



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

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

**Portfolio Committee No. 3 – Education**

**TOURISM AND MAJOR EVENTS, ASSISTANT MINISTER FOR SKILLS**

Hearing: Wednesday 5 September 2018

**Answers due by: Tuesday 2 October 2018**

**Budget Estimates Secretariat**

Phone 9230 3313

[BudgetEstimates@parliament.nsw.gov.au](mailto:BudgetEstimates@parliament.nsw.gov.au)

## TOURISM AND MAJOR EVENTS

### Questions from Ms Dawn Walker MLC

#### Great Koala National Park

1. What consideration was given to the proposal of the Great Koala National Park, given its great eco-tourism potential?

#### Promoting Marine Parks

2. Does Destination NSW invest in any campaigns that specifically promote marine parks in NSW?
  - (a) If so, which marine parks and how much money has been invested in each?
3. Does Destination NSW work with local government in NSW to promote marine parks?
  - (a) If so, which marine parks and local government bodies?
4. Considering the environmental and recreational values of Port Stephens-Great Lakes Marine Park, its close proximity to Sydney and being the largest marine park in NSW, will Destination NSW direct specific funding to promote the Port Stephens-Great Lakes Marine Park in the future?

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

#### Tourism

5. What was the total annual expenditure on marketing and advertising for Destination NSW for each of the previous years 2011-12, 2012-13, 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18, and the budgeted amount for 2018-19?
6. What was the annual expenditure on marketing and advertising for the Sydney region for each of the previous years 2011-12, 2012-13, 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18, and the budgeted amount for 2018-19?
7. What was the annual expenditure on marketing and advertising for Regional NSW for each of the previous years 2011-12, 2012-13, 2013-14, 2014-15, 2015-16, 2016-17 and 2017-18, and the budgeted amount for 2018-19?
8. What was the estimated labour shortage for employees in tourism and tourism-related industries each year for the past five years?

9. Why did the Government refuse to form a visitor economy subcommittee of Cabinet to be supported by a committee of relevant departmental secretaries and agency CEOs as recommended by independent Visitor Economy Taskforce?
10. What was the funding allocation for each Destination Network in 2016-17 and 2017-18?
11. What is the budgeted funding allocation for each Destination Network in 2018-19?
12. What was the total annual expenditure in 2017-18 to secure new major events and attractions in NSW, including but not limited to festivals, celebrations, musicals, stage productions, exhibitions, and sports?
13. What was the total annual expenditure in 2017-18 to support major events and attractions based in NSW, such as Vivid Sydney and the Sydney Festival, and including but not limited to festivals, celebrations, musicals, stage productions, exhibitions, and sports?
14. What is the budget allocation for 2018-19 for each of the following Destination NSW offices, broken down into employee costs, office costs (such as rent and office expenses), travel costs (such as transport, accommodation, attendance at events), and other costs:
  - (a) New Zealand
  - (b) Hong Kong
  - (c) Shanghai
  - (d) Beijing
  - (e) Chengdu
  - (f) Guangzhou
  - (g) Korea
  - (h) North America
  - (i) United Kingdom and Europe
  - (j) Germany
  - (k) Japan
  - (l) Singapore
  - (m) India
  - (n) Korea

### **Efficiency dividends**

15. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?
16. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?
17. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?
18. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?
19. 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**

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

### **Office Administration**

24. 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?
25. 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?
26. 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?

27. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
  - (a) What is the cost of this?
28. 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?
29. 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?
30. 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?
31. 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?
32. Do you purchase bottled water or provide water coolers for your office?
  - (a) What is the monthly cost of this?
33. What non-standard features are fitted to your ministerial vehicle?
  - (a) What is the cost of each non-standard feature?
34. 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
35. 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**

36. 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?
37. How much has your department spent in the roll-out of the agile working environment Including laptops, furniture, lockers and other equipment?

### **Hospitality**

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

### **Labour Hire Firms**

40. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?
41. 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**

42. How many media or public relations advisers are employed for each of your portfolio agencies?
43. 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?

44. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?
45. 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**

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

### **Overseas Trips**

48. 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?
49. 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**

50. 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**

51. 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**

52. 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?
53. 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**

54. 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?
55. 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?
56. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?



57. 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**

58. 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?

