



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2018-2019 Supplementary Questions

Portfolio Committee No. 4 – Legal Affairs

COUNTER TERRORISM, CORRECTIONS, VETERANS AFFAIRS

Hearing: Tuesday 4 September 2018

ANSWERS TO SUPPLEMENTARY QUESTIONS

Answers due by: Friday 28 September 2018

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COUNTER TERRORISM

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

Cross jurisdictional training

1. Have you been involved in any cross jurisdictional counter-terrorism training between emergency services and law enforcement agencies?

(a) If yes, what was your involvement?

NSW Government agencies regularly participate in interjurisdictional exercises conducted through the Australia-New Zealand Counter Terrorism Committee (ANZCTC). Exercises are also regularly arranged via the NSW Counter Terrorism Exercise Steering Committee. Exercises generally involve multi-agency participation, including those agencies with responsibilities under emergency management arrangements, and law enforcement agencies. Exercises are aimed at preparing all agencies to respond to a range of threats that may occur. Ministers, including myself, participate in exercises as required, to enhance preparedness to carry out our roles in the event of a crisis.

Efficiency dividends

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

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

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

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

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

I am advised:

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

Ministerial Travel/Meal Allowance

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

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

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

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

I am advised:

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

Office Administration

11. 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?

I am advised:

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>

12. 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?

I am advised:

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

13. 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?

I am advised:

There were 135 iPads in use across the Ministers' IT network in 2017-18. The cost of replacing any lost or stolen devices is claimed through the NSW Treasury Managed Fund. Repairs are funded by the Department of Premier and Cabinet, Corporate and Ministerial Services.

14. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
- (a) What is the cost of this?

I am advised:

Modest artwork related to my portfolio, both donated and on loan, are displayed in the office.

15. 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?

I am advised:

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

16. 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 response to supplementary question 15.

17. 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.

18. 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.

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

(a) What is the monthly cost of this?

No.

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

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

I am advised:

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

21. 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

I am advised:

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

22. 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?

I am advised:

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

Agile Workspaces/Activity Based Working/Hot-desking

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

I am advised:

The Department of Premier and Cabinet Portfolio adopted “agile working environment and activity based working” (ABW) practices in December 2014 as part of its move to 52 Martin Place.

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

N/A

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

I am advised:

The cost of the ABW environment was part of the overall fitout cost of 52 Martin Place as disclosed in the 2014-15 Financial Statements of the Department. The move to 52 Martin Place achieved a 23% reduction of office floor space. The combination of the relocation to 52MP and the change to ABW has resulted in an annual cost saving of \$6.7 million.

Hospitality

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

I am advised:

Expenditure on hospitality across the Ministry totalled \$25,350 in 2017-18 – which includes catering

for stakeholder meetings and courtesy calls with visiting dignitaries.

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

I am advised:

Costs are managed within each agency's recurrent budget.

Labour Hire Firms

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

29. 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

Q28-29: I am advised:

The Premier and Cabinet 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

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

I am advised:

DPC staff numbers are included in the Annual Report.

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

I am advised:

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

32. 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.

33. 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

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

I am advised:

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

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

I am advised:

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

Overseas Trips

36. 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?

37. 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?

Q36-37: Details of overseas travel including costs are published on the Department of Premier and Cabinet's website.

Department/Agency Travel

38. 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. In addition, for DPC, travel accords with the Department's Taxi Usage Policy.

- (a) \$366,142. This compares with \$466,745 in 2009-10
- (b) \$1,000. This compares with \$10,000 in 2009-10
- (c) \$44,208. This compares with \$53,047 in 2009-10
- (d) \$3,288

Drivers

39. 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?

I am advised:

No senior executives in the Department of Premier and Cabinet are provided drivers.

Consulting

40. 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?
41. 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

I am advised:

Q41-41: The Financial Statements, including expenditure on consultants, are available in agency annual reports.

Department/Agency Staffing

42. 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?

43. 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?

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

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

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

Q42-45: I am advised:

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, totaling 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

46. 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?

47. 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?

Q46-47: IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

Merchant fees

48. 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.

49. 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.

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

Q48-50: All NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13. DPC does not accept payment for goods and

services, so we do not impose merchant fees on our customers.

DPC staff only use their Pcards for the purchase of goods and services for official business purposes. If particular vendors elect to impose a merchant fee on card transactions, that is an unavoidable cost of doing business. It would not be possible to determine fees charges to Departmental cards, as these would either be embedded in the individual transaction cost, or if separately disclosed would require each monthly card statement for each user to be reviewed.

Probity Auditor

51. 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.

I am advised:

In accordance with the NSW Procurement Board's Direction (PBD-2013-05), the Department of Premier and Cabinet 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

52. 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 am advised:

(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-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.

53. 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

I am advised:

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.

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

I am advised:

An e-learning module has been developed in consultation with Family and Community Services.

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

DPC is working to ensure all staff are trained in line with the developed modules.

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

I am advised:

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

57. 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.

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

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

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

Q58-59: I am advised:

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

Participation of women in Government

60. 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?

I am advised:

(a)- (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

61. 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?

62. 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.

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

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

65. 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?

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

67. 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.)?

68. 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?

Q61-68: I am advised:

NSW Government Agencies procure their energy supplies under whole of government Contracts 776 (small sites under 100,000 kwh per annum) and 777.

Under these contracts the following suppliers are mandated:

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

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

This policy ensures NSW Government agencies:

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

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

E1: Targets to undertake energy efficiency projects

E2: Minimum NABERS Energy ratings for offices and data centres

E3: Minimum standards for new electrical appliances and equipment

E4: Minimum standards for new buildings

E5: Identify and enable solar leasing opportunities

E6: Minimum fuel efficiency standards for new light vehicles

E7: Purchase 6% GreenPower

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

CORRECTIONS

Questions from Mr David Shoebridge MLC

Rehabilitation and other programs

69. What programs are available to people held on remand in prisons?

I am advised:

- The Remand Addiction Intervention is a modified version of the EQUIPS Addiction program based on cognitive-behavioural therapy principles and strategies. It is a flexible 20 session program with five modules.
- The Remand Domestic Violence (DV) Intervention was collaboratively developed between Corrective Services NSW (CSNSW) and Legal Aid NSW. It is a five-session intervention that focusses on assisting inmates to understand their legal circumstances specific to domestic violence and to provide them with knowledge and skills for healthier relationships.
- The Real Understanding of Self-Help (RUSH) program is an Australian forensic adaptation of Dialectical Behaviour Therapy that was specifically developed for a remand offender population. RUSH is a 22 session skills-based group treatment program.

