



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2018-2019
Supplementary Questions

Portfolio Committee No. 4 – Legal Affairs

POLICE, EMERGENCY SERVICES

Hearing: Thursday 30 August 2018

Answers due by: Tuesday 25 September 2018

Budget Estimates Secretariat

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POLICE

Questions from Mr Robert Borsak MLC

Prohibited Weapons (Silencer) Permits

1. How many applications for Prohibited Weapons (Silencer) Permits did the NSW Firearms Registry receive for the Recreational/Sporting Purposes genuine reason over the following periods:

- a) 1 January 2015 - 31 December 2015
- b) 1 January 2016 - 31 December 2016
- c) 1 January 2017 - 31 December 2017
- d) 1 January 2018 - 31 August 2018.

ANSWER

I am advised:

- a) 7
- b) 40
- c) 41
- d) 15

2. How many applications for Prohibited Weapons (Silencer) Permits did the NSW Firearms Registry receive for the Business/Employment Purposes genuine reason over the following periods:

- a) 1 January 2015 - 31 December 2015
- b) 1 January 2016 - 31 December 2016
- c) 1 January 2017 - 31 December 2017
- d) 1 January 2018 - 31 August 2018.

ANSWER

I am advised:

- a) 16
- b) 44
- c) 61

d) 46

3. For applications made under the Recreational/Sporting Purposes and Business/Employment Purposes genuine reasons, how many applications were approved/rejected over the following time periods:

a) 1 January 2015 - 31 December 2015

b) 1 January 2016 - 31 December 2016

c) 1 January 2017 - 31 December 2017

d) 1 January 2018 - 31 August 2018.

ANSWER

I am advised:

		Recreational/Sporting	Business/Employment
2015	Approved		16
	Refused	7	
	Withdrawn		
	To Be Assessed		
	Total	7	16
2016	Approved	1	44
	Refused	39	
	Withdrawn		
	To Be Assessed		
	Total	40	44
2017	Approved		48
	Refused	25	1
	Withdrawn	2	
	To Be Assessed	14	12
	Total	41	61
2018 (YTD)	Approved		
	Refused		
	Withdrawn		
	To Be Assessed	15	46
	Total	15	46

4. What specific training and reference materials are provided to adjudicators of Prohibited Weapons (Silencer) Permits applications.

ANSWER

I am advised:

Training for staff is provided on-the-job. Staff rely on the firearms legislation and reference fact sheets and material which can be found on the NSWPF website - access via below hyperlink:

http://www.police.nsw.gov.au/online_services/firearms/permits/prohibited_weapon_permits/silencer.

5. What specific training have adjudicators received to enable them to objectively assess Prohibited Weapons (Silencer) Permits applications based on medical need.

ANSWER

I am advised:

See response to Question 4.

NSW Firearms Registry - Governance

6. How many (current and past) employees of the NSW Firearms Registry have “*endorsed on SAP*” that they have “*read and understood the NSW Police Force Code of Conduct and Ethics and the supporting information that is provided with it in the Standards of Professional Conduct booklet*” as required by the NSWPF Standards of Professional Conduct booklet (v 14 July 2017).

ANSWER

I am advised:

An analysis of SAP shows:

- 81 current employees have completed the NSW Police Force Code of Conduct & Ethics course.
- 36 former employees who have left over the last five years have completed the NSWPF Code of Conduct & Ethics course.

7. Has any current or former employee of the NSW Firearms Registry have ever signed a Conflict of Interest declaration?

- a) How many
- b) When (month/year)
- c) What is the nature of each Conflict of Interest

ANSWER

I am advised:

No.

NSW Firearms Registry - Firearms Dealer Licence and Permit to Acquire Renewals

8. Advice received by my office is that some firearm dealers have been advised by wholesalers that they may need to suspend the firearm dealer's account as they are unable to show they have a current firearm dealer's licence.

- a) What is being done to expedite renewal of dealers' licences.
- b) What is being done to clear the extensive backlog of licence and permit to acquire applications.

ANSWER

I am advised:

- a) The Firearms Registry is unaware of any instances of wholesalers suspending accounts. There have been no representations from the NSW Firearms Dealers Association on behalf of dealers raising this as an issue.
- b) The Firearms Registry continues to look at ways to provide better and more efficient services to its customers while applying rigour to decision making.

NSW Firearms Registry - Delegation of Commissioner Authority

9. How many employees in the Firearms Registry are currently authorised as a Delegate or Sub-Delegate of the Commissioner.

- a) Are probity and background checks undertaken before employees of the Firearms Registry are appointed as a Delegate or Sub-Delegate of the Commissioner.

ANSWER

I am advised:

Employees of sufficient seniority are authorised via instruments of sub-delegation pursuant to section 81(2) of the *Firearms Act 1996* and 41(2) of the *Weapons Prohibition Act 1998*. An Inspector of Police, attached to the Firearms Registry, is a delegate of the Commissioner for the issuance of Firearm Prohibition Orders.

All NSWPF (including Firearms Registry) employees are subject to the following checks:

- National Criminal History Record Check
- Security Vetting and Integrity Check

10. Has the Commissioner ever authorised in writing for a Delegate of the Commissioner, to sub-delegate any function of the Commissioner to a Sub-Delegate.

- a) If so, for what function(s)

ANSWER

I am advised:

The capacity to sub-delegate, provided for in sections 81(2) and 41(2) of the *Firearms Act 1996* and the *Weapons Prohibition Act 1998* respectively, is utilised in appropriate circumstances.

11. Who authorised the Commissioner's Permit issued to Mr John Edwards.

ANSWER

I am advised:

This matter is subject to ongoing investigation on behalf of the Coroner and therefore it is not appropriate to comment further.

NSW Firearms Registry - Review

12. Following the John Edwards incident, it was announced by the Commissioner of Police that a "full review" of the Firearms Registry would be undertaken.

- a) Why were public submissions into the review not called for.
- b) On what date was the decision to suspend the Firearm Registry computer system (FALCON project) made – before or after the date of the Edwards incident.
- c) Why was the Firearm Registry computer system (FALCON project) suspended.

ANSWER

I am advised:

- a) The purpose of the review is to consider current work practices and to identify business process improvements to enhance customer service and the processing of applications. Once this internal review is completed the need for external consultation will be considered.
 - b) There has been no decision taken by the NSW Police Force to suspend the Firearm Registry computer system project. Delays in the development of the online solution have resulted in a deferred commencement date.
 - c) As above.
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Firearms Registry - Service Delivery

13. How does the Minister/Commissioner reconcile the Firearm Registry's stated 'Purpose':

"To provide superior firearms and weapons licensing services to the community of New South Wales."

with the Registry website statement:

“Permit to Acquire (PTA) processing times are currently extended due to receipt of large volumes of applications. We appreciate your patience while we process these applications.”

and the extensive delays in answering customers’ phone calls, issuing licences and permits, and Registry Dashboard reports.

ANSWER

I am advised:

Various measures are being implemented by the Firearms Registry to address these issues.

14. When will the chronic poor service provided by the Firearms Registry markedly improve.

ANSWER

I am advised:

The premise of this question is not accepted.

Questions from Mr David Shoebridge MLC

Firearms

15. Why have references to Commissioner been removed from Firearms Registry forms? Who gave this order? Why?

ANSWER

I am advised:

Please refer to the transcript of the 30 August 2018 hearing.

16. Following the Edwards shooting we understand that Rosemary Milkins was tasked with a “full review” of the firearms registry – what will this involve, what is the timeline, what other responsibilities does she have at present?

ANSWER

I am advised:

Please refer to the transcript of the 30 August 2018 hearing and the response to question 12.

Commissioner's Permits

17. Why was a Commissioners Permit issued to John Edwards?

a) Who issued it?

18. What steps have been taken to review the issuing of such permits in the light of his actions?

ANSWER (17 and 18)

I am advised:

Please refer to the response to question 11.

19. Is the NSW Police Force convinced of the ongoing utility of retaining the permit system?

ANSWER

I am advised:

NSW Police Force supports the ongoing utility of the permit system. The permit system allows for prescribed activities to take place or allows for one-off activities to occur. The permit scheme mirrors the licensing scheme in the *Firearms Act 1996* in that section 29 of the Act provides the same restrictions on issuing permits as for licences. These restrictions are applicable to all permits, including those issued pursuant to section 28(g) of the Act.

Police shootings & mental illness

20. Given the tragic shooting death of Courtney Topic among others, what further steps are being taken to assist police responding to people with mental illness or in mental distress?

ANSWER

I am advised:

The NSWPF is considering the Deputy State Coroner's ten recommendations and will respond in accordance with required processes.

Refer also to the answers provided to questions 24 - 26.

21. What consideration has been given to revising the police use of force model to provide greater clarity to officers about the need for non-aggressive and non-confrontational responses, particularly to vulnerable people or people with mental illness?

ANSWER

I am advised:

Only a small number of events to which NSW Police are called each year result in the use of force. Refer also to the answers provided to questions 24 - 26.

22. How many fatal police shootings have there been in the last 12 months?

ANSWER

I am advised:

In the 12 months from 7 September 2017 to 7 September 2018, there has been one fatal shooting.

23. How many non-fatal police shootings have there been in the last 12 months?

ANSWER

I am advised:

In the 12 months from 7 September 2017 to 7 September 2018, there has been one non-fatal shooting.

24. What training do the NSW Police receive regarding the use of lethal force and near lethal force against people with mental illness?

a) Is this considered satisfactory?

ANSWER

I am advised:

NSWPF officers receive training in tactical options. Tactical options training focuses on circumstances ahead of causal factors. The threat faced by an officer or the public dictates the tactical option to be used in any given situation. Sound decision-making requires an understanding of responses that indicate mental illness. Officers are taught and exercise decision-making and de-escalation strategies in circumstances and scenarios reflecting real-life experiences.

The NSWPF Mental Health Intervention Team (MHIT) currently train officers as part of the mental health training program with an emphasis on identifying behaviours in the field indicative of mental illness, and are provided with tools such as communication strategies, risk assessment, de-escalation and crisis intervention. A review was undertaken by the University of Wollongong in 2015, who described the work undertaken by the NSW Police MHIT program as "extremely positive".

A less intensive course for Police Academy recruits was recognised as Clinical Best Practice by two Australian Universities. Every student class at the Police Academy receives this training to maintain 100% trained capacity.

a) Yes. As above

25. How many police have not received this training?

ANSWER

I am advised:

All operational police officers are required to undergo tactical options training during initial training and undertake ongoing training.

26. When was the last time that these training protocols were reviewed?

ANSWER

I am advised:

The Mental Health Training protocols were last independently reviewed by the University of Wollongong in 2015.

Operational safety training is reviewed annually and ongoingly throughout each training period. Training protocols were last reviewed in 2017.

Drug dog ticket removal

27. Who in the NSW Police Force signed off on the new policy or practice to cancel tickets of concertgoers, or to prevent them from entering the venue after false positive searches following sniffer dogs indications?

ANSWER

I am advised:

The NSW Police Force does not have a policy or practice of cancelling tickets of concert goers. The cancelling of tickets held by concert goers is at the discretion of the promoter and venue licensee. The promoter/venue licensee can consider a range of factors in making their determination. The promoter/venue licensee also has discretion on refunding ticket holders.

28. What evidence was relied upon in making this change?

29. How was this policy or practice communicated?

30. Will this policy or practice continue across the summer festival season?

ANSWER (28, 29 and 30)

I am advised:

Refer to response to Question 27.

Anti-protest laws

31. Were the NSW Police Force consulted in the creation of the 2018 Crown Land regulations?

ANSWER

I am advised:

The draft Crown Lands Management Regulation was released for public comment 2017. The NSW Police Force was consulted regarding the *Sydney Public Reserves (Public Safety) Bill 2017*.

32. What is the position of the police in regards to these regulations as they relate to policing protests?

33. Can the NSW Police provide a commitment not to use their powers under the Sydney Public Reserves (Public Safety) Bill 2017 or the Crown Lands Regulation 2018 to break up protests and other peaceful occupations in the CBD?

ANSWER (32 and 33)

I am advised:

NSW Police Force officers apply discretion to the use of their legislative powers. If a law is current and the circumstances require attention there is an obligation on NSW Police Force officers to consider the use of their legislative powers.

Questions on Catholic Church cover-up of child sex offenders

34. Is Archbishop Philip Wilson is the only person in NSW to be charged with concealing a child sex offender priest's crimes?

ANSWER

I am advised:

Former Archbishop Phillip Wilson is the only person charged with concealing a child sex offender priest's crime over the past five years.

