



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

## **BUDGET ESTIMATES 2018-2019 Supplementary Questions**

**Portfolio Committee No. 1 – Premier and Finance**

**TREASURY, INDUSTRIAL RELATIONS**

Hearing: Monday 3 September 2018

**Answers due by: Thursday 27 September 2018**

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## TREASURY AND INDUSTRIAL RELATIONS

### Questions from Mr David Shoebridge MLC

#### Jobs NSW privacy

1. Why do jobs.nsw applicants have to agree to their personal information being sent to a private company called Oracle Corporation?
2. In the context of the recent data breaches by PageUp where thousands of job applicants data was breached, is the Government confident that the current arrangements sufficiently protect job applicants data?
3. What consideration has been given to making changes to that applicants are not required to share their personal information with a private company?

#### Consultants

4. What oversight is there of increases in the amount of labour hire or other contingent labour spending by state government departments?
5. What assessment has been undertaken of the organisational impact on relying on consultants instead of permanent staff?
6. How many consultants are currently employed by the NSW Government?
7. What is the total cost of the consultants currently employed by the NSW Government?
8. How many full time permanent public servants could be employed for this amount of money?
9. What is the estimated financial impact of the loss of organisational knowledge caused by employing rolling contracts rather than by permanent position?

#### Wage cap

10. Given the 3.3 per cent annual wage growth in NSW, combined with increased cost of living, particularly for housing in NSW, what consideration has been given to removing the public sector wage cap?
11. Is the ongoing requirement to find efficiencies in each Government agency considered sustainable in the long term?

#### Consultants and contractors

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

13. How many consultants and contractors were there in the last financial year?
14. How many days of work were undertaken total by consultants and contractors in the last financial year?
15. Did they do work that traditionally agency employees would have done
16. Has there been an analysis of the costs for shifting work to contractors and consultants that could be done by employees?

### **FESL**

17. When does the Government plan to reintroduce a modified FESL into Parliament?

### **Jobs for people with a disability**

18. Since the introduction of Jobs for people with disability: A plan for the NSW public sector what change has there been in the percentage of public sector employees who identify as having a disability?
19. What measures are in place to enable disabled job seekers to make the most of the plan?
20. What consideration has been given to a specific information section on [iworkformsw.gov.au](http://iworkformsw.gov.au) offering specific information to job seekers with disabilities?
21. Who would be the best point of contact for a disabled job seeker contact and how do they find out?
22. What checks are there to ensure that disabled applicants are not passed over simply because hiring someone without a disability is easier?
23. What employment pathways does the programme include for mature age workers with disabilities who have reduced options for gaining experience compared to their able-bodied peers?

### **Bourke**

24. What was the total amount of Government investment into Bourke during the last financial year?
25. Can you provide a breakdown of funding for services delivered directly by Government agencies and through contracts with non-government service providers?

### **Consultants and contractors**

26. How much did your agency pay its consultants and contractors last year?
27. How many consultants and contractors were there in the last financial year?

28. How many days of work were undertaken total by consultants and contractors in the last financial year?
29. Did they do work that traditionally agency employees would have done
30. Has there been an analysis of the costs for shifting work to contractors and consultants that could be done by employees?

## TREASURY

### Questions from Mr Justin Field MLC

#### Budget modelling – climate impacts

31. Has any modelling on budget impacts been undertaken by Treasury from predicted increased frequency and intensity of:
- (a) Drought?
  - (b) Bushfires?
  - (c) Floods?
  - (d) Storm events?
32. Does Treasury have a duty of care to consider all future risks to the NSW Budget?
- (a) If so, does Treasury consider climate change to be a potential risk to NSW Budget projections?
    - i. If so, should modelling be undertaken?

#### Climate in 2018-19 Budget

33. Budget Paper 1 (page A4-5) provides the Office of Environment and Heritage budget variation for 2017-18 was \$143 million due to 'Reprofiling of expenditure under the Climate Change Fund':
- (a) What does 'reprofiling' mean?
  - (b) Is this money allocated and not spent?
    - i. If so, is it correct that \$65 million was spent in 2017-18 from the Climate Change Fund?
34. How much money, besides money sources from the Climate Change Fund which is through a levy, is allocated for climate change in the NSW Budget 2018-19?