70. What percentage of inmates who need access to rehabilitation programs are able to complete them before release?

In 2015/16, 1194 inmates were released from custody on parole by the State Parole Authority, and of these nearly 70 per cent had an identified need, of whom 74 per cent had participated in a relevant program, and 68 per cent completed a relevant program.

71. When was the last evaluation conducted by Corrective Services NSW to confirm they are effective in reducing reoffending?

I am advised:

All recidivism outcome evaluations are conducted by the Bureau of Crime Statistics and Research (BOCSAR). Please refer to the BOCSAR website for further information.

Aboriginal people in prisons

72. How many Aboriginal identified people are incarcerated in the NSW Correctional Services system?

I am advised:

There were a total of 3,367 Aboriginal identified people in custody as at 9 September 2018.

73. How many people are in NSW Correctional Centres today?

I am advised:

At 9 September 2018 there were a total of 13,497 people in custody.

74. How many Aboriginal identified people are incarcerated in the Juvenile and Youth detention centres in NSW?

I am advised:

120 Aboriginal identified people as at 2 September 2018.

75. How many young people are incarcerated in the NSW Juvenile and Youth detention centres in NSW today?

I am advised:

265 as at 2 September 2018.

76. Has the NSW Government considered the Walama Court proposal which offers an evidence based approach to reducing the amount of time spent by Aboriginal offenders in custody?

(a) If so what was the outcome of this consideration?

77. What plans are there to expand the Koori Children's Court?

Q76-77: These questions fall under the responsibilities of the Attorney General, the Hon. Mark Speakman MP. Please refer any questions on this matter to the Attorney General.

78. What percentage of funding within corrective services is directed to programs which address the particular needs of Aboriginal people as a distinct population?

I am advised:

The NSW Government has invested \$330 million over four years to reduce reoffending across the state – this includes targeting indigenous reoffending. The strategy to reduce re-offending is providing more rehabilitation programs and enhanced supervision to higher risk offenders and placing particular emphasis on the critical period, before and after offenders are released from custody.

79. How much did the government spend on strategies for prevention, early intervention and diversion of Aboriginal peoples from the criminal justice system in 2017/18

I am advised:

The Government has invested in a number of strategies for prevention, early intervention and diversion of Aboriginal peoples, including Youth Justice Conferencing, Youth on Track, Youth Bail Assistance Line, Aboriginal Reintegration Program (Nowra), What's Your Plan, the Aboriginal Client Service Specialist program (including Circle Sentencing), and SAY.

The NSW Government also funds a range of initiatives, strategies and early intervention programs to reduce breaches of bail and other orders, such as the pilot Dubbo 'Aboriginal Bail Project', the pilot 'What's your Plan?' Aboriginal program, and the pilot 'Aboriginal Court Diversion and Bail Support Program'. There are also a range of other programs to divert Aboriginal people from the criminal justice system including the Magistrates Early Referral into

Treatment (MERIT) program, Statewide Community and Court Liaison Services and the pilot Cognitive Impairment Diversion Program (CIDP).

80. In 2018/19 how much is the government investing in strategies for prevention, early intervention and diversion of Aboriginal peoples from the criminal justice system?

I am advised:

The 2018-19 budget allocations are still being finalised.

Contractors

81. How much did Corrective Services pay its consultants and contractors last year?

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

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

84. Did they do work that traditionally Corrective Services employees would have done

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

I am advised:

Consulting expenditure is detailed in agency annual reports.

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

Prison construction

86. How much of the \$4.6 billion allocated for additional prison beds (including for construction of the Clarence Correctional Centre) in 2016 has been spent to date?

I am advised:

The capital allocation for the Prison Bed Capacity Program is \$2.4 billion. The total capital spend to 31 August 2018 is \$1.0 billion.

The Clarence Correctional Centre is being delivered via a Public Private Partnership. The capital cost of the construction to the consortium is \$700 million.

Women in prison

87. How many women were in NSW prisons on 1 July 2018?

(a) Of these how many were on remand?

(b) How many have been sentenced?

I am advised:

There were 1,076 women in NSW prisons on 1 July 2018

(a) 423

(b) 646

88. What is the average age of the women held on remand?

I am advised:

The average age of women held on remand is 34 years.

89. What is the average age of the women who have been sentenced?

I am advised:

The average age of women who have been sentenced is 37 years.

90. What is the average length of sentence?

I am advised:

The average length of sentence (as of 9 September 2018) is 5.1 years.

91. How many Aboriginal women were in NSW prisons on 1 July 2018?

(a) Of these how many are on remand?

(b) How many have been sentenced?

I am advised:

There were 374 Aboriginal women in NSW prisons on 1 July 2018. 155 women were on remand and 219 were sentenced.

92. What is the average age of the Aboriginal women held on remand?

I am advised:

The average age of Aboriginal women held on remand is 31 years.

93. What is the average age of the Aboriginal women who have been sentenced?

I am advised:

The average age of Aboriginal women who have been sentenced is 33 years.

94. What is the average length of sentence?

I am advised:

The average length of sentence of Aboriginal women is 5.1 years.

Prison strip searches

95. How many strip searches of female prisoners in New South Wales over the period 1 July 2017 to 31 December 2017 inclusive were there, disaggregated on the basis of correctional facility (see list below).

I am advised:

Not all strip searches are required to be recorded.

96. The number of items of contraband found, and the nature of items of contraband found, as a result of a strip search of a female prisoner in New South Wales over the period 1 July 2017 to 31 December 2017 inclusive, disaggregated on the basis of correctional facility (see list below).

Correctional facilities

- Silverwater Women's Correctional Centre;
- Dillwynia Correction Centre;
- Emu Plains Correctional Centre;
- Broken Hill Correctional Centre;
- Wellington Correctional Centre; and
- Mid North Coast Correction Centre.

I am advised:

A total of 53 items of contraband found as a result of a strip searching of female prisoners in NSW over the over the period 1 July 2017 to 31 December 2017 inclusive. The nature of the items found include syringes, tobacco, cigarette lighter, prescription medicine and tattoo equipment.

Women in Juvenile Justice facilities

97. How many women were in NSW Juvenile Justice facilities on 1 July 2018?

- (a) Of these how many were on remand?
- (b) How many have been sentenced?

I am advised:

27 young women in custody as at 1 July 2018.

(a) 19

(b) 8

98. What is the average age of the young women held on remand?

I am advised:

The average age of young women on remand on 1 July 2018 was 15.6 years.

99. What is the average age of the young women who have been sentenced?

I am advised:

The average age of young women sentenced on 1 July 2018 was 16.9 years.

100. What is the average length of sentence?

I am advised:

The average length of stay of young women in custody on 1 July 2018 was 73.2 days. 53.7 days for those on remand and 119.3 days for those that had been sentenced.