35. What consideration has the NSW Police Force given to the allegations made at the Royal Commission into Institutional Responses to Child Sexual Abuse about the knowledge senior institutional leaders - beyond the Catholic Church - had about specific child sexual abuse allegations?

ANSWER

I am advised:

The NSW Police Force considers all allegations referred to it by the Royal Commission and undertakes appropriate investigations.

GIPA applications

36. The NSW Police Force have acknowledged that they had been misinterpreting section 57(2) of the GIPA Act for over 10 years (July 2007 to November 2017). During this time the NSWPF have processed over 45,000 access applications.

- a) The NSW Information Commissioner has asked for a comprehensive audit – why have the police refused to undertake this?
- b) Given thousands of members of the public are likely entitled to a refund of fees and processing charges why has the NSW Police Force refused to take responsibility for rectifying its own error?
 - i. Do you believe a note in a newspaper is sufficient notification for the thousands affected by this?
- c) Your own responses to a GIPA application specify that examining these 44,000 applications would take around 560 hours – why has the NSW Police Force failed to budget for this time?

ANSWER

I am advised:

Refer to my response to Question on Notice 2325 answered on 25 July 2018.

Additionally, the NSW Information Commissioner supported the NSW Police Force's use of media strategy in this matter. The NSW Police Force has now provided a refund to all but seven of those GIPA applicants it has identified as entitled to one.

Law Enforcement Conduct Commission (LECC)

37. What steps have been taken to provide adequate funding to the LECC as recommended by the organisation itself and the review of the Parliamentary committee?

ANSWER

I am advised:

Decisions on funding allocations are made as part of the budget process. The NSW Government will consider the Parliamentary Committee's recommendations and respond in due course.

38. How many investigations has the LECC been unable to commence due to resource constraints?

ANSWER

I am advised:

The LECC manages its resources to meet service delivery priorities and operate within budget.

39. Does the Police Force support more funding to LECC?

ANSWER

I am advised:

The NSW Police Force is not involved in LECC funding decisions. Decisions on funding allocations are made as part of the budget process.

Gay Hate Crimes & Operation Parabell

40. The Parrabell Report found that only 8 of the 80+ murders considered were definitely 'bias-related' – what justification was there for having such a high required standard of proof?

ANSWER

I am advised:

The Parrabell review was an evidence-based review. Strike Force Parrabell found 8 cases with evidence of bias, and a further 19 cases with suspected bias; 25 cases had insufficient information to determine bias and 34 cases had no evidence of bias. The question for investigators was, 'Is there evidence of a bias crime?'

41. Given that many of these murders occurred at known gay beats and were of men identified as gay they have been assumed by the community to be bias-related, why was this not taken into account?

ANSWER

I am advised:

The review was an evidence-based review.

42. Given the acknowledgment from Commissioner Tony Crandell of the difficulty of trying to get details of 'bias' from archival material why was this approach adopted?

ANSWER

I am advised:

It is always likely that examining such historical matters will pose these kinds of problems; however, the NSWPF has learnt valuable lessons which have improved the way policing of bias crimes occurs.

Firearms licensing

43. How many random inspections were conducted in 2017-18 of storage and licensing requirements for firearms?

ANSWER

I am advised:

For the period 1 July 2017 until 30 June 2018 a total of 3,406 safe storage inspections were conducted by the NSWPF.

44. How many breaches were discovered?

ANSWER

I am advised:

A total of 446 inspections yielded a "Not Ensure Safekeeping" result.

Cops database

45. Does the NSWPF conduct random audits of COPS access by NSWPF members?

a) If so, how many random audits were conducted in 2017-18?

46. How many targeted audits of COPS access by NSWPF members were conducted in 2017-18?

ANSWER (45 and 46)

I am advised:

Yes.

a) The NSWPF does not capture centralised data on COPS audit numbers. The records are maintained at a local level.

47. What is the time period of the access covered in a random audit?

48. What is the time period of the access covered in a targeted audit?

ANSWER (47 and 48)

I am advised:

The same parameters are used for random and targeted audits. A date range of at least 14 days for the previous month is selected.

49. How many disciplinary actions resulted from random audits?

ANSWER

I am advised:

Eighteen instances of management action resulted from random audits in 2017-18.

50. How many resulted from targeted audits?

ANSWER

I am advised:

Fifteen instances of management action resulted from targeted audits in 2017-18.

51. Has the NSWPF considered the use of risk assessment algorithms to assist in auditing database access?

ANSWER

I am advised:

This is currently under consideration.

52. In relation to Intelligence Reports, what is the default Admiralty Rating assigned to an Intelligence Report created by an ordinary constable of the NSWPF?

ANSWER

I am advised:

The Admiralty Rating is assigned based on a set of business rules which are integrated into COPS. When an Information Report (the correct term rather than Intelligence report) is created, COPS will pose a series of questions, the answers to which lead to an Admiralty Rating.

53. The NSWPF routinely adds intelligence information to national criminal intelligence databases. If the NSWPF later determines that certain intelligence is inaccurate or unreliable, what procedures are in place to ensure that the national databases are updated to reflect that?

ANSWER

I am advised:

There is an automatic dissemination process for the provision of COPS Information Report to the Australian Criminal Intelligence Database (ACID). If it becomes apparent that certain information is inaccurate or unreliable, the information report will be deleted from COPS, and a deletion request will automatically work flow from COPS to the ACID where that Information Report will be removed.

Drug Detection Dogs

54. How many drug detection dogs does the NSW Police Force have?

ANSWER

I am advised:

As at 25 August 2018, the NSW Police Force had 21 drug detection dogs.

55. What is the annual cost of deploying police officers from outside the dog squad in drug dog operations?

56. What is the estimated hourly cost of drug dog deployments (including all required officers and the dog)?

ANSWER (55 and 56)

I am advised:

The NSW Police Force does not track the cost of drug detection dog operations.

57. How are locations for drug dog operations determined?

ANSWER

I am advised:

The NSW Police Force use drug detection dogs where there is sufficient intelligence showing drug crime is occurring.

Replica firearms

58. How many offences were committed using replica or imitation firearms in each of the following financial years:

a) 2016-17?

b) 2017-18

ANSWER

I am advised:

a) 7 incidents involving a replica firearm resulted in legal action.

b) 7 incidents involving a replica firearm resulted in legal action.

59. How many incidents have police been alerted to that involved a suspected replica or imitation firearm in each of the following financial years:

a) 2016-17?

b) 2017-18

ANSWER

I am advised:

a) 11 incidents involved a replica firearm.

b) 10 incidents involved a replica firearm.

60. How many replica or imitation firearms were seized by police in each of the following financial years:

a) 2016-17?

b) 2017-18

ANSWER

I am advised:

a) 26 replica firearms were seized.

b) 18 replica firearms were seized.

Domestic Violence

61. What is NSW Police Force doing to ensure all police officers are trained to understand the nature and dynamics of domestic and family violence and how to identify a person who is experiencing domestic and family violence?

ANSWER

I am advised:

The NSWPF has a multi-layered approach to training police to understand the dynamics of and how to identify a person experiencing domestic and family violence. This training includes:

- Pre-employment training (policing students) which is delivered by NSWPF and Charles Sturt University;
- Ongoing annual training for officers including the Investigation of Domestic and Family Violence workshop;
- Specialist training for DVLOs and other identified police;

- Training delivered by Education & Development Officers;
- Assessment for officers seeking incremental/promotional progression; and
- Educational material published in the Policing Issues & Practice Journal.

62. In terms of responding to domestic and family violence, why aren't police officers being trained to identify attempted strangulation and related injuries?

ANSWER

I am advised:

Over the past six months, the NSWPF has begun training police on the signs and symptoms of attempted strangulation and how to better identify this type of violence.

Police are delivered face to face training, provided reading materials, have access to visual aids and changes have been made to the NSWPF Domestic and Family Violence Standard Operating Procedures. Strangulation along with assault offences are also discussed as part of the Investigation of Domestic & Family Violence Workshop (D&FV). Any changes to legislation are included as part of the D&FV investigation workshop and the DVLO course.

Material was also recently published in the June 2018 edition of the NSW Police Monthly magazine. The magazine is available to all police employees.

STMP

63. What are the individual ages of all people on the STMP in the last two years, the postcode they reside in and their ethnicity?

ANSWER

I am advised:

The public disclosure of certain personal information of offenders who are currently placed under a STMP can compromise privacy of individuals, current police operations, victim safety, and the public interest.

As of 17 August 2018, there are a total of 622 active STMPs in NSW, made up of 421 general STMPs and 201 domestic violence STMPs (DVSTMPs). This figure fluctuates with new offenders being placed on a STMP and offenders being removed from a STMP on a daily basis.

See also response to Question 19 taken on notice during the Hearing for a breakdown of those identifying as Aboriginal or Torres Strait Islander, including juveniles, in the 12-month period ending 31 August 2018.

Contractors

64. How much did the NSW Police pay its consultants and contractors last year?

65. How many consultants and contractors were there in the last financial year?

66. How many days of work were undertaken total by consultants and contractors in the last *Police and Emergency Services*

financial year?

67. Did they do work that traditionally police employees would have done?

68. Has there been an analysis of the costs for shifting work to contractors and consultants that could be done by employees?

ANSWER (64 - 68)

I am advised:

The Financial Statements, including expenditure on consultants, are available in the annual reports.

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

Efficiency Dividends

69. Following the projected 3% efficiency dividends which will affect the entirety of the non-uniformed component of the NSW Police Force:

- a) How much is projected to be saved in each recurring year over the forward estimates?
 - i. Will the 3% savings be returned to Treasury or reinvested into other areas of the NSW Police Force?

ANSWER

I am advised:

Savings from the NSW Government's efficiency dividend are outlined in the Budget Papers.

Response Times

70. For each recurring year since 2011, in which years did the NSW Police Force achieve their benchmark of responding to 80% of urgent calls within the target time?

- a) Do you believe these figures are concerning?

Why?

71. In recent years the benchmark for responding to urgent calls was increased from 10 minutes to 12 minutes. Why was the benchmark time increased?

- a) Have you discussed any concerns regarding this benchmark with the Police Commissioner?

i. If so, what were your concerns?

ANSWER (70 and 71)

I am advised:

The NSW Police Force response time target to attend urgent calls was revised from 10 minutes to 12 minutes in July 2010. A reference to this change was made in the NSW Police Force Annual Report 2010-11 (p. 23). Response times are impacted upon by a range of factors including the number of calls for service, distance, traffic congestion, weather conditions, etc.

The actual time taken to respond to 80% of urgent calls for assistance in the last three financial years for all NSW is shown below. 12 minutes is a realistic yet challenging response time target for NSW.

2015/16	12:48
2016/17	12:36
2017/18	12:26

Transparency

72. Since September 2017, the official police numbers are no longer reported publically on the NSW Police Force website. The only way for the public to access information concerning their Police Area Command or Police District's strength is by paying the department and submitting a GIPA request. Why is this information no longer publically available?

a) When will this information be made publically available?

i. Will this information be regularly reported as it has historically been?

ANSWER

I am advised:

Access to information concerning the NSWPF is considered on case by case basis.

73. What is the total number of vacant Full-Time Equivalent Sworn-Officer positions in the NSW Police Force?

ANSWER

I am advised:

"Full-time equivalent" refers to the workload of actual employees and therefore cannot be a vacant position.

Eastwood Police Station

74. Eastwood is in urgent need of a new Police Station. Have you been made aware of this?
- a) If yes, when were you made aware of this issue and has a request for funding been made?
 - b) Has any funding been allocated for the construction of a new Police Station?
 - i. If yes, how much has been allocated and what is the anticipated commencement and completion date for the construction of the station?
 - ii. If no, can you guarantee you will follow up with the Eastwood Police Area Command to identify issues with the existing facilities?

Penrith Police Station

75. Facilities in the Penrith Police Station are in urgent need of refurbishment and air-condition needs to be installed. Have you been made aware of these issues?
- a) If yes, when were you made aware of the issues and has a request for funding been made?
 - b) Has any funding been allocated for this project?
 - i. If yes, how much has been allocated and what is the anticipated commencement and completion date for this project?
 - ii. If no, can you guarantee you will follow up with the Penrith Police Area Command to identify issues with the existing facilities?

ANSWER (74 and 75)

I am advised:

All requests for new works are collated and prioritised across the state based on need. Police Area Commanders and Police District Commanders, in consultation with the Police Executive, provide input into the prioritisation of works.

Gosford Police Station

76. Gosford Police Station requires new change room facilities. Are you aware of these issues pertaining to the existing facilities?
- a) If yes, when were you made aware of the issues and has a request for funding been made?

b) Has any funding been allocated for this project?

i. If yes, how much has been allocated and what is the anticipated commencement and completion date for this project?

ii. If no, can you guarantee you will follow up with the Gosford Police District to identify issues with the existing facilities?

ANSWER

I am advised:

The 2018-19 State Budget includes an allocation of \$3.5 million over two years to upgrade Gosford Police Station.

Jindabyne Police Presence

77. Jindabyne is an incredibly popular tourist destination all year round with 2.5 million people visiting the Alpine region every year. Given the lack of police resources available to the community outside of the tourist season, will you commit to the provision of a police presence for the local Police Station which is presently un-staffed outside of the ski season?

a) If no, why?

ANSWER

I am advised:

The allocation of police officers is determined by the Commissioner of Police, based on operational requirements.

Tweed Police

78. What is the current authorised and actual strength of the Tweed Byron Police District?

ANSWER

I am advised:

The authorised strength of the Tweed Byron Police District was 171 as at 31 August 2018. Local resources are also supplemented by specialist police (highway patrol, major crime squads, covert resources etc) which are managed centrally but can be deployed across boundaries to meet the changing community needs and respond to changing crime patterns and emerging issues.

79. How many reports were submitted for assault against a Police Officer in the Tweed Byron Police District in each recurring year from 2011 to current?

- a) What is the breakdown by station?
- b) What is the breakdown by assault type?
- c) Can you detail by year, on how many occasions Police Officers were required to take medical leave as a result of injuries sustained?

ANSWER

I am advised:

a) and b) Statistics for incidents of assault police by relevant Local Government Area are available from the NSW Bureau of Crime Statistics and Research (BOCSAR) at www.bocsar.nsw.gov.au.

c) Medical leave is granted on a case by case basis.

80. How many Domestic Violence Liaison Officers were allocated to stations within the Tweed Byron Police District for each recurring year from 2011 to current?

- a) What was the breakdown by station?

ANSWER

I am advised:

Domestic Violence Liaison Officers are not allocated to stations, but are a Police District or Police Area Command resource.

81. What is the breakdown of the Authorised Strength, Actual Police Strength, and Full Time Equivalent (FTE) detectives by squad for each recurring year from 2011 to current for each of the following stations:

- a) Tweed Byron Police District
- b) Tweed Heads Police Station
- c) Kingscliff Police Station
- d) Murwillumbah Police Station

ANSWER

I am advised:

See response to Question 78. Positions are allocated at a Police Area Command / Police District level, not to individual stations.

82. What has been the capital spend for the Kingscliff Police Station in each recurring year from 2011 to current?

ANSWER

I am advised:

Minor repairs and maintenance for Kingscliff have been undertaken and funded from recurrent allocations.

83. What has been the operational budget for the police stations within the Tweed Byron Police District in each recurring year from 2011 to current?

ANSWER

I am advised:

2011/12 - \$16,912,708

2012/13 - \$15,830,000*

2013/14 - \$17,136,573

2014/15 - \$18,087,752

2015/16 - \$19,043,086

2016/17 - \$19,559,000**

2017/18 - \$20,211,283

2018/19 - \$21,607,589

* Note 2012/13 saw reduction in budget from previous year due to creation of separate Traffic & Highway Patrol Command. It is not indicative of a reduction in resources available in the area, but rather of a change in organisation structure that resulted in Highway Patrol officers being reported through the newly created Command.

**\$26,000,000 was also allocated during this period for the rebuild of Tweed Heads Police Station.

84. How many sworn police officers are on long term sick leave, light duties, return to work program, or seconded away from their substantive position for each recurring year from 2011 to current for each of the following stations:

a) Tweed Byron Police District

b) Tweed Heads Police Station

c) Kingscliff Police Station

d) Murwillumbah Police Station

ANSWER

I am advised:

At various times a number of police officers in any Police District or Police Area Command will be on long term sick leave, light duties, the return to work program, or seconded away from their substantive position.

85. How many full time Crime Prevention Officers were allocated to stations within the Tweed Byron Police District for each recurring year from 2011 to current?

a) What was the breakdown by station?

ANSWER

I am advised:

Crime Prevention Officers are not allocated to stations, but are a Police District or Police Area Command resource.

86. How many unsworn Aboriginal Community Liaison Officers were allocated to stations within the Tweed Byron Police District for each recurring year from 2011 to current?

a) What was the breakdown by station?

ANSWER

I am advised:

Aboriginal Community Liaison officers are not allocated to stations, but are a Police District or Police Area Command resource.

87. On how many occasions were Police Officers from the Tweed Byron Police District required to transport inmates on behalf of Corrective Services NSW in each recurring year from 2011 to current?

ANSWER

I am advised:

The NSW Government continues to look closely at how we can support the use AVL to reduce the need to transfer prisoners within NSW. To support this, changes to the *Evidence (Audio and Audio Visual Links) Regulation 2015* were made in April 2018 to exempt Tweed Heads Police Station from the physical appearance requirement in bail proceedings for detainees in custody.

Apprehended Violence Orders

88. How many Apprehended Violence Orders (AVO) were issued against people with a cognitive and mental health impairment in NSW in each recurring year from 2011 to current?

On how many occasions were these AVO's breached?

ANSWER

I am advised:

This type of data is not available.

89. On how many occasions has a NSW Police Officer applied for a provisional, interim or final Apprehended Violence Orders on behalf of another person in need of protection under the *Crimes (Domestic and Personal Violence) Act 2007* in each recurring year from 2011 to current?

ANSWER

I am advised:

Year	Provisional Order
2011	28,683
2012	29,270
2013	30,438
2014	31,954
2015	31,924
2016	32,860
2017	33,018
2018 (to 31/8/18)	22,419

Note: Police can grant provisional AVO's.

Interim and final orders are granted by magistrates not Police officers.

Monaro Police District

90. What is the current authorised and actual strength of the Monaro Police District?

ANSWER

I am advised:

The authorised strength of Monaro Police District was 114 as at 31 August 2018. Local resources are also supplemented by specialist police (highway patrol, major crime squads, covert resources etc) which are managed centrally but can be deployed across boundaries to meet the changing community needs and respond to changing crime patterns and emerging issues.

91. How many sworn police officers are on long term sick leave, light duties, return to work program, or seconded away from their substantive position for each recurring year from 2011 to current within the Monaro Police District?

ANSWER

I am advised:

See response to Question 84.

92. The NSW Police Association has been working with the Queanbeyan community with regards to the area's urgent need for the provision of 3 additional General Duties Sergeants and 21 additional General Duties Constables to the Monaro Police District?

ANSWER

This is not a question – it is a statement followed by a question mark.

93. Will you commit to fulfilling this request?

a) If yes, how many General Duties Sergeant's and General Duties Constables will be provided and when?

b) If no, why not?

ANSWER

I am advised:

The allocation of police officer positions and resources is determined by the Commissioner of Police, based on operational requirements.

94. What has been the total spend to date on the redevelopment of the Queanbeyan Police Station?

a) What is the projected completion date for this project?

b) Will the NSW Police Force be utilising this site once the project is completed?

ANSWER

I am advised:

\$997,000 (as at 31 August 2018).

a) 2019.

b) Yes.

Braidwood Police Station

95. It is understood that on 19 June, 2018, Mr John Barrilaro MP announced the NSW Government's \$1.2 million plan to redevelop the Braidwood Police Station, with a subsequent announcement in July stating the station would instead be rebuilt. Given Braidwood's significant heritage, what is the proposed location for the new Braidwood Police Station?

- a) What was the justification for building a new police station over upgrading the existing facilities?
- b) What community consultation has occurred with regards to this development?
 - i. Has any future consultation been announced?

ANSWER

I am advised:

The proposed location for the Braidwood Police Station is in Braidwood, on a site to be determined. A new station provides the best value for money proposition and outcomes for operational police.

LECC (question to the Minister)

96. Noting that a letter referring the conduct of the LECC Chief Commissioner to the LECC inspector was sent by you on Friday 31 August 2018:

- a) When did you first become aware the LECC Chief Commissioner had sought and/or been reimbursed for the expense?
- b) When was the letter drafted?
- c) When did you sign the letter?
- d) Why is the letter undated?

ANSWER

During the hearing on 30 August 2018 Mr Adams indicated that after I had declined to provide authority for the use of taxpayer funds for overseas travel for a LECC employee, he personally paid for the travel and subsequently obtained a reimbursement from the LECC.

I stated that I had very serious concerns about the legality of such a reimbursement.

On the same day that Mr Adams made the above admissions, I contacted the Inspector of the LECC, the Hon Terry Buddin SC, and requested that he investigate the matter.

In referring the actions of Mr Adams to the Inspector of the LECC, I am relying on Mr Adams' public admission of his actions.

Police in Newcastle

97. How many Police graduated from the Police Academy for the following classes:

- a) 326;
- b) 327;
- c) 328;
- d) 329;
- e) 330;
- f) 331;
- g) 332;
- h) 333; &
- i) 334?

ANSWER

I am advised:

For clarity, there are five sessions in the ADPP program. Session 1 & 2 are mainly completed at the Police Academy. The students then 'attest' as Probationary Constables.

Class	Attested
(a) 326	105
(b) 327	109
(c) 328	208
(d) 329	130
(e) 330	178
(f) 331	226
(g) 332	199
(h) 333	234
(i) 334	246

98. How many Police were allocated to the Newcastle City Police District (formerly the Newcastle Local Area Command) for the following classes:

- a) 326;
- b) 327;
- c) 328;
- d) 329;
- e) 330;
- f) 331;
- g) 332;
- h) 333; &
- i) 334?

ANSWER

I am advised:

Allocations are made by the NSW Commissioner of Police based upon operational need.

99. What is NSW Police's strategy to address anti-social behaviour in Hamilton South?

ANSWER

I am advised:

Proven strategies of focused, collaborative deployment involving all relevant agencies (former Hamilton South model) continues but has morphed into a dynamic deployment model tailored to all vulnerable social housing and/or crime problem areas. All agencies come together (with authority to deploy resources, commit expenditure, etc) to respond to spikes in crime/anti-social behaviour.

100. Does NSW Police still conduct weekly operations in Hamilton South?

a) If not, why not?

ANSWER

I am advised:

Yes. The strong relationships with partner agencies (DOH, Compass Housing, Drug & Rehabilitation services, FACS and Local Council representatives) continues to promote collaborative deployment that is intelligence based, directional and focused through information sharing / relationships between agencies.

101. Does the Minister plan to close any Police Stations within the Newcastle City Police District?

ANSWER

I am advised:

No.

Liquor & Gaming NSW

102. Does the Government still own the former Newcastle Office of Liquor Gaming and Racing?

a) Since 1 July 2016, how many times has this office been used by Liquor & Gaming NSW staff?

b) How many times have staff from Liquor & Gaming NSW undertaken work in Newcastle?

ANSWER

I am advised:

This question should be addressed to the Minister for Racing.

Port Stephens Police Resourcing

103. Were NSW Police consulted prior to the announcement of a \$1 million upgrade to Tea Gardens Police Station?

104. Was an application for the project submitted as part of the 2018-19 budget process?

105. Prior to the announcement, had NSW Police undertaken any planning work for a priority station upgrade at Tea Gardens?

106. Was the Local Area Command consulted prior to the announcement of a \$1 million upgrade to Tea Gardens Police Station?

ANSWER (103 to 106)

I am advised:

Yes.

107. As of 1 July 2018, how many officers are stationed at:

- a) Raymond Terrace Police Station
- b) Tilligerry Police Station
- c) Nelson Bay Police Station
- d) Karuah Police Station
- e) Raymond Terrace Police Station
- f) Clarence Town Police Station
- g) Morpeth Police Station

ANSWER

I am advised:

Positions are allocated at a Police Area Command / Police District level, not to individual stations.

Efficiency dividends

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

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

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

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

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

ANSWER (108-112)

I am advised:

Savings from the NSW Government efficiency dividend are outlined in the Budget Papers.

Ministerial Travel/Meal Allowance

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

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

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

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

ANSWER (113 – 116)

I am advised:

In 2017/18, total expenditure by the Ministry on domestic travel was \$676,372 – compared with \$852,187 in 2009/10 under Labor. This is 20 per cent less than under Labor.

Office Administration

117. 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?

ANSWER

I am advised:

Minister's office staff numbers are available on the DPC website. Refer to: <https://www.dpc.nsw.gov.au/publications/premiers-and-ministers-staff-numbers>.

