

Budget Estimates 2025-26 Hearing – 29 August 2025

Supplementary Questions

Minister for 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.

ANSWER

I am advised:

The \$100 million provided for the relocation of the TAFE NSW Bankstown Campus has been allocated as follows:

- Approximately \$40 million has been allocated for the fit-out of the Western Sydney University Tour.
- Approximately \$25 million has been allocated for the lease of the Western Sydney University Tower.
- Approximately \$30 million has been allocated for refurbishment at Padstow, to support the permanent relocation of some Bankstown delivery there.
- Approximately \$5 million has been allocated to support the lease and fit out of a new location for the childcare centre.

Any legal costs will be met within the \$65 million allocation for fit out and lease.

There is no specific allocation for consulting costs.

(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?

ANSWER

I am advised:

As per the response to supplementary question 1, approximately \$40 million has been allocated for the fit-out of the Western Sydney University Tower.

Most of this funding will support the contract which has been awarded to Schiavello Constructions at a value of \$28.3 million for the fit- out of the Tower. The interior of the tower is currently bare, with no internal walls or division of spaces. This contract will see the interior of the Tower fit- out with purpose built, specially fitted- out education delivery facilities and classrooms, including

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specialised health, aged care and disability support facilities, a simulated nursing ward and simulated home environments.

The remaining funds will be used to meet other costs related to fit out activity, design and statutory approvals, the purchase of specialist equipment and ICT equipment.

The fit-out plan for the Tower is not publicly available.

(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?

ANSWER

I am advised:

Of the \$30 million which has been allocated for the refurbishment of Padstow, \$10.43 million will support the refurbishment of buildings A and C.

The remaining funds will be used to meet other costs related to relocation and fit out activity, design and statutory approvals, the purchase of specialist equipment and ICT equipment.

As per the response to Supplementary Question 1, any legal or other costs will be met within the above allocation.

(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?

ANSWER

\$20m was an initial indicative amount as estimated costs were being assessed. The budget for this project has now been finalised and Padstow TAFE will receive \$30m.

This is a fantastic outcome for Padstow thanks to the advocacy of the Member for East Hills.

(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?

ANSWER

As per the response to Supplementary Question 1, any other costs will be met within the overarching \$100 million allocation. There is not a specific allocation for legal costs.

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(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).

ANSWER

As per the response to Supplementary Question 1, any other costs will be met within the overarching \$100 million allocation. There is not a specific allocation for consulting costs, as it is not expected that these will be required at this time.

(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?
- (c) Who did the market valuation of the site to determine the amount of rent that would be paid.

ANSWER

I am advised:

- a. TAFE NSW's lease agreement with Western Sydney University commences on 1 January 2026 for a three-year period, with two options to renew for a period of one year each.
- b. The first payment to Western Sydney University is expected to be paid in January 2026.
- c. No.
- d. The independent market valuation of rent was undertaken by CBRE.

(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 3 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.

ANSWER

Refer to answers to supplementary questions 1, 2 and 3.

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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?

ANSWER

Antisemitism and racism have no place in our society, and the NSW Government will continue to take strong action to protect the community from them.

The NSW Government does not have a role in deciding the definition of antisemitism used in universities. I am aware that in February 2025, Universities Australia endorsed a definition of antisemitism and agreed to implement the definition across all university campuses in Australia.

Universities are required to adhere to all relevant laws and regulations as part of their compliance with the Higher Education Standards Framework (Threshold Standards) 2021, which is overseen by the Tertiary Education Quality and Standards Agency.

(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?

ANSWER

Please see answer to supplementary question 9.

(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?

ANSWER

Please see answer to supplementary question 9.

(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?

ANSWER

Please see answer to supplementary question 9.

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(13) Are you Minister aware that the universities' definition has been described as "closely aligned" with the IHRA definition?

ANSWER

Please see answer to supplementary question 9.

(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."

ANSWER

Please see answer to supplementary question 9.

(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?

ANSWER

Please see answer to supplementary question 9.

(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?
- (a) Will you act to ensure funding is not withheld from universities that breach Ms Segal's definition of antisemitism?

ANSWER

Please see answer to supplementary question 9.

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?

ANSWER

Questions regarding the SafeWork NSW report should be directed to the University of Sydney and/or the Minister for Work Health and Safety.

The NSW Government's main focus is to ensure social cohesion is maintained.

Antisemitism and racism have no place in our society, and the NSW Government will continue to take strong action to protect the community from them.

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(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? 5
- (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?

ANSWER

The Department of Education has an Anti-racism policy and strategy that aims to prevent and eliminate all forms of racism in NSW public education. The Anti-Racism Strategy 2024-2035 can be found on the department's website at: <https://education.nsw.gov.au/about-us/strategies-and-reports/anti-racism-strategy>.

(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?

ANSWER

Refer to the answer to supplementary question 17.

(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?

ANSWER

Please see answer to supplementary question 17.

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(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?

ANSWER

Please see answer to supplementary question 17.

(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?

ANSWER

Please see answer to supplementary question 17.

(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?

ANSWER

Please see answer to supplementary question 17.

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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?

ANSWER

I am advised:

Completion data for 2025 is not yet available.

(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?

ANSWER

I am advised:

TAFE NSW is not aware of data to suggest that there has been a 67% decline in completions since 2011.

(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?

ANSWER

I am advised:

TAFE NSW is committed to supporting students to overcome barriers to participation in, and completion of, education and training, regardless of their circumstances.

In addition to the initiatives to support student completions identified in response to supplementary question 25, TAFE NSW also has targeted supports in place for specific equity groups. These include:

An Aboriginal Student Support Team that works to provide targeted cultural, wellbeing and educational support to Aboriginal and Torres Strait Islander students.

The provision of disability and access services including assistive technology and specialist Disability Teacher Consultants

A number of scholarships and awards that provide support or financial aid to regional and rural TAFE NSW students. This is in addition to other NSW government initiatives such as the Vocational Training Assistance Scheme (VTAS).

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(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?

ANSWER

The NSW Government is committed to supporting all students who commence vocational education and training in NSW. In Smart and Skilled, the policy and funding settings help address factors that influence successful completion. This includes the NSW Quality Framework, which incorporates best practices such as individualised student support, performance-based contracting to reward high-performing providers, and targeted strategies to address low-performing providers. The department works with lower-performing providers to help improve student outcomes. Providers who are scored as 'Low Performing' in successive years may face a non-renewal of their Smart and Skilled Contract.

(28) Can you provide a breakdown of completion rates by course type (e.g., Certificate III, Diploma, Apprenticeships) for 2024 and 2025?

ANSWER

I am advised:

As per Supplementary Question 24, completions data is published by the National Centre for Vocational Education Research (NCVER) in October of each year, for the prior calendar year. NCVER publishes data for students who commenced four years prior. This means the most recent completion data for TAFE NSW is from 2023, in relation to students who commenced in 2019.

The NCVER Data Builder is available at <https://www.ncver.edu.au/research-and-statistics/data/databuilder>.

(29) What barriers to completion have been identified through student feedback, and how is TAFE NSW addressing these?

ANSWER

Refer to Operations and Performance chapter of the TAFE NSW Annual Report 2023-2024, published on the TAFE NSW website at tafensw.edu.au

(30) Are there plans to review course content or delivery methods to improve completion rates, particularly for courses with consistently low outcomes?

ANSWER

I am advised:

TAFE NSW is committed to continuously improving its delivery methods and course content, to ensure a quality educational experience for students which is responsive to industry and community needs.

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(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?

ANSWER

I am advised:

TAFE NSW undertakes pro-active student progression reviews to identify students at risk of non-completion for additional support. This is done by monitoring lead indicators like attendance and assessment submission.

(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?

ANSWER

I am advised:

TAFE NSW does not collect this data.

(33) How does the government ensure TAFE courses are aligned with current and future industry needs to maximise graduate employability

ANSWER

Refer to the answer to supplementary question 30.

(34) How is TAFE NSW helping meet the skill shortage in construction. Please provide course completion rates?

ANSWER

I am advised:

As the largest provider of apprenticeship training in NSW, TAFE NSW plays a critical role in helping to meet the skills shortage in the construction industry.

Key TAFE NSW initiatives supporting the construction industry include:

- In 2024, TAFE NSW had approximately 75% of all NSW apprenticeship approvals, a significant number of which were in qualifications that will help meet the skills shortage in the construction industry.
- Fee-Free training. As at 7 September 2025 (for calendar year 2025), TAFE NSW had enrolled 2,341 students in Fee-Free TAFE Housing and Construction Courses for 2025, helping to address critical skills shortages in the construction sector, for example Certificate IV in Building and Construction, Certificate IV in Plumbing and Services and Certificate IV in Civil Construction Design.
- The Institute of Applied Technology – Construction (IATC). Through the IATC, TAFE NSW offers a suite of Microskills and Microcredentials for the construction sector, delivered online, accessible to students across NSW and tailored to support emerging skill needs in this critical sector. These courses have been co-designed with industry and university partners to ensure they are workplace relevant and support further education pathways for

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students looking to upskill/reskill for entry into the sector. The completion rate for IATC courses is 73%.

- The Construct NSW Digital Learning Platform, which TAFE NSW hosts on behalf of the Building Commission. As part of this partnership, TAFE NSW develops and delivers a suite of Microskills which have been designed to target specific skills needs for the construction sector. There have been over 101,000 enrolments to date across these courses with a completion rate of over 70%.

(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?

ANSWER

The Student Journey Survey (SJS) is a survey of all non-TAFE students in NSW Government-funded VET training in NSW, tracking their journey from enrolment to post-completion. Surveys capture students' goals, satisfaction with training and provider, and job-related benefits related to their study.

(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?

ANSWER

The National Centre for Vocational Education Research (NCVER) conducts the National Student Outcomes Survey.

(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?

ANSWER

Please see answer to supplementary question 32.

(38) What partnerships exist with industry to ensure graduates are job-ready, and how are these partnerships evaluated for effectiveness?

ANSWER

I am advised:

TAFE NSW is collaborating with industry stakeholders to ensure its education and training programs are relevant, efficient and forward thinking and effectively prepare students for the world of work.

As per the response to Supplementary Question 33, Phase 1 of the revised Operating Model came into effect in early 2025 and included the establishment of industry-aligned faculties. These partnerships are evaluated for effectiveness through ongoing monitoring and review to ensure that training delivery remains aligned with workforce needs.

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(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?

ANSWER

I am advised:

In line with the TAFE Charter, TAFE NSW is committed to using its facilities efficiently for training purposes through a framework that prioritises public benefit.

(40) How does TAFE NSW track graduate employment outcomes, and what is the timeframe for collecting this data post-graduation?

ANSWER

Please see answer to supplementary question 32.

(41) Are there programs to support graduates who struggle to find employment, particularly in regional areas with limited job opportunities?

ANSWER

I am advised:

TAFE NSW provides a range of programs to support students to secure employment. These include job-readiness training, industry-aligned work placement opportunities and employability initiatives. TAFE NSW also works closely with local employers and industry to create pathways into apprenticeships, traineeships and ongoing employment.

(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?

ANSWER

I am advised:

All TAFE NSW expenditure supports course delivery. Like all agencies, TAFE NSW has administrative functions such as procurement, human resources and marketing. However, these functions are essential to course delivery including by making sure TAFE NSW has the students, teachers, facilities and requirement needed for education and training.

The key components of TAFE NSW's 2024-25 Budget included:

- Labour Costs (\$1,521 billion).
- Other Operating Expenses (\$426 million).
- Depreciation and Amortisation (\$288 million).
- Capital Expenditure (\$301 million).

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(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?

ANSWER

I am advised:

The matter raised in reference to the 2023-24 Budget Papers was addressed before the end of the financial year 2023-24.

In 2025-26, the NSW Government's investment in TAFE NSW will be a record \$2.81 billion delivering on commitment to rebuild TAFE NSW as a strong and sustainable provider at the heart of the VET sector.

(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?

ANSWER

Budgets are allocated and monitored at the teaching faculty level, and the cost per student varies depending on a range of factors including the specific qualification, delivery mode, size of the cohort and individual students' needs.

NSW Student Journey Survey (SJS) Data for NSW Fee Free students surveyed 120 days post completion of / withdrawal from their course shows that 83% of NSW Fee Free students reported that they were employed

Jobs and Skills Australia's *Strong and Responsive VET Pathways 2019-20 graduate outcomes from the VET National Data Asset (VNDA)* 13 November 2024 report notes that:

- In the year following completion, Vocational Education and Training (VET) graduates had a median income uplift of \$11,800 and earned a median employee income of \$48,500.
- Nationally, 84% of VET graduates were employed after completing their VET qualification, representing a 15 percentage point increase from before enrolment.
- Approximately 8% of all VET graduates pursued higher education after completion and 16% enrolled in a higher-level VET qualification than the one completed in 2019-20.
- Among VET graduates who received income support prior to study, 39% were no longer on income support two years after completion (i.e. income support exit rate).

(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?

ANSWER

The National Centre for Vocational Education Research (NCVER) regularly reports on the outcomes of Government funded training, including apprenticeships and traineeships, in their Government-Funded Students and Courses report.

(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)?

ANSWER

I am advised:

Budgets are allocated and monitored at the teaching faculty level, and the cost per student varies depending on a range of factors including the specific qualification, delivery mode, size of the cohort and individual students' needs.

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(47) How does TAFE NSW prioritise funding allocation between regional and metropolitan campuses to ensure equitable access to education?

ANSWER

I am advised:

TAFE NSW is committed to ensuring access to vocational education and training across metropolitan, regional and remote communities.

(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?

ANSWER

Yes.

(49) Please document when the last discussion was held when, where, who attended and what was discussed?

ANSWER

The Department of Education regularly consults with the Department of Planning, Housing and Infrastructure on a range of matters, including the NSW Government's housing reforms and initiatives.

(50) What TAFE and training centres in Greater Western Sydney has the Minister visited in the last 12 months?

ANSWER

I am advised:

In accordance with the Premier's Memorandum M2015-05 Publication of Ministerial Diaries and Release of Overseas Travel Information, all Ministers publish extracts from their diaries, summarising details of scheduled meetings held with stakeholders, external organisations, third-party lobbyists and individuals. Ministers are not required to disclose details of the following meetings:

- meetings involving Ministers, ministerial staff, parliamentarians or government officials (whether from NSW or other jurisdictions)
- meetings that are strictly personal, electorate or party political
- social or public functions or events
- meetings held overseas (which must be disclosed in accordance with regulation 6(1)(b) of the Government Information (Public Access) Regulation 2018 and Attachment B to the Premier's Memorandum), and
- matters for which there is an overriding public interest against disclosure.

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Ministers' diary disclosures are published quarterly on The Cabinet Office's website (<https://www.nsw.gov.au/departments-and-agencies/cabinet-office/access-to-information/ministers-diary-disclosures>)

(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?

ANSWER

The Department of Education monitors the impact of planning and development on critical skills areas, including in the construction sector.

(52) Does the NSW Education Department have concerns about the ability to keep up with the NSW Government's planning agenda?

ANSWER

Refer to answer to supplementary question 51.

(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?

ANSWER

I am advised:

The Minns Labor Government has invested a record \$3.4 billion in skills and TAFE within the 2025/26 Budget. This includes \$2.8 billion for TAFE NSW to fund critical investments to upgrade facilities and to secure teaching staff, laying the groundwork for a more skilled and future-ready workforce.

In 2025-26, TAFE NSW has been provided with a record \$2.81 billion to support it to meet NSW's skills and training needs. This funding will support TAFE NSW to upgrade its infrastructure and equipment, ensure TAFE NSW has the workforce needed to meet skills demand, and support the delivery of education and training across NSW.

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(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?

ANSWER

Please refer to Transcript Question 17.

(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?

ANSWER

I am advised:

Hair and Beauty training delivery will remain in Bankstown.

(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.

ANSWER

I am advised:

As per Supplementary Question 55, Hair and Beauty will remain in Bankstown. The new and relocated facilities required are included in the committed \$100 million.

(57) Minister, is there a plan to reinstate this to the new combined hospital and TAFE site in Bankstown and at what cost?

ANSWER

The question is unclear.

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(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?

ANSWER

TAFE NSW is due to decant from the current Bankstown campus from the beginning of Semester 1 2026.

Questions relating to the new Bankstown hospital should be directed to the Minister for Health.

The long-term relocation approach for the Bankstown campus is yet to be determined.

(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?

ANSWER

Refer to page 33 of the transcript.

(60) What is the floor space of the current Bankstown TAFE campus?

ANSWER

I am advised:

The Gross Floor Area of the current Bankstown campus is 23,592 m2.

(61) Is there any provision of floor space for TAFE in the new Bankstown hospital project?

ANSWER

Refer to the answer to supplementary question 58.

(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 10
- (g) Semester 2 2024
- (h) Semester 1 2025

ANSWER

I am advised:

The delivery mode at Moss Vale Campus is predominantly through blended delivery, meaning that some elements are delivered face to face, and some online.

TAFE NSW reports on final calendar year data. As at 22 September 2025:

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Enrolment information for the Certificate II in Career Preparation is as follows:

- 2023: 46
- 2024 : 31
- 2025: In year enrolment figures cannot be provided

Enrolment information for the Certificate III in Pathways to Further Study is as follows:

- 2023: 41
- 2024: 44
- 2025: In year enrolment figures cannot be provided

Enrolment information for the Certificate IV in Tertiary Preparation is as follows:

- 2023: 25
- 2024: 22
- 2025: In year enrolment figures cannot be provided

(63) Is it still the case that some students must delay their studies until 2026, due to courses not being available?

ANSWER

Please refer to Transcript Question 25.

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(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?

ANSWER

I am concerned about governance at NSW Universities. However, this issue is not exclusive to NSW, it is a national issue that calls for a national response.

In response to the Australian Universities Accord, the Australian Government established the Expert Council on University Governance in January 2025. It will report to Education Ministers in October 2025.

NSW public universities are administratively independent institutions responsible for their own decision-making on their operations, including staffing and the use of consultants. The Australian Government is responsible for funding and regulation in the higher education sector.

Questions about individual universities' restructuring activities should be directed to the relevant university.

Vice-Chancellor salaries are set by university governing bodies.

Universities annual reporting requirements are established by the Government Sector Finance Act 2018 (NSW), which establishes a framework for all government sector financial management in NSW.

Universities published their expenditure on consultancies for 2024 in their annual reports in line with the NSW Treasury Policy and Guidelines: Annual Reporting Requirements (TPG23-10). TPG23-10 has since been replaced by the NSW Treasury Framework for Financial and Annual Reporting (TPG25-10), which universities will use for the publication of their 2025 annual reports.

In August 2024 the Australian Government changed the definition of a casual employee under the Fair Work Act 2009 (Cth) and established a new pathway from casual to part- or full-time employment. More information on this can be found on the Fair Work Ombudsman website at www.fairwork.gov.au

Universities report staffing data, including on casual staff and staff to student ratios, to the Australian Government as part of the Higher Education Staff Statistics collection. This can be accessed at www.education.gov.au

(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?

ANSWER

See answer to question 64.

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(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?

ANSWER

See answer to question 64.

(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 11 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.

ANSWER

See answer to question 64.

(68) Retrenchment of staff is meant to be a last resort in any restructure yet universities across NSW, led by consulting firms Nous, 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?

ANSWER

See answer to question 64.

(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?

ANSWER

See answer to question 64.

(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

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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?

ANSWER

See response to question 64.

(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?

ANSWER

Questions about individual universities’ restructuring activities should be directed to the relevant university.

(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?

ANSWER

See answer to question 64.

(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?

ANSWER

See answer to question 64.

CMFEU 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?

ANSWER

I am advised:

In accordance with the Premier’s Memorandum M2015-05 Publication of Ministerial Diaries and Release of Overseas Travel Information, all Ministers publish extracts from their diaries, summarising details of scheduled meetings held with stakeholders, external organisations, third-party lobbyists and individuals. Ministers are not required to disclose details of the following meetings:

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- meetings involving Ministers, ministerial staff, parliamentarians or government officials (whether from NSW or other jurisdictions)
- meetings that are strictly personal, electorate or party political
- social or public functions or events
- meetings held overseas (which must be disclosed in accordance with regulation 6(1)(b) of the Government Information (Public Access) Regulation 2018 and Attachment B to the Premier's Memorandum), and
- matters for which there is an overriding public interest against disclosure.

Ministers' diary disclosures are published quarterly on The Cabinet Office's website

(<https://www.nsw.gov.au/departments-and-agencies/cabinet-office/access-to-information/ministers-diary-disclosures>)

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?

ANSWER

I am advised:

In accordance with the Premier's Memorandum M2015-05 Publication of Ministerial Diaries and Release of Overseas Travel Information, all Ministers publish extracts from their diaries, summarising details of scheduled meetings held with stakeholders, external organisations, third-party lobbyists and individuals. Ministers are not required to disclose details of the following meetings:

- meetings involving Ministers, ministerial staff, parliamentarians or government officials (whether from NSW or other jurisdictions)
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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?

ANSWER

I am advised:

The Ministerial Code of Conduct (Ministerial Code) requires Ministers to make certain disclosures to the Premier and the Secretary of The Cabinet Office. I comply with my obligations under the Ministerial Code.

Department(s)/Agency(s) Employees

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

ANSWER

I am advised:

Information about any redundancies within agencies is published in the agency annual reports. Published annual reports can be accessed on agency websites

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?