101. How many Aboriginal women were in NSW Juvenile Justice facilities on 1 July 2018?

(a) Of these how many are on remand?

(b) How many have been sentenced?

I am advised:

On 1 July 2018, there were 17 Aboriginal young women in custody, with 12 on remand and five sentenced.

102. What is the average age of the young Aboriginal women held on remand?

I am advised:

The average age of the young Aboriginal women held on remand on 1 July 2018 was 15.4 years.

103. What is the average age of the young Aboriginal women who have been sentenced?

I am advised:

The average age of young Aboriginal women who have been sentenced on 1 July 2018 was 16.5 years.

104. What is the average length of sentence?

I am advised:

The average length of sentence of young women in custody on 1 July 2018 was 54 days.

Background of women in prison

105. Of the women in prison in NSW in 2017/18 how many had an identified mental illness?

I am advised:

These questions fall under the responsibilities of the Minister for Health and Medical Research, the Hon. Brad Hazzard MP. Please refer any questions on this matter to Minister Hazzard.

106. Of the women in prison in NSW in 2017/18 how many had an identified learning disability?

I am advised:

This information is not collected and/or recorded by CSNSW.

107. Of the women in prison in NSW in 2017/18 how many a pre-incarceration history of being a victim of sexual assault, sexual abuse, or domestic violence?

I am advised:

This information is not collected and/or recorded by CSNSW.

108. What steps are taken to fully assess the background of women in prisons, particularly with a view

to providing appropriate programs to treat complex trauma?

I am advised:

CSNSW currently has two streams of work that aim to assist inmates that have histories of complex trauma:

The Approved Counselling Service - managed by Victims Services NSW, previously only available in the community now inmates may begin to address issues associated with being victims of crime while they are in custody.

Trauma Informed Practice Training - arose in response to increased knowledge and understanding of the impact of trauma and its high prevalence among offender populations. The training is now an integral part of training for new CSNSW recruits with plans underway to roll out training to all frontline staff.

Aboriginal incarceration

109. What concrete steps is the Minister taking to reduce the grossly disproportionate number of Aboriginal people in NSW prisons?

I am advised:

CSNSW is focused on the delivery of targeted diversionary programs, rehabilitation services and post release support for Aboriginal offenders.

This includes initiatives that provide greater assistance to Aboriginal offenders such as the two specialist High Intensity Program Units at Mid North Coast Correctional Centre and Wellington Correctional Centre.

The NSW Government is also in the process of implementing reforms that align with recommendations arising from the Australian Law Reform Commission Report into the incarceration Rate of Aboriginal and Torres Strait Islander Peoples.

Other programs targeting indigenous reoffending include: the Yetta Dhinnakkal Program in Brewarrina, the Balund-a residential diversionary program, Gundi program, Bundian Way Project, Dubai Gunyah and the Girrawaa program in Bathurst.

Short sentences

110. How many individuals convicted of a lower-level assault offence or a justice procedural offence were given an Intensive Correction Order, rather than prison time in the following financial years:

(a) 2016/17?

i. Of this, how many were Aboriginal or Torres Strait Islander?

(b) 2017/18

i. Of this, how many were Aboriginal or Torres Strait Islander?

(c) 2018/1

i. Of this, how many were Aboriginal or Torres Strait Islander?

I am advised:

(a) 73. Of these, 13 were Aboriginal and Torres Strait Islander.

(b) 121. Of these, 34 were Aboriginal and Torres Strait Islander.

(c) 20. Of these, 7 were Aboriginal and Torres Strait Islander.

Teaching in prisons

111. What is the total number of full time equivalent teaching staff in NSW prisons for the following financial years:

a. 2017/18?

b. 2018/19?

I am advised:

(a) 20

(b) 20

112. How many correctional facilities currently have teaching vacancies?

(a) How many are front line teaching staff?

(b) How many of these vacancies are Aboriginal teaching staff?

I am advised:

(a) Two as at 14 September 2018.

(b) Both vacant teacher roles are Aboriginal identified.

113. What steps are being taken to ensure that all Aboriginal prisoners in correctional facilities have access to education courses specialising in Aboriginal history and culture, as recommended by Royal Commission's report into Aboriginal Deaths in Custody

I am advised:

CSNSW provides relevant programs for offenders taking into account local country, language, art and traditional customs.

114. Has any progress been made on consideration of having computers in cells for inmates to further their education and facilitate contact with families?

I am advised:

Corrective Services supports increasing inmate access to computers and has adopted a cautious and incremental approach to introducing computers to cells. Corrective Services are currently addressing the security and infrastructure issues that need to be addressed before this is possible on a large scale. In-cell digital services are available at the two Rapid Build correctional centres, which allow inmates to check their inmate account balances, allocate funds, check court dates, schedule programs and services and education activities.

Education Delivery NSW Corrective Services

115. Can you provide the number of active Traineeships in NSW corrective services facilities on:

(a) July 1 2017?

(b) July 1 2018?

I am advised:

(a) 317

(b) 201

116. Can you provide the total number of LLN hours delivered in NSW corrective services facilities on:

(a) July 1 2018

I am advised:

720 hours were delivered on 2 July 2018. Note Language, Literacy and Numeracy courses are not conducted on weekends.

117. Can you provide the total number of student enrolments in NSW corrective services facilities on:

(a) July 1 2018?

I am advised:

389. CSNSW focuses on providing multiple intervention points. Formal programs, work, education and the practice guide for intervention (in the community) are all seen as part of a program to reduce re-offending and the combined dosage is of importance to CSNSW, not just the completion of an individual program.

Prison population

118. How many inmates are there currently in corrective services facilities in NSW?

I am advised:

There were 13,497 inmates in corrective services facilities as at 9 September 2018.

119. Of those currently in corrective service facilities, how many are Aboriginal or Torres Strait Islander persons?

I am advised:

There were 3,367 Aboriginal or Torres Strait Islander persons in corrective services facilities as at 9 September 2018.

120. Of those currently in corrective service facilities, how many are on remand?

I am advised:

There were a total of 4,491 inmates on remand in corrective services facilities as at 9 September 2018.

121. What are the current predictions for changes to the remand population size over the next 12 months?

I am advised:

The remand population is more variable than the sentenced population and there can be fluctuation in the remand population throughout the year.

The Bureau of Crime Statistics and Research (BOCSAR) has forecast the NSW prison population – please refer to the BOCSAR website for further information.

122. How many facilities are currently over capacity?

I am advised:

None.

123. Within the Metropolitan Special Programs Centre how many areas are currently housing more inmates than were intended when they were constructed?

124. Within the Metropolitan Remand and Reception Centre how many areas are currently housing more inmates than were intended when they were constructed?

125. Within the High Risk Management Correctional Centre how many areas are currently housing more inmates than were intended when they were constructed?

I am advised:

Q123-125: Comparisons between design capacity when constructed and current operational capacity is difficult as the purpose of correctional facilities change over time. More or fewer areas and buildings may be proclaimed to be part of a facility, accommodation wings or industries buildings may be added or decommissioned and the purpose of a part or all of a facility may change.

126. How many facilities are anticipated to be over capacity within the next:

(a) 1 year?

(b) 5 years?

(c) 10 years?

The NSW Government has a long-term infrastructure strategy to cater for the rising prisoner population. This will provide sufficient capacity to accommodate inmates into the future.

127. What is the cost per day per juvenile inmate?

I am advised:

\$927.

128. What is the cost per inmate per adult male inmate?

129. What is the cost per day per adult female inmate?

I am advised:

Q128-129: The cost per inmate per day in NSW was \$181.85 for 2017/18. The gender of inmates is not taken into account when calculating the cost per inmate per day.

Juvenile detention

130. How many young people are currently detained in juvenile corrective facilities?

I am advised:

265 as at 2 September 2018.

131. Of those young people currently detained in juvenile corrective facilities, how many are Aboriginal or Torres Strait Islander persons?

I am advised:

120 as at 2 September 2018.

132. What was the total number of young people held on remand at any time during the following financial years:

(a) 2017/18?

(b) 2018/19?

I am advised:

(a) 158 as at 2 September 2018.

(b) 126 as at 2 September 2018.

133. How many juveniles were remanded in custody because they could not meet one or more bail conditions during the 2017/18 financial year?

I am advised:

69.

134. What was as the average number of days juveniles spent in custody because they could not meet

one or more bail conditions during the 2017/18 financial year?

I am advised:

3.9 days.

Needle and syringe program

135. What are the future plans, if any, to introduce needle & syringe programs within correctional facilities, given these are the most effective means of preventing hepatitis C transmission?

I am advised:

There are no plans to introduce a needle exchange program into correctional facilities.

Searches of prisoners

136. How many strip searches were conducted on female prisoners in each of the following financial years:

(a) 2017/18

i. How many of those searches detected contraband material?

I am advised:

Not all strip searches are required to be recorded.

137. How many strip searches were conducted on male prisoners in each of the following financial years:

(a) 2017/18?

i. How many of those searches detected contraband material?

I am advised:

Not all strip searches are required to be recorded.

138. How many strip searches were conducted on juvenile prisoners in each of the following financial years:

(a) 2017/18?

i. How many of those searches detected contraband material?

I am advised:

Not all strip searches are required to be recorded.

Consultants and contractors

139. How much did your agency pay its consultants and contractors last year?

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

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

142. Did they do work that traditionally agency employees would have done

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

I am advised:

Q139-143: Consulting expenditure is detailed in agency annual reports.

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

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

Savings from benchmarking

144. What savings have been projected as part of the 'benchmarking' process being undertaken in Corrections?

I am advised:

Any savings will be overtaken by additional staffing due to the growth in inmate numbers.

Assaults

145. How many reports of assaults on Corrections Officers were received in each recurring year from 2011 to current?

I am advised that the number of *serious* assaults on corrections officers in each recurring year from 2011 is as follows:

2011-12: 2

2012-13: 1

2013-14: 0

2014-15: 0

2015-16: 0

2016-17: 0

2017-18: 0

146. How many reports of assaults against inmates in NSW Correctional Centres were received in each recurring year from 2011 to current?

I am advised that the number of serious assaults against inmates in each recurring year from 2011 is as follows:

2011-12: 19

2012-13: 27

2013-14: 38

2014-15:62

2015-16: 73

2016-17: 37

2017-18: 41

147. How many self-harm incidents have reportedly occurred in NSW Correctional Centres in each recurring year from 2011 to current?

Indicator	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Number	565	702	691	781	1110	1212	1171
Rate per 100 prisoners	5.79	7.16	6.61	7.09	9.02	9.37	8.76

148. How many reports of sexual assaults against inmates in NSW Correctional Centres have been received in each recurring year from 2011 to current?

I am advised:

Indicator	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Sexual assaults	7	9	10	20	25	26	18

149. How many reports of sexual assaults against Corrections Officers in NSW Correctional Centres have been received in each recurring year from 2011 to current?

I am advised:

Nil.

Escapes

150. On how many occasions have inmates escaped from Secure Custody facilities in each recurring year from 2011 to current?

I am advised:

Indicator	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Number	3	1	1	1	4	3	6
Rate per 100 prisoners	0.05	0.02	0.02	0.01	0.05	0.04	0.07

151. On how many occasions have inmates escaped from Open Custody facilities in 2017 and 2018?

I am advised:

Indicator	2016-17	2017-18
Number	12	5
Rate per 100 prisoners	0.26	0.11

152. Are any inmates still on the run?

I am advised

One.

Recidivism in adults

153. What is the recidivism rate for the each recurring year from 2011 to current?

Quarter ended	2011	2012	2013	2014	2015	2016
---------------	------	------	------	------	------	------

31/12						
Percent	33.9	34.6	35.9	36.7	39.3	38.4

*People released from prison who re-offend with 12 months of their release date

Rapid build prisons

154. What was the projected budget for rapid build correctional centres across NSW?

155. What has been the total spend for rapid build correctional centres across NSW?

Please refer to the 2016/17 Budget Papers.

Grafton Correctional Centre

156. What was the total projected cost for the construction of the new Grafton Correctional Centre?

(a) What is the revised spend to date for the construction of this new facility?

I am advised:

The Clarence Correctional Centre is being delivered via a Public Private Partnership. The capital cost of construction to the consortium is \$700 million.

157. What is the projected completion date of the Grafton Gaol?

(a) Have there been any delays in construction?

I am advised:

The projected date of completion is June 2020. No delays in construction.

158. Have there been any issues with regards to the construction of this project?

(a) If yes, what are the construction issues?

i. What has been the total cost to address these issues?

I am advised:

No.

159. Were there any issues with the plans which required addressing after the construction had commenced?

I am advised:

No.

Casual Workforce

160. How many casual staff have been employed within Correctional Centres for each recurring year from 2011 to current?

(a) What has been the cost in each recurring year to employ these casual staff?

I am advised:

Year	Number of Casual Correctional Officers Employed

2010/11	549
2011/12	432
2012/13	397
2013/14	586
2014/15	919
2015/16	1225
2016/17	1597
2017/18	1411

161. What is the cost to train a new casual Correctional Officer?

- (a) How much has been spent on casual Correctional Officers in each recurring year from 2011 to current?