118. How many blackberries/iphones/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?

ANSWER

I am advised:

There were 303 smart phones allocated across the Ministers' IT Network in 2017-18. The total usage cost of these smart phones and other mobile devices (including iPads) was \$236,984, a 46% per cent reduction on the 2009-10 expenditure of \$434,854. There were three devices lost/stolen across the Ministerial Offices during the 2017/2018. 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, Corporate and Ministerial Services.

119. 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?

ANSWER

I am advised:

There were 135 iPads in use across the Ministers' IT network in 2017-18. 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, Corporate and Ministerial Services.

120. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?

a) What is the cost of this?

ANSWER

I am advised:

Artwork in my office was provided at no cost to my office, or is owned by me personally.

121. 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?

122. Have any floral displays or indoor plants or potplants been purchased for display in your ministerial office in 2017-18?

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

ANSWER (121 and 122)

I am advised:

Floral arrangements purchased by the Ministry are managed within ministerial office budgets.

123. 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?

ANSWER

I am advised:

The Minister's office subscribes to a modest number of publications, the costs of which are managed within the office's budget.

124. 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?

ANSWER

I am advised:

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

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

a) What is the monthly cost of this?

ANSWER

I am advised:

Expenses are managed within ministerial office budgets.

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

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

ANSWER

I am advised:

Ministers, the Leader of the Opposition, other nominated public office holders and certain former office holders are provided with official cars and drivers. During 2017-18 all costs associated with these vehicles were paid from the relevant office's budget.

127. 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

ANSWER

I am advised:

Expenditure on taxis, hire cars and ride share services in 2017-18 across the Ministry was \$89,496. This compares with 2009-10 expenditure of \$175,776.

128. 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?

ANSWER

I am advised:

Expenditure on charter flights for the Ministry totalled \$18,695 in 2017-18. This compares with expenditure in 2009-10 of \$281,567.

Agile Workspaces/Activity Based Working/Hot-desking

129. Has your department adopted "agile working environment/activity based working" practices – e.g. hot-desking?

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

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

ANSWER (129 – 131)

I am advised:

The Department of Justice is currently reviewing its office accommodation requirements and technology needs to assess the feasibility of introducing activity based working practices. The feasibility, costs and benefits of adopting activity based working practices will be considered in the Justice Cluster Infrastructure Strategy and supporting business cases.

Hospitality

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

ANSWER

I am advised:

Expenditure on hospitality across the Ministry totalled \$25,350 in 2017-18 – which includes catering for stakeholder meetings and courtesy calls with visiting dignitaries.

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

ANSWER

I am advised:

Costs are managed within each agency's recurring budget.

Labour Hire Firms

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

ANSWER

I am advised:

The Justice Cluster uses Labour Hire firms in accordance with NSW Public Service policies to cover temporary vacancies and positions with temporary funding. These arrangements are subject to agencies' overall labour expense cap.

Media and Public Relations

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

ANSWER

I am advised:

Justice Cluster staff numbers are included in the Annual Report.

136. 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

I am advised:

Justice cluster staff numbers undertaking media or public relations activities are commensurate with need and can go down or up as required.

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

ANSWER

I am advised:

The NSW Government purchases all commercial media monitoring centrally through the Department of Premier and Cabinet which delivers significant savings through aggregated procurement.

138. 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?

ANSWER

I am advised:

No.

Facebook

139. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2017-18?

ANSWER

I am advised:

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

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

ANSWER

I am advised:

Where appropriate, social media is used by agencies alongside other forms of advertising as a cost effective medium of communication.

Overseas Trips

141. 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?

142. 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 (141 and 142)

I am advised:

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

Department/Agency Travel

143. 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

ANSWER

I am advised:

All departmental travel is undertaken in accordance with relevant NSW Government guidelines and policies and agency budgets.

Drivers

144. 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?

ANSWER

I am advised:

No senior executive in the NSW Police Force except the Commissioner of Police is provided a driver.

a) Driving duties are performed as required by an armed Special Constable to transport the Commissioner of Police given the current status of the national threat assessment level being probable.

b) One.

c) \$113,988 per annum for FY 2017/18.

No senior executives at Fire & Rescue NSW are provided with a dedicated driver.

No senior executives at the NSW Rural Fire Service are provided with a dedicated driver.

No senior executives at NSW State Emergency Service are provided with a dedicated driver.

Consulting

145. 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?

146. 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

ANSWER (145 and 146)

I am advised:

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

Department/Agency Staffing

147. 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?

148. 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?

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

150. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2017-18?

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

ANSWER (147 – 150)

I am advised:

Redundancy figures across the public sector for 2017/18 are anticipated to be in the order of 736, totalling 13,075 since July 2011.

A very small number of staff were dismissed from the Justice Cluster in 2017-18. Staff dismissals are pursuant to sections 68(2) or 69(4) of the *Government Sector Employment Act 2013* or other relevant legislation.

Smart Phone Accounts

151. 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?

152. 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?

ANSWER (151 and 152)

I am advised:

IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

Merchant fees

153. 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.

154. 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.

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

ANSWER (153 to 155)

I am advised:

All NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13. 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 the transactions and fees charged to departmental cards, as these would either be embedded in individual transaction costs, or if separately disclosed would require each monthly card statement for each user to be reviewed.

Probity Auditor

156. 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

I am advised:

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

Domestic Violence Leave Policies, Awareness and Usage

157. 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 weblink 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?

ANSWER

I am advised:

Section 6.18 of the Public Service Industrial Relations Guide provides guidance to staff and management on appropriate strategies for supporting a staff member experiencing domestic violence. This guidance further references Section 84A of the *Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009* (leave for matters arising from domestic violence) and Treasury Circular 14-16 Support for Employees Experiencing Domestic Violence. Section 84A was added to the Award in 2011.

All staff members employed under the Award in a cluster agency are entitled to be absent from the workplace due to an incident of domestic violence if required. Similar clauses apply to agencies covered by their own negotiated agreements. It is not a separate leave type.

In accordance with the Award, staff may utilise all available Family and Community Service Leave, Sick Leave and Carer's Leave to assist with managing domestic violence circumstances. If this leave is unavailable, special leave may be granted up to five days per calendar year.

The Department of Justice promotes and has available on its Intranet site the NSW Department of Premier and Cabinet Support for Employees Experiencing Domestic Violence Guidelines. These guidelines have been developed to assist managers working in NSW public sector agencies in the implementation of leave and other provisions for employees experiencing domestic violence. Additionally, all staff, their families and contractors have access to the Employee Assistance Program.

The Justice Cluster complies with the highest levels of document and privacy management consistent with the *Privacy and Personal Information Act 1998*.

Sexual harassment and Anti-bullying training and awareness programs

158. 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?
- g) What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?
 - i. How many complaints have been initiated in relation to:
 - ii. Sexual harassment
 - iii. Bullying
 - iv. Workplace violence

ANSWER

I am advised:

Such training is a mandatory module as part of the Department of Justice induction program. Upon commencement with the Department of Justice all staff and contractors are also required to read and sign the Code of Conduct. The Code of Conduct addresses the need for all staff to treat each other with dignity and respect, reinforcing professional standards of behaviour.

Participation of women in Government

159. 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?

ANSWER

I am advised:

This information is publicly available in each agency's Annual Report. All agencies use gender balance on interview panels as well as offering flexible working arrangements to allow better management of work and home commitments. Agencies continue to promote diversity and inclusion strategies which promote a workplace free from social biases of any kind. All equivalent positions determined by an objective assessment of their work value are paid the same salary within all agencies. The relevant distribution of women in each classification of work across the sector is reported by the Public Service Commission (PSC) but is also available in the agency's Annual Report. The workforce profile data collected by the PSC is made available to Women NSW.

Energy

160. 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?

161. 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.

162. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?

163. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?

164. 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?

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

166. 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)?

167. 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?

ANSWER (160 – 167)

I am advised:

NSW Government Agencies procure their energy supplies under whole of government Contracts 776 (small sites under 100,000 kwh per annum) and 777. Under these contracts the following suppliers are mandated:

- 776 – Origin Energy Electricity Limited
- 777 - ERMPower Retail Pty Ltd

The NSW Government Resource Efficiency Policy was introduced in 2014 to reduce the NSW Government's operating costs and lead by example in increasing the efficiency of the resources it uses. This policy ensures NSW Government agencies:

- meet the challenge of rising costs for energy, water, clean air and waste management
- use purchasing power to drive down the cost of resource-efficient technologies and services
- show leadership by incorporating resource efficiency in decision-making.

The Policy's energy measures, targets and standards include:

E1: Targets to undertake energy efficiency projects

E2: Minimum NABERS Energy ratings for offices and data centres

E3: Minimum standards for new electrical appliances and equipment

E4: Minimum standards for new buildings

E5: Identify and enable solar leasing opportunities

E6: Minimum fuel efficiency standards for new light vehicles

E7: Purchase 6% GreenPower

NSW Government agencies are required to report on energy use under the Government Resource Efficiency Policy. The Office of Environment and Heritage publishes progress reports on compliance with the policy.

Monaro and surrounds

168. Are you concerned with reports that one third of the Monaro Command is 'not working' for various reasons?

ANSWER

I am advised:

It is unclear what the Member means by 'not working'.

169. Does this have an effect on the ability to adequately staff Monaro Police Command?

a) How many Patrol cars are out on patrol overnight in Monaro?

ANSWER

I am advised:

The allocation of police officer positions are determined by the Commissioner, based on operational requirements. The NSW Police Force uses intelligence driven rostering and strategies to target known offenders and crime hot-spots by deploying police to those places and at those times where crime may be expected to occur. Regular tasking and deployment meetings are used to identify locations for increased patrols.

170. Has there been any correspondence from the Member of Monaro regarding this matter?

ANSWER

I am advised:

I enjoy regular correspondence with the Member for Monaro.

171. How much money did the NSW police expend in pursuing an option for the rebuild of the 30- year-old Queanbeyan police station?

172. What is the current completion timeline for the rebuild of Queanbeyan Police Station?

ANSWER (171 and 172)

I am advised:

See response to Question 94

173. Did the Member for Monaro have a role in proposing or recommending the co-location agreement for Queanbeyan Police Station?

ANSWER

I am advised:

No.

174. On 19 June the Member for Monaro announced a redevelopment of Braidwood Police Station, in July this had changed to a new police station.

a) When did this change in scope come about?

b) Was the Member for Monaro involved in the deliberations on the changing of the announcements scope?

ANSWER

I am advised:

See response to Question 95.

175. When did the new Braidwood police station come onto the Police's planning agenda?

ANSWER

I am advised:

2018.

176. Given Braidwood's significant Heritage, where would the new police station go?

ANSWER

I am advised:

Braidwood.

177. Has there been consultation with local officers about the new police station?

ANSWER

I am advised:

Yes.

178. What is the timeline for the project completion, given the change in scope?

ANSWER

I am advised:

The premise of the question is not accepted. The project is due for completion in 2020.

179. Will the new station be staffed overnight?

a) How many additional police will be required to staff the station?

ANSWER

I am advised:

Yes. The station will be staffed in a manner consistent with its operational requirements.

180. In June there was a house fire in the new development of Googong and ACT Fire Service were called to the scene.

- a) Was there a reason that ACT Fire Service was called instead of NSW Fire Service?
- b) Where is the nearest NSW aerial pumper or aerial appliance?

ANSWER

I am advised:

- a) Records show that in June 2018 there were three calls to house fires in Googong. NSW fire services (through the NSW Rural Fire Service and / or FRNSW) attended all three incidents. The area is subject to a dual response from both FRNSW and NSW RFS for structure fires.

NSW works collaboratively with other jurisdictions, particularly in border areas. ACT Fire and Rescue can respond into NSW to assist under the terms of a Memorandum of Understanding that has been in place since 2004. These cooperative arrangements benefit the community.

- b) Wollongong. ACT Fire and Rescue has an aerial appliance and, if required, it can respond into NSW.
-

EMERGENCY SERVICES

Questions from Mr David Shoebridge MLC

Commissioner Paul Baxter

181. Since taking office in 16 January 2017 how many days has the Commissioner been overseas or interstate?

ANSWER

I am advised:

Commissioner Baxter has been overseas for 24 days and travelled interstate for 23 days since commencing with Fire & Rescue NSW.

Rural Fire Service Automatic Vehicle Location

182. What is the current status of the AVL rollout?

ANSWER

I am advised:

The NSW RFS is undertaking a trial using AVL transmitted over the existing Government Radio Network (GRN) with the NSW Telco Authority.

The initial trial is taking place within three Rural Fire Districts - Lake George, Central Coast and North West. So far, 522 portable and fixed AVL units have been installed across the NSW RFS fleet within these three districts.

183. Is your AVL system the same as FRNSW's? If not why not?

ANSWER

I am advised:

No. Fire & Rescue NSW uses a commercially provided system, which relies on the 3G/4G data network, which is suitable for urban areas. NSW RFS operates in rural and remote areas where the coverage provided by this 3G/4G data network is less reliable.

184. Will your AVL system talk to FRNSW's so all firefighting resources are available to be seen on a fireground?

ANSWER

I am advised:

Yes.

Health Checks

185. Why is FRNSW implementing health and fitness checks?

ANSWER

I am advised:

To help identify and manage any risks of illness or injury that might pose an acute safety risk to the firefighter or lead to sudden incapacity on the incident ground.

186. When are the proposed health checks for Fire and Rescue NSW firefighters expected to commence?

ANSWER

I am advised:

31 October 2018.

187. What is the annual cost of the new health check testing that you are implementing?

ANSWER

I am advised:

Approximately \$3 million per annum.

188. Has this varied from the initial projected annual cost of the Fire and Rescue NSW health check process?

ANSWER

I am advised:

Yes.

189. How much will the tests cost to administer and pay for doctor, admin and firefighter time?

ANSWER

I am advised:

See answer to question 187.

190. How much sickleave does FRNSW anticipate they will generate (as firefighters can be stood down if they don't not meet the test)?

191. What is FRNSW anticipated increase in firefighter turnover and what recruitment costs are associated with that?

192. What effect does FRNSW anticipate this will have on recruitment to your Retained system?

193. How many firefighters does FRNSW assume it will medically retire per annum?

194. Are you expecting any savings through workers comp premiums or any other avenue associated with the health check program?

ANSWER (190 – 194)

I am advised:

No modelling has been undertaken as there is not enough current information to assist in providing any reliable estimate.

195. What jobs will you be making available to firefighters who cannot work on a fire truck?

ANSWER

I am advised:

Reasonable adjustments and suitable duties will be assessed on a case by case basis in line with organisational needs and relevant legislation.

196. What is the current expected annual cost of the Fire and Rescue NSW health check process?

ANSWER

I am advised:

See response to Question 187.

197. How many Fire and Rescue NSW firefighters are expected to be medically retired each year as a result of the Fire and Rescue NSW health check process?

198. What projections have been undertaken to assess the operational impact of these retirements?

199. What is the expected annual cost of Death and Disability benefits payable as a result of these additional medical retirements?

200. What (if any) annual cost savings are expected from of the Fire and Rescue NSW health check process, and how (for example, lower injury rates and/or workers compensation liabilities)?

ANSWER (197 - 200)

I am advised:

See response to Questions 190-194.

201. Has the insurer been advised of the anticipated impact on payouts required under the scheme?

ANSWER

I am advised:

Fire & Rescue NSW's workers compensation insurer has been provided with ongoing updates.

202. What is the anticipated impact on insurance premiums paid by Fire and Rescue NSW?

ANSWER

I am advised:

See response to questions 190-194.

203. What is the current Fire and Rescue NSW expenditure on mental health support for firefighters? Do you consider this current mental health expenditure appropriate and sufficient?

ANSWER

I am advised:

There are a number of programs within Fire & Rescue NSW that contribute to mental health support for firefighters. As some of these programs utilise existing staff resources, or contribute to other outcomes as well, it is not possible to accurately quantify the total expenditure on mental health support.

FRNSW Industrial disputes

204. Over the 2017/18 Financial year how much has the Department spent on lawyers to deal with disputes in the IRC?

205. How much was spent on counsel?

ANSWER (204 and 205)

I am advised:

In 2017/18, \$21,546 was spent on counsel for industrial relations matters. All other relevant work was conducted by Fire & Rescue NSW staff.

206. How many times has the IRC recommended or ordered that the Commissioner meet with the Union?

a) Have you done that?

ANSWER

I am advised:

The IRC has not made an order that Fire & Rescue NSW meet with any Union. Fire & Rescue NSW has complied with any recommendations to consult with any party.

207. I understand from the FBEU's website the Secretary has asked to meet a number of times to resolve issues before they proceed to disputation. How many times have you met with the Union's Secretary?

ANSWER

I am advised:

Ministerial meetings are disclosed on the Department of Premier and Cabinet website.

Station Development

208. Is FRNSW continuing to recruit women as 50% of its new firefighters?

ANSWER

I am advised:

Yes.

209. You were criticised in the recent Parliamentary inquiry for not implementing programs to support women who are recruited. Part of this would seem to be making the workplace suitable for men and women, I'm presuming that some capital work is required for example to install toilets and change rooms. Is that correct?

ANSWER

I am advised:

Measures are in place to address any facility inadequacy. \$2M has been spent in the 2016/17 and 2017/18 financial years and a further \$2M has been allocated this financial year. The capital works program will be ongoing until all facilities are addressed.

210. Are all FRNSW stations suitable to accommodate women?

ANSWER

I am advised:

Some stations would benefit from rectification work in this regard.

211. How many fire stations need work done to them fix this issue?

ANSWER

I am advised:

FRNSW is regularly examining the need for rectification work in this area.

212. Did you scope how much this work will cost and over which period of years?

ANSWER

I am advised:

See response to Question 209.

213. Have you asked for this money?

- a) If so, when and what was the response?

ANSWER

I am advised:

The budget of FRNSW is determined by the budget process.

Mental health and workers compensation

214. FRNSW was recently mentioned in a parliamentary inquiry into bullying and harassment. That inquiry found a very large gap between FRNSW and Police and Ambulance in terms of what is spent on employee mental health.

- a) Do you think FRNSW needs to do more to prevent firefighters from developing mental health issues as a result of their work?
- b) Did you scope how much similar programs to Police and Ambulance cost and over which period of years?
 - i. Have you asked for this money?
 - ii. What was the answer?
 - iii. Who gave that answer?
- c) What is the annual budget spent on mental health in FRNSW
- d) What percentage of your workers comp claims each year are for mental health and PTSD issues?
 - i. What are the numbers of these claims?
 - ii. How many are made a year?

- e) How many of these claims are rejected by the insurer in the first instance?
- f) How many are then subsequently won on appeal by the firefighter?
- g) How many claims are made for secondary psychological injury from firefighters who suffer workplace injuries?
- h) How many of these are successful?
- i) What steps have you taken to address concerns raised by emergency service workers in the course of the Parliamentary Inquiry into bullying in emergency services?

ANSWER

I am advised:

- a) The Emergency Services Board of Commissioners is currently reviewing recommendations made by the Legislative Council Committee regarding the mental health and well-being of staff across the sector, to inform the Government's response.
- b) No.
- c) See response to Question 203.
- d)
 - i. Of the 102 claims received in the June 2018 quarter, five were for primary psychological injury.
 - ii. 26 primary psychological claims were received in the last financial year.
- e) Since 2016, 15 per cent of primary psychological claims have had liability declined. Where a primary diagnosis of PTSD was provided, 6 per cent of claims had liability declined.
- f) Since 2016, 1.5% of all primary psychological claims had liability denied, which was appealed to the Workers Compensation Commission resulting in the appeal being upheld.
- g) Fire & Rescue NSW does not capture this data. However, Fire & Rescue NSW's psycho-social model proactively identifies clinical and subclinical secondary psychological injury, with treatment preapproved.
- h) The model adopted by Fire & Rescue NSW in collaboration with EML (Fire & Rescue NSW Claims Manager) facilitates approval where secondary needs are identified.
- i) Fire & Rescue NSW is preparing to launch the Respect, Reflect, Reset: Stop Bullying Action Plan, designed to:
 - increase awareness of what constitutes bullying
 - advise employees of the outcomes of bullying matters

- provide strategies for dealing with workplace conflict quickly to avoid escalation into bullying behaviours
- encourage bystanders to step in, noting it is hard for victims to report.

The Emergency Services Board of Commissioners is currently reviewing recommendations made by the Legislative Council Committee regarding bullying, harassment and discrimination across the emergency services sector.

EAD (early access defibrillator)

215. Have you asked the Government for additional funding for a proposed EAD program?

ANSWER

I am advised:

The budget of FRNSW is determined by the budget process.

216. What is the cost for the proposed EAD program?

ANSWER

I am advised:

Costs are being adjusted as the scope is refined.

217. What extra payments will workers receive for working on this program/operating these machines?

ANSWER

I am advised:

Negotiations between FRNSW and the Fire Brigades Employees Union are ongoing.

Consultants

218. How much did FRNSW pay its consultants and contractors last year?

219. How many consultants and contractors were there in the last financial year?

220. How many days of work were undertaken in total by consultants and contractors in the last financial year?

221. Did they do work that traditionally FRNSW employees would have done?

222. Has there been an analysis of the costs for shifting work to contractors and consultants that could be done by employees?

ANSWER (218 – 222)

I am advised:

Consulting expenditure is detailed in agency annual reports. Consultants are engaged on a temporary basis to provide recommendations or high level specialist or professional advice to assist decision-making by management. They do not carry out activities that agency employees would have done. Contractors are hired to provide short term resources as part of an agency's management of work level peaks.

Planning for growth

223. What population modelling do you have for NSW and what does it tell you about the need to expand and increase fire stations to match population growth?

224. Where are you planning to put new fire stations and capabilities and why?

a) What does your risk modelling tell you?

225. What does your risk modelling suggest about your current capability?

a) Do you have the equipment and appliances to meet the needs of the population now?

ANSWER (223 – 225)

I am advised:

Fire & Rescue NSW has a range of assessment and decision-making processes through which it monitors population demographics and development, identifies risks and incorporates them into its plans for the distribution of its resources.

These processes are regularly exercised within the organisation to develop plans to maximise service coverage across the state and address potential risks, in a dynamic and ever-changing environment.

Fire and Rescue NSW Operational Planning section identifies the holistic resourcing requirements to cover NSW in its entirety, with regards to factors such as current and future growth of residential, commercial and industrial zoning, and the planned development or expansion of infrastructure and environment. Recommendations are made in consultation with the Department of Planning and Environment, local and state government and Operational Commands. Submissions are based on a number of factors including Community Risk Profiles, Local Environment Plans, socio-economic factors, Risk Modelling and the current or expanding built environment.

226. Do you have the aerial appliances to meet your operational needs today?

a) What additional aerial capacity, if any, is required?

ANSWER

I am advised:

The aerial fleet consists of 22 operational aerial appliances in service at fire stations across NSW, expanding to 25 with this year's purchases. These are supported by a number of service exchange vehicles (SEV), used for breakdowns and scheduled services.

- a) Fire & Rescue NSW has recently completed a ten-year Aerial Strategy to plan and deliver the best and most appropriate aerial capability, in accordance with risk factors, population demographics, environmental conditions and budget allocation.

The Strategy identifies the need to purchase two replacement aerial ladder platforms and one aerial pumper. These appliances have been ordered with the additional \$6.8m funding allocated by the NSW Government in the 2018-19 financial year.

227. I understand the government has ordered some, but as of today, does your capital budget meet your operational needs?

ANSWER

I am advised:

Yes.

228. As the largest fire service in the country can you confirm that for a period of time this year you were forced to borrow an aerial from the MFB to ensure coverage for parts of Sydney?

ANSWER

I am advised:

Emergency service agencies throughout Australia have a variety of resource sharing arrangements in place to ensure that emergency services always have the trucks, equipment and other resources they need to deal with emergency situations.

Medical Response

229. I am advised that a medical response role for firefighters remains under active consideration. How many incidents are expected to be attended, and how many lives are expected to be saved by firefighters performing this role?

ANSWER

I am advised:

Fire & Rescue NSW firefighters are already responding in the areas of Assist Ambulance and Community First Responder, which have been part of its medical response capability for a number of years.

230. How many reported heart attacks are received each year by the Ambulance Service of NSW heart attacks, but on arrival are found to some other medical condition?

ANSWER

This question should be addressed to the Minister for Health.

231. Is there a projected start date for firefighters or other non-Ambulance emergency services personnel performing a medical response role?

a) Are there any reasons why implementation has not yet occurred?

ANSWER

I am advised:

See response to Question 229.

232. What is the current expected annual cost of firefighters taking on a medical response role (for example, additional wages/equipment, increased workplace injury and PTSD, etc.)?

ANSWER

I am advised:

Fire & Rescue NSW is reviewing the ongoing service delivery costs of its medical response programs.

233. What (if any) annual cost savings are expected through firefighters taking on a medical response role (for example, the avoidance of additional Ambulance officers who would otherwise be required)?

ANSWER

I am advised:

Where firefighters respond in an Assist Ambulance or Community First Responder capacity there is still an ambulance response. They therefore do not replace Ambulance officers.

Emergency Services Board of Commissioners

234. The Government's response to the Keelty review into March 2018 Bega Valley bushfires makes repeated reference to an "Emergency Services Board of Commissioners", to which many of the review's recommendations have been referred for implementation.

a) What is the composition of this Board of Commissioners?

b) Who appointed the board?

- c) How long has this Board of Commissioners been in operation?
- d) What (if any) legislative authority does this Board of Commissioners have?
- e) What (if any) authority does this Board of Commissioners have over the individual Commissioners, their agencies and their expenditure?

ANSWER

I am advised:

- a) Members:
- Secretary, Department of Justice
 - Executive Director, Office of Emergency Management, Department of Justice
 - Commissioner, Fire & Rescue NSW
 - Commissioner, NSW Rural Fire Service
 - Commissioner, NSW State Emergency Service
 - Deputy State Emergency Operations Controller, NSW Police Force

Representatives of the Volunteer Rescue Association; Marine Rescue NSW; and Surf Life Saving NSW may also be invited to participate where identified projects may benefit from their involvement and coordination.

- b) The Board was convened at my request.
- c) The Board held its first meeting on 26 September 2017.
- d) The Board is not established by an Act of Parliament.
- e) The Board has been established to improve collaboration between agencies. It does not impact the autonomy of individual Commissioners, their agencies, or their expenditure.

Building inspections by Fire and Rescue NSW

235. How many buildings in the Sydney CBD have been inspected by FRNSW between 1 July 2017 and 1 July 2018 for cladding which is now subject to the new ban on combustible cladding materials?

236. What process is used by Fire NSW to determine the type of combustible cladding in buildings inspected in the Sydney CBD?

237. How many buildings in the Sydney CBD inspected by Fire NSW between 1 July 2017 and 1 July 2018 have cladding with a core comprised of more than 30% polyethylene?

238. How many buildings in the Sydney CBD inspected by FRNSW constitute a fire safety risk to

their occupants as a result of combustible cladding identified?

239. What process is used by FRNSW to determine compliance of cladding used in buildings inspected by FRNSW in the Sydney CBD with the National Construction Code?

ANSWER (235 – 239)

I am advised:

An inspection of a building by Fire & Rescue NSW is an operational firefighting assessment, and as such does not identify the type of cladding used on specific sites, or its compliance with the National Construction Code.

240. How many buildings inspected by FRNSW in the period 1 July 2017 to 1 July 2018 have been the subject of notification by FRNSW to City of Sydney Council for further assessment and investigation?

ANSWER

I am advised:

As at 16 August 2018, 78 buildings.

241. How many fire safety orders have been issued against building owners in the Sydney CBD in respect of combustible cladding?

ANSWER

I am advised:

None.

242. What steps is FRNSW undertaking to ensure compliance by building owners with the NSW Government's new ban on combustible cladding, particularly in respect of buildings already inspected in the Sydney CBD?

ANSWER

I am advised:

Fire & Rescue NSW has a limited role in enforcing the NSW Government's new ban on combustible cladding. Fire & Rescue NSW officers are identified as persons eligible to be named as Authorised Officers for the purposes of conducting investigations into matters pursuant to the *Building Products (Safety) Act 2017*, at the discretion of the Commissioner of Fair Trading.

Rural Fire Service

243. How many members does the RFS currently have active in functioning brigades?

244. How many RFS members are currently active?

245. How many RFS members are not currently active?

246. How many non-active brigades does the RFS have?

247. How many non-active members do you have?

ANSWER (243 – 247)

I am advised:

The total number of NSW RFS volunteer members as at 28 June 2018 is 72,491. Volunteer members contribute to brigades in many ways. In addition to attending fires, contributions include brigade administration, training, community engagement, permit issuing and equipment maintenance. The NSW RFS does not have non-active brigades.

248. How many RFS volunteers have been to a fire?

249. Can you provide an estimate of what percentage of RFS volunteers have engaged in firefighting activities?

ANSWER (248 and 249)

I am advised:

Within the period of 10 September 2013 to 10 September 2018, records show that 40,883 members have attended a fire.

Caution should be used with this data. Historically, rural fire brigades, particularly in more remote areas, have been known to under-report or not finalise the reporting documentation associated with their attendance at fires.

250. How many go to fires on a regular basis? Can you say what regular means?

ANSWER

I am advised:

The term 'regular basis' is not sufficiently clear.

251. When was the last time inactive members were removed from the RFS books?

ANSWER

I am advised:

Membership registers are maintained by rural fire brigades. Rural fire brigades regularly review their brigade membership and determine to remove inactive members in accordance

with applicable Service Standards and Brigade Constitutions. The rural fire brigade then requests the District Manager to remove the person's name from the brigade register. This is a continuous process.

252. How many RFS members are currently Breathing Apparatus Qualified?

ANSWER

I am advised:

4,060 members are qualified in Breathing Apparatus Operator.

253. FRNSW have a health and fitness standard for their firefighters. Do RFS firefighters meet that standard?

ANSWER

I am advised:

The NSW RFS has a number of specialised roles that require members to undertake regular medical and physical assessments. These roles include, but are not limited to:

- Remote Area Firefighter
- Arduous Firefighter
- Breathing Apparatus Operator
- State Mitigations Services field positions
- Trail Bike Operator.

254. What plans are there to build a RFS training centre in the Dubbo region?

ANSWER

I am advised:

The NSW RFS has partnered with the Dubbo Regional Council to build a state of the art training academy at Dubbo Airport. Construction on the new facility is expected to commence in 2018 and be completed by 2020.

RFS expanded capabilities

255. What percentage of the overall Fire and Rescue budget is allocated to the Rural Fire Service?

ANSWER

I am advised:

Nil. Fire & Rescue NSW and the NSW Rural Fire Service are separate statutory entities with separate operational budgets.

256. What is the expected cost of establishing and supporting a Rural Fire Service rescue capability given the RFS has no history or experience in the rescue field?

ANSWER

I am advised:

It is incorrect to state the NSW RFS has no experience in the rescue field.

The cost of equipment to establish the rescue capability is \$80,000 per brigade (excluding vehicle costs).

257. Why can't any of the other emergency service agencies provide the rescue services intended to be provided by the Rural Fire Service?

ANSWER

I am advised:

The provision of rescue services in NSW is approved and oversighted by the NSW State Rescue Board (SRB), of which the NSW RFS is a member. Membership of the SRB is legislated under the *State Emergency and Rescue Management Act 1989*.

A review of land rescue arrangements in NSW identified opportunities for improved response times in 11 remote parts of NSW. This has resulted in the introduction of a new 'Road Crash Rescue' accreditation. The NSW RFS is the only emergency service agency located in many of these remote locations.

258. Is there an intention to provide a Rural Fire Service rescue capability at any location that is currently serviced for rescue purposes by another agency?

ANSWER

I am advised:

No.

259. What has been the cost so far of the building of new RFS Headquarters in Homebush?
What was the original amount budgeted cost?

a) What is the final anticipated cost?

ANSWER

I am advised:

\$10.9 million, as at 14 September 2018.

The initial budget of \$14.2 million was revised to \$21.5 million following an expression of interest process conducted by Property NSW and a decision to occupy a yet to be constructed building, which incorporated the specialist requirements of the NSW RFS as an operational emergency service agency, including:

- enhanced building structural integrity to Level 4 construction standard under Australian Standard AS1170 as required for critical infrastructure;
- security requirements appropriate for an emergency service;
- operational fit-out requirements including the Operations Centre; and
- active information and communication technology requirements.

a) \$21.5 million.

260. How was this location chosen?

ANSWER

I am advised:

The Sydney Olympic Park site was chosen based on organisational and operational requirements of the NSW RFS.

It is critical that key stakeholders such as energy and infrastructure providers, Fire and Rescue NSW, NSW National Parks and Wildlife Service, Forestry Corporation of NSW, NSW Police Force, Transport for NSW, Roads and Maritime Services, Department of Defence, NSW Telco Authority and the Bureau of Meteorology have efficient access to the NSW RFS Headquarters facility.

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

Fire & Rescue NSW Cladding Taskforce

261. With regards to the Fire and Rescue taskforce which was incepted to perform cladding checks:

- a) How much additional funding was provided to Fire & Rescue NSW to incept and operate this taskforce?
- b) Is the taskforce drawing on any existing Fire & Rescue NSW funding for their operations?
 - i. If yes, where is the funding being drawn from and how much has funding has been accessed to date?

ANSWER

I am advised:

The taskforce is funded internally by Fire & Rescue NSW. The estimated cost incurred to date is approximately \$502,000.

Fire & Rescue NSW Counter-Terrorism Response

262. How many Fire & Rescue NSW staff have been appropriately trained and equipped to manage and respond to terrorist-related incidents?

a) How often does Fire & Rescue NSW staff train for terrorist-related incidents?

i. How many staff attend each of these training operations?

ANSWER

I am advised:

Preparation for counter terrorism related incidents includes all Fire & Rescue NSW firefighters being trained in firefighting, first aid, and hazardous materials response.

In addition, 2,086 firefighters have been trained in urban search and rescue (USAR) Cat 1. USAR Cat 2 has a total of 168 firefighters trained, and Hazmat Advisory Response Team Technical Course Cat 3, 313 firefighters trained.

263. Are operational Fire & Rescue NSW crews equipped with the appropriate biological detectors and equipment to respond to radiation/nuclear incidents?

ANSWER

I am advised:

Fire & Rescue NSW Hazmat Pumpers and Heavy Hazmat appliances carry radiological detectors and personal radiation dosimeters. Fire & Rescue NSW has six Industrial Radiation Safety Officers with high level radiation safety training through the Australian Nuclear Science & Technology Organisation.

Erskine Park Fire & Rescue NSW Training Facility

264. What is the total projected cost for the construction and yearly operations of this facility?

ANSWER

I am advised:

The developer has met the costs of land and construction of the Academy and Warehouse buildings. This has total value of \$69 million.

Fire and Rescue NSW is contributing \$18.2 million of capital investment which will provide the training props and objects in the Practical Learning Environment and hardstand areas on the site.

The yearly rental and outgoings to operate the facility commence at \$3,775,386.

265. Prior to the approval of the Erskine Park Training Facility 2016, were any alternative proposals submitted which would see the construction of a facility which is wholly owned and funded by Fire & Rescue NSW?

- a) If so, what sites were identified for the proposed builds?
 - i. What were the projected costs for these proposals?
- b) Will you provide copies of these proposals?
 - i. If no, why not?

ANSWER

I am advised:

Fire and Rescue NSW had been working with Property NSW since 2011 to identify a suitable location for a new Training Academy.

A range of potential sites were identified, however agreement with these landowners could not be reached so those options were not able to be pursued.

Further assessments of possible site options were subsequently undertaken by Property NSW and this analysis determined that the lease back alternative as providing high value.

266. Were any external consultants engaged throughout the course of this project to date?

- a) What is the total cost for consultancy on this project to date?

ANSWER

I am advised:

Yes. Consultancy fees are disclosed in the Annual Report.

267. Who made the determination to enter into a Private Public Partnership for the construction and ongoing operations of this facility?

- a) When was this determination made?

ANSWER

I am advised:

The decision was made in early 2015 on the advice of Property NSW.

268. What are the projected savings by leasing the grounds for the facility as opposed to constructing the facility on Government owned lands?

ANSWER

I am advised:

See responses to Questions 264 and 265.

269. When is the facility projected to be fully operational?

ANSWER

I am advised:

2019.

Efficiency Dividends

270. Given the NSW Police Force will be required to find 3% efficiency dividends for non-uniformed staff, can you provide further clarification of the exemption conditions for:

- a) NSW State Emergency Service
- b) NSW Rural Fire Service
- c) NSW Marine Rescue

ANSWER

I am advised:

- a) The NSW State Emergency Service will be exempt from the efficiency dividend.
- b) The NSW RFS will be exempt from the efficiency dividend.
- c) Marine Rescue NSW is not a government agency.

271. Have any Commissioners within your portfolios identified to you their concerns for future staff reductions or service cuts as a result of the efficiency dividends proposed by Treasury?

ANSWER

I am advised:

No.

272. Have you had any discussions with Treasury to exempt any of the emergency services within your portfolios?

ANSWER

See answer to question 270 and page 32 of the hearing transcript.

Consultants

273. How much has Fire & Rescue NSW spent on consultants and contractors in each recurring financial year from 2011 to current?