#### Stamp duty

35. Has Treasury engaged in any modelling on a potential transfer from stamp duty to land tax?

#### Public service efficiency dividends

36. What was the public service efficiency dividend saving for each of the following financial years:
- (a) 2011-12

- (b) 2012-13
- (c) 2013-14
- (d) 2014-15
- (e) 2015-16
- (f) 2016-17
- (g) 2017-18
- (h) 2018-19

37. For each of the following financial years, what agencies across all of Government applied for exemptions to the efficiency dividend in:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-19?

38. Of the agencies in the response to question 7, please list under each financial year what agencies were successful in their claim for an exemption to the efficiency dividend

39. What is the forecast efficiency dividend saving for the following agencies within the Environment and Heritage portfolio for 2018-19:

- (a) Office of Environment and Heritage?
- (b) Environment Protection Authority?
- (c) National Parks and Wildlife Service?

**Forestry Corporation - licensing fees**

40. Forestry Corporation received revenue from licencing of operations on Crown land directly. The money is not transferred into the Government's Consolidated Revenue Fund?

- (a) Is this considered best practice by Treasury?
- (b) Are there any other state-owned corporations that receive revenue directly?
  - i. If so, please list.

### **Infrastructure projects in the 2018-19 Budget**

41. How will the Government ensure that the infrastructure projects posited in the 2018-19 Budget have the most positive impact on the communities that they affect?
- (a) Please list programs and policies in place
42. How will the Government ensure local communities, particularly young people, are supported to take up employment opportunities from infrastructure projects?
- (a) Please list programs and policies in place
43. How will the Government ensure and that benefits from infrastructure projects flow into local businesses?
- (a) Please list programs and policies in place
44. How will the Government ensure that Aboriginal people benefit from infrastructure projects in their own community?
- (a) Please list programs and policies in place

### **Bank tax in NSW**

45. Has there been any feasibility assessments done in regards to applying a bank tax in NSW?

### **Follow-the-dollar legislation**

46. Is the Government currently considering introducing follow-the-dollar legislation?
- (a) If so, what stage is this reform at and when it is expected to be introduced?

### **Privilege claim – gaming revenue**

47. In regards to a report dated 19 July 2018 by the Hon. Keith Mason AC QC, tabled in the Legislative Council on Thursday 16 August 2018, that evaluated a disputed claim of privilege over documents produced in response to an order for documents relating to the Budget Finances 2018-2019, being documents identified as '(h)(27)' and named 'Clubs and Hotel Gaming 2018-19 Budget':
- (a) On whose advice did Treasury make the claim of privilege on these documents?
- i. Was this from Liquor and Gaming NSW?
- (b) Was there legal advice provided to either Treasury or Liquor and Gaming NSW in regards to the claim of privilege?

- (c) What is the Government's response to the Arbitrator's findings that the claim was 'fundamentally flawed'?

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

**Privatisation of the Sydney Motorway Corporation**

48. To avoid payment of compensation to the Sydney Motorway Corporation or Westconnex, on what date must the Rozelle interchange be completed?
49. How much compensation will NSW taxpayers have to pay if the completion of the Rozelle interchange is:
- (a) One day late?
  - (b) One month late?
  - (c) One year late?
50. How was the amount of compensation to be paid decided?
51. If the project is opened ahead of the completion date, does the NSW Government receive any bonus payments?
52. How much has been spent to date on transaction costs for the Sydney Motorway Corporation transaction, and with which firms and for what services?
53. When will the final costs of the transaction be determined?
54. Does the sale of the Sydney Motorway Corporation include any warranties, understandings or arrangements for the construction of other toll roads like the Sydney Gateway, F6 or Western Harbour Tunnel?

**WestConnex**

55. How will the NSW Government hold ownership in Roads Retained Interest Pty Ltd?
56. Will Roads Retained Interest Pty Ltd be subject to the Government Information Public Access (GIPA) Act 2009?
57. Will the Independent Commission Against Corruption (ICAC) Act 1988 apply to directors, officers and employees of Roads Retained Interest Pty Ltd?
58. Will Roads Retained Interest Pty Ltd be required to report to Parliament?
59. Will NSW Treasury's Commercial Policy Framework apply to Roads Retained Interest Pty Ltd?



60. Will Roads Retained Interest Pty Ltd be required to produce a Statement of Corporate Intent/Statement of Business Intent?
61. Will Roads Retained Interest Pty Ltd be required to undertake continuous disclosure to the NSW Treasury, as other State Owned Corporations do?
62. Will the *Public Works and Procurement Act 1912* apply to Roads Retained Interest Pty Ltd?
63. Will the NSW Procurement Policy Framework apply to Roads Retained Interest Pty Ltd?

#### **M5 Cashback**

64. Do you have any plans to scrap the M5 Cashback?
65. Is the M5 Cashback affordable?
66. Why does the NSW Government support the M5 Cashback, but not on any other roads?

#### **M5 Cashback guarantee**

67. Is there any contractual requirement for the NSW Government to continue to offer the M5 Cashback?
  - (a) If yes, what was that contract and when was it entered into?
68. Will the contractual requirement for the continuation of the M5 Cashback continue when the M5 Southwest toll concession is transferred to the Sydney Motorway Corporation in 2026/27?

#### **M4 Cashback**

69. On 31 August you announced the sale of 51 per cent of the Sydney Motorway Corporation for \$9.3 billion. Is the M4 Cashback unaffordable?
70. On 31 August you announced \$4 billion in profit from the Sydney Motorway Corporation. Will any of this profit be returned to the motorists using WestConnex?

#### **East v West**

71. Your Government has re-introduced the M4 toll on western Sydney and value capture on the Parramatta Light Rail and Metro West. Why have you put these additional charges on western Sydney but no additional charge accompanies the CBD Light Rail or Sydney Metro City and Southwest?

#### **Northern Beaches Tunnel**

72. Are you still committed to funding the Northern Beaches Tunnel?
73. What is the total NSW Government contribution to the Northern Beaches Tunnel?

### **Metro West**

74. The Transport Minister has tweeted that the Metro West will cost \$16 billion but only \$3 billion has been reserved for the project. Is the Metro West fully funded?

### **Rozelle Interchange**

75. What is the cost of the Rozelle Interchange?
76. Is the Rozelle Interchange part of WestConnex?
- (a) If not, was the Rozelle Interchange ever a part of WestConnex?

### **SMC Dividends**

77. In what year will dividends first be paid from the Sydney Motorway Corporation?
78. What is the value of the dividends from the Sydney Motorway Corporation to NSW in its first year of distribution?

### **Liquidity Facility for the CBD Light Rail**

79. Can you confirm that NSW had provided ALTRAC with a \$500 million liquidity facility, and if so, on what date was this approved and established?
80. Can you confirm that the reason Minister Constance gave for this was to avoid ALTRAC's insolvency and ensure that the project continued?
81. Can you confirm that the arrangement involves NSW guaranteeing a \$500 million loan by ALTRAC?
82. If so,
- (a) Who are the lenders?
- (b) What is the expiry date of the guarantee / when must the loan be repaid?
83. Are these arrangements that provide NSW guaranteeing commercial loans for private companies ever disclosed to the public?
- (a) If so, when, where and how are they disclosed?
84. Have you approved NSW Government guarantees for the loans of any other private companies?
- (a) If so, how many?
85. What is the total value of the loans that NSW has guaranteed for private companies?

86. Does NSW receive any payment or consideration for accepting the \$500 million of risk should ALTRAC fail to repay the loans?

### **NSW Government Guarantees**

87. Has the NSW Government provided any guarantees over loans other than for the benefit of the Sydney Light Rail?
- (a) If yes, how many?
  - (b) If yes, what is the value of each guarantee?
  - (c) If yes, who has each of these guarantee's been provided to?
  - (d) If yes, how much was the NSW Government paid in 2017-18 for the provision of these guarantees?
88. Have you received requests from Ministers requesting approval for a guarantee?
- (a) If yes, who and for how much?