I am advised:

Current training costs are approximately \$30,000 per trainee including wages.

Contraband

162. How many Correctional Officers have been found to have brought contraband into a NSW Correctional Centre in each recurring year from 2011 to current?

- (a) How many of these Correctional Officers were charged with a contraband offence?

I am advised:

There have been approximately 21 CSNSW employees found to have brought contraband into NSW Correctional Centres since 1 January 2011 to 14 September 2018. There have been approximately nine CSNSW employees charged with contraband offences.

West Dapto Prison proposal

163. More than 14,000 local residents of West Dapto have signed a petition in opposition to the construction of new Correctional Centre in West Dapto. When were you made aware of the communities concerns and objections to this project?

I am advised:

Throughout the site investigation process, I was regularly briefed on the status of the site investigation and community feedback.

164. Why was the West Dapto site chosen over other viable locations?

I am advised:

The site at Kembla Grange was chosen for further investigation due to its size, location and proximity to infrastructure.

165. Were any external consultants engaged to determine the viability of this site?

- (a) If yes, how much was spent on the consultancy?

I am advised:

Yes. Consulting expenditure is detailed in agency annual reports.

166. Were you involved in any parts of the community consultation sessions which were held following the announcement of the new gaol?

(a) If yes, what was your involvement?

(b) If no, why not?

I did not attend the consultation sessions. The Parliamentary Secretary for the Illawarra, Mr. Gareth Ward, MP, attended on my behalf.

Correctional centres represent a major investment for any regional economy, with flow-on benefits for local employment and local suppliers. As such, Mr. Ward's role as the region's Parliamentary Secretary was considered highly relevant.

167. Why was the announcement of a new Correctional Centre in West Dapto left entirely up to the Parliamentary Secretary for the Illawarra and Education, Mr Gareth Ward MP?

(a) Why didn't you make the announcement?

At no time was a new correctional centre announced at Kembla Grange or West Dapto. Mr. Ward worked to publicise the site investigation and consultation process for Kembla Grange. He attended each consultation session in his capacity as the region's Parliamentary Secretary.

168. In light of the community's strong opposition to the construction of the West Dapto Correctional Centre, will you consider an alternative site?

Please refer to my media release on 14 September 2018 regarding Kembla Grange.

Parklea Correctional Centre

169. Given Corrective Services NSW had recently successfully bid for the operational tender at John Morony, why wasn't the public sector invited to bid for the contract to operate Parklea Correctional Centre?

The decision that Parklea should be a privately managed prison was made in 2008 by the then Labor Government. It was decided that as part of the mixed market environment in corrections, there should be facilities managed by the private sector to provide competition and measure public sector performance.

Mobile phone jamming

170. In light of the plethora of contraband, including mobile phones which have been found in recent years, what is the status of the mobile phone jamming trial in Goulburn?

(a) How many mobile phones have been found within Goulburn Correctional Centre in each recurring year since the inception of this trial?

- (b) How many mobile phones have been found within each NSW Correctional Centre in each recurring year since the inception of the mobile phone jamming trial in Goulburn?

I am advised:

CSNSW has engaged a supplier for the provision of design, installation and commissioning of a mobile phone jamming system at Goulburn Correctional Complex.

171. When will you be trialling mobile phone jamming technology in other prisons?

I am advised:

There is currently no firm decision to trial mobile phone jamming in other correctional centres. Each centre is unique and would require a tailored solution. Trial outcomes will inform the development of future installation strategy.

Community Corrections

172. In light of the increase to the number of external agencies who are providing “behavioural change” services to offenders in the community, are there plans to increase the number of external agencies being contracted to provide these programs over the forward estimates?

- (a) If yes, what are the projected costs?

I am advised:

Under the Government’s Sentencing Reforms, almost \$500,000 will be allocated in 2018/19 and almost \$1 million in 2019/20 to programs within the community for contracted services for group based programs.

- (b) Are there any other services within the Corrections portfolio which are planned to be contracted to external providers?

I am advised:

Under the Government’s Reducing Reoffending initiatives, CSNSW expects to be allocated over \$2 million per year to 2020/21 to contract external program facilitators to provide programs.

Privatisation

173. Will you rule out any privatisation or outsourcing of Corrective Services Programs?

174. Will you rule out any privatisation or outsourcing of non-custodial staff and/or the work they undertake?

175. Will you rule out any privatisation or outsourcing the futures operations of any Correctional Centres in NSW?

Q173-175: There are currently no plans to outsource or privatise any of CSNSW current operations.

Inmate population

176. What was the adult male inmate population in NSW for each recurring year from 2011 to current?

177. What was the adult female inmate population in NSW for each recurring year from 2011

to current?

I am advised:

Indicator	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Males	9089	9125	9713	10229	11404	11916	12331
Females	663	683	734	781	901	1015	1042

Community Corrections Orders

178. How many Community Service Orders were issued for each recurring year from 2011 to current?

I am advised:

2011/12: 6,024

2012/13: 5,264

2013/14: 5,543

2014/15: 5,515

2015/16: 5,656

2016/17: 5,668

2017/18: 5,447

179. What was the completion rate for Community Service Orders for each year from 2011 to current?

I am advised:

Indicator	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Completion rate	83.1%	81.1%	79.0%	79.0%	77.5%	76.9%	76.6%

180. How many Intensive Corrections Orders were issued for each recurring year from 2011 to current?

I am advised:

2011/12: nil

2012/13: 1525

2013/14: 1925

2014/15: 2338

2015/16: 2985

2016/17: 3689

2017/18: 5073

181. What was the completion rate for Intensive Corrections Orders for each year from 2011 to current?

I am advised:

2011/12: nil

2012/13: 79.3%

2013/14: 71.1%

2014/15: 74.9%

2015/16: 69.6%

2016/17: 69.2%

2017/18: 70.8%

Inmate costs

182. What has been the cost per inmate per day to be held in full time custody for each recurring year from 2011 to current?

(a) What is the breakdown of this expenditure?

I am advised:

Please refer to the Report on Government Services for this information.

