



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEE NO. 3 – EDUCATION

BUDGET ESTIMATES 2025-2026

Supplementary questions

Portfolio Committee No. 3 – Education

Skills, TAFE and Tertiary Education

(Whan)

Hearing: Friday 29 August 2025

Answers due by: Responses due by Thursday 25 September 2025

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BUDGET ESTIMATES 2025-2026
SUPPLEMENTARY QUESTIONS

Questions from Hon. Tania Mihailuk MLC

EDUCATION

Skills, TAFE and Tertiary Education

Funding Allocated to the Relocation of TAFE NSW Bankstown Campus

- (1) The 2025-26 NSW Budget allocates \$100 million for the relocation of TAFE NSW Bankstown Campus. Please provide a breakdown of:
- (a) What amount has been allocated to the relocation of Bankstown TAFE to the Western Sydney University tower?
 - i. What amount has been allocated to the fit-out of WSU tower?
 - ii. What amount has been allocated to legal costs?
 - iii. What amount has been allocated to consulting costs?
 - iv. What amount has been allocated to the commercial lease?
 - v. What other costs have been considered in the allocation of funds?
 - (b) Please specify the full breakdown of the \$100 million designated to the relocation of Bankstown TAFE.
- (2) In Budget Estimates on 29 August, you stated, “Around \$40 million will be spent on the relocation to WSU tower and the fit-out.” Ms Chloe Read then stated, “The tender notification itself says a bit over \$28.3 million.” Please clarify whether \$40 million or \$28.3 million will be allocated to the WSU tower and the fit-out.
- (a) If the correct amount is \$28.3 million, where is the remaining \$11.7 million being spent?
 - (b) Who is undertaking the fit-out of the WSU tower?
 - (c) As the WSU tower is a newly refurbished building, what aspects of it still require a fit-out?
 - (d) Is the fit-out plan available for members of the public to peruse?

- (3) In Budget Estimates on 29 August, you stated, “[A]round \$30 million of the \$100 million will be spent on the relocation of teaching at Padstow [TAFE].” Please provide a specific breakdown of:
- (a) How much of the \$30 million will be spent on the fit-out?
 - (b) How much of the \$30 million will be spent on moving expenses?
 - (c) How much of the \$30 million will be spent on legal costs?
 - (d) How much of the \$30 million will be spent on consulting costs?
 - (e) What other costs have been considered in the allocation of the \$30 million?
- (4) Why was Member for East Hills Kylie Wilkinson advised that Padstow TAFE would receive \$20 million, when in fact it is to receive \$30 million?
- (5) Is any part of the \$100 million allocated for the relocation of Bankstown TAFE being spent on legal costs?
- (a) If yes, how much?
- (6) Is any part of the \$100 million allocated for the relocation of Bankstown TAFE being spent on consulting costs?
- (a) If yes, how much?
 - (b) Name the consultant(s).
- (7) During Budget Estimates on 29 August, you revealed the NSW government has a lease agreement with Western Sydney University, and stated, “[T]here will be \$25 million on rental costs over the period that we've got the agreement for”. Ms Chloe Read clarified that it is a “three plus-one plus-one” agreement, which will start on 1 January 2026.
- (a) Can you confirm that it is a “three plus-one plus-one” agreement beginning on 1 January 2026?
 - (b) When is the first payment to WSU expected to be paid?
 - (c) Has any amount of money already been paid to WSU?
 - (d) Who did the market valuation of the site to determine the amount of rent that would be paid.
- (8) Of the \$100 million in the NSW 2025-26 budget allocated to the relocation of TAFE NSW Bankstown Campus, you have indicated that \$28.3 million would be spent on the fit-out of

WSU tower to accommodate Bankstown TAFE, \$25 million will be spent on the five-year lease agreement, and \$30 million will be spent on the relocation of teaching at Padstow TAFE.

- (a) Please specify and breakdown what the remaining \$16.7 million will be spent on.

Questions from Ms Sue Higginson MLC
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SKILLS, TAFE AND TERTIARY EDUCATION

IHRA Anti-semitism definition

- (9) Are you aware that the universities' definition of antisemitism differs from the Australian Government's adoption of the International Holocaust Remembrance Association's (IHRA) definition?
- (a) To your knowledge, does the NSW government have a different definition of antisemitism to the IHRA definition?
- (10) Is the Minister aware that Jillian Segal has said publicly "The Jewish Council of Australia marked its first birthday only in February and remains a fringe group with no representative mandate. It does not speak for the vast majority of Jewish Australians, nor for the long-established community organisations that have led the fight against antisemitism for decades. Its opposition to the IHRA definition is completely out of step with national and international consensus including the Australian Government."
- (a) Does the NSW government's definition of antisemitism fall within the alleged consensus to support the IHRA definition?
- (b) Do universities' definitions fall within this alleged consensus?
- (11) Is an individual who categorises Jewish organisations with which they disagree as "a fringe group with no representative mandate... [that] does not speak for the vast majority of Jewish Australians, nor for the long-established community organisations that have led the fight against antisemitism for decades. Its opposition to the IHRA definition is completely out of step with national and international consensus including the Australian Government" an appropriate person to be prescribing university policy on the protection of Jewish students?
- (12) Is an individual whose husband donates to Advance Australia, a far-right lobby group who have supported Nazi-backed rallies, an appropriate person to be prescribing university policy on the protection of Jewish students?

- (13) Are you Minister aware that the universities' definition has been described as "closely aligned" with the IHRA definition?
- (14) Is the Minister aware of the federal court judgement in *Wertheim v Haddad* [2025] FCA 720, where it was ruled "not all Jews are Zionists or support the actions of Israel in Gaza and that disparagement of Zionism constitutes disparagement of a philosophy or ideology and not a race or ethnic group. Needless to say, political criticism of Israel, however inflammatory or adversarial, is not by its nature criticism of Jews in general or based on Jewish racial or ethnic identity...The conclusion that it is not antisemitic to criticise Israel is the corollary of the conclusion that to blame Jews for the actions of Israel is antisemitic; the one flows from the other."
- (15) Is the Minister concerned the universities' definition of antisemitism may contravene a federal court judgement?
- (a) If not, on what basis?
- (b) If so, what steps will you take to address this?
- (16) In answer to supplementary questions, Jillian Segal OAM claimed that "While political critique is lawful, framing Israel as an apartheid state is frequently used to vilify Jewish identity and fuel antisemitic sentiment. In that context, yes — it can be antisemitic.":
- (a) Does this statement align with the definition of antisemitism used at NSW universities?
- (b) Will you act to ensure funding is not withheld from universities that breach Ms Segal's definition of antisemitism?

SafeWork NSW Report into antisemitism at the University of Sydney

- (17) Have you read the publicly available February 2025 preliminary report into alleged antisemitism at the University of Sydney?
- (18) What definition does the Department of Education use to assess antisemitism in schools, TAFEs and other workplaces within their jurisdiction?
- (a) Does the Department of Education operate assuming that references to genocide in Gaza constitute antisemitism?
- (b) Does the Department of Education operate assuming that calls for the destruction of Zionism, or other criticism of Zionism, constitutes antisemitism?

- (c) Does the Department of Education operate assuming that references to Israel as an apartheid state constitutes antisemitism?
 - (d) Does the Department of Education operate assuming that calls for boycotts, divestments, or sanctions on Israel or Israeli-aligned corporations constitutes antisemitism?
 - (e) Does the Department of Education operate assuming that the statement "stop bombing Lebanon, cut ties with genocide" constitutes antisemitism?
- (19) Are you aware that the SafeWork NSW report identified "stop bombing Lebanon cut ties with genocide" as an allegedly antisemitic statement?
- (a) Do you view this determination as appropriate?
 - (b) Will you consult with the Minister for Work Health and Safety to review this report and rectify any erroneous recommendations made by SafeWork NSW to the University of Sydney?
- (20) Are you aware that the SafeWork NSW report identified "Organising student meetings to 'discuss our response to Israels atrocities" as an allegedly antisemitic activity?
- (a) Do you view this determination as appropriate?
 - (b) Will you consult with the Minister for Work Health and Safety to review this report and rectify any erroneous recommendations made by SafeWork NSW to the University of Sydney?
- (21) The SafeWork NSW report outlines "student activists entering lecture halls intent on disrupting lessons chanting anti-Semitic slogans preventing other students from learning". Are you aware of which "student activists" the report refers to?
- (a) What definition does the Department of Education use to define "student activists"?
 - i. Is this definition in line with SafeWork NSW's definition?
 - (b) Are you aware of which chants in this instance did SafeWork NSW consider "anti-Semitic slogans"?
 - (c) Are you aware of which chants that were allegedly "preventing other students from learning"?
 - (d) How does the Department of Education define "fright" and "intimidation" when used in reporting?

