (d) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
- (e) Number of days available for eligible staff to access domestic violence leave in each financial year;
- (f) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
- (g) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
- (h) Whether or not all staff and/or contractors have access to Employee Assistance Programs?

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

- (a) Privacy and confidentiality of information about domestic violence
- (b) Access to emotional, psychological, financial and medical support which may be required

179. Who has provided training on domestic violence in the workplace?

180. What percentage of staff in each agency has undertaken domestic violence training?

181. 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?

Sexual harassment and Anti-bullying training and awareness programs

182. 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 and a copy of such documentation.
- (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?
 - i. How?

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

184. How many complaints have been initiated in relation to:

- (a) Sexual harassment
- (b) Bullying
- (c) Workplace violence

Participation of women in Government

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

- (a) What number and percentage of women are employed within the agency?
- (b) What number and percentage of women are employed within the management levels of the agency?
- (c) What number and percentage of women are employed in the top ten leadership positions of the agency?
- (d) How is this data publicly reported on a regular basis?
- (e) What strategies does the agency use to encourage women in to management and leadership positions?
- (f) What is the gender pay gap within your agency?

- (g) Does the agency report participation of women figures to Women NSW on a regular basis?

Energy

186. For each agency in your portfolio by name, how much electricity did it consume for each of:
- (a) 2014-15?
 - (b) 2015-16?
 - (c) 2016-17?
 - (d) 2017-18?
187. What proportion of the electricity consumed by each agency in your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.
188. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
189. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
190. How much electricity is it estimated that each agency in your portfolio will consume in:
- (a) 2018-19?
 - (b) 2019-20?
 - (c) 2020-21?
 - (d) 2021-22?
191. What proportion of that electricity is it estimated will come from renewable sources, for each year?
192. For each agency in your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?
193. What is the name of the energy supplier to each agency in your portfolio for each of:
- (a) 2018-19?
 - (b) 2019-20?
 - (c) 2020-21?

(d) 2021-22?

ASSISTANT MINISTER FOR EDUCATION

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

Efficiency dividends

194. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?
195. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?
196. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?
197. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?
198. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

Ministerial Travel/Meal Allowance

199. How many nights' travel were claimed by the Minister during the 2017-18 period?
200. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?
201. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?
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Office Administration

203. How many staff are in your ministerial office?
 - (a) What was the average salary for staff members in your office during 2017-18?
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 - (a) For each phone, how much was each bill in 2017-18?
 - (b) How many phones have been lost or replaced due to damage in your office?
 - i. What is the cost of replacing those phones?
205. 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 2017-18?
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206. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
- (a) What is the cost of this?
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- (a) If so, what was the cost of these items?
208. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2017-18?
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(e) Ridesharing services

214. Were any planes or helicopters chartered by you or your office and paid for with public money in 2017-18?

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

Agile Workspaces/Activity Based Working/Hot-desking

215. Has your department adopted “agile working environment/activity based working” practices – e.g. hot-desking?

216. If not, are there plans to introduce activity based working practices in 2018-19?

217. How much has your department spent in the roll-out of the agile working environment Including laptops, furniture, lockers and other equipment?

Hospitality

218. How much did your ministerial office spend on hospitality, including catering and beverages, in 2017-18?

219. How much did your Department/agency spend on hospitality, including catering and beverages, in 2017-18?

Labour Hire Firms

220. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?

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(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

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Media and Public Relations

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225. Have you had media training or speech training?
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Facebook

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Overseas Trips

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 - (c) Hire car rental
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Drivers

231. Are any of the senior executives in the relevant Department provided drivers?
- (a) If so, can you please specify which positions are provided drivers?

- (b) In total, how many drivers are used by senior executives in the Department?
- (c) What is the total cost of drivers for senior executives in the Department?

Consulting

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 - i. And the cost of these services
 - (b) Photography
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Department/Agency Staffing

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

Smart Phone Accounts

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- (a) What was the total expenditure in 2017-18 on iTunes?
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Merchant fees

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241. 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.
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Probity Auditor

243. 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.

Domestic Violence Leave Policies, Awareness and Usage

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- (a) A copy of the entity's policy or web link to the entity's domestic violence leave policy;
- (b) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;

- (c) Whether or not all employees and/or contractors are eligible for domestic violence leave;
- (d) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
- (e) Number of days available for eligible staff to access domestic violence leave in each financial year;
- (f) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
- (g) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
- (h) Whether or not all staff and/or contractors have access to Employee Assistance Programs?
- (i) 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
- (j) Who has provided training on domestic violence in the workplace?
- (k) What percentage of staff in each agency has undertaken domestic violence training?
- (l) 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?

Sexual harassment and Anti-bullying training and awareness programs

245. 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 and a copy of such documentation.
- (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?
 - i. How?

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

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- (a) Sexual harassment
- (b) Bullying
- (c) Workplace violence

Participation of women in Government

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

- (a) What number and percentage of women are employed within the agency?
- (b) What number and percentage of women are employed within the management levels of the agency?
- (c) What number and percentage of women are employed in the top ten leadership positions of the agency?
- (d) How is this data publicly reported on a regular basis?
- (e) What strategies does the agency use to encourage women in to management and leadership positions?
- (f) What is the gender pay gap within your agency?
- (g) Does the agency report participation of women figures to Women NSW on a regular basis?

Energy

249. For each agency in your portfolio by name, how much electricity did it consume for each of:

- (a) 2014-15?

- (b) 2015-16?
 - (c) 2016-17?
 - (d) 2017-18?
250. What proportion of the electricity consumed by each agency in your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.
251. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
252. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
253. How much electricity is it estimated that each agency in your portfolio will consume in:
- (a) 2018-19?
 - (b) 2019-20?
 - (c) 2020-21?
 - (d) 2021-22?
254. What proportion of that electricity is it estimated will come from renewable sources, for each year?
255. For each agency in your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?
256. What is the name of the energy supplier to each agency in your portfolio for each of:
- (a) 2018-19?
 - (b) 2019-20?
 - (c) 2020-21?
 - (d) 2021-22?