Out of cell hours

183. What is the average daily time out of cells for Open Custody inmates?

I am advised:

Security level	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Open	18.2	10.5	10.5	10.3	10.1	10.1	10.1

184. What is the average daily time out of cells for Secure Custody Inmates?

I am advised:

Security level	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Secure	6.9	6.2	6.9	6.7	6.5	6.8	7.0

Staff retention rates

185. What were Corrective Services NSW staff retention rates for each recurring year from 2011 to current?

Financial Year	Retention Rate
FY10 -11	Not available
FY11 -12	90.79%
FY12 -13	93.59%
FY13 -14	93.64%
FY14 -15	95.26%
FY15 -16	94.77%
FY16 -17	93.56%
FY17 -18	94.39%

Parole

186. How many inmates breached their parole conditions in each recurring year from 2011 to current?

I am asked:

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Breach/Revocation	2002	2136	2458	2457	2767	2906	2822

Cladding

187. Do any of the recent rapid build correctional centres contain polyethylene cladding?

- (a) If yes, has an order been made to remove or replace this cladding with a more appropriate material?
 - i. If yes, what is the projected cost to remove and replace the cladding?
 - ii. What is the breakdown of these costs?
- (b) If no, why not?

I am advised:

The cladding in the construction of rapid build prisons is compliant with fire safety regulations.

Recruitment

188. How many Corrections Officers were trained in each recurring year from 2011 to current?

- (a) What was the total training costs for each year?
- (b) What proportion of trainees found placement within NSW Corrective Services?

I am advised:

There were 2,315 casual correctional officers employed from 2011 to 2018. Of this number 49% were offered ongoing employment, 22% have resigned and 29% continue to be employed as casuals. Current training costs are approximately \$30,000 per trainee including wages.

189. How many new Corrections Officers are projected to be trained for each recurring year from 2018 to 2023?

- (a) What are the projected costs associated with each year of training?

I am advised:

CSNSW reviews staffing requirements and recruitment plans regularly to determine the number of people to be recruited each year to ensure safe and secure operations.

- a. Current training costs are approximately \$30,000 per trainee including wages.

Auditor General's Report

190. In March 2016, the Auditor General made 13 recommendations for Performance frameworks in custodial centre operations to be adopted by December 2016.

191. As of June 2018, only 5 of those recommendations had been achieved by Corrections. Why were the remaining 8 recommendations only partially met?

Q190-191: I am advised

As of June 2018 six of the recommendations had been achieved and seven had been partially achieved. Actions in regard to the remaining recommendations are subject to ongoing internal consultation and development.

Sex Offender programs

192. How many sex offenders were deemed eligible for sex-offender specific therapeutic programs in each recurring year from 2011 to current?

- (a) Of those eligible, how many completed therapeutic programs specifically to address sex offences in each recurring year?

I am advised:

The referral process for CSNSW Sex Offender Programs is voluntary and there are many convicted offenders who may be eligible for programs but refuse to consent to be referred. Importantly, an offender who consents to referral must be deemed eligible and suitable to be placed on the appropriate program waitlist.

Sick leave

193. Has the revised staffing formula in Corrective Services resulted in a decrease in the amount of sick leave being taken?

I am advised:

Most correctional centres have only recently commenced, or are yet to commence, new rosters resulting from benchmarking.

Administrative costs

194. Given the Ellipse HR/payroll system which is presently being used by Corrective Services NSW will expire in 2019, will the existing system be replaced?

- (a) If yes, what system will it be replaced with?
- i. Has this proposed system been rigorously tested to ensure a smooth and integrated transition?

I am advised:

A transition plan to migrate from Ellipse to the Justice SAP solution is being developed.

Kembla Grange/West Dapto Correctional Facility Proposal

195. Will Corrective Services NSW continue with their plan to build a correctional facility in Kembla Grange/West Dapto despite the undeniable, overwhelming levels of local opposition to the proposal?

196. Has the Review of Environmental Factors for this project been undertaken?

- (a) If yes, when is it expected to be made public?
- (b) If not, when will it be undertaken?

197. When will a final decision regarding the future of the Kembla Grange/West Dapto Correctional Facility proposal be made?

198. How does the Minister respond to reports that the construction of a correctional facility on this

site would actually reduce the potential employment outcome for the site from 3,994 (if the site was developed under its current industrial land use setting) to 1,489 (if a correctional facility is built on the site)?

199. If this proposal goes ahead will nearby homeowners be compensated?

[Q195 –199: Please refer to my media released dated 14 September 2018 regarding site investigations at Kembla Grange.](#)

Inappropriate relationships between inmates and staff - Question to the Minister for Corrections, the Hon David Elliott MP

200. On what date were you first informed, and by whom, of the incident between inmate Jarad Smith and officer Demmi Zeschke at Long Bay Correctional Centre?

(a) What action was taken in response, and on what date was that action taken?

[I was informed of the allegations on 25 July 2018 by the Commissioner of Corrective Services.](#)

Efficiency dividends

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

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

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

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

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

[Q201-205: Savings from the NSW Government's efficiency dividend are outlined in the Budget Papers.](#)

Ministerial Travel/Meal Allowance

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

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

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

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

[Q206-209: 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

210. 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?

I am advised:

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>

211. 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?

I am advised:

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

212. 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?

I am advised:

There were 135 iPads in use across the Ministers' IT network in 2017-18. The cost of replacing any lost or stolen devices is claimed through the NSW Treasury Managed Fund. Repairs are funded by the Department of Premier and Cabinet, Corporate and Ministerial Services.

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

- (a) What is the cost of this?

I am advised:

Modest artwork related to my portfolio, both donated and on loan, are displayed in the office.

214. 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?

I am advised:

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

215. 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 response to supplementary question 214.

216. 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?

I am advised:

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

217. 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 may be presented to dignitaries during overseas missions and to dignitaries visiting NSW.

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

(a) What is the monthly cost of this?

No.

219. 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.

220. 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

I am advised:

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

221. 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?

I am advised:

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

Agile Workspaces/Activity Based Working/Hot-desking

222. 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?

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

Q222-223: I am advised:

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

Hospitality

224. 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.

225. 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

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

227. 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

Q226-227: I am advised:

The Justice Cluster uses Labour Hire firms, in accordance with NSW Public Service policies and mandated schemes to cover temporary vacancies and positions with temporary funding. Reporting is not available for the whole of the Justice Cluster as the management of the contingent workforce is devolved to the individual Agencies, to manage as they see fit, in line with the overall labour expense cap.

Media and Public Relations

228. How many media or public relations advisers are employed for each of your portfolio agencies?
I am advised:

Justice Cluster staff numbers are included in agency's Annual Reports.

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

I am advised:

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

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

I am advised:

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

231. 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

232. 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.

233. 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

234. 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?

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

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

(c) 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

236. 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

[I am advised:](#)

[I am advised that all departmental and agency travel is undertaken in accordance with NSW policies and guidelines and agency budgets.](#)

Drivers

237. 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?

[I am advised:](#)

[No senior executives in the Department of Justice are provided drivers.](#)

Consulting

238. 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?

239. 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

Q238-239: The Financial Statements, including expenditure on consultants, are available in agency annual reports.