- i. Is this definition in line with SafeWork NSW's definition?
- (22) Are you aware of which "opposing views and ideologies" to "student activists" that SafeWork NSW identified in point 9 of their list of allegedly antisemitic occurrences at the University of Sydney?
 - (23) Do you agree with SafeWork NSW that "Arabic writing" on the University of Sydney campus is antisemitism?
 - (a) If not, have you taken any steps to rectify the fact that Arabic writing was listed as antisemitic in point 10 of a SafeWork NSW inspector's preliminary report on alleged antisemitism at the University of Sydney?

Questions on behalf of the Opposition
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SKILLS, TERTIARY EDUCATION AND TAFE

- (24) Can you confirm the current completion rate for TAFE NSW courses in 2025, and how does this compare to the 50% rate reported in the 2024 NSW VET Review Interim Report?
- (25) What specific measures is your government implementing to address the reported 67% decline in TAFE completions since 2011, and how are these measures funded?
- (26) Are there targeted strategies to improve completion rates for priority groups, such as Indigenous students or those in regional areas, given their importance to addressing skills shortages?
- (27) How do you justify continued funding for courses with low completion rates, and what accountability mechanisms are in place to ensure taxpayer money is not wasted?
- (28) Can you provide a breakdown of completion rates by course type (e.g., Certificate III, Diploma, Apprenticeships) for 2024 and 2025?
- (29) What barriers to completion have been identified through student feedback, and how is TAFE NSW addressing these?
- (30) Are there plans to review course content or delivery methods to improve completion rates, particularly for courses with consistently low outcomes?
- (31) How does TAFE NSW track and support students at risk of non-completion, and what metrics are used to evaluate the success of these interventions?

- (32) What percentage of TAFE NSW graduates from 2024 secured employment within six months of completing their courses, particularly in high-demand sectors like construction and healthcare?
- (33) How does the government ensure TAFE courses are aligned with current and future industry needs to maximise graduate employability
- (34) How is TAFE NSW helping meet the skill shortage in construction. Please provide course completion rates?
- (35) Given the significant investment in Fee-Free TAFE, what data can you provide on employment outcomes for the 182,124 students enrolled in 2023?
- (36) Are there plans to publish regular, transparent employment outcome data for TAFE graduates to justify the \$2.5 billion budget allocation for 2024-25?
- (37) Can you provide specific employment rate data for TAFE NSW graduates by course type for 2024, and how does this compare to national benchmarks?
- (38) What partnerships exist with industry to ensure graduates are job-ready, and how are these partnerships evaluated for effectiveness?
- (39) Are unallocated TAFE resources including unoccupied training rooms and facilities made available to the trade sector and relevant registered training organisations? If not, is there any plan and what is the timeframe?
- (40) How does TAFE NSW track graduate employment outcomes, and what is the timeframe for collecting this data post-graduation?
- (41) Are there programs to support graduates who struggle to find employment, particularly in regional areas with limited job opportunities?
- (42) Can you provide a detailed breakdown of the \$2.5 billion TAFE NSW budget for 2024-25, including how much is allocated to course delivery versus administrative costs?
- (43) How does the government justify the \$196 million shortfall identified in 2023, and what steps have been taken to ensure it does not recur?
- (44) What is the estimated cost per student for Fee-Free TAFE courses, and how does this compare to the economic benefits of their employment outcomes?
- (45) Are there mechanisms to assess whether the \$16.3 million investment in fully subsidised apprentice and trainee training delivers a positive return on investment for taxpayers?