### **Port of Newcastle**

89. Has any submission been made or information provided to the ACCC inquiry into ports?
90. Will there be any implications for NSW should the ACCC decide that the port commitment deeds are anti-competitive and not valid?
91. Whose signatures are on the port commitment deeds and which organisations did they represent?
- (a) Was the ACCC informed of this at the time of the sales?
92. Could the private owners of the Port Botany lease have a claim against NSW should the ACCC strike out the port commitment deeds?
- (a) If so, would NSW be liable to compensate them?
93. In the event that the ACCC strikes out the port commitment deeds, and the owners of Port Botany have a claim against the NSW Government, would NSW be able to claim against its professional advisers on the sale?
94. Will you release the port commitment deeds in full?

### **Financial Management Transformation**

95. How much funding in total has been allocated to the Financial Management Transformation program including for PRIME, policy changes and legislative changes?

96. What is the total amount that has actually been spent on the Financial Management Transformation program to date?
97. What is the total amount that has been spent on external consultants to assist with the Financial Management Transformation program?
98. Can you please provide a list of the consultants that have worked on the Financial Management Transformation program?
99. How many staff in aggregate have worked on the Financial Management Transformation program to date?

#### **Commerciality and Contestability Unit (CCU)**

100. How much funding has been allocated to this unit?
101. How many staff are currently employed in this unit?
102. How many staff have been allocated to education projects in this unit?
103. How many staff have been allocated to TAFE projects in this unit?

#### **Follow the Money/Dollar Powers**

104. Has Treasury ever received advice that the NSW Auditor-General should be provided with Follow the Money/Dollar Powers?

#### **Discount Rate for Infrastructure Projects**

105. Has Treasury ever produced advice that recommended that the discount rate for infrastructure projects needs to be reviewed and/or updated?

#### **Debt**

106. Has Treasury forecasted General Government Borrowings to exceed \$50 billion in the next 10 years?
107. Has Treasury forecasted General Government Interest Expenses to exceed \$3 billion in the next 10 years?
108. Has Treasury forecasted General Government Net Financial Liabilities to exceed \$90 billion in the next 10 years?
109. Has Treasury forecasted Total State Sector Borrowings to exceed \$100 billion in the next 10 years?

110. Has Treasury forecasted Total State Sector Interest Expenses to exceed \$5 billion in the next 10 years?

111. Has Treasury forecasted Total State Sector Net Financial Liabilities to exceed \$125 billion in the next 10 years?

### **Transport Asset Holding Entity**

112. Has Treasury forecasted a commercial rate of return for the Transport Asset Holding Entity (TAHE)?

(a) If yes to the question above, what is the commercial rate of return that has been forecasted for the following periods?

i. Over 5 years

ii. Over 10 years

iii. Any other relevant period

### **Perrottet Website**

113. Were any taxpayer funds used to pay for the dominicperrottet.com.au website?

(a) If not, who paid for the dominicperrottet.com.au website?

114. How much did the dominicperrottet.com.au website cost?

115. Is the dominicperrottet.com.au website paid under entitlements as a local MP or as a Minister?

### **Payroll tax threshold**

116. Will the NSW Productivity Commission inquiry into payroll tax consider the appropriate threshold rate?

(a) If not, what are the terms of reference for the NSW Productivity Commission Inquiry into payroll tax?

117. Has the NSW Productivity Commission inquiry into payroll tax been completed?

(a) If yes, what are the recommendations?

(b) If not, when will it be completed?

118. Will an increase in the payroll tax threshold improve wages growth?

(a) If yes, how?

119. Should the payroll tax threshold be indexed?

**Efficiency dividends**

120. Are any agencies exempt from the efficiency dividend?
- (a) If yes, what are they?
121. What would the budget for education have been in the following years if it was not for the efficiency dividends?
- (a) 2011-12
  - (b) 2012-13
  - (c) 2013-14
  - (d) 2014-15
  - (e) 2015-16
  - (f) 2016-17
  - (g) 2017-18
  - (h) 2018-19
122. What would the budget for health have been in the following years if it was not for the efficiency dividends?
- (a) 2011-12
  - (b) 2012-13
  - (c) 2013-14
  - (d) 2014-15
  - (e) 2015-16
  - (f) 2016-17
  - (g) 2017-18
  - (h) 2018-19
123. Can you guarantee no job losses have occurred or will occur as a result of the efficiency dividends?