Department/Agency Staffing

240. 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?

241. 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?

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

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

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

Q240-243: I am advised:

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

244. 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?

245. 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?

Q244-245: IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

Merchant fees

246. 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.

247. 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.

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

Q246-268 I am advised:

All NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13.

Department of Justice staff only use their Pcards for the purchase of goods and services for official business purposes. If particular vendors elect to impose a merchant fee on card transactions, that is an unavoidable cost of doing business. It would not be possible to determine the transactions and fees charged to departmental cards, as these would either be embedded in individual transaction costs, or if separately disclosed would require each monthly card statement for each user to be reviewed.

Probity Auditor

249. 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.

I am advised:

In accordance with the NSW Procurement Board's Direction (PBD-2013-05), Justice Cluster agencies have 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. Agency annual reports include all consultancies valued more than \$50,000.

Domestic Violence Leave Policies, Awareness and Usage

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

250. A copy of the entity's policy or web link to the entity's domestic violence leave policy;
- (a) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;
 - (b) Whether or not all employees and/or contractors are eligible for domestic violence leave;
 - (c) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
 - (d) Number of days available for eligible staff to access domestic violence leave in each financial year;
 - (e) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
 - (f) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
 - (g) Whether or not all staff and/or contractors have access to Employee Assistance Programs?
251. 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
252. Who has provided training on domestic violence in the workplace?
253. What percentage of staff in each agency has undertaken domestic violence training?
254. What efforts have been made to ensure that perpetrators (or their accomplices) within the staffing profile are not able to access personal information of victims in order to identify their location, or other information which may assist in committing domestic violence against them, including changing or accessing records in such a way as to disadvantage them financially or legally?

I am advised:

(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-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.

Sexual harassment and Anti-bullying training and awareness programs

255. 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?

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

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

- (a) Sexual harassment
- (b) Bullying

- (c) Workplace violence

Q255-257: I am advised:

Such training is a mandatory module as part of the Department of Justice induction program.

Upon commencement with the Department of Justice all staff and contractors are also required to read and sign the Code of Conduct. The Code of Conduct addresses the need for all staff to treat each other with dignity and respect, reinforcing professional standards of behaviour.

Participation of women in Government

258. 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?

I am advised:

This information is publicly available in each agency's Annual Report.

All agencies use gender balance on interview panels as well as offering flexible working arrangements to allow better management of work and home commitments. Agencies continue to promote diversity and inclusion strategies which promote a workplace free from social biases of any kind.

All equivalent positions determined by an objective assessment of their work value are paid the same salary within all agencies. The relevant distribution of women in each classification of work across the sector is reported by the Public Service Commission (PSC) but is also available in the agency's Annual Report.

The workforce profile data collected by the PSC is made available to Women NSW.

Energy

259. 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?
260. 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.
261. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
262. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
263. 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?
264. What proportion of that electricity is it estimated will come from renewable sources, for each year?
265. 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.)?
266. 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?

Q259-266: I am advised:

NSW Government Agencies procure their energy supplies under whole of government Contracts 776 (small sites under 100,000 kWh per annum) and 777.

Under these contracts the following suppliers are mandated:

- 776 – Origin Energy Electricity Limited

- 777 - ERMPower Retail Pty Ltd

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

This policy ensures NSW Government agencies:

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

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

E1: Targets to undertake energy efficiency projects

E2: Minimum NABERS Energy ratings for offices and data centres

E3: Minimum standards for new electrical appliances and equipment

E4: Minimum standards for new buildings

E5: Identify and enable solar leasing opportunities

E6: Minimum fuel efficiency standards for new light vehicles

E7: Purchase 6% GreenPower

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

VETERANS AFFAIRS

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

Transport concessions for veterans

267. Have you made representations to the Minister for Transport regarding the eligibility of all veterans for public transport concessions, including DVA White Card holders?

(a) If so:

- i. When were these representations made?
- ii. Was a response received to these representations, and if so, when was it received?
- iii. What actions have been taken by your Department in response?

I am advised:

This question should be directed to the Minister for Transport and Infrastructure, the Hon. Andrew Constance MP.

Concessional benefits for Veterans

268. With respect to veterans who were receiving a DVA and pension payments, but have subsequently stopped receiving the pension payment, and therefore the associated pensioner concession benefits, what action will you take to ensure these veterans receive concessional benefits or financial assistance to prevent them from facing undue hardship?

I am advised:

This question falls under the responsibilities of the Commonwealth Minister for Veterans Affairs, who is responsible for providing benefits and payments to veterans. Please refer any questions on this matter to the Hon Darren Chester MP, Commonwealth Minister for Veterans' Affairs.

Vietnam Veterans March

269. How many trains were cancelled on Vietnam Veterans Day on 18 August 2018?

270. How many complaints were received by veterans who were affected by train cancellations on their way to or from the commemorations?

I am advised:

These questions fall under the responsibilities of the Minister for Transport and Infrastructure, the Hon. Andrew Constance MP. Please refer any questions on this matter to Minister Constance.

Impact of counter-terrorism requirements on RSL branches

271. What financial assistance has the NSW Government provided to local RSL groups and

sub-branches to ensure marches are not impacted by counter-terrorism requirements requested by Police Local Area Commands?

I am advised:

That the NSW Government provided a grant of \$50,000 to the RSL NSW Branch to assist with costs associated with 2018 Anzac Day commemorations. The NSW Government also provided a one off grant to Shoalhaven City Council to assist with 2019 Anzac Day services in the Shoalhaven.

RSL investigation

272. Given it has been over 18 months since the NSW Police fraud squad attended the NSW RSL on 18 January 2017, have you requested an update on their investigation?

(a) If so, when did you request this update?

(b) Has an update been received?

(c) Have any charges been laid or other actions taken?

Questions concerning any NSW Police investigation should be directed to the Minister for Police, the Hon. Troy Grant MP.

Following the Bergin Review into the RSL's charitable fundraising activities, the NSW Government has recently amended the RSL NSW Act to strengthen the corporate governance of the organisation and ensure it is accountable to its members.

Former Defence personnel in the corrections system

273. How many former defence personnel are currently held in NSW Correctional Centres?

(a) Of those, how many are:

i. Male?

ii. Female?

iii. On remand?

iv. Awaiting sentencing?

I am advised:

As at 24 September 2018, 26 inmates who nominated previous Australian Defence Force service have had their service confirmed. None of these inmates are female.

274. What specific programs are in place specifically for former defence personnel in the justice system?

I am advised:

There are no specific programs provided to remand or sentenced inmates who are former defence personnel. Rather, programs are available to all inmates and offenders based on assessments that determine eligibility and suitability.