- (46) Can you confirm the per-student cost of delivering TAFE NSW courses in 2024, broken down by course type (e.g., Certificate, Diploma, Degree)?
- (47) How does TAFE NSW prioritise funding allocation between regional and metropolitan campuses to ensure equitable access to education?
- (48) Has the NSW Education Department spoken to the NSW Planning Department about the impact of Government's housing reforms on the future skills and training needs?
- (49) Please document when the last discussion was held when, where, who attended and what was discussed?
- (50) What TAFE and training centres in Greater Western Sydney has the Minister visited in the last 12 months?
- (51) What modelling has been done to calculate skills and training needs as a result of low-to-mid rise and TOD precincts?
 - (a) Please provide modelling per TOD precincts?
 - (b) What do the results reveal for each TOD?
- (52) Does the NSW Education Department have concerns about the ability to keep up with the NSW Government's planning agenda?
- (53) Are there concerns about the ability of future governments to fund and meet additional skills and training needs for booming population?
 - (a) Any funds allocated to meet this additional skills and training need?
 - (b) Any future TAFE sites and new facilities planned or budgeted?
- (54) Minister, in Budget Paper N0, 03 New Works TAFE Bankstown Campus relocation is listed at \$100 million. Minister in recognition of the population growth in the South West of Sydney, what has been allocated to the following campuses ... (please provide funding amounts and timeframe)
 - (a) Miller campus in the City of Liverpool or the Liverpool campus itself in Liverpool?
 - (b) Anything for City of Campbelltown campuses either Macquarie Fields or Campbelltown itself?
 - (c) What about the Padstow Campus in Canterbury Bankstown area?
 - (d) What about the Wetherill Park campus in City of Fairfield?

- (e) Anything new for the Lidcombe and Granville campuses in Cumberland Council when it comes to new funding?
 - (f) Checking if the specific cost to relocate the early childhood education course infrastructure from Bankstown campus to Padstow campus is this included in the committed \$100 million for the campus relocation? This infrastructure includes children's toilets and fixed play equipment.
 - (g) Minister, is there a plan to reinstate this to the new combined hospital and TAFE site in Bankstown and at what cost?
- (55) What is the future of hairdressing studies at Bankstown TAFE following the relocation? I note there is no mention of hairdressing studies being relocated to the TAFE NSW Padstow Campus?
- (56) I am also aware of the current infrastructure in place at the existing Bankstown TAFE site for hairdressing including basins. Is this included in the committed \$100 million for the campus relocation to Padstow, in the event of relocation.
- (57) Minister, is there a plan to reinstate this to the new combined hospital and TAFE site in Bankstown and at what cost?
- (58) Construction on the new combined Bankstown hospital and TAFE NSW site is expected to begin in 2026, following the TAFE NSW relocation in the same year, with the overall project aiming for completion by 2032. Is this timeframe accurate?
- (59) Minister, what is the future of Bankstown TAFE and its operation for (2030 – 2032) with no funding in place and the hospital not due for completion till 2032?
- (60) What is the floor space of the current Bankstown TAFE campus?
- (61) Is there any provision of floor space for TAFE in the new Bankstown hospital project?
- (62) What were the number of students receiving face to face learning at Moss Vale TAFE
- (a) Cert II in career preparation
 - (b) Cert III Pathways to Future Study (year 11)
 - (c) Cert IV Tertiary Preparation (year 12)
 - (d) Semester 1 2023
 - (e) Semester 2 2023
 - (f) Semester 1 2024