59. 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**

60. 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.

61. 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.

62. 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**

63. 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**

64. 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?
65. 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
66. Who has provided training on domestic violence in the workplace?
67. What percentage of staff in each agency has undertaken domestic violence training?
68. 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**

69. 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?

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

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

(a) Sexual harassment

(b) Bullying

(c) Workplace violence

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

72. 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**

73. 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?

74. 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.
75. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
76. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
77. 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?
78. What proportion of that electricity is it estimated will come from renewable sources, for each year?
79. 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.)?
80. 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?

## ASSISTANT MINISTER FOR SKILLS

### Questions from Ms Dawn Walker MLC

#### Mobile Training Units for Connected Learning Centres

81. Is practical learning only delivered in intensive blocks of courses undertaken via CLCs?
- (a) Is practical learning at the CLC only possible when the MTU is at the location?
  - (b) How often will MTUs visit each CLC?
  - (c) How long will MTUs stay at each CLC?
82. How many students would be able to engage in practical learning in an MTU at any one time?
83. As of December 2017, Government had 46 of these MTUs in the fleet. Does each of the MTUs specialize in one particular skills course (e.g. a carpentry MTU)?
- (a) If so, does this mean that students will have to wait for that particular MTU to be available to do their practical component?
  - (b) If not, how are all the different tools needed for the wide range of courses contained in one MTU?

#### Enrolment in TAFE NSW

84. Please provide the following enrolment data for TAFE NSW:
- (a) Total enrolments for 2013-17 (full year) and YTD (2013-2018 by:
    - i. Qualification level
    - ii. Funding source
    - iii. RTO
    - iv. Equity group (including ATSI students, students with a disability, students from a low-socio economic backgrounds, unemployed students and students from rural/remote areas.
  - (b) Comparative data showing percentage of enrolments for each equity group of total TAFE NSW enrolments for 2013 and 2017.

### **Equitable access to TAFE NSW**

85. What is the model for stakeholder engagement that will ensure that the community links remain central?
86. Please provide details of the number, characteristics and resulting enrolments for any new cross sectoral programs developed through this new stakeholder program.

### **Allocation of staffing and budget to meet legislative requirements**

87. Please provide:
  - (a) A head count and FTE of teaching and non-teaching staff by region and TAFE NSW for the period 2013-2018 (as at 30 June).
  - (b) Average salary of teaching, nonteaching and total staff for the financial years 2013-2018.
  - (c) Total expenditure on contractors/contingent labour for each financial year 2013 to 2018.
  - (d) What roles do these contractors perform?
  - (e) Number of TAFE NSW staff in 2013 and in 2018 financial years who were paid more than \$180,000.

### **Support for regional students**

88. Please provide:
  - (a) Enrolments in Connected Learning Centres (CLCs), showing total enrolments and enrolments by qualification level since each CLCs was opened.
  - (b) Details of courses being offered by the CLCs (course lists by CLC and enrolment numbers), mode of delivery.
  - (c) List of courses are no longer available in face to face mode for regional students.
  - (d) Details of the regional and rural campuses now offering a reduced number of courses to students.

### **Literacy and numeracy support**

89. What percentage of learners enrolled in TAFE NSW vocational programs are receiving additional literacy/numeracy support to enable them to successfully complete their course?

### **CSO funding**

90. How has the CSO 2018/19 allocation been spent?
- (a) Please supply details of the programs for which this funding has been used in the 2018/19 year.
  - (b) How much of the CSO remains?

### **Vocation training for school students**

91. Please provide:
- (a) Enrolment data for Government funded enrolments for 2013-17 full year and YTD 2018 for school students in VET by qualification level, course/industry area and provider.

### **Support for students with a disability**

92. How is the NSW Government going to ensure that students with a disability are not discriminated by the reduced levels and quality of support available in TAFE NSW?

### **Students with a history of violence**

93. Why was the decision to assign responsibility for the management of students with a history of violence to staff members who are least qualified or equipped to deal with such student? (see link for reference: <https://staff.tafensw.edu.au/documents/2018/04/tafe-re-hov-010-manage-students-with-a-history-of-violent-behaviour.pdf>)
94. Has a Risk Assessment been undertaken on this directive and who conducted this assessment?

<b>Questions from the Hon Shaoquett Moselmane MLC (on behalf of the NSW Labor Opposition)</b>
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### **TAFE NSW Employees**

95. What is the number of Full Time, Part Time Casual and temporary Teachers employed by TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date?
96. What is the number of Full Time and Part Time Casual Assessors employed by TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
97. What is the number of Full Time and Part Time Casual Educational Support Officers employed by TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
98. What is the number of TAFE NSW educational employees for each of the following classifications; Education Officer, Senior Education Officer, Chief Education Officer, Principal

Education Officer, Assistant Outreach Coordinator, Special Program Coord – Aboriginal, Special Program Coord – Multicultural, Special Program Coord – Outreach, for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.

99. How many of these Educational staff are employed on a on Full Time, Part Time Casual and temporary basis for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date?
100. What are the numbers of TAFE NSW non educational employees for each of the following classifications: TAFE Worker level 2, TAFE Worker level 3, TAFE Worker level 4, TAFE Worker level 5, TAFE Worker level 6, TAFE Worker level 7, TAFE Worker level 8 and TAFE Worker level 9 for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
101. How many of these staff are employed on a on Permanent Temporary, Casual or Permenent part year basis for the years of of 2013, 2014, 2015, 2016, 2017 and 2018 to date?
102. What are the numbers of TAFE NSW non educational employees for each of the following old classifications; clerk 1/2, clerk 2/3, clerk 3/4, clerk 4/5, clerk 5/6, clerk 6/7, clerk 7/8, clerk 8/9, clerk 9/10, clerk 10/11, clerk 11/12, for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
103. How many of these staff are employed on a Permanent, Temporary Casual or permanent part year basis for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date?
104. What are the numbers of TAFE NSW Managers for each of the following classifications; TAFE Manager 1, TAFE Manager 2, TAFE Manager 3, TAFE Manager 4, TAFE Manager 5 and TAFE Manager 6 for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date?
105. What are the numbers of TAFE NSW Managers for each of the following classifications; Institute Manager 1, Institute Manager 2, Institute Manager 3, Institute Manager 4 and Institute Manager 5,for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date?
106. How many TAFE employees received a salary of \$140,000 or more for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
107. What was the total amount of community Service obligation funding to TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
108. What was the total amount of smart and skilled funding to TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
109. Why are head teachers being directed to gain approval from a region general manager for purchase orders as little as \$100 or more?



110. What was the Vet Student Loan Funding paid to TAFE NSW for the years of 2015, 2016, 2017 and 2018 to date?
111. What was the Vet Fee Help Loan Funding paid to TAFE NSW for the years of 2015, 2016, 2017 and 2018 to date?
112. How much over budget was TAFE NSW for the 2017/18 financial year.
113. What is the total number of delivery hours provided by TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
114. What is the number of delivery hours delivered by Full Time Teachers?
115. What is the number of delivery hours delivered by Part Time Casual Teachers?
116. What has been the total workers compensation cost to TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date.
117. What has been the total sick cost to TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date
118. The Group 4 “modernisation” process began at the end of 2017 and was implemented this year. How many employees have resigned this year?
119. How many positions from the final Group 4 change management structure are currently vacant?

#### **TAFE computer enrolment system**

120. When will the SMS replacement for EBS be implemented?
121. How many people (EFT) currently employed on this project?
  - (a) How many people (EFT) have been employed on this project this year?
122. Are there any consultants/contractors employed on this project?
  - (a) If so, how many consultants, how many contractors?
123. How many people (EFT) have been employed on remediation of EBS this year?

#### **Enrolments**

124. What are the enrolment figures in each campus in each region?
125. What are the enrolment figures in each Connected Learning Centre in each region?

## **Bega**

126. Can you guarantee that Bega College and campus grounds on Barrack St Bega will not be sold, or partially sold?
127. In relation to the new Bega Connected Learning Centre, Minister Marshall was reported to have said “development in Bega would “supplement not supplant” the current TAFE campus in Bega and when the new centre opened the campus would continue to operate a number of courses.”
128. What courses are you cutting from Bega TAFE
129. Will commercial cookery still be delivered at Bega TAFE on Barrack St Bega?
130. Will Mining skills still be delivered at Bega TAFE on Barrