

Election Costing Request Form

Details of request	
Party:	Australian Labor Party (NSW Branch)
Name of Policy:	Pregnancy, return to work and pay discrimination
Date of request:	13 February 2019

Description of policy	
Summary of policy (please attach copies of relevant policy documents and include information on what the policy aims to achieve):	See <u>Attachment 1</u> .
Has the policy been publicly released yet?	

	2018/19 \$'000	2019/20 \$'000	2020/21 \$'000	2021/22 \$'000	Total \$'000
Impact on GGS expenses					
Impact on GGS revenue					
Impact on General Government Sector (GGS) net operating result ¹					
Impact on GGS capital expenditure ²					
Impact on GGS net lending/borrowing					

Note: Has the policy been costed by a third party?
If yes, can you provide a copy of this costing and its assumptions?

¹ Negative for a saving that reduces expenditure

² Negative for a reduction in capital expenditure.

Key assumptions made in the policy	
Does the policy relate to a previous announcement? If yes, which announcement?	
What assumptions have been made in deriving the financial impacts in your estimated costing? <i>(See checklist)</i>	<p>Item #1 at <u>Attachment 1</u> policy is primarily regulatory in nature. Potential costs associated with administering the regulation are to be absorbed within existing cluster resourcing. Any costs associated with implementing the regulation in the NSW public sector are expected to be modest and to be absorbed within existing resourcing.</p> <p>Item #2 is to be absorbed within existing cluster resourcing.</p> <p>Item #4 refers to a reallocation of existing senior positions and appointments would therefore have no budget impact. Staff transition would be achieved through natural attrition not redundancies.</p> <p>Item #5 would create a unit of six staff. These would be reallocated from within existing cluster resources.</p>
Is there a range for the costing or any sensitivity analysis that you have undertaken?	No.
Are there associated savings, offsets or, in the case of a revenue proposal, offsetting expenses? If yes, please provide details.	..
Are there significant costs or savings outside the forward estimates period which should be considered in costing this policy? ³	..

Administration of policy	
Intended date of implementation:	1 July 2019
Intended duration of policy ⁴ :	Ongoing.
Who will administer the policy (e.g. Government entity, non-government organisation, etc.)?	NSW Industrial Relations.
Are there any specific administrative arrangements for the policy that need to be taken into account (e.g. agreements between different levels of government)?	Legislative change would be required.

³ Particularly important for large projects with long lead times, policies with a delayed timetable for implementation, or policies where up-front investment is required to achieve long term savings.

⁴ Where a policy is intended to be ongoing, please indicate "ongoing" in the space to the right

Are there transitional arrangements associated with policy implementation?	No.
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If the policy is mainly an expenditure⁵ commitment	
Demand driven or a capped amount:	Capped.
Eligibility criteria or thresholds:	N/a.

⁵ Expenditure is operating expenses, e.g. salaries, interest cost and grants. Expenditures are fully included in the impact on operating balance.

Attachment 1

- 1) A Labor Government will amend NSW discrimination laws to legislate for:
 - a. a positive legal duty on employers to reasonably accommodate the needs of workers who are pregnant and/or have carer/ family responsibilities; and requests for flexible working arrangements.
 - b. new protections from redundancy, dismissal and the non-renewal of contracts for employees who are pregnant, on parental leave or have family and caring responsibilities; and
 - c. improved pay discrimination laws, including mechanisms for inquiry, evaluation and correction of gender pay discrimination.
- 2) Labor will work with employers and unions to develop and provide the information in user friendly form employers say they need to better understand their obligations to employees who are pregnant and on their return to work.
- 3) In the NSW public sector, Labor will:
 - a. achieve a target of 40% of senior positions in the public sector being comprised of women by 2023; and
 - b. achieve a target of 50% of new board/committee appointments made by government being comprised of women by 2020.
- 4) A Labor Government will create a dedicated unit within NSW Industrial Relations to develop practical solutions that address discrimination faced by pregnant women and mothers in workplaces across NSW and assist to address discrimination in relation to pregnancy, return to work and pay.