(g) Semester 2 2024

(h) Semester 1 2025

- (63) Is it still the case that some students must delay their studies until 2026, due to courses not being available?
- (64) In NSW at the moment, more than 1000 academics face immediate sacking. Is it true that NSW universities Macquarie University have been mismanaged to the point of near financial collapse over the last three years so that an immediate program of sudden and brutal staff cuts is the only course of action that can save them? If so, would the Minister agree that his oversight of tertiary education in NSW has been somewhat lax and in what way does the Minister plan to hold accountable the individuals in management positions at those universities, especially since Vice Chancellors are being paid salaries, on average, of one million dollars per year to ensure steady, respectful governance?
- (65) In 2024, Macquarie University spent over 64 million dollars on consultants fees. Can the Minister account for why, when ten Macquarie leadership staff are paid more than the Prime Minister of Australia, and Bruce Downton, the Vice Chancellor, is paid one million dollars each year, the university needed to spend 64 million dollars bringing in expertise it did not have, especially at a time when they claim to be in dire financial straits? Further, was that money paid to Nous Consulting which instigated the brutal cuts at the Australian National University that have now been paused because of the devastation caused to staff and students, or KPMG who are currently forcing 400 staff at UTS out of work or Kordamentha who advised slashing staff at UoW? Can the Minister please identify which consultancy firms are advising each of the universities and how much public funding they are receiving?
- (66) The Fair Work Commission ordered that Macquarie University executive take no action to implement its change proposal which includes the cutting of over 200 units of study and sudden sacking of 75 staff. Can the Minister confirm whether or not the university has indeed gone ahead and cut six majors and removed over 200 units from the Universities Admissions Centre (UAC) guide, against the direction of the Fair Work Commission?
- (67) Casualisation of university teaching positions mean that only people willing to accept insecure, low paid work can run tutorials and are often not available because they need to take work elsewhere to sustain themselves. Casualisation damages the quality of the education young students are receiving and robs academics of opportunities to accumulate Superannuation to support themselves in retirement, placing a further burden on tax payer funds. Can Minister Whan comment on how the proposals to sack 400 staff at UTS and 75

staff at Macquarie University will impact the ratio of permanent to casual staff at these universities? Minister Whan, what is the extent of casualisation in Australian universities? Does Minister Whan encourage casualisation of teaching positions as a mechanism for universities to reduce cost and, if not, what is he requiring of Vice Chancellors and Deputy Vice Chancellors to demonstrate that universities will be taught by qualified permanent staff.

- (68) Retrenchment of staff is meant to be a last resort in any restructure yet universities across NSW, led by consulting firms Nours, KPMG and Kordamentha are suddenly and immediately sacking hundreds of academic and professional staff. Given the devastating harm to the individuals and their families, especially those with children, disability and those just a few years out from retirement, what processes has the Minister implemented to guarantee that there was no way to achieve change that would have allowed those people to stay in work for even just a few more years? Does the Minister feel he has done enough to avoid forced redundancies across the university sector?
- (69) Is the Minister comfortable that academics at Macquarie University who asked in April whether there would be redundancies were told, “We are a long way from any consideration of redundancies” and then only a few weeks later presented with a change proposal that listed them as “in scope” for retrenchment? Does the Minister consider that appropriate corporate management? What is the Minister’s advice for those who made financial commitments based on what they were told?
- (70) Is the Minister comfortable that academic staff at Macquarie University were told the university planned to make them redundant via a public Zoom call broadcast to the entire Faculty? Does the Minister recognise the trauma and public humiliation caused by university leadership choosing that form of communication? What advice has Minister Whan given to Macquarie University Vice Chancellor, Bruce Downton and Deputy Vice Chancellor, Eric Knight, for communication with staff?
- (71) The extensive staff cuts in universities across NSW are being proposed and implemented over just a few months with little warning to those staff labelled as “in scope”. Could the Minister please justify why such change cannot be paced steadily over 4 to 5 years to avoid the widespread harm to staff and students? Could the Minister please clarify what has gone so badly wrong under his leadership that the welfare of vast numbers of staff must be sacrificed so suddenly?
- (72) Many of the academic staff being retrenched from universities in NSW persevered through many years of short term, casual appointments leaving them with few opportunities for

career progression or saving for retirement through superannuation. Many of these staff are fearful of dying poor because their jobs will be cut before they have an opportunity to accumulate adequate retirement savings. Why does the Minister allow problematic employment practices to continue in NSW universities?

- (73) Why does the Minister not require Macquarie University to itemise expenditure on external consultants and contractors in their annual reports since the university has spent \$124 million on consultants and contractors over the past two years and now claims its debt is so extreme it must sack 75 staff by the end of this year?

CFMEU meetings

- (74) Since 28 March 2023, have you met with the Construction, Forestry and Maritime Employees Union (CFMEU) that was not disclosed in accordance with the Premier's Memorandum M2015-05 Publication of Ministerial Diaries and Release of Overseas Travel Information?

ETU meetings

- (75) Since 28 March 2023, have you met with the Electrical Trades Union (ETU) that was not disclosed in accordance with the Premier's Memorandum M2015-05 Publication of Ministerial Diaries and Release of Overseas Travel Information?

Ministerial disclosures to The Cabinet Office

- (76) On what date did you last update/make a ministerial disclosure to the Premier and the Secretary of The Cabinet Office?

Department(s)/Agency(s) Employees

- (77) In relation to redundancies, will this be made available in your respective Department(s)/Agency(s) Annual Reports?

Department(s)/Agency(s) Annual Reports

- (78) Do you have plans to print the 2024-25 annual report(s) for each department / agency in your portfolio?
- (a) If yes, what is the budgeted expenditure for printing for each department / agency?

State Records Act

(79) Have you and your ministerial office had training and/or a briefing about the State Records Act from State Records NSW and/or The Cabinet Office and/or Premier's Department?

(a) If yes, when?

Department(s)/Agency(s) Gifts and Hospitality Register

(80) Does your portfolio department(s)/agency(s) have a gifts and/or hospitality register?

(a) If yes, is it available online?

i. If yes, what is the website URL?

Ministerial staff disclosure of gifts and/or hospitality

(81) Does your ministerial office keep a register of gifts and/or hospitality for staff to make disclosures?

(a) If yes, what is the website URL?

(82) Have any staff members in your office been the recipient of any free hospitality?

(a) What was the total value of the hospitality received?

(b) Are these gifts of hospitality declared?

Ministerial Code of Conduct

(83) Since 28 March 2023, have you breached the Ministerial Code of Conduct?

(a) If yes, what was the breach?

Senior Executive Drivers

(84) As at 1 August 2025, how many senior executives in your portfolio department(s) / agency(s) have a driver?

GIPA Act - Disclosure Log & Ministerial Offices

(85) Does your Ministerial Office have a disclosure log in accordance with the Government Information (Public Access Act) 2009?

(a) If yes, what is the URL?

GIPA Act - Disclosure Log & Departments/Agencies

- (86) What is the website URL for the Government Information (Public Access Act) 2009 disclosure log each of your portfolio department(s) / agency(s)?

TikTok

- (87) Are you on TikTok?
- (a) If yes, do you access TikTok from a NSW Government device?

Signal

- (88) Are you on Signal?
- (a) If yes, do you access Signal from a NSW Government device?
- (b) If yes, does Signal comply with the State Records Act?

Training

- (89) Since 28 March 2023, have you had training from an external stakeholder that included an invoice and payment paid for using your ministerial budget?
- (a) If yes, what is the description of training?
- (b) If yes, how much?

Parliamentary Secretary & Ministerial Vehicle

- (90) Has your Parliamentary Secretary ever used a Ministerial driver from the pool?
- (a) If yes, why?

Media releases and statements

- (91) Are all the ministerial media releases and statements issued by you publicly available at <https://www.nsw.gov.au/media-releases>?
- (a) If no, why?

Overseas Travel

- (92) As Minister, do you approve overseas travel for public servants from your portfolio department(s)/agency(s)?

Data Breaches

(93) Does your portfolio department(s)/agency(s) keep a register of data breaches in accordance with the Privacy and Personal Information Protection (PPIP) Act?

(a) (a) If yes, what is the website?

