

**BUDGET ESTIMATES 2018-2019  
SUPPLEMENTARY QUESTIONS  
EARLY CHILDHOOD EDUCATION  
ABORIGINAL AFFAIRS  
ASSISTANT MINISTER FOR EDUCATION**

**Portfolio Committee No. 3 – Education**

Hearing: Tuesday 4 September 2018

**Answers due by: Friday 28 September 2018**

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**EARLY CHILDHOOD EDUCATION**

**Questions from Mr Justin Field MLC**

**Budget 2018-19**

- 1. Has there been any costings that show the investment, per child and total, required to reach universal access for all children aged 3 and 4?  
(a) If so, can this information be made public?**

An evidence based approach was used to determine how to achieve universal access for all children aged 3 and 4.

- 2. How will the Government assess, and demonstrate, that the Government's investment is making a difference in remote, regional and/or lower socio-economic communities?**

The NSW Government collects participation rates and fee pass through for all remoteness classifications and equity groups via the Annual Preschool Census. This information is published in the Australian Bureau of Statistics' Preschool Education, Australia each year.

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

- 3. Did the Government omit a mandatory needs analysis as a condition of consent when it gave local governments extended powers in granting consent for schools, TAFEs and universities to build new pre-schools under the State Environmental Planning Policy (Educational Establishments and Child Care Facilities) 2017?  
(a) If so, why?**

This question should be directed to the Minister for Planning.

- 4. How many applications for preschools have been made as a result of the State Environmental Planning Policy (Educational Establishments and Child Care Facilities) 2017?**

This question should be directed to the Minister for Planning.

- 5. How many preschools have been built or extended as a result of the State Environmental Planning Policy (Educational Establishments and Child Care Facilities) 2017?**

This question should be directed to the Minister for Planning.

- 6. Is the Government considering any other reform that promotes the development of preschools and early learning services to be provided within public schools?**
- (a) Have the benefits of having preschools and early learning services within schools been assessed?**
- i. If so, is this information publicly available?**

The government continues to ensure that high level, strategic support and guidance is provided to preschools and early intervention services within schools.

There are 100 government schools with preschools with 133 preschool classes, which is just one component of the total early childhood education provision in NSW.

All early childhood services in NSW are assessed and rated against the National Quality Standard. The National Quality Standard sets a national benchmark for the quality of education and care services.

#### **NSW Department of Education's Early Childhood Directorate**

- 7. How many staff are employed at the NSW Department of Education's Early Childhood Directorate?**

As at 10 September 2018, there are 239 FTE (full time equivalent) staff employed at the NSW Department of Education's Early Childhood directorate.

- 8. What is the process when the NSW Department of Education's Early Childhood Directorate raises concerns about the regulatory standards of a specific service?**

This information is available publicly via the department's compliance policy and on their website.

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

- (a) 1,667\*
- (b) 323\*
- (c) 153\*
- (d) 9\*\*

Under the Education and Care Services National Law, all education and care services are required to notify the Department of serious incidents.

Any incident, no matter how minor, is followed up by the regulator. Where necessary, the Department will investigate reported incidents.

\*Data extracted from NQAITS as at 30 June 2018, and is the total number of investigation record types in NQAITS.

\*\*3 suspensions and 6 cancellations as a result of investigations created in the 2017-18 financial year.

### **Commonwealth subsidies**

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

The NSW Government provides choice for families through its support of mobile and community preschools. The NSW Government has primary funding responsibility for these service types while the Commonwealth Government primarily funds long day care.

Any question on Commonwealth subsidies criteria should be directed to the Commonwealth Government.

### **National Partnership Agreement**

#### **11. What is the status of negotiations with the Commonwealth for the renewal of the National Partnership Agreement on the National Quality Agenda for Early Childhood Education and Care?**

I continue to advocate for adequate and ongoing funding for the NSW early childhood sector, including at national policy forums such as the COAG Education Council, through meetings and in correspondence to the Commonwealth. I have raised the NSW Government's position regarding sustainable funding for the sector with both the previous and current Commonwealth Minister for Education.

#### **12. If the National Partnership Agreement is not renewed, how will the NSW Government be making up for the lost funding? (a) Have the budget impacts been modelled?**

With regards to the National Partnership Agreement on the National Quality Agenda, the NSW Government has allocated funding to ensure that there is no reduction in regulatory activity.

#### **13. What funding programs will the Government be required to introduce if the National Partnership is not renewed?**

None.

**14. Under the current National Partnership Agreement what percentage of costs is the Commonwealth committed to contribute?**

**(a) Since the Agreement was signed in 2012, how much as a percentage, has the Commonwealth contributed?**

This information is publicly available.

(a) Since the Agreement was signed, the Commonwealth has funded between approximately 17% - 20% of the actual cost of regulation.

**Early childhood education providers**

**15. Since 2012, by how much have the following types of early childhood education providers grown?**

Answers below.