ANSWER

I am advised:

Annual reports should be prepared in accordance with the Treasury Policy and Guidelines – Framework for Financial and Annual Reporting (TPG25-10).

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?

ANSWER

I am advised:

The Ministers' Office Handbook provides guidance in relation to recordkeeping obligations under the State Records Act 1998.

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The Cabinet Office also provide guidance, advice, training and support on these obligations for Ministers' offices.

Further information is available on State Records NSW's website (www.nsw.gov.au/departments-and-agencies/dciths/state-records-nsw).

All Ministers' offices are expected to comply with their obligations under the State Records Act 1998.

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?

ANSWER

I am advised:

Department of Education: Individual schools and department business units maintain local workplace registers for all staff declarations. For declarations made by PSSE and Nominated Employees, the Chief Risk Office collects and collates declarations into central register. This register is available on the department's website at <https://education.nsw.gov.au/rights-and-accountability/corruption-prevention>.

TAFE NSW: TAFE NSW's Integrity Unit manages a central online Gifts and Benefits register for all TAFE NSW staff. It is not available publicly. This is in line with Public Service Commissioner Direction No 1 of 2022 - Managing Gifts and Benefits.

The Premier's Department gifts and hospitality register is available at:

<https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/gifts-and-hospitality-register>

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?

ANSWER

I am advised:

All Ministerial staff are required to comply with the Gifts, Hospitality and Benefits Policy for Office Holder Staff attached to the Ministers' Office Handbook and available on the NSW Government website.

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(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?

ANSWER

I am advised:

All Ministerial staff are required to comply with their disclosure obligations under the Gifts, Hospitality and Benefits Policy for Office Holder Staff and I expect them to do so.

A breach of the Policy may be a breach of the Office Holder's Staff Code of Conduct.

The Policy includes disclosure obligations for Ministerial staff in respect of gifts, hospitality and benefits over \$150.

If a Ministerial staff member is required by their role to accompany their Office Holder at an event that the Office Holder is attending as the State's representative, or where the Office Holder has asked the staff member to attend, then attendance at that event would not constitute a gift or benefit for the purposes of the Policy.

Ministerial Code of Conduct

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

- (a) If yes, what was the breach?

ANSWER

I am advised:

All Ministers are expected to comply with their obligations under the NSW Ministerial Code of Conduct (Ministerial Code) at all times. The Ministerial Code sets the ethical standards of behaviour required of Ministers and establishes practices and procedures to assist with compliance.

Among other matters, the Ministerial Code requires Ministers to:

- disclose their pecuniary interests and those of their immediate family members to the Premier
- seek rulings from the Premier if they wish to hold shares, directorships, other business interests or engage in secondary employment (known as 'prohibited interests')
- identify, avoid, disclose and manage conflicts of interest
- disclose gifts and hospitality with a market value over \$500.

A substantial breach of the Ministerial Code (including a knowing breach of any provision of the Schedule) may constitute corrupt conduct for the purposes of the Independent Commission Against Corruption Act 1988

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Senior Executive Drivers

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

ANSWER

I am advised that no senior executives employed by the Department of Education, TAFE NSW or the Premier's Department 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?

ANSWER

I am advised:

An agency must keep a record (called its disclosure log) that records information about access applications made to the agency that the agency decides by deciding to provide access (to some or all of the information applied for) if the information is information that the agency considers may be of interest to other members of the public.

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)?

ANSWER

I am advised:

The Department of Education: I am advised that the URL is <https://education.nsw.gov.au/rights-and-accountability/information-access/disclosure-log>

TAFE NSW: <https://www.tafensw.edu.au/about/policies-and-procedures/disclosure-log>

Premier's Department: <https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/premiers-department-disclosure-log>

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TikTok

(87) Are you on TikTok?

(a) If yes, do you access TikTok from a NSW Government device?

ANSWER

I am advised:

The Circular DCS-2025-01 Cyber Security NSW Directive - Restricted Applications List advises how NSW Government agencies are required to appropriately manage risks to NSW Government information on government-issued devices, or personal devices that are used for government business.

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?

ANSWER

I am advised:

Like the former Coalition Government, the NSW Government uses a range of digital systems and communications that have been approved for use and may be utilised where there is a valid business requirement. This has been established practice under successive governments.

State records are a vital public asset, and access to Government information is essential to maintaining public trust in government. I comply with my obligations under the State Records Act 1998.

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?

ANSWER

I am advised:

Ministers have undertaken a program of Ministerial induction training.

Ministers have undertaken training on the Respectful Workplace Policy.

Members of Parliament are provided with a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal Annual Determination.

Ministerial Office Budgets are managed in accordance with the Ministers' Office Handbook

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Parliamentary Secretary & Ministerial Vehicle

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

ANSWER

I am advised:

The Ministers' Office Handbook provides that the Premier's Department transport services may be used by Parliamentary Secretaries for official business trips in connection with their duties as Parliamentary Secretaries, with costs paid from the Ministers' office budget.

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?

ANSWER

I am advised:

The Department of Customer Service is responsible for managing www.nsw.gov.au/media-releases and the publication of media releases.

Overseas Travel

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

ANSWER

I am advised:

The NSW Government Travel and Transport Policy provides a framework for NSW Government travelling employees and covers official air and land travel by public officials using public money. Section 2.1 of that Policy sets out approvals required in relation to overseas travel. Further information in relation to the Policy can be found here: <https://www.info.buy.nsw.gov.au/policy-library/policies/travel-and-transport-policy>

Treasury Policy and Guidelines – Framework for Financial and Annual Reporting (TPG25-10) requires agencies to include information on overseas visits by officers and employees in agency annual reports.