Discretionary Fund

(94) As Minister, so you have a discretionary fund?

(a) If yes, what department(s) / agency(s) administer it?

(b) If yes, what is the website URL detailing expenditure?

Airline Lounges

(95) Are you a member of the Qantas Chairmans Lounge?

(96) Are you a member of the Virgin Beyond Lounge?

Ministerial Overseas Travel

(97) Since 28 March 2023, have you formally applied to the Premier to travel overseas?

(a) If yes, was this application accepted?

Private Jet Charter

(98) Have you travelled on a private jet charter in your Ministerial capacity?

(a) If yes, was this value for money for taxpayers?

Ministerial Office renovations

(99) Since 28 March 2023, has your Ministerial Office at 52 Martin Place been renovated?

(a) If yes, how much was the expenditure?

Conflict of Interest

(100) Since 28 March 2023, have you formally written to the Premier with a conflict of interest?

(a) If yes, why?

Questions from Ms Abigail Boyd MLC

Skills, TAFE and Tertiary Education**Job cuts at public universities**

- (101) Since 4 April 2023, has the Minister or the Minister's office had any meetings or engaged in any correspondence about current and planned restructures with universities, including UTS, CSU, WSU, UoW, UoN, UNSW, SCU and UoN?
- (a) If yes, can the Minister please provide any details relating to those meetings including dates, times, meeting correspondence and/or meeting notes?
- (102) Has the government conducted any modelling on the potential impacts of the current proposed job cuts across NSW public universities, on the higher education sector in NSW?
- (103) On Thursday 8th Aug a petition to the Legislative council titled Defend jobs, support staff and fix university governance. Can you provide any interim response that you will provide to that petition?
- (104) Given the level of influence of corporate consultants on university councils, does the Minister support university councils to report on perceived or actual conflicts of interest?
- (105) Will the Minister require NSW universities to publish, each year, consulting and professional services spend by firm, project title, purpose and outcome, similar to what is currently a requirement in Victoria?
- (a) If not, why not?
- (106) Does the Minister support increasing elected positions for staff and students on university councils?
- (107) Will the Minister ask the NSW Auditor-General to examine consultant use and value for money in university restructures?
- (108) What advice has the Department received about psychosocial risk and health harms during restructures?

Job cuts at TAFE NSW

- (109) In relation to the organisational restructure at TAFE NSW, how many other jobs, which are not related to curriculum development, are proposed to be cut?
- (a) What is the expected impact on teacher workload?

- (110) According to the answer provided on notice from the previous budget estimates hearing on 10 March 2025, as at 19 March 2025, 31 employees had accepted voluntary redundancy in the last round of job cuts with an estimated cost of \$4,211,085. What is the calculation on the cost of redundancies from these proposed cuts?
- (111) TAFE NSW employees were not consulted in the creation of the proposal, they were only given a short three-week consultation phase to provide feedback. Affected employees know the most about the job they do and the effect it has within the organisation. Why were affected employees not given a chance to provide input during the creation of the proposal?
- (a) Across the government, who had a say in creating the proposal?

Public Interest Disclosure (PID) investigations

- (112) What accountability is there regarding inappropriate and costly PID investigations?
- (113) I have previously asked multiple questions about information and data which TAFE NSW has refused to provide in answers to supplementary questions, in each instance citing “TAFE NSW does not have this data available. It would require significant manual compilation.” Can you please explain the rationale behind this refusal and the associated costs?
- (a) Why does TAFE NSW not have data available for the number of staff who have been formally stood down in recent years?
- i. How is this information tracked?
- (b) Why does TAFE NSW not have data available for the number of staff currently on full or partial pay while awaiting the outcome of internal investigations?
- i. How is this information tracked?
- (c) Why does TAFE NSW not have data available for the number of investigations into workplace bullying or sexual harassment which result in disciplinary action including dismissals?
- i. How is this information tracked?
- (d) Why does TAFE NSW not have data available for the number of non-disclosure agreements (NDAs) signed as part of settlements related to bullying, sexual harassment, or misconduct complaints in recent years?
- i. How is this information tracked?