274. How much has Fire & Rescue NSW spent on legal representation and consultation in each recurring financial year from 2011 to current?

ANSWER (273 and 274)

I am advised:

The Financial Statements, including expenditure on consultants, are available in agency annual reports.

Futureproofing the service

275. What population and risk modelling is used to plan for future emergency services throughout NSW to ensure the appropriate coverage is provided in line with population and industrial growth?

- a) How accurate is this modelling?
- b) How long has this modelling been used for Fire & Rescue NSW?
- c) What areas have been identified as requiring the provision of new or additional services to cater for the region's growth?
- d) Are any stations planned to be built in these areas?
 - i. What will the staffing requirements be to operate this service?
 - ii. What appliances and specialised equipment will be provided to support this service?

ANSWER

I am advised:

See response to Question 233.

276. Why was an aging aerial appliance recently borrowed from the Melbourne Fire Brigade to service South-West Sydney?

- a) What were the conditions to borrow this appliance?
- b) How much has been spent on repairs and maintenance for this appliance to bring it up to NSW standards?
 - i. Who was responsible for the payment of the repairs and maintenance?

ANSWER

I am advised:

Emergency service agencies throughout Australia have a variety of resource sharing arrangements in place to ensure that emergency services always have the trucks, equipment and other resources they need to deal with emergency situations.

Fire & Rescue NSW Tradespeople

277. It is understood that Fire & Rescue NSW reviewed the competencies and developed a plan to have their tradespeople paid in line with industry standards. This plan was approved by Fire & Rescue Management at the start of 2018. These recommendations were subsequently endorsed by the Industrial Relations Commission and NSW Treasury approved the wage restructure. The final approval process has been held up with the Cabinet Committee on Expenditure Review for approximately two months. Will you commit to ensuring you will advocate on behalf of the Fire & Rescue NSW tradespeople to ensure their wage increase receives the appropriate attention from the Cabinet Committee on Expenditure Review as soon as possible?

ANSWER

I am advised:

The finalisation of the proposal has been prioritised within government processes.

Hazmat

278. Has a business case/plan be put forward to provide for the expansion of the Fire & Rescue NSW Hazmat brigades to cater for the ever increase population and industrial growth, in particularly in South-West Sydney and Western Sydney?

- a) If yes, will you provide the business case/plan for the expansion of this service?
- b) If no, do you believe the existing Hazmat Brigades are sufficiently resourced and appropriately placed to provide appropriate coverage for these ever-expanding regions?

ANSWER

I am advised:

FRNSW continually reviews Hazmat capability to ensure that resources are appropriately located throughout Sydney and NSW.

FRNSW recognises the growth of population and industry in south western Sydney and is currently planning to establish a Hazmat Pumper in the 2018/19 financial year for enhancement of Hazmat capability in this area.

FRNSW Hazmat resources are located so that the organisation can meet its legislative requirements and the expectations and needs of the community in accordance with the strategic objectives of the Hazmat Roadmap 2017 – 2021.

Marsden Park & Oran Park Fire Stations

279. When will the construction of the new Oran Park and Marsden Park Fire Stations commence?

- a) What is the projected completion date for these projects?

ANSWER

I am advised:

The construction of both fire stations is planned to commence in 2022 and be completed by
Police and Emergency Services

June 2023.

280. When was the business case submitted for these stations?

a) When did you approve their construction?

ANSWER

I am advised:

The question does not specify a recipient of the business case. Construction of both fire stations is planned to commence in 2022.

281. What is the cause for the construction delays?

ANSWER

I am advised:

The timelines for these projects have been adjusted to conform with development progress and population growth in these areas, which has been slower than originally expected.

282. What was the budget for the construction and fit out of the new Marsden Park Fire Station?

a) What is the revised projected budget for the construction and fit out of the new station?

ANSWER

I am advised:

The original budget estimate was \$3.66M. Any necessary revisions will be made through the budget process before construction commences.

283. What was the budget for the construction and fit out of the new Oran Park Fire Station?

a) What is the revised projected budget for the construction and fit out of the new station?

ANSWER

I am advised:

The original budget estimate was \$3.66M. Any necessary revisions will be made through the budget process before construction commences.

50/50 Plan

284. It is widely known that Fire & Rescue NSW have implemented an equal opportunities plan (also colloquially known as the 50/50 plan) to promote gender equality in Fire & Rescue NSW. Since the 50/50 plan's inception, have you been made aware of any issues concerning the lack of support, infrastructure or resources to allow this plan to flourish and succeed?

ANSWER

I am advised:

Training college staff have reported that there is improved group dynamics in recruit classes

since the inception of the gender parity recruitment initiative. See also response to Question 209.

285. The recent Parliamentary Inquiry into Bullying and Harassment in Emergency Services highlighted numerous inequalities which exist in Fire & Rescue with regards to support and provision of facilities for female officers in Fire Stations across the state. The inquiry heard of the numerous female Officers throughout the State who are required to share washrooms, change rooms, toilets and sleeping quarters with their male-counterparts. What measures are presently in place to urgently address facility inequality?

a) How much funding has been made available to urgently address this issue?

i. What works are projected to be carried out as a result of this funding?

ii. What is the projected completion date for these works?

ANSWER

I am advised:

See response to Question 209.

286. Following the recent Parliamentary Inquiry into Bullying and Harassment in Emergency Services, have you ordered a review into operational procedures with regards to the reporting and monitoring of bullying and harassment within the agencies under your portfolio?

ANSWER

I am advised:

The Emergency Services Board of Commissioners has been tasked with reviewing the 27 recommendations made by the Legislative Council Committee.

Keelty Review into the Bega Valley Fires

287. Recommendation 8 of the Keelty Review states:

“Continue deployments of a Senior RFS officer to FRNSW ComCen on a 24/7 day basis. This arrangement should determine the quickest most suitable resource and who is ‘in charge’ of an incident”

Given the importance this recommendation, has a Senior NSW RFS Officer been deployed to Fire & Rescue NSW ComCen on a 24/7 basis?

a) If yes, when did occur?

b) If no, why not?

i. When will it commence?

c) Will any additional funding been provided to NSW RFS to absorb the costs of this deployment?

- i. If yes, how much funding be provided?
- ii. If no, why not?

ANSWER

I am advised:

A NSW RFS officer has been in place during business hours at the Fire & Rescue NSW Alexandria Communication Centre since April. The position is funded through the existing NSW RFS budget.

Plus Plan Metrics

288. Are you aware of Commissioner Baxter utilising any formula or program such as “Metrics” to measure the success of Fire & Rescue NSW throughout the state?

- a) If yes, will you provide copies of his findings?
- b) If no, what strategy will Commissioner Baxter utilise to measure the success of the Plus Plan in NSW?

ANSWER

I am advised:

No singular formula or program has been used to measure the success of Fire & Rescue NSW throughout the state.

In developing Fire & Rescue NSW’s new organisation strategy, strategic objectives have been identified along with relevant programs and projects that will help Fire & Rescue NSW in achieving these objectives.

The success of these initiatives and the resulting value and benefit delivered to the people of NSW will be used to measure and define success moving forward.

Plus Plan – Medical Response

289. Given all aspects of the Plus Plan are presently under active consideration, it is commonly understood that there is potential for firefighters to carry out medical response roles as part of this new initiative.

- a) What roles and responsibilities are being considered as part of this proposal?
- b) Will any additional training be provided for firefighters to carry out these duties?
- c) Is there a projected commencement date for firefighters or other non-Ambulance emergency services personnel performing a medical response role?
- d) What is the current expected annual cost of firefighters taking on a medical response

role, including additional wages and equipment, increased workplace injury and mental health support?

ANSWER

I am advised:

See response to Question 229.

Health & Mental Health

290. The recent Parliamentary Inquiry into Bullying and Harassment found a large discrepancy between the Mental Health funding and support services available between Government Agencies such as Fire & Rescue NSW and the NSW Police Force & NSW Ambulance Services.

a) How much funding has been allocated for mental health support and services for Fire & Rescue NSW?

i. Has this funding amount been identified as insufficient?

b) What action have you taken to ensure the expansion of mental health support and services to firefighters across NSW?

ANSWER

I am advised:

See response to Question 203.

291. What percentage of Workers Compensation claims from Fire & Rescue NSW are submitted on the grounds of mental health, Post-Traumatic Stress Disorder or psychological injury?

a) How many of these claims were initially rejected by the insurer?

i. How many of these claims were subsequently won on appeal?

ANSWER

I am advised:

See response to Question 214.

292. When are health checks for Fire & Rescue NSW firefighters anticipated to begin?

a) What is the projected cost per annum to conduct this health check process?

b) How many firefighters are projected to be medically retired each year as a result of this process?

i. What is the projected annual cost of Death and Disability benefits payable as a

result of the projected medically retired firefighters?

ANSWER

I am advised:

See response to Questions 186 and 190-194.

c) Will these health checks be isolated solely to Fire & Rescue NSW firefighters or will this process be expanded to include NSW Rural Fire Service firefighters as well?

ANSWER

I am advised:

c) The NSW RFS currently has face-to-face health checks available to all members as part of the Your Health Matters (YHM) Program.

Black Hawk Helicopter purchase and fitout

293. How many Black Hawk Helicopters were recently purchased by NSW Rural Fire Service?

a) What is the age and condition of the helicopters?

b) What was the purchase price for each helicopter?

i. What were the total costs associated with the purchase of the helicopters?

c) What is the projected cost to fitout the helicopters with the necessary firefighting equipment?

d) Will the helicopters be ready for the 2018/19 bushfire season?

i. If no, when will they be ready?

ANSWER

I am advised:

The NSW RFS did not purchase the Black Hawk Helicopters. The two airframes have been gifted from the Federal Government to the State Government. The NSW RFS has programmed a cost of \$3.25 million for the refurbishment and fit out of each air frame. The availability of the helicopters is subject to the Australian Defence Force's transition of the airframes from military service.

Emergency Services Board of Commissioners

294. The Government's response to the Keelty review into March 2018 Bega Valley bushfires makes repeated reference to an "Emergency Services Board of Commissioners", to which many of the review's recommendations have been referred for implementation.

a) What is the composition of this Board of Commissioners?

b) How long has this Board of Commissioners been in operation?

- c) What legislative authority does this Board of Commissioners have?
- d) What authority does this Board of Commissioners have over the individual Commissioners, their agencies and their expenditure?

ANSWER

I am advised:

See response to Question 234.

New Googong Fire Station

295. Googong is a rapidly expanding suburb in the Queanbeyan district. Has a business case been submitted for the construction of a new fire station to service the needs of the community?

- a) If yes, when was the business case submitted?
 - i. Will you provide a copy of this business case?
- b) Has any land been purchase for the construction of a new fire station in Googong?
 - i. Where is the site?
- c) When is construction anticipated to commence?
 - i. What is the projected completion date?
 - ii. What funding has been provided for this project?
- d) If no, have you requested a business case for the construction of a new fire station in Googong?

ANSWER

I am advised:

The question does not specify a recipient of the business case. Land in the Googong Neighbourhood 2 Town Centre will be transferred from the developer at nil cost. A construction date will be determined closer to the date of land transfer.

Cross Jurisdictional Support

296. Over the past 12 months, on how many occasions have Fire & Rescue NSW requested assistance from the Australian Capital Territory to combat fires in the Queanbeyan district?

- a) On each occasion, how many appliances and firefighters were sent to assist?
 - i. What appliances were sent?

ANSWER

I am advised:

The ACT provided assistance on five occasions. FRNSW provided assistance to the ACT on 15 occasions.

FRNSW does not have data on the number of appliances, firefighters or which appliance type(s) were sent when the ACT provided assistance.

297. Over the past 12 months, on how many occasions have Fire & Rescue NSW requested assistance from the Queensland to combat fires in Tweed Heads?

a) On each occasion, how many appliances and firefighters were sent to assist?

i. What appliances were sent?

ANSWER

I am advised:

There have been no occasions where Queensland provided assistance for a fire response. FRNSW provided assistance to Queensland on 11 occasions.

Registered Training Organisation Accreditation

298. Since 2011, on how many occasions has Fire and Rescue NSW been non-compliant with its Australian Skills Quality Authority accreditation and when?

a) Why did this occur?

b) What aspects of the Fire and Rescue NSW's registered training framework was non-compliant?

299. What action has been taken to rectify Fire & Rescue's accreditation with Australian Skills Quality Authority?

ANSWER (298 and 299)

I am advised:

FRNSW has maintained its Registered Training Organisation accreditation with the Australian Skills Quality Authority since 2011. FRNSW was re-registered in 2013 for five years and recently in 2018 for a further seven years.