**Port of Newcastle**

124. Does the port commitment deed restrict the number of containers that can pass through the Port of Newcastle?

- (a) If so, does the Treasurer agree that this is anti-competitive?
125. Has the Treasurer, any of his staff or his department been interviewed by the ACCC as part of their investigation into the ports transaction?
  126. On which date did the Government inform the Australian Competition and Consumer Commission of its formal decision to invite Newcastle Stevedores Consortium to develop a container terminal at the Port of Newcastle subject to Newcastle Stevedores Consortium making the Government whole for any cost the Government incurred to NSW Ports in respect of this development?
  127. Was a decision made in 2012 to require any future operator of a container terminal at the Port of Newcastle to make the government whole for any cost the government incurred from paying the operator of Port Botany in respect of future container capacity development at the Port of Newcastle?
  128. Was Newcastle Stevedores Consortium required in 2013 to make the Government whole for any cost the Government incurred from paying NSW Ports in respect of future container capacity development at the Port of Newcastle?
  129. Was a decision made in 2013 to require any future lessee of the Port of Newcastle to make the Government whole for any cost the Government incurred from paying NSW Ports in respect of future container capacity development at the Port of Newcastle?
  130. Was the lessee of the Port of Newcastle required in 2014 to make the Government whole for any cost the Government incurred from paying NSW Ports in respect of future container capacity development at the Port of Newcastle?
  131. Did the Government inform the Australian Competition and Consumer Commission in 2012 that the Government decided not to develop a container terminal at the Port of Newcastle?
  132. Why does the Government charge a fee for containers shipped through the Port of Newcastle?
  133. Does the Minister consider that this fee is anti-competitive?
  134. Will the Minister abolish the anti-competitive fee on containers shipped through the port of Newcastle and allow a container terminal to be built in Newcastle?
  135. Does the Minister support the development of a container terminal at the Port of Newcastle, which would drive growth, provide local jobs and provide a boost to business in the Hunter and Northern New South Wales?

136. Is the Minister aware of the Australian Competition and Consumer Commission (ACCC) investigation into the Government's anti-competitive cap on container movements at the Port of Newcastle?
137. What is the purpose of the fine charged to the Port of Newcastle for every container shipped over a certain limit?
138. Will the Minister immediately remove this anti-competitive government restriction and allow the development of a container terminal at the Port of Newcastle?
139. Is the Minister aware of the Australian Competition and Consumer Commission (ACCC) investigation into the Government's anti-competitive cap on container movements at the Port of Newcastle?
140. What is the purpose of the fine charged to the Port of Newcastle for every container shipped over a certain limit?
141. Will the Minister immediately remove this anti-competitive government restriction and allow the development of a container terminal at the Port of Newcastle?

#### **Efficiency dividends**

142. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?
143. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?
144. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?
145. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?
146. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

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

147. How many nights' travel were claimed by the Minister during the 2017-18 period?
148. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?
149. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?
150. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?



## Office Administration

151. How many staff are in your ministerial office?
- (a) What was the average salary for staff members in your office during 2017-18?
  - (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?
152. How many blackberries/iPhone/smart phones are assigned to your staff?
- (a) For each phone, how much was each bill in 2017-18?
  - (b) How many phones have been lost or replaced due to damage in your office?
    - i. What is the cost of replacing those phones?
153. How many iPads or tablets has DPC assigned to your Ministerial office and to whom have they been issued?
- (a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?
  - (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?
    - i. What was the cost of replacing these devices?
154. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
- (a) What is the cost of this?
155. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
156. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
157. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2017-18?
- (a) What are these services/newspapers/magazines/journals/periodicals?
    - i. Who is the subscriber for each of these?
158. What was the total value of all gifts purchased for use by you and your office in 2017-18?
- (a) What were the gifts purchased?

i. Who were they gifted to?