- (114) In relation to a specific investigation, I understand a Director with a 17-year exemplary service record was placed under a PID investigation for approximately 15 months. The investigation, which stemmed from an internal fleet vehicle report, concluded that the Director had mistakenly not followed all aspects of the state fleet policy. Why was a PID investigation deemed necessary for what appears to be a policy contravention, rather than addressing the issue through standard performance management procedures?
- (a) Following the stand-down of this Director, Customer and Student Success - Support the Executive Director Student Services reportedly assumed both their own duties and those of the Director for the duration of the investigation. What oversight was in place to ensure critical student support services, including counselling, disability support, children's centres, and libraries, were not negatively impacted during this period?
 - (b) Can the Minister confirm who is accountable for the reported \$10 million overspend in disability and access services in the last financial year as a result of this investigation?
 - (c) Can the Minister confirm whether the substantive merited selected Senior Manager of both Disabilities and Children's Centres were also absent from their roles for significant periods during the last 12 months?
 - (d) After a 15-month investigation, the Director was reportedly given an ultimatum to resign or face termination for serious misconduct, despite the investigation finding they were compliant with one policy while contravening another. Given the significant financial cost—including the Director's salary and the associated investigation fees—and the negative impact on student support services and ultimately vulnerable students, what steps are the Minister and TAFE NSW taking to ensure that future investigations are conducted efficiently and proportionally to the alleged misconduct?
- (115) Is the Minister aware of reports that up to 8 female managers and directors have been impacted by bullying and harassment by an Executive Director, which has been reported to TAFE NSW?
- (a) Is a formal investigation being undertaken in response to these allegations reported to TAFE NSW?

Proposed expansion of Orana DAMA

- (116) Can the Minister explain how expanding the Orana DAMA statewide aligns with its original purpose of addressing regional skill shortages?

- (117) Has the Government modelled the impact of this expansion on regional economies where unemployment is already very low?
- (118) How will inland areas compete with coastal cities for migrant workers if the comparative advantages of the DAMA are applied across all of NSW?
- (119) What consultation has been undertaken with regional business chambers before proposing this expansion, and will those findings be made public?
- (120) Will the Government consider limiting any expansion of the Orana DAMA to inland regions with demonstrated workforce shortages?

TAFE NSW - Deniliquin & Griffith

- (121) Since becoming Minister for Skills and TAFE, what new courses have been introduced at the Deniliquin and Griffith TAFE campuses, and how many students have enrolled in each of these courses?
- (122) Many rural and regional students are forced to travel long distances to undertake training. What measures is the Government taking to reinvigorate the Deniliquin and Griffith TAFE campuses so students can complete qualifications locally?
- (123) How much funding has been allocated in this year's budget to support the delivery of new or expanded courses at the Griffith and Deniliquin TAFE campuses?
- (124) What plans does the Government have to expand access to online and hybrid learning through Griffith and Deniliquin TAFE, to ensure regional students are not disadvantaged compared to their metropolitan peers?
- (125) Considering ongoing workforce shortages in aged care and health across the Riverina, will the Minister commit to additional health and community services training courses being delivered at the Griffith and Deniliquin campuses?

Tafe NSW – job cuts and regional services

- (126) How many net job losses are expected, and what is the split between voluntary and forced redundancies?
- (127) How many targeted administrative, digital, product and quality roles are in regional campuses, and what will their loss mean for student support?
- (128) Will the Minister guarantee cuts will not further compromise frontline student services where courses are already cancelled?

- (129) What consultation has taken place with TAFE staff and regional communities, and how is feedback shaping decisions?
- (130) Of the 500+ teaching roles created since 2023, how many are in rural and regional NSW?
- (131) How many regional courses have been suspended or cancelled in the past three years, and what steps are being taken to reinstate them?
- (132) Will the Government prioritise high-demand regional qualifications such as nursing, aged care, and the trades?
- (133) Of the \$3 billion TAFE infrastructure budget since 2020, how much has been spent in rural and regional NSW, and how much went to frontline delivery versus head office?