Former Defence Personnel homecare and aged care

275. How many defence and former defence personnel are currently in a bed in the NSW hospital system awaiting placement in a suitable aged care facility?

These questions fall under the responsibilities of the Minister for Health, the Hon. Brad Hazzard MP. Please refer any questions on this matter to Minister Hazzard.

Veterans Employment Program

276. How many Veterans are in the Veterans employment program and actively looking for employment?

277. How many veterans have found employment via the program?

- (a) Of those that have found employment through the program what is the breakdown of employment Grade/rank levels (i.e. 20 x Clerk 5; SES Band 1 etc.)?

I am advised:

Based on Australian Defence Force figures (2103-17) there are on average 1100 ADF personnel who transition each year to locations across the state of New South Wales. The Veterans Employment Program is a communications program that provides tools and resources to assist these veterans to obtain work within the NSW public sector.

Since the program began in March 2016, 654 veterans have found employment across NSW Government. Data collected from the two year period ending 31 March 2018 showed that the Finance, Services & Innovation sector employed 8 per cent of all veterans hired, an increase from 6 per cent reported in the 18 month review. This sector is not historically known to employ veterans, and this result is a positive sign that the VEP is succeeding in communicating that the military skills and experience of veterans are highly transferable to a wide range of roles within the NSW public sector.

Data collected from the two year period ending 31 March 2018 also showed that 48.5 per cent of veterans successful in securing a role with the NSW public sector were employed at a Team Member level. Data further shows that almost one quarter of veterans recruited into the NSW Public Sector hold positions in Manager, Team Leader, Executive or Director role.

Newcastle LGA Classification

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

- (a) If not, why not?

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

(a) If not, why not?

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

(a) If not, why not?

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

(a) If not, why not?

Q278-281: 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

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

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

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

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

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

Q282-286: Any savings from the NSW Government's efficiency dividend are outlined in the Budget Papers.

Ministerial Travel/Meal Allowance

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

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

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

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

Q287-290: 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

291. 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>

292. 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?

I am advised:

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

293. 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.

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

- (a) What is the cost of this?

Modest artwork related to my portfolio, both donated and on loan, are displayed in the office.

295. 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 the office's budgets.

296. 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 response to supplementary question 295.

297. 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.

298. 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 may be presented to dignitaries during overseas missions and to dignitaries visiting NSW.

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

(a) What is the monthly cost of this?

No.

300. 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.

301. 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.

302. 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

303. 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?

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

Q303-304: I am advised:

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

Hospitality

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

I am advised:

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

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

I am advised:

Costs are managed within each agency’s recurrent budget.

Labour Hire Firms

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

308. 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

Q307-308: I am advised:

The Justice Cluster uses Labour Hire firms, in accordance with NSW Public Service policies and mandated schemes to cover temporary vacancies and positions with temporary funding. Reporting is not available for the whole of the Justice Cluster as the management of the contingent workforce is devolved to the individual Agencies, to manage as they see fit, in line with the overall labour expense cap.

Media and Public Relations

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

I am advised:

Justice Cluster staff numbers are included in agency's Annual Reports.

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

I am advised:

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

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

I am advised:

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

312. 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

313. 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.

314. 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

315. 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?

316. 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?

Q315-316: Details of overseas travel including costs are published on the Department of Premier and Cabinet's website.

Department/Agency Travel

317. 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

I am advised:

I am advised that all departmental and agency travel is undertaken in accordance with NSW policies and guidelines and agency budgets.

Drivers

318. 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?

I am advised:

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

Consulting

319. 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?

320. 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

I am advised:

Q319-320: [The Financial Statements, including expenditure on consultants, are available in agency annual reports.](#)

Department/Agency Staffing

321. 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?

322. 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?

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

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

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

Q321 -324: I am advised:

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, totaling 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

325. 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?

326. 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?

Q325-326: IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

Merchant fees

327. 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.

328. 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.

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

Q327-329: I am advised:

All NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13.

Department of Justice staff only use their Pcards for the purchase of goods and services for official business purposes. If particular vendors elect to impose a merchant fee on card transactions, that is an unavoidable cost of doing business. It would not be possible to determine the transactions and fees charged to departmental cards, as these would either be embedded in individual transaction costs, or if separately disclosed would require each monthly card statement for each user to be reviewed.

Probity Auditor

330. 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.

I am advised:

In accordance with the NSW Procurement Board's Direction (PBD-2013-05), Justice Cluster agencies have 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. Agency annual reports include all consultancies valued more than \$50,000.

Domestic Violence Leave Policies, Awareness and Usage

331. 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?

332. 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

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

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

335. 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?

Q331-335: I am advised:

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

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

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

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

Information on domestic violence, the Employee Assistance program and related award entitlements is regularly communicated to staff via the intranet. The Justice Cluster complies with the highest levels of document and privacy management consistent with the Privacy and Personal Information Act 1998.

Sexual harassment and Anti-bullying training and awareness programs

336. 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?

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

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

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

Q336-338: I am advised:

Such training is a mandatory module as part of the Department of Justice induction program.

Upon commencement with the Department of Justice all staff and contractors are also required to read and sign the Code of Conduct. The Code of Conduct addresses the need for all staff to treat each other with dignity and respect, reinforcing professional standards of behaviour.

Participation of women in Government

339. 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?

I am advised:

This information is publicly available in each agency's Annual Report.

All agencies use gender balance on interview panels as well as offering flexible working arrangements to allow better management of work and home commitments. Agencies continue to promote diversity and inclusion strategies which promote a workplace free from social biases of any kind.

All equivalent positions determined by an objective assessment of their work value are paid the same salary within all agencies. The relevant distribution of women in each classification of work across the sector is reported by the Public Service Commission (PSC) but is also available in the agency's Annual Report.

The workforce profile data collected by the PSC is made available to Women NSW.

Energy

340. 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?
341. 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.
342. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
343. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
344. 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?
345. What proportion of that electricity is it estimated will come from renewable sources, for each year?
346. 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.)?
347. 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?

Q340-347: I am advised:

NSW Government Agencies procure their energy supplies under whole of government Contracts 776 (small sites under 100,000 kwh per annum) and 777.

Under these contracts the following suppliers are mandated:

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

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

This policy ensures NSW Government agencies:

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

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

- E1: Targets to undertake energy efficiency projects
- E2: Minimum NABERS Energy ratings for offices and data centres
- E3: Minimum standards for new electrical appliances and equipment
- E4: Minimum standards for new buildings
- E5: Identify and enable solar leasing opportunities
- E6: Minimum fuel efficiency standards for new light vehicles
- E7: Purchase 6% GreenPower

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

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