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

(a) What is the monthly cost of this?

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

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

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

(a) Taxi hire

(b) Limousine hire

(c) Private hire care

(d) Hire car rental

(e) Ridesharing services

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

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

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

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

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

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

### **Hospitality**

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

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

### **Labour Hire Firms**

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

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

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

### **Media and Public Relations**

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

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

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

172. Have you had media training or speech training?

- (a) If yes, who paid for it?
- (b) If paid by taxpayers, what was the amount paid in 2017-18?

### **Facebook**

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

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

### **Overseas Trips**

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

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

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

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

- (b) Who paid for these trips?

### **Department/Agency Travel**

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

- (a) Taxi hire
- (b) Limousine/private car hire
- (c) Hire car rental
- (d) Ridesharing services

### **Drivers**

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

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

### **Consulting**

179. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2017-18?

- (a) For what specific purposes or matters was legal advice sought?

180. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2017-18:

- (a) Social media
  - i. And the cost of these services
- (b) Photography
  - i. And the cost of these services
- (c) Acting training
  - i. And the cost of these services
- (d) Ergonomics
  - i. And the cost of these services

### **Department/Agency Staffing**

181. How many redundancies were processed by Departments/agencies within your portfolio responsibilities during 2017-18?
- (a) Of these redundancies, how many were:
    - i. Voluntary
    - ii. Forced
  - (b) What was the total cost of all redundancies?
182. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the agency with which they were formerly employed?
- (a) What was the nature of these works/services?
  - (b) What was the total cost of these works or services?
183. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?
184. How many staff were dismissed from Departments/agencies under your portfolio responsibilities in 2017-18?
- (a) What were the reason/s for each dismissal?

### **Smart Phone Accounts**

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

### **Merchant fees**

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

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

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

### **Probity Auditor**

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

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

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

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

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

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

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

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

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

196. For each department, statutory agency and/or other bodies in the Minister's portfolio please report:
- (a) Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.
  - (b) Whether or not all employees and/or contractors have received such training?
  - (c) Is this course mandatory for all employees/ contractors?
  - (d) How long for each session, how many sessions?
  - (e) Who delivers it?
  - (f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
    - i. How?
  - (g) What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?
  - (h) How many complaints have been initiated in relation to:
    - i. Sexual harassment
    - ii. Bullying
    - iii. Workplace violence

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

197. For each department, statutory agency and/or other bodies in the Minister's portfolio please report:
- (a) What number and percentage of women are employed within the agency?

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

### **Energy**

198. For each agency in your portfolio by name, how much electricity did it consume for each of:
- (a) 2014-15?
  - (b) 2015-16?
  - (c) 2016-17?
  - (d) 2017-18?
199. What proportion of the electricity consumed by each agency in your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.
200. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
201. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
202. How much electricity is it estimated that each agency in your portfolio will consume in:
- (a) 2018-19?
  - (b) 2019-20?
  - (c) 2020-21?
  - (d) 2021-22?



203. What proportion of that electricity is it estimated will come from renewable sources, for each year?
204. For each agency in your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?
205. What is the name of the energy supplier to each agency in your portfolio for each of:
- (a) 2018-19?
  - (b) 2019-20?
  - (c) 2020-21?
  - (d) 2021-22?

## INDUSTRIAL RELATIONS

### Questions from Ms Dawn Walker MLC

#### Workers with disabilities

206. Since the introduction of *Jobs for people with disability: A plan for the NSW public sector*, what change has there been in the percentage of public sector employees who identify as having a disability?
- (a) What measures are in place to enable disabled job seekers to make the most of the plan?
  - (b) The government's recruitment website *I Work for NSW* offers information for categories of workers such as graduates and experienced workers but no section offering specific information to job seekers with disabilities. Why is there no information for disabled job seekers?
    - i. Whom should disabled job seekers contact for information about government recruitment?
    - ii. Where is the information about whom they should contact found?
  - (c) What checks are there to ensure that disabled applicants are not passed over simply because hiring someone without a disability is easier?