**16. Please provide the number of facilities under each?**

- (a) Long Day Care centres?**
- (b) Preschool centres?**
- (c) Family day care homes?**

	2012	2013	2014	2015	2016	2017
(a) Long Day Care centres	2540	2524	2508	2578	2591	2631
(b) Community Preschool centres*	N/A	N/A	747	749	730	735
(c) Family day care Services	109	214	247	325	420	297

\* The figures for 2012 and 2013 are only available for all Preschool/Kindergartens combined –not specifically Community Preschools. The figures for 2014 to 2017 are for private not-for-profit community managed services only and are sourced from the Early Childhood Contract Management System. Long Day Care centres and Family day care service data is from the National Quality Agenda IT System.

**17. What are the most recent vacancy rates the following types of early childhood education providers:**

- (a) Long Day Care centres?**
- (b) Preschool centres?**
- (c) Family day care homes?**

This information is not available. The Commonwealth of Australia may have information in relation to long day care and family day care.

**Early childhood educator pay**

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

Wages and employment conditions are a matter for the Commonwealth Government.

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

**3 year old funding**

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

\$197.8 million has been allocated over four years to extend the Government's investment in preschool education under the Start Strong program. This includes extending funding to all three-year olds in community preschools from 2019. Start Strong is a demand based model, which means that the number of three-year-olds in NSW accessing the yearly funding allocated to Start Strong will correspond with child population and enrolment increases. \$42.1 million has been allocated to capital grants funding over four years.

Refer to the Department of Planning for population predictions.

**Inspections**

- 20. Regarding the inspection of family day care centres**
- (a) How many inspections of family day care centres did the**

**Department undertake in:**

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

**(e) What amount of federal child care funding does the Department estimate was saved as a result of actions against family day care operators in**

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 12 months**
- ii. 2 years**
- iii. 4 years**

**(a)**

- i. 202.**
- ii. 409.**
- iii. 394.**

**(b) Cautions/improvement notices are not a compliance action under the National Quality Framework.**

**(c)**

- i. Not applicable as penalty infringement notices were introduced in 2016-17.**
- ii. 1.**
- iii. 0.**

**(d)**

- i. 10.**
- ii. 106\*.**
- iii. 38\*.**

*\* Figures based on Services Status = Cancelled in the National Quality Agenda IT System.*

**(e) Compliance action conducted by NSW in relation to family day care services has saved the Federal Government an estimated \$150 million.**

**(f)**

- i. 88.**

- ii. 7.
- iii. 1.

**21. Regarding the inspection of community preschools**

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

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 2015-16**
- ii. 2016-17**
- iii. 2017-18**

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

- i. 12 months**
- ii. 2 years**
- iii. 4 years**

Note – responses below relate to all preschools

(a)

- i. 538.
- ii. 344.
- iii. 465.

(b) Cautions/improvement notices are not a compliance action under the National Quality Framework.

(c)

- i. Not applicable as penalty infringement notices were introduced in 2016-17.
- ii. 0.
- iii. 0.

(d)

- i. 0.
- ii. 0.
- iii. 0.

(e)

- i. 381.
- ii. 250.
- iii. 40.

- 22. Regarding the inspection of long day care centres**
- (a) How many inspections of long day care centres did the Department undertake in:
- i. 2015-16
  - ii. 2016-17
  - iii. 2017-18
- (b) How many cautions/improvement notices were issued to long day care centres by the Department in:
- i. 2015-16
  - ii. 2016-17
  - iii. 2017-18
- (c) How many fines were issued to long day care centres by the Department in:
- i. 2015-16
  - ii. 2016-17
  - iii. 2017-18
- (d) How many long day care centres were closed by the Department in:
- i. 2015-16
  - ii. 2016-17
  - iii. 2017-18
- (e) How many long day care centres have not been inspected in over
- i. 12 months
  - ii. 2 years
  - iii. 4 years

- (a)
- i. 2571.
  - ii. 1990.
  - iii. 3103.
- (b) Cautions/improvement notices are not a compliance action under the National Quality Framework.
- (c)
- i. Not applicable as penalty infringement notices were introduced in 2016-17.
  - ii. 6.
  - iii. 11.
- (d)
- i. 2.
  - ii. 2.
  - iii. 3.
- (e)
- i. 1048.
  - ii. 438.
  - iii. 75.

- 23. Regarding the inspection of before and after school care centres**
- (a) How many inspections of before and after school care centres did the Department undertake in:
- i. 2015-16
  - ii. 2016-17

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

(a)

- i. 937.
- ii. 948.
- iii. 904.

(b) Cautions/improvement notices are not a compliance action under the National Quality Framework.

(c)

- i. Not applicable as penalty infringement notices were introduced in 2016-17.
- ii. 0.
- iii. 0.

(d)

- i. 0.
- ii. 2.
- iii. 2.

(e)

- i. 647.
- ii. 297.
- iii. 10.

#### **Tender of before and after school care**

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

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

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

(a) 7

(b) The Department of Education does not have a prequalification scheme for Outside School Hours Care (OSHC) providers. Providers wishing to submit tenders for an OSHC service in NSW government schools are required to register their business with NSW Procurement. The department uses NSW Procurement's e-tendering site to call for OSHC tenders. Since this process came into effect in 2010, Camp Australia has been awarded 64 OSHC service tenders.

(c) Camp Australia has been awarded 64 OSHC service tenders since April 2010

(d) 291

(e) 369

- (f) i. 74  
ii. 52  
iii. 51

(g, h, i, j) These arrangements are negotiated at the local level and the information is not held centrally. This request would require an unreasonable and substantial diversion of resources in the time specified.

#### **Before and after school care grants**

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

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

Since March 2015, the NSW Government has approved a net increase of 54,648 before and after school care places. These additional places have the potential to provide an additional 273,240 individual sessions per week.

#### **Federal Minister for Education**

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

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

In my role as Minister I frequently liaise with state and federal colleagues to discuss portfolio matters.

#### **Federal funding cuts**

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

- (a) **Where did the NSW government re-allocate funding from within the Department**

- (b) What programs were cut to achieve this re-allocation**
- (c) How many staff were cut to achieve this re-allocation**

- (a) The funding was allocated from within departmental resources.
- (b) No programs were cut to achieve this re-allocation.
- (c) No staff were cut to achieve this re-allocation.

#### **Students with additional needs**

#### **28. Regarding students with additional needs in community preschools**

- (a) What funds were provided to community preschools to support students with additional needs in:**

- i. 2015-16
- ii. 2016-17
- iii. 2017-18

- (b) How many students in community preschools in NSW were recognised as having additional needs in:**

- i. 2015-16
- ii. 2016-17
- iii. 2017-18

- (a) \$30 million funding per annum was allocated for children with disability and additional needs in the early childhood education budget.
- (b) The number of children with disability enrolled in a preschool program in NSW is reported by calendar year in the Report on Government Services (ROGS).

#### **Early childhood directorate spending**

#### **29. How many consultant reports have been by the Early Childhood Directorate in:**

- (a) 2015-16**
- (b) 2016-17**
- (c) 2017-18**

The intent of this question is unclear.

#### **30. What was the total amount spent on consultant reports by the Early Childhood Directorate in:**

- (a) 2015-16**
- (b) 2016-17**
- (c) 2017-18**

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

#### **31. What was the total amount spent on “Roadshow” events by the Early Childhood Directorate in:**

- (a) 2015-16**

- (b) 2016-17**
- (c) 2017-18**

- (a) Nil
- (b) \$41,513
- (c) \$100,403

**Ministerial visits**

- 32. How many community preschools did the Minister visit in**
- (a) 2015-16**
  - (b) 2016-17**
  - (c) 2017-18**

My diary is publicly available.

- 33. How many long day care centres did the Minister visit in**
- (a) 2015-16**
  - (b) 2016-17**
  - (c) 2017-18**

My diary is publicly available.

- 34. How many family day care centres did the Minister visit in**
- (a) 2015-16**
  - (b) 2016-17**
  - (c) 2017-18**

My diary is publicly available.

- 35. How many before and after school care centres did the Minister visit in**
- (a) 2015-16**
  - (b) 2016-17**
  - (c) 2017-18**

My diary is publicly available.

- 36. How many mobile preschools did the Minister visit in**
- (a) 2015-16**
  - (b) 2016-17**
  - (c) 2017-18**

My diary is publicly available.

**Mobile preschool funding**

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

- (a) \$8,617,569
- (b) \$7,287,385

(c) \$7,673,368

**38. How many mobile preschools received funding in**

- (a) 2015-16**
- (b) 2016-17**
- (c) 2017-18**

- (a) 49
- (b) 40
- (c) 40

**Preschool subsidies**

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

Use of a demand based model means the percentage of three-year-old children in NSW who receive assistance will correspond with child population and enrolment increases. The NSW Government currently supports more three-year-old children in accessing a preschool program than any other jurisdiction.

**Pay parity**

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

In my role as Minister I frequently liaise with state and federal colleagues to discuss portfolio matters.

**Newcastle LGA Classification**

**41. Do you or your department/s consider Newcastle LGA to be regional?  
(a) If not, why not?**

There is no standard methodology for defining a Local Government Area as metropolitan or regional.

**42. Do you or your department/s consider Newcastle LGA to be metropolitan?  
(a) If not, why not?**

There is no standard methodology for defining a Local Government Area as metropolitan or regional.

**43. Is the Newcastle LGA considered regional for the purposes of grant funding programs operated by your department/s?  
(a) If not, why not?**

There is no standard methodology for defining a Local Government Area as metropolitan or regional. Agencies consider individual community needs and characteristics, as they relate to specific programs or projects.

**44. Is the Newcastle LGA considered metropolitan for the purposes of**

**grant funding programs operated by your department/s?**

**(a) If not, why not?**

There is no standard methodology for defining a Local Government Area as metropolitan or regional. Agencies consider individual community needs and characteristics, as they relate to specific programs or projects.

**Efficiency dividends**

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

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

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

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

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

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

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

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

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

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

**Ministerial Travel/Meal Allowance**

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

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.

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

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.

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

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.

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

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**

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

- (a) What was the average salary for staff members in your office during 2017-18?**
- (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?**

Ministers' Office staff numbers and salary bands are available on the DPC website. Refer to:

<https://www.dpc.nsw.gov.au/publications/premiers-and-ministers-staff-numbers>

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

- (a) For each phone, how much was each bill in 2017-18?**
- (b) How many phones have been lost or replaced due to damage in your office?**
  - i. What is the cost of replacing those phones?**

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 3 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.

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

- (a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?**
- (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?**

**i. What was the cost of replacing these devices?**

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.

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

**(a) What is the cost of this?**

No.

**58. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?**

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

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

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

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

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

**60. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2017-18?**

**(a) What are these**

**services/newspapers/magazines/journals/periodicals?**

**i. Who is the subscriber for each of these?**

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

**61. What was the total value of all gifts purchased for use by you and your office in 2017-18?**

**(a) What were the gifts purchased?**

**i. Who were they gifted to?**

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

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

**(a) What is the monthly cost of this?**

No.

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

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

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

**64. What was the total bill for your office in 2017-18 for:**

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

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.

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

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

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**

**66. Has your department adopted “agile working environment/activity based working” practices –**

**e.g. hot-desking?**

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

The Department of Education is adopting “agile working environment” practices commencing May 2018 as part of its move to 105 Phillip Street, Parramatta.

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

The cost of the agile working environment is part of the overall fitout cost of 105 Phillip Street. The move to 105 Phillip Street will achieve a significant reduction of office floor space once completed.

**Hospitality**

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

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

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

Costs are managed within each agency's recurrent budget.

**Labour Hire Firms**

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

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

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

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

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

**Media and Public Relations**

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

Department of Education and Aboriginal Affairs staff numbers are included in the Annual Report.

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

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

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

The NSW Government purchases all commercial media monitoring centrally

through the Department of Premier and Cabinet which delivers significant savings through aggregated procurement.

- 75. Have you had media training or speech training?**  
**(a) If yes, who paid for it?**  
**(b) If paid by taxpayers, what was the amount paid in 2017-18?**

No.

#### **Facebook**

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

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

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

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

#### **Overseas Trips**

- 78. Were any of your overseas trips in the last financial year paid for in part or in full by using public money?**  
**(a) If so, did any of your relatives or friends accompany you on these trips?**

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

- 79. Have you undertaken any official overseas travel that was privately funded?**  
**(a) If so, what was the nature of these trips?**  
**(b) Who paid for these trips?**

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

#### **Department/Agency Travel**

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

All Departments' travel in 2017-18 was accordance with NSW Treasury and Finance Circular OFS-2014-07.

Given the number of schools and locations within the Education cluster, this request would require an unreasonable and substantial diversion of resources in the time specified.

### **Drivers**

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

No senior executives in the Department of Education are provided drivers.

### **Consulting**

- 82. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2017-18?**
- (a) For what specific purposes or matters was legal advice sought?**

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

- 83. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2017-18:**
- (a) Social media**
    - i. And the cost of these services**
  - (b) Photography**
    - i. And the cost of these services**
  - (c) Acting training**
    - i. And the cost of these services**
  - (d) Ergonomics**
    - i. And the cost of these services**

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

### **Department/Agency Staffing**

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

Voluntary redundancies are a component for agencies to achieve their efficiency dividends. Redundancy figures across the sector for 2017/18 are anticipated to be in the order of 736, totalling 13,075 since July 2011. The Labour Expense Cap introduced in the 2012-13 Budget also continues to give

Secretaries as much flexibility as possible to achieve these savings in the most appropriate ways to meet the service requirements of their agencies. Frontline staff such as, nurses, police officers and school teachers have been quarantined from this measure.

- 85. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the agency with which they were formerly employed?**
- (a) What was the nature of these works/services?**
  - (b) What was the total cost of these works or services?**

Voluntary redundancies are a component for agencies to achieve their efficiency dividends. Redundancy figures across the sector for 2017/18 are anticipated to be in the order of 736, totalling 13,075 since July 2011. The Labour Expense Cap introduced in the 2012-13 Budget also continues to give Secretaries as much flexibility as possible to achieve these savings in the most appropriate ways to meet the service requirements of their agencies. Frontline staff such as, nurses, police officers and school teachers have been quarantined from this measure.

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

Voluntary redundancies are a component for agencies to achieve their efficiency dividends. Redundancy figures across the sector for 2017/18 are anticipated to be in the order of 736, totalling 13,075 since July 2011. The Labour Expense Cap introduced in the 2012-13 Budget also continues to give Secretaries as much flexibility as possible to achieve these savings in the most appropriate ways to meet the service requirements of their agencies. Frontline staff such as, nurses, police officers and school teachers have been quarantined from this measure.

- 87. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2017-18?**
- (a) What were the reason/s for each dismissal?**

Voluntary redundancies are a component for agencies to achieve their efficiency dividends. Redundancy figures across the sector for 2017/18 are anticipated to be in the order of 736, totalling 13,075 since July 2011. The Labour Expense Cap introduced in the 2012-13 Budget also continues to give Secretaries as much flexibility as possible to achieve these savings in the most appropriate ways to meet the service requirements of their agencies. Frontline staff such as, nurses, police officers and school teachers have been quarantined from this measure.

#### **Smart Phone Accounts**

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

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

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

**(a) What was the total expenditure in 2017-18 on Android?**

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

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

**Merchant fees**

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

The Department of Education is exempt from the requirement to recoup merchant interchange fees.

Detail on merchant interchange fees is not held centrally for the Education cluster.

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

The Department of Education is exempt from the requirement to recoup merchant interchange fees.

Detail on merchant interchange fees is not held centrally for the Education cluster.

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

The Department of Education is exempt from the requirement to recoup merchant interchange fees.

Detail on merchant interchange fees is not held centrally for the Education cluster.

**Probity Auditor**

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

In accordance with the NSW Procurement Board's Direction (PBD-2013-05), the Department of Education has internal mechanisms in place to ensure that

probity considerations are routinely taken into account in its procurement decisions, and the use of external probity advisers and auditors is the exception rather than the rule. The Department's Annual Report includes all consultancies including those involving probity advisers valued more than \$50,000.

### **Domestic Violence Leave Policies, Awareness and Usage**

- 94. For each department, statutory agency and/or other bodies in the Minister's portfolio please report:**
- (a) A copy of the entity's policy or web link to the entity's domestic violence leave policy;**
  - (b) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;**
  - (c) Whether or not all employees and/or contractors are eligible for domestic violence leave;**
  - (d) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;**
  - (e) Number of days available for eligible staff to access domestic violence leave in each financial year;**
  - (f) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;**
  - (g) Number of sick days available for eligible staff to access domestic violence leave in each financial year;**
  - (h) Whether or not all staff and/or contractors have access to Employee Assistance Programs?**
  - (i) What training has been undertaken with management and administration for those involved in approving and/or processing domestic violence leave on issues such as?**
    - i. Privacy and confidentiality of information about domestic violence**
    - ii. Access to emotional, psychological, financial and medical support which may be required**
  - (j) Who has provided training on domestic violence in the workplace?**
  - (k) What percentage of staff in each agency has undertaken domestic violence training?**
  - (l) What efforts have been made to ensure that perpetrators (or their accomplices) within the staffing profile are not able to access personal information of victims in order to identify their location, or other information which may assist in committing domestic violence against them, including changing or accessing records in such a way as to disadvantage them financially or legally?**
- (a) 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 Award (leave for matters arising from domestic violence) and Treasury Circular 14-16 Support for Employees Experiencing Domestic Violence.
- (b) Section 84A was added to the Award in 2011.
- (c) 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.

- (d) It is not a separate leave type.
- (e) 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 maybe granted up to five days per calendar year.
- (f) 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 maybe granted up to five days per calendar year.
- (g) 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 maybe granted up to five days per calendar year.
- (h) All staff, their families and contractors have access to the Employee Assistance Program.
- (i) DPC is an accredited White Ribbon Workplace through White Ribbon Australia. DPC continues to provide ongoing support and guidance to cluster agencies on best practice approaches to supporting women who are experiencing domestic violence.
- (j) An e-learning module has been developed in consultation with Family and Community Services.
- (k) DPC is working to ensure all staff are trained in line with the developed modules.
- (l) DPC complies with the highest levels of document and privacy management consistent with the *Privacy and Personal Information Act 1998* (NSW).

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

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

- (a) Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.**
  - (b) Whether or not all employees and/or contractors have received such training?**
  - (c) Is this course mandatory for all employees/ contractors?**
  - (d) How long for each session, how many sessions?**
  - (e) Who delivers it?**
  - (f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?**
    - i. How?**
- (a) This training was formally introduced first in July 2013 and is regularly reviewed and updated in accordance with policies and guidance.
- (b) Attendance at sexual harassment and anti-bullying training courses is mandatory for the Department of Premier and Cabinet and a number of other agencies in the cluster.
- (c) Attendance at sexual harassment and anti-bullying training courses is

mandatory for the Department of Premier and Cabinet and a number of other agencies in the cluster.

- (d) Session times vary between trainers and agencies but range from 2 hours up to half a day.
- (e) Various specialist providers as well as EAP providers. Some agencies utilise training courses organised by others within the cluster to maximise efficiencies.
- (f) The needs of at-risk groups are considered in the training provided.

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

Participation is mandatory in the Department of Premier and Cabinet and a number of agencies in the cluster.

**97. How many complaints have been initiated in relation to:**

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

Participation is mandatory in the Department of Premier and Cabinet and a number of agencies in the cluster.

**Participation of women in Government**

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

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

- (a) This information is publicly available in each agency's Annual Report.
- (b) This information is publicly available in each agency's Annual Report.
- (c) This information is publicly available in each agency's Annual Report.
- (d) This information is publicly available in each agency's Annual Report.
- (e) All agencies uses 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.
- (f) 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.
- (g) The workforce profile data collected by the PSC is made available to Women NSW.

## Energy

- 99. For each agency in your portfolio by name, how much electricity did it consume for each of: (a) 2014-15?  
(b) 2015-16?  
(c) 2016-17?  
(d) 2017-18?**

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.

- 100. What proportion of the electricity consumed by each agency in your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.**

See answer to question 99.

- 101. How much money was spent on electricity for each agency in your**

**portfolio by name in each of the above financial years?**

See answer to question 99.

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

See answer to question 99.

**103. How much electricity is it estimated that each agency in your portfolio will consume in: (a) 2018-19?  
(b) 2019-20?  
(c) 2020-21?  
(d) 2021-22?**

See answer to question 99.

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

See answer to question 99.

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

See answer to question 99.

**106. What is the name of the energy supplier to each agency in your portfolio for each of:  
(a) 2018-19?  
(b) 2019-20?  
(c) 2020-21?  
(d) 2021-22?**

See answer to question 99.

## ABORIGINAL AFFAIRS

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

#### Fingal Head Aboriginal Church

**107. Has the Department or the Registrar ever visited or made contact with the Fingal Head Aboriginal Church?**

**(a) If yes, what dates and how did the communication take place?**

I am advised no staff from Aboriginal Affairs NSW have visited or made contact with the Fingal Head Aboriginal Church.

**108. Has communication occurred with the Tweed Ballina LALC in regards the lease with the church?**

**(a) If yes, what dates and how did the communication take place?**

No. It would be inappropriate for the Minister to communicate with the Tweed Byron LALC on this matter.

#### Aboriginal Land Claims

**109. How much money has the Government spent promoting and supporting Aboriginal Land Agreements since 2016?**

**(a) How much money has the Government spent on Aboriginal Land agreements in the past financial year?**

This question should be directed to the Minister for Lands and Forestry.

**110. How long does the Government anticipate the current backlog of Land rights claims will take to clear?**

This question should be directed to the Minister for Lands and Forestry.

**111. What progress has been made in recognising the Awabakal people's right to make claims under the Land rights act?**

The *Aboriginal Land Rights Act 1983* provides that only Aboriginal Land Councils constituted under that Act can make land claims.

**112. What progress has been made in recognising the Guringai people's right to make claims under the Land rights act?**

The *Aboriginal Land Rights Act 1983* provides that only Aboriginal Land Councils constituted under that Act can make land claims.

#### Funding of Groups

**113. How much money did the NSW Government give to the Clontarf Foundation in the past financial year?**

This question should be directed to the Minister for Education.

**114. How much money did the NSW Government give to Aboriginal Education Consultative Group in the past financial year**

This question should be directed to the Minister for Education.

**Aboriginal Deaths in Custody**

**115. In last year's budget estimates hearings you undertook to considering escalating preventable Aboriginal deaths in custody as part of solutions brokerage.**

- (a) Has that issue now been escalated for solutions brokerage?**
- (b) What was the basis for that decision?**

No.

Aboriginal Affairs considered the use of solution brokerage, as raised in last year's Budget Estimates, to address deaths in custody and determined that it is not appropriate.

**Justice Reinvest**

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

This question should be directed to the Attorney General.

**Financial Reparations Program**

**117. How many applications have been made as part of the NSW Government's Financial Reparations program?**

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

As at 7 September 2018, \$26.3 million has been paid in reparation payments. Reparations involve an extensive process to seek all available records to support claimants. Section 12.2 of the Stolen Generations Reparation Scheme Guidelines allows claimants to request a review of their unsuccessful application if they consider there is information or evidence that has not been taken into consideration.

**New Aboriginal Bodies**

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

As Minister I have established one, the Stolen Generations Advisory Committee to support the implementation of the NSW Government Response to 'Unfinished Business'. The Stolen Generations Advisory Committee reports to the Minister for Aboriginal Affairs and the Premier on issues impacting on Stolen Generations survivors.

Since passing the *Aboriginal Languages Act 2017*, Aboriginal Affairs is leading the establishment of the Aboriginal Languages Trust which will work alongside communities to revitalise and strengthen Aboriginal languages in NSW.

### **Aboriginal Land Claims**

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

For the 12 month period from 1 September 2017 to 31 August 2018, 1,041 new Aboriginal land claims were registered under the *Aboriginal Land Rights Act 1983*.

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

This question should be directed to the Minister for Lands and Forestry.

### **Aboriginal and Torres Strait Island people and Domestic Family Violence**

**121. What is the Minister for Aboriginal Affairs and Aboriginal Affairs NSW doing to enable Aboriginal and Torres Strait Islander Peoples to lead change to end violence against Aboriginal and Torres Strait Islander women and children in NSW?**

This question should be directed to the Minister for Prevention of Domestic Violence and Sexual Assault.

**122. Why hasn't the NSW Government developed a specific violence prevention strategy for Aboriginal and Torres Strait Islander women and children in NSW that is Aboriginal and Torres Strait Islander people led?**

This question should be directed to the Minister for Prevention of Domestic Violence and Sexual Assault.

**123. How is the NSW Government supporting Aboriginal and Torres Strait Islander led organisations to implement violence prevention initiatives in Aboriginal communities?**

This question should be directed to the Minister for Prevention of Domestic Violence and Sexual Assault.

### **Newcastle LGA Classification**

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

See answer to question 41.

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

See answer to question 42.

- 126. Is the Newcastle LGA considered regional for the purposes of grant funding programs operated by your department/s?  
(a) If not, why not?**

See answer to question 43.

- 127. Is the Newcastle LGA considered metropolitan for the purposes of grant funding programs operated by your department/s?  
(a) If not, why not?**

See answer to question 44.

#### **Efficiency dividends**

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

See answer to question 45.

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

See answer to question 46.

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

See answer to question 47.

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

See answer to question 48.

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

See answer to question 49.

#### **Ministerial Travel/Meal Allowance**

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

See answer to question 50.

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

See answer to question 51.

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

See answer to question 52.

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

See answer to question 53.

#### **Office Administration**

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

- (a) What was the average salary for staff members in your office during 2017-18?**
- (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?**

See answer to question 54.

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

- (a) For each phone, how much was each bill in 2017-18?**
- (b) How many phones have been lost or replaced due to damage in your office?**
  - i. What is the cost of replacing those phones?**

See answer to question 55.

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

- (a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?**
- (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?**
  - i. What was the cost of replacing these devices?**

See answer to question 56.

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

- (a) What is the cost of this?**

See answer to question 57.

**141. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?**

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

See answer to question 58.

**142. Have any floral displays or indoor plants or pot plants been**

**purchased for display in your ministerial office in 2017-18?**

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

See answer to question 59.

**143. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2017-18?**

**(a) What are these**

**services/newspapers/magazines/journals/periodicals?**

**i. Who is the subscriber for each of these?**

See answer to question 60.

**144. What was the total value of all gifts purchased for use by you and your office in 2017-18?**

**(a) What were the gifts purchased?**

**i. Who were they gifted to?**

See answer to question 61.

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

**(a) What is the monthly cost of this?**

See answer to question 62.

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

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

See answer to question 63.

**147. What was the total bill for your office in 2017-18 for:**

**(a) Taxi hire**

**(b) Limousine hire**

**(c) Private hire care**

**(d) Hire car rental**

**(e) Ridesharing services**

See answer to question 64.

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

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

See answer to question 65.

**Agile Workspaces/Activity Based Working/Hot-desking**

**149. Has your department adopted “agile working environment/activity based working” practices – eg hot desking?**

**(a) If not, are there plans to introduce activity based working practices**

**in 2018-19?**

See answer to question 66.

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

See answer to question 67.

#### **Hospitality**

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

See answer to question 68.

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

See answer to question 69.

#### **Labour Hire Firms**

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

See answer to question 70.

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

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

See answer to question 71.

#### **Media and Public Relations**

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

See answer to question 72.

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

**cost?**

See answer to question 73.

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

See answer to question 74.

**158. Have you had media training or speech training?**

**(a) If yes, who paid for it?**

**(b) If paid by taxpayers, what was the amount paid in 2017-18?**

See answer to question 75.

### **Facebook**

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

See answer to question 76.

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

See answer to question 77.

### **Overseas Trips**

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

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

See answer to question 78.

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

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

**(b) Who paid for these trips?**

See answer to question 79.

### **Department/Agency Travel**

**163. What was the total expenditure in 2017-18 by Departments/agencies within your portfolio on:**

**(a) Taxi hire**

**(b) Limousine/private car hire**

**(c) Hire car rental**

**(d) Ridesharing services**

See answer to question 80.

## **Drivers**

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

See answer to question 81.

## **Consulting**

- 165. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2017-18?**
- (a) For what specific purposes or matters was legal advice sought?**

See answer to question 82.

- 166. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2017-18:**
- (a) Social media**
    - i. And the cost of these services**
  - (b) Photography**
    - i. And the cost of these services**
  - (c) Acting training**
    - i. And the cost of these services**
  - (d) Ergonomics**
    - i. And the cost of these services**

See answer to question 83.

## **Department/Agency Staffing**

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

See answer to question 84.

- 168. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the agency with which they were formerly employed?**
- (a) What was the nature of these works/services?**
  - (b) What was the total cost of these works or services?**

See answer to question 85.

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

See answer to question 86.

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

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

See answer to question 87.

#### **Smart Phone Accounts**

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

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

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

See answer to question 88.

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

**(a) What was the total expenditure in 2017-18 on Android?**

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

See answer to question 89.

#### **Merchant fees**

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

See answer to question 90.

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

See answer to question 91.

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

See answer to question 92.

#### **Probity Auditor**

**176. Has your office or department used a Probity Auditor or Probity Advisors, or similar, in the past five years? If so please list the company and/or individual, the project, the engagement dates, and**

**their total remuneration in tabular format.**

See answer to question 93.

**Domestic Violence Leave Policies, Awareness and Usage**

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

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

See answers to question 94(a) to (h).

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

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

See answer to question 94(i).

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

See answer to question 94(j).

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

See answer to question 94(k).

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

**as to disadvantage them financially or legally?**

See answer to question 94(l).

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

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

- (a) Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.**
- (b) Whether or not all employees and/or contractors have received such training?**
- (c) Is this course mandatory for all employees/ contractors?**
- (d) How long for each session, how many sessions?**
- (e) Who delivers it?**
- (f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?**
  - i. How?**

See answer to question 95.

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

See answer to question 96.

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

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

See answer to question 97.

**Participation of women in Government**

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

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

See answer to question 98.

**Energy**

- 186. For each agency in your portfolio by name, how much electricity did it consume for each of:**
- (a) 2014-15?**
  - (b) 2015-16?**
  - (c) 2016-17?**
  - (d) 2017-18?**

See answer to question 99.

- 187. What proportion of the electricity consumed by each agency in your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.**

See answer to question 99.

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

See answer to question 99.