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) If yes, what is the website?

ANSWER

I am advised:

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The Department of Education and TAFE NSW each keep an internal register of eligible data breaches as required by section 59ZE, Part 6A of the Privacy and Personal Information Protection Act 1998 (PPIP Act).

Agencies are required by section 59ZD to prepare, publish and make publicly available a data breach policy. The PPIP Act does not provide for the internal register to be made public.

Under clause 17, of Schedule 1 to the Government Information (Public Access) Act 2009, it is conclusively presumed that there is an overriding public interest against disclosure of information contained in a document prepared for the assessment of an eligible data breach under the PPIP Act, Part 6A, if the information could worsen a public sector agency's cyber security or lead to further data breaches.

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?

ANSWER

I am advised:

Information about NSW Government grants can be found online: <https://www.nsw.gov.au/grants-and-funding>.

Airline Lounges

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

ANSWER

I am advised:

The Constitution (Disclosures by Members) Regulation 1983 (Regulation) sets out Members' obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament.

The Legislative Assembly Standing Committee on Parliamentary Privilege and Ethics Report on Review of the Code of Conduct, Aspects of Disclosure of Interests, and Related Issues (December 2010) notes that:

"Advice has been received from the Crown Solicitor that use of the Chairman's Lounge by invitation is not a "gift" for the purposes of clause 10 of the Regulation, as it does not involve disposition of property. However, when the membership leads to an upgrade valued at more than \$250, it becomes disclosable as a contribution to travel, and should be reported under clause 11 of the Regulation."

Clause 16 of the Regulation allows a Member to, at their discretion, disclose any direct or indirect benefit, advantage or liability, whether pecuniary or not.

Relevant disclosures have been made to The Cabinet Office and to the NSW Parliament.

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

ANSWER

I am advised:

The Constitution (Disclosures by Members) Regulation 1983 (Regulation) sets out Members' obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament.

The Legislative Assembly Standing Committee on Parliamentary Privilege and Ethics Report on Review of the Code of Conduct, Aspects of Disclosure of Interests, and Related Issues (December 2010) notes that:

"Advice has been received from the Crown Solicitor that use of the Chairman's Lounge by invitation is not a "gift" for the purposes of clause 10 of the Regulation, as it does not involve disposition of property. However, when the membership leads to an upgrade valued at more than \$250, it becomes disclosable as a contribution to travel, and should be reported under clause 11 of the Regulation."

Clause 16 of the Regulation allows a Member to, at their discretion, disclose any direct or indirect benefit, advantage or liability, whether pecuniary or not.

Relevant disclosures have been made to The Cabinet Office and to the NSW Parliament.

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?

ANSWER

I am advised:

Ministerial overseas travel information is published online. <https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/ministerial-overseas-travel-information>

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?

ANSWER

I am advised:

Premier and Ministers' domestic travel information is published on the Premier's Department's website at: <https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/premier-and-ministers-domestic-travel>

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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?

ANSWER

I am advised:

Leasehold improvements for Ministerial Offices are reported within the Premier's Department annual reports.

Conflict of Interest

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

(a) If yes, why?

ANSWER

I am advised:

All Ministers are expected to comply with their obligations under the NSW Ministerial Code of Conduct (Ministerial Code) at all times.

The Ministerial Code sets the ethical standards of behaviour required of Ministers and establishes practices and procedures to assist with compliance.

Among other matters, the Ministerial Code requires Ministers to:

- disclose their pecuniary interests and those of their immediate family members to the Premier
- seek rulings from the Premier if they wish to hold shares, directorships, other business interests or engage in secondary employment (known as 'prohibited interests')
- identify, avoid, disclose and manage conflicts of interest
- disclose gifts and hospitality with a market value over \$500.

A substantial breach of the Ministerial Code (including a knowing breach of any provision of the Schedule) may constitute corrupt conduct for the purposes of the Independent Commission Against Corruption Act 1988.

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?

ANSWER

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I have engaged with the Vice-Chancellors through a number of forums in recent times to discuss these changes.

My diary disclosures are published quarterly on www.nsw.gov.au.

Correspondence is managed in line with the [NSW Government's Ministers' correspondence policy](#).

(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?

ANSWER

Refer to the answer to supplementary question 64.

(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?

ANSWER

A response was provided in accordance with the rules of the Legislative Council. A copy can be found on the Parliament of NSW website at <https://www.parliament.nsw.gov.au/lc/petitions/Pages/tailed-paper-details.aspx?pk=191481>.

(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?

ANSWER

Each of the acts establishing the 10 NSW public universities includes identical provisions requiring members of university governing bodies to disclose material interests in matters being considered by the governing body, where those material interests appear to raise a conflict with the member's proper performance of their duties.

The acts also include rules around how disclosures are made and how each governing body must handle disclosures when making decisions.

(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?

ANSWER

Universities annual reporting requirements are established by the Government Sector Finance Act 2018 (NSW), which sets out the framework for all government sector financial management in NSW. Universities publish their expenditure on consultancies in their annual reports in line with the NSW Treasury Policy and Guidelines: Annual Reporting Requirements.

(106) Does the Minister support increasing elected positions for staff and students on university councils?

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ANSWER

NSW public university governing bodies have the power, under their enabling acts, to create Rules. This includes the creation of Constitution Rules, through which governing bodies prescribe certain aspects of their operation, including the number of members in elected positions.

(107) Will the Minister ask the NSW Auditor-General to examine consultant use and value for money in university restructures?

ANSWER

The NSW Auditor-General audits the financial statements of the 10 NSW public universities and their controlled entities and produces a report to Parliament on the overall sector each year.

(108) What advice has the Department received about psychosocial risk and health harms during restructures?

ANSWER

Realignments have been implemented, where required, to support the sustainable delivery of priority work in public education. The department recognises that organisational change can be challenging and may create uncertainty for staff, and has put in place a range of measures to support employee wellbeing through the realignment process, including the Employee Assistance Program, wellbeing resources through the Being Well hub, engagement sessions with leaders and HR staff, multiple channels for feedback, redeployment pathways with tailored HR support, and a dedicated organisational change intranet page with resources and guidance to help staff navigate change.

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?

ANSWER

I am advised:

Consultation on Phase 2 of the changes to the TAFE NSW Operating Model finished in August.

As part of the Phase 2 Operating Model changes, there is a net reduction of 20 jobs across TAFE Digital and the corporate support areas (People Group, Procurement and Strategic Asset Planning).

There are no teaching jobs affected by these proposed changes and these changes do not adversely impact teacher workload.

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Minister for Skills, TAFE and Tertiary Education

(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?

ANSWER

I am advised:

TAFE NSW will not be in a position to calculate the cost of these redundancies until the placement process has concluded and exits occur.

(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?

ANSWER

I am advised:

The review of the TAFE NSW Operating Model was based on insights received from the NSW VET Review, which undertook significant consultation with staff, students, government, community and TAFE management, as well as TAFE NSW People Matter Employee Survey results and feedback received via TAFE Connects.

Feedback received in Phase 1 of the TAFE NSW Operating Model changes was taken into consideration in the design for Phase 2.

Design workshops were held with leaders and stakeholders including Directors, Team Leaders and Head Teachers. TAFE NSW also consulted with unions and staff on the proposed changes. The consultation was extended based on a request for more time to ensure people who wanted to provide feedback had an opportunity to be heard.

Feedback received was included in the final design, through changes to the proposed future structures, including additional positions and adjusted position descriptions and reporting lines.

Organisational change undertaken at TAFE NSW is compliant with the NSW Government's Agency Change Management Guidelines.

Public Interest Disclosure (PID) investigations

(112) What accountability is there regarding inappropriate and costly PID investigations?

ANSWER

I am advised:

The Public Interest Disclosure Act provides clear guidelines on the management of Public Interest Disclosures (PIDs) and subsequent investigations where a matter has been assessed as a PID.

TAFE NSW's Public Interest (Internal Reporting) Policy and Procedure replicates these guidelines.

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Minister for Skills, TAFE and Tertiary Education

(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?

ANSWER

I am advised:

TAFE NSW takes investigations of serious matters such as those listed seriously and seeks to ensure procedural fairness, comprehensive investigation and continuous improvement is at the forefront of the approach take to such matters. TAFE NSW does not currently maintain the data being sought centrally. It currently sits in a number of sources and is not able to be readily compiled. To improve future reporting capability, TAFE NSW is progressing the procurement of a case management system to provide centralised visibility and management of investigation related data.

(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) (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?

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ANSWER

I am advised:

All workplace investigations are confidential. It would not be appropriate to comment on, or confirm, any investigation that might be underway. TAFE NSW seeks to resolve workplace investigations in an efficient and timely manner.

(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?

ANSWER

I am advised:

All workplace investigations are confidential. It would not be appropriate to comment on, or confirm, any investigation that might be underway. TAFE NSW has a specific 24 hour hotline (02 7921 1111) for reporting integrity matters, including fraud and corruption, and encourages all staff and members of the public to use the hotline.

TAFE NSW takes seriously any reports of bullying or harassment. All reports are carefully assessed to determine the appropriate next steps, which may include an investigation, in line with the TAFE NSW Guidelines for Managing Conduct and Performance and relevant associated policies including work health and safety.

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?

ANSWER

No decisions have been made in relation to the existing Orana DAMA.

(117) Has the Government modelled the impact of this expansion on regional economies where unemployment is already very low

ANSWER

Please see answer to supplementary question 116.

(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?

ANSWER

Please see answer to supplementary question 116.

(119) What consultation has been undertaken with regional business chambers before proposing this expansion, and will those findings be made public?

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ANSWER

Please see answer to supplementary question 116.

(120) Will the Government consider limiting any expansion of the Orana DAMA to inland regions with demonstrated workforce shortages?

ANSWER

Please see answer to supplementary question 116.

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?

ANSWER

I am advised:

Since the beginning of 2024, TAFE NSW has introduced a number of new courses at its Deniliquin and Griffith campuses.