FRNSW has not received any sanctions or notices of non-compliances from ASQA.

300. What aspects of Fire and Rescue's Vocational Education and Training (VET) Quality Framework need to be addressed for the organisation to be compliant as a Registered Training Organisation?

ANSWER

I am advised:

Fire & Rescue NSW has recently been re-registered as an Enterprise Registered Training Organisation until 2025.

301. How many officers were trained in the non-complaint period and subsequently awarded their certificates of Achievement?

ANSWER

I am advised:

Fire & Rescue NSW deferred award units of competency to Firefighters until such time as any internally identified non-compliances had been rectified.

Asbestos

302. How many Fire & Rescue NSW sites have been identified to have contained exposed asbestos?

- a) Since 2011, how many sites have had asbestos removed due to the substance posing a risk to Fire & Rescue NSW personnel?
- b) Since 2011, how much has been spent removing asbestos from Fire & Rescue NSW sites?

ANSWER

I am advised:

Fire & Rescue NSW has no high-risk sites containing asbestos within its property portfolio. Some sites contain asbestos, however these do not pose a risk to Fire & Rescue NSW personnel. These are inspected each year to identify any deterioration.

- a) Since 2011, 44 fire stations have been replaced or undergone major renovations reducing the number of sites affected by asbestos, with a further 6 on the forward program to be delivered in the next 2 years.
 - b) Since 2011, Fire & Rescue NSW has spent \$1.7 million on removing asbestos on its sites. This does not include sites that were disposed of or demolished and rebuilt.
-

PFOA or PFOS used at Fire and Rescue Stations

303. Has the Government investigated if Perfluorooctanoic acid (PFOA) or Perfluorooctane sulfonate (PFOS) chemicals were used at any of the following Fire and Rescue NSW Stations:

- a) Newcastle;
- b) Carrington;

Police and Emergency Services

- c) Stockton;
- d) Merewether;
- e) Lambton; &
- f) Mayfield West?

304. If not, will the Government investigate if PFOA or PFOS chemicals were used at the above Station to ensure that there is not a health risk to neighbouring residents?

305. If PFOA or PFOS were used, what action has the Government taken to ensure this does not pose a health risk to neighbouring residents?

ANSWER (303 – 305)

I am advised:

As part of the Environmental Protection Agency's PFAS Program, a risk-based analysis is being conducted of all currently owned and leased sites, including those in question 303.

306. Are there any plans to close any more Fire Stations in the Newcastle electorate?

ANSWER

I am advised:

No.

Aerial Fire and Rescue Appliances

307. How many aerial Fire and Rescue appliances are located in Newcastle?

ANSWER

I am advised:

There is one Ladder platform located at Newcastle with additional aerial pumpers in the surrounding areas of Bateau Bay, Umina and Mayfield West.

308. Was an aerial Fire and Rescue appliance recently borrowed from another Fire and Rescue zone and stationed at the Newcastle Station?

- a) If so, why?

ANSWER

I am advised:

Fire & Rescue NSW relocates appliances within its fleet to maintain medium and high-rise rescue and firefighting capability across the state.

309. Does Newcastle have an adequate amount of aerial Fire and Rescue appliances?

a) Are there any plans to increase this number?

ANSWER

I am advised:

FRNSW has recently completed a ten-year Aerial Strategy to plan and deliver the best and most appropriate aerial capability.

Based on FRNSW's ten-year Aerial Strategy plan, no additional aerial resource needs have been identified for the Newcastle and Central Coast Fire Districts in the immediate future.

SES

310. What is the Minister doing to address the poor condition of the Newcastle SES building in Tighes Hill?

ANSWER

I am advised:

In accordance with section 17 of the *State Emergency Service Act 1989* (NSW), local councils are responsible for providing suitable training, storage facilities and office accommodation to support the functions of the Local Controller.

In 2016-17 the NSW State Emergency Service contributed \$50,000 to undertake urgent improvements to the Tighes Hill facility, which included an upgrade of the Operations centre. Works were completed in April 2017.

Development in Heathcote East, 1-21 Dillwynia Grove. DA 17/0467

311. Please note there has been an evacuation alert for East Heathcote in January this year with an out of control Bush Fire 8km away in the Royal National Park at Waterfall.

a) Minister, are you aware that the Greater Sydney Commission, Southern Sydney Planning Panel is considering approving a development application of 55 apartments, at 5 levels, and the probability of a commercial interest in the Heritage Listed historic Heathcote Hall, in an isolated part of Heathcote East, surrounded by 15,000 hectares of the Royal National Park, with 1 road in and out, no evacuation procedures and a Council zoning of E4, due to it being a bushfire prone area?

b) Can the Minister explain how the NSW RFS approved this Development at Heathcote Hall

Estate where 56 residences are proposed in an area where E4 zoning and current ban on duplexes would only allow a maximum of 16 homes to be built?

i. Why is this allowed when contrary to the recommendations contained in the report of the Victorian Royal Commission?

c) Is the Minister aware that approval for this DA was issued by the RFS for Emergency Railway Line Level Crossing providing alternate access for emergency service personnel and equipment into East Heathcote and access for residents in an emergency, despite Sydney Trains highlighting:

Vehicles facing a risk becoming struck whilst traversing the crossing and a risk with contacting with overhead wiring?

ANSWER

I am advised:

a) A development application (DA) has been submitted to the Sutherland Shire Council for the refurbishment and restoration of Heathcote Hall.

b) The permissibility of the proposed development within the land zoning (E4) is a matter for the consent authority to determine.

The NSW RFS role and obligation in the development application process includes providing advice or issuing a Bush Fire Safety Authority (BFSA) under the *Rural Fires Act 1997* and the *Environmental Planning and Assessment (EPA) Act 1979*, to local government councils for specific types of developments proposed in bush fire prone land within NSW.

The construction of the buildings have been assessed against *Australian Standard AS3959-2009 Construction of buildings in bushfire prone areas*, and appropriate construction requirements have been incorporated into the development.

The proposed development was assessed against the current NSW bush fire standard and complies with the criteria set out in *Planning for Bush Fire Protection 2006* which includes the provision of asset protection zones, property access, adequate water supply and emergency and evacuation planning. Accordingly, the NSW RFS issued a Bush Fire Safety Authority, subject to conditions, dated 27 April 2018.

i. There was 19 recommendations from the 2009 Victorian Royal Commission Report which referred to planning and building. Accordingly, the NSW RFS undertook a comprehensive review of *Planning for Bush Fire Protection 2006* (PBP 2006) and *Australian Standard 3959 Construction of buildings in bushfire prone areas* and determined that the recommendations relating to land use planning were adequately addressed through the requirements of PBP 2006 and the development control measures in place for NSW.

The NSW Government provided its response addressing each recommendation. The NSW RFS strongly advocated that the stringent NSW planning and building bush fire protection controls of PBP 2006, be adopted in other States.

c) As part of the consideration of the DA, the NSW RFS considers suitability of access and egress to the site. As part of the assessment, the NSW RFS wrote to Council on 19/01/2018 seeking further information about the use of railway as an alternative access. The letter of request was referred to the Sutherland Local Emergency Management Committee (LEMC) by Council.

The Sutherland LEMC advised Council on 21 February 2018 that an emergency situation is manageable using the secondary railway crossing and following recognised procedures. They also advised that any emergency incident in East Heathcote would be managed in accordance with the procedures outlined in the Sutherland Shire Emergency Management Plan and the respective Consequence Management Guide. Any evacuation of the East Heathcote area would be coordinated via the Local Emergency Operations Controller and the respective combat agency commanders.

The NSW RFS has procedures in place when working on or around railway corridors to ensure coordination with the relevant authorities.

The assessment of the site identified that most of the site is not mapped as Bush Fire Prone Land, and future residents of the development will be afforded a greater level of bush fire safety than existing residents on the interface. East Heathcote is identified on the Sutherland Risk Management Plan and Asset Protection Zones are in place around the suburb.

PFAS Contamination Testing

312. How many investigations of PFAS contamination have been conducted at FRNSW sites?

ANSWER

I am advised:

Seven.

313. How many investigations of PFAS contamination have been conducted at RFS NSW sites?

ANSWER

I am advised:

Fourteen.

314. How many investigations of PFAS contamination have been conducted at SES NSW sites?

ANSWER

I am advised:

The NSW State Emergency Service has not facilitated any PFAS testing on facilities occupied by the NSW State Emergency Service.

315. Has FRNSW undertaken any review of the health impacts of PFAS on current and former staff?

316. Has RFS NSW undertaken any review of the health impacts of PFAS on current and former volunteers?

ANSWER (315 and 316)

I am advised:

Agencies will continue to act on the advice of NSW Health and the Commonwealth Department of Health in relation to potential health impacts of PFAS. Presently, the advice of these agencies is that there is no consistent evidence for any link between PFAS exposure and human disease.

Efficiency dividends

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

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

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

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

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

ANSWER (317 – 321)

I am advised:

See response to Questions 108 - 112.

Ministerial Travel/Meal Allowance

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

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

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

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

ANSWER (322-325)

I am advised:

See response to Questions 113 - 116.

Office Administration

326. 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?

ANSWER

I am advised:

See response to Question 117.

327. 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?

ANSWER

I am advised:

See response to Question 118.

328. 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?

ANSWER

I am advised:

See response to Question 119.

329. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?

a) What is the cost of this?

ANSWER

I am advised:

See response to Question 120.

330. 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?

331. 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?

ANSWER (330 and 331)

I am advised:

See response to Questions 121 and 122.

332. 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?

ANSWER

I am advised:

See response to Question 123.

333. 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?

ANSWER

I am advised:

See response to Question 124.

Police and Emergency Services

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

a) What is the monthly cost of this?

ANSWER

I am advised:

See response to Question 125.

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

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

ANSWER

I am advised:

See response to Question 126.

336. 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

ANSWER

I am advised:

See response to Question 127.

337. 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?

ANSWER

I am advised:

See response to Question 128.

Agile Workspaces/Activity Based Working/Hot-desking

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

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

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

ANSWER (338 – 340)

I am advised:

See response to Question 129 - 131.

Hospitality

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

ANSWER

I am advised:

See response to Question 132.

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

ANSWER

I am advised:

See response to Question 133.

Labour Hire Firms

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

344. 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

ANSWER

I am advised:

See response to Question 134.

Media and Public Relations

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

ANSWER

I am advised:

See response to Question 135.

346. 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

I am advised:

See response to Question 136.

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

ANSWER

I am advised:

See response to Question 137.

348. 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?

ANSWER

I am advised:

See response to Question 138.

Facebook

349. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2017-18?

ANSWER

I am advised:

See response to Question 139.

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

ANSWER

I am advised:

See response to Question 140.

Overseas Trips

351. 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?

352. 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 (351 and 352)

I am advised:

See response to Questions 141 and 142.

Department/Agency Travel

353. 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

ANSWER

I am advised:

See response to Question 143.

Drivers

354. 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?

ANSWER

I am advised:

See response to Question 144.

Consulting

355. 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?

356. 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

ANSWER (355 and 356)

I am advised:

See response to Questions 145 and 146.

Department/Agency Staffing

357. 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?

358. 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?

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

360. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2017-18?

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

ANSWER (357 – 360)

I am advised:

See response to Questions 147 - 150.

Smart Phone Accounts

361. 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?

362. 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?

ANSWER (361 and 362)

I am advised:

See response to Questions 151 and 152.

Merchant fees

363. 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.

364. 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.

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

ANSWER (363 – 365)

I am advised:

See response to Questions 153 - 155.

Probity Auditor

366. Has your office or department used a Probity Auditor or Probity Advisors, or similar, in the past five years?

a) If so please list the company and/or individual, the project, the engagement dates, and their total remuneration in tabular format.

ANSWER

I am advised:

See response to Question 156.

Domestic Violence Leave Policies, Awareness and Usage

367. 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?

ANSWER

I am advised:

See response to Question 157.

Sexual harassment and Anti-bullying training and awareness programs

368. 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?
- g) What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?
 - i. How many complaints have been initiated in relation to:
 - ii. Sexual harassment
 - iii. Bullying
 - iv. Workplace violence

ANSWER

I am advised:

See response to Question 158.

Participation of women in Government

369. 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?

ANSWER

I am advised:

See response to Question 159.

Energy

370. 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?

371. 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.

372. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?

373. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?

374. 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?

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

376. 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.)?

377. 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?

ANSWER (370 – 377)

I am advised:

See response to Questions 160 - 167.