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

#### Industrial Relations Commission

207. When will the IRC cease sitting at 47 Bridge Street?
208. When will the IRC commence sitting in Parramatta?
209. Will there be any IRC operation or presence left in the Sydney CBD?
210. Will the IRC sit elsewhere in NSW in the 2018-19 year ahead?
- (a) If yes, which locations and when?
211. Where will the IRC have a permanent presence?
212. Commissioner Stanton retires in October this year. Will you commit to replacing him?
213. Will IRC continue to have the same presence in Newcastle as it has had to date?
214. Of the 6 appointments made to the IRC by your government, only 1 had experience representing working people. Given nature of the institution, do you accept this is unbalanced?

- (a) Will you commit to addressing this imbalance in your upcoming appointment in October this year?

### **Gig workers**

215. Do you think all working people should have a legal, minimum rate of pay?
216. Do you believe all working people should have access to sick leave, annual leave and workers' compensation?
217. An increasing number of workers in NSW who get work through so-called *platforms* or *networks* – and work for outfits like Uber, Foodora, Deliveroo and others have no right to minimum pay, sick leave, superannuation or holiday pay. Will you ensure these workers – who are not employees – get the same rights as employees (given they are not independent businesses)?
- (a) If not, why will you not do so?
218. Your government has categorised workers like this to be employees for the purposes of charging payroll tax on the businesses<sup>1</sup> – why won't you give these workers the rights of employees?

### **Unpaid Interns**

219. There has been an increasing incidence of (mainly) young people undertaking unpaid internships as a way of developing contacts and attempting to enter into a range of different professions or occupations. Many of these are legitimate and short-term, sometimes leading to work in a chosen field, but many have been exploitative, with so-called '*internships*' being just a device to obtain free labour under false pretences that it may result in work.<sup>2</sup> Media reports and other commentary reveal many instances of exploitative unpaid internships where, far from learning valuable professional skills, interns run personal errands, make coffee and perform menial tasks for little to no reward or skills development. Other examples include performing the work you would expect of employees for extended periods of time, without reward or recognition.<sup>3</sup> What are you doing to address this problem of unpaid internships?
220. At present, internships *as such* are not regulated by either State or Commonwealth law. This can affect whether or not interns are protected against workplace discrimination, bullying or sexual or other harassment, or entitled to workers compensation if they suffer a workplace injury. Will you address this with changes to the law?

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<sup>1</sup> Finance, Services and Property Budget Estimates transcript, 3 September 2018, p5

<sup>2</sup> <http://www.abc.net.au/news/2017-06-26/unpaid-internships-millennials-share-their-stories/8651020>

<sup>3</sup> <https://www.smh.com.au/business/workplace/merry-go-round-of-unpaid-interns-provide-accounting-and-finance-services-20170620-gwuk0b.html>

221. The advocacy group **Interns Australia** is campaigning for all internships to be paid and to provide clear guidelines around employer expectations, the length of the internship, the type of work involved and the value the intern would receive in exchange. Does your government support this?

(a) Why are you not doing this?

### **Domestic Violence Leave**

222. Last year, you said your government was “*looking into*” the issue of expanded DV leave rights. Will your government act to extend paid Domestic Violence leave from 5 to 10 days for public sector workers?

223. Will your government act to ensure all employees in NSW have access to paid Domestic Violence leave of 10 days per year?

(a) If not, why will you not act on this?

### **Electricity supply to agencies**

224. For each agency in your portfolio by name, how much electricity did it consume for each of:

(a) 2014-15?

(b) 2015-16?

(c) 2016-17?

(d) 2017-18?

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

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

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

228. How much electricity is it estimated that each agency in your portfolio will consume in:

(a) 2018-19?

(b) 2019-20?

(c) 2020-21?

(d) 2021-22?

229. What proportion of that electricity is it estimated will come from renewable sources, for each year?
230. For each agency in your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc)?
231. What is the name of the energy supplier to each agency in your portfolio for each of:
- (a) 2018-19?
  - (b) 2019-20?
  - (c) 2020-21?
  - (d) 2021-22?
232. For each agency in your portfolio by name, when does the current energy supply contract end? When was it entered into?