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

See answer to question 99.

- 190. How much electricity is it estimated that each agency in your portfolio will consume in:**
- (a) 2018-19?**
  - (b) 2019-20?**
  - (c) 2020-21?**
  - (d) 2021-22?**

See answer to question 99.

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

See answer to question 99.

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

See answer to question 99.

- 193. What is the name of the energy supplier to each agency in your portfolio for each of:**
- (a) 2018-19?**
  - (b) 2019-20?**
  - (c) 2020-21?**
  - (d) 2021-22?**

See answer to question 99.

## ASSISTANT MINISTER FOR EDUCATION

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

#### Efficiency dividends

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

See answer to question 45.

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

See answer to question 46.

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

See answer to question 47.

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

See answer to question 48.

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

See answer to question 49.

#### Ministerial Travel/Meal Allowance

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

See answer to question 50.

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

See answer to question 51.

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

See answer to question 52.

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

See answer to question 53.

**Office Administration**

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

- (a) What was the average salary for staff members in your office during 2017-18?**
- (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?**

See answer to question 54.

**204. 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?**

See answer to question 55.

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

- (a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?**
- (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?**

See answer to question 56.

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

- (a) What is the cost of this?**

See answer to question 57.

**207. 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?**

See answer to question 58.

**208. 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?**

See answer to question 59.

**209. 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?**

See answer to question 60.

- 210. 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?**

See answer to question 61.

- 211. Do you purchase bottled water or provide water coolers for your office?**
  - (a) What is the monthly cost of this?**

See answer to question 62.

- 212. What non-standard features are fitted to your ministerial vehicle?**
  - (a) What is the cost of each non-standard feature?**

See answer to question 63.

- 213. 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**

See answer to question 64.

- 214. Were any planes or helicopters chartered by you or your office and paid for with public money in 2017-18?**
  - (a) If yes, will you please detail each trip, the method of transport and the cost?**

See answer to question 65.

#### **Agile Workspaces/Activity Based Working/Hot-desking**

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

See answer to question 66.

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

See answer to question 66(a).

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

See answer to question 67.

#### **Hospitality**

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

See answer to question 68.

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

See answer to question 69.

#### **Labour Hire Firms**

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

See answer to question 70.

**221. 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**

See answer to question 71.

#### **Media and Public Relations**

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

See answer to question 72.

**223. 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?**

See answer to question 73.

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

See answer to question 74.

**225. 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?**

See answer to question 75.

**Facebook**

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

See answer to question 76.

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

See answer to question 77.

**Overseas Trips**

**228. 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?**

See answer to question 78.

**229. 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?**

See answer to question 79.

**Department/Agency Travel**

**230. 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**

See answer to question 80.

**Drivers**

**231. Are any of the senior executives in the relevant Department provided drivers?**

**(a) If so, can you please specify which positions are provided drivers?**

**(b) In total, how many drivers are used by senior executives in the Department?**

- (c) What is the total cost of drivers for senior executives in the Department?**

See answer to question 81.

### **Consulting**

- 232. 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?**

See answer to question 82.

- 233. 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**

See answer to question 83.

### **Department/Agency Staffing**

- 234. 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?**

See answer to question 84.

- 235. 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?**

See answer to question 85.

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

See answer to question 86.

- 237. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2017-18?**
- (a) What were the reason/s for each dismissal?**

See answer to question 87.

#### **Smart Phone Accounts**

**238. 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?**

See answer to question 88.

**239. 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?**

See answer to question 89.

#### **Merchant fees**

**240. 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.**

See answer to question 90.

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

See answer to question 91.

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

See answer to question 92.

#### **Probity Auditor**

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

See answer to question 93.

#### **Domestic Violence Leave Policies, Awareness and Usage**

**244. 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?

See answer to question 94.

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

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

- (a) Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.
- (b) Whether or not all employees and/or contractors have received such training?
- (c) Is this course mandatory for all employees/ contractors?
- (d) How long for each session, how many sessions?
- (e) Who delivers it?
- (f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
  - i. How?

See answer to question 95.

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

See answer to question 96.

- 247. How many complaints have been initiated in relation to:**
- (a) Sexual harassment**
  - (b) Bullying**
  - (c) Workplace violence**

See answer to question 97.

#### **Participation of women in Government**

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

See answer to question 98.

#### **Energy**

- 249. For each agency in your portfolio by name, how much electricity did it consume for each of: (a) 2014-15?**
- (a) 2015-16?**
  - (b) 2016-17?**
  - (c) 2017-18?**

See answer to question 99.

- 250. What proportion of the electricity consumed by each agency in your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.**

See answer to question 99.

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

See answer to question 99.

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

See answer to question 99.

- 253. How much electricity is it estimated that each agency in your portfolio will consume in:**
- (a) 2018-19?**
  - (b) 2019-20?**
  - (c) 2020-21?**
  - (d) 2021-22?**

See answer to question 99.

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

See answer to question 99.

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

See answer to question 99.

- 256. What is the name of the energy supplier to each agency in your portfolio for each of:**
- (a) 2018-19?**
  - (b) 2019-20?**
  - (c) 2020-21?**
  - (d) 2021-22?**

See answer to question 99.