New courses introduced at Deniliquin in 2024 and the number of enrolments that year are as follows:

- Certificate I in Engineering (7 enrolments)
- Certificate I in Spoken and Written English (1 enrolment)
- Certificate III in Individual Support (3 enrolments)
- Statement of Attainment in Our Story Time (4 enrolments)
- Statement of Attainment in Set Yourself Up for TAFE Success - Writing and Digital Skills (2 enrolments)
- TAFE Statement in Advanced Responsible Conduct of Gambling (4 enrolments)
- TAFE Statement in Education and Employment Pathways (24 enrolments)
- TAFE Statement in Ladies in Trade - Girls Can Too (10 enrolments)

New courses introduced at Deniliquin in 2025 are as follows, noting TAFE NSW is not able to provide in year enrolment data:

- Certificate I in English as an Additional Language (EAL) (Access)
- Certificate I in Preparation for Work and Training
- Certificate II in Career Preparation
- Certificate II in English as an Additional Language (EAL) (Access)
- Statement of Attainment in Espresso Coffee Making Skills
- TAFE Statement in Aboriginal Engagement and Employment Skills
- TAFE Statement in Foundation Reading and Writing for Adults (3 Modules)
- TAFE Statement in Remote Learner Support (3 Modules)

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New courses introduced at Griffith in 2024 and the number of enrolments that year are as follows:

- Certificate II in Salon Assistant (10 enrolments)
- Certificate III in Food Processing (4 enrolments)
- Certificate IV in Laboratory Techniques (5 enrolments)
- Statement of Attainment in Fumigation Operations (26 enrolments)
- Statement of Attainment in Mentoring and Instruction in the Workplace (13 enrolments)
- Statement Of Attainment in Use Personal Digital Technology (13 enrolments)
- TAFE Statement in Advanced Responsible Conduct of Gambling (13 enrolments)
- TAFE Statement in Asbestos Awareness (28 enrolments)
- TAFE Statement in English (1 enrolment)
- TAFE Statement in Trade - Girls Can Too (10 enrolments)
- TAFE Statement in Trade Readiness (12 enrolments)

New courses introduced at Griffith in 2025 are as follows, noting TAFE NSW is not able to provide in year enrolment data:

- Certificate I in English as an Additional Language (EAL) (Access)
- Certificate II in English as an Additional Language (EAL) (Access)
- Certificate III in English as an Additional Language (EAL) (Access)
- Certificate III in Nail Technology
- Cert III in Pathways to Further Study
- Course in English as an Additional Language (EAL)
- Course in Initial English as an Additional Language (EAL)
- TAFE Statement in Support Family Literacy

(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?

ANSWER

I am advised:

TAFE NSW is committed to ensuring access to vocational education and training in rural and remote communities. This will be achieved using diverse training methods including blended delivery, face-to-face, virtual, online and work-place based options.

These varied approaches extend the reach of TAFE NSW's education and training and offer flexible and convenient study options tailored to accommodate student's individual learning preferences.

The Deniliquin and Griffith campuses continue to support these educational opportunities and serve as centres for community activity.

The specific facility and asset needs of the Deniliquin and Griffith campus are being considered as part of the TAFE NSW Campus Masterplan, expected to be complete in 2026.

(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?

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ANSWER

I am advised:

Refer to answer to Supplementary Question 47.

(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?

ANSWER

In line with the TAFE Charter, TAFE NSW is committed to ensuring access to, and participation in, vocational and higher education for people living in regional and remote areas. This includes through the expansion of different delivery models, including blending face to face, virtual, online and workplace-based learning.

Deniliquin and Griffith are two of the campus locations that are part of 15 locations participating in the Campus Network Delivery Pilot.

The Campus Network Delivery pilot leverages our network of campuses, digital and mobile resources to provide students with access to specialised educators, equipment and facilities, whilst minimising travel requirements for students as much as feasible.

(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?

ANSWER

I am advised:

TAFE NSW continually reviews its course offerings to ensure they are responsive to the needs of local communities and industries, particularly in key sectors and critical skill areas.

TAFE Griffith and Deniliquin campuses currently offer a range of courses that contribute to in-demand health workforces, including nursing, ageing support and individual support. TAFE NSW is well placed to respond to any changes to increase in demand for these courses in the Riverina.

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?

ANSWER

I am advised:

Estimated net impact is a reduction of 87 non-frontline employees based upon the final change management plans.

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(127) How many targeted administrative, digital, product and quality roles are in regional campuses, and what will their loss mean for student support?

ANSWER

I am advised:

Until the review and placement process has been completed, final position impacts as a result of Phase 2 of the TAFE NSW Operating Model changes and their locations will not be known.

TAFE NSW has many roles that can be performed from any campuses across the state. The majority of roles impacted by the changes are location agnostic.

These changes will not adversely impact student support.

(128) Will the Minister guarantee cuts will not further compromise frontline student services where courses are already cancelled?

ANSWER

Refer to answer to supplementary question 127.

(129) What consultation has taken place with TAFE staff and regional communities, and how is feedback shaping decisions?

ANSWER

Refer to the response to supplementary question 111.

(130) Of the 500+ teaching roles created since 2023, how many are in rural and regional NSW?

ANSWER

I am advised:

Approximately 34% of all TAFE NSW teaching positions created in FY24 and FY25 were 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?

ANSWER

I am advised:

TAFE NSW regularly reviews its course offerings to ensure they are aligned to the priorities of the government, and needs of students, industry and the community.

Courses might sometimes be cancelled for various reasons including low demand, the availability of facilities, or teacher availability.

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(132) Will the Government prioritise high-demand regional qualifications such as nursing, aged care, and the trades?

ANSWER

The NSW Skills Plan identifies 6 Critical Skills Areas as NSW Government priorities, covering industries with chronic and persistent shortages and those undergoing significant structural changes:

- Construction
- Care and support economy, which includes nursing, aged care, early childhood and disability support
- Net Zero and energy transition
- Agriculture and agrifood
- Digital and cyber
- Advanced Manufacturing.

(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?

ANSWER

I am advised:

Between 2019-20 and 2024-25, TAFE NSW had a capital works budget of \$1.34 billion.

25% of this funding was spent on projects in rural or regional NSW and 42% was spent on state-wide projects.

All TAFE NSW campuses across the state support frontline delivery.