### **Efficiency dividends**

233. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?
234. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?
235. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?
236. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?
237. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

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

238. How many nights' travel were claimed by the Minister during the 2017-18 period?
239. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?
240. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?
241. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

### **Office Administration**

242. How many staff are in your ministerial office?

- (a) What was the average salary for staff members in your office during 2017-18?
  - (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?
243. How many blackberries/iPhone/smart phones are assigned to your staff?
- (a) For each phone, how much was each bill in 2017-18?
  - (b) How many phones have been lost or replaced due to damage in your office?
    - i. What is the cost of replacing those phones?
244. How many iPads or tablets has DPC assigned to your Ministerial office and to whom have they been issued?
- (a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?
  - (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?
    - i. What was the cost of replacing these devices?
245. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
- (a) What is the cost of this?
246. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
247. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2017-18?
- (a) If so, what was the cost of these items?
248. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2017-18?
- (a) What are these services/newspapers/magazines/journals/periodicals?
    - i. Who is the subscriber for each of these?
249. What was the total value of all gifts purchased for use by you and your office in 2017-18?
- (a) What were the gifts purchased?
    - i. Who were they gifted to?
250. Do you purchase bottled water or provide water coolers for your office?

(a) What is the monthly cost of this?

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

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

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

(a) Taxi hire

(b) Limousine hire

(c) Private hire care

(d) Hire car rental

(e) Ridesharing services

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

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

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

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

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

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

#### **Hospitality**

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

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

#### **Labour Hire Firms**

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

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

(a) The names of the firms utilised

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

**Media and Public Relations**

260. How many media or public relations advisers are employed for each of your portfolio agencies?
261. What is the forecast for the current financial year for the number of media or public relations advisers to be employed and their total cost?
262. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?
263. Have you had media training or speech training?
- (a) If yes, who paid for it?
  - (b) If paid by taxpayers, what was the amount paid in 2017-18?

**Facebook**

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

**Overseas Trips**

266. Were any of your overseas trips in the last financial year paid for in part or in full by using public money?
- (a) If so, did any of your relatives or friends accompany you on these trips?
267. Have you undertaken any official overseas travel that was privately funded?
- (a) If so, what was the nature of these trips?
  - (b) Who paid for these trips?



### **Department/Agency Travel**

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

- (a) Taxi hire
- (b) Limousine/private car hire
- (c) Hire car rental
- (d) Ridesharing services

### **Drivers**

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

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

### **Consulting**

270. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2017-18?

- (a) For what specific purposes or matters was legal advice sought?

271. Have Department/agencies under your portfolio engaged any consultants to provide the following services or advice in 2017-18:

- (a) Social media
  - i. And the cost of these services
- (b) Photography
  - i. And the cost of these services
- (c) Acting training
  - i. And the cost of these services
- (d) Ergonomics
  - i. And the cost of these services

### **Department/Agency Staffing**

272. How many redundancies were processed by Departments/agencies within your portfolio responsibilities during 2017-18?

(a) Of these redundancies, how many were:

- i. Voluntary
- ii. Forced

(b) What was the total cost of all redundancies?

273. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the agency with which they were formerly employed?

(a) What was the nature of these works/services?

(b) What was the total cost of these works or services?

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

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

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

### **Smart Phone Accounts**

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

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

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

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

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

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

### **Merchant fees**

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

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

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

## **Probity Auditor**

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

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

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

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

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

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

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

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

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

including changing or accessing records in such a way as to disadvantage them financially or legally?

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

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

- (a) Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.
- (b) Whether or not all employees and/or contractors have received such training?
- (c) Is this course mandatory for all employees/ contractors?
- (d) How long for each session, how many sessions?
- (e) Who delivers it?
- (f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
  - i. How?
- (g) What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?
- (h) How many complaints have been initiated in relation to:
  - i. Sexual harassment
  - ii. Bullying
  - iii. Workplace violence

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

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

- (a) What number and percentage of women are employed within the agency?
- (b) What number and percentage of women are employed within the management levels of the agency?
- (c) What number and percentage of women are employed in the top ten leadership positions of the agency?

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

## **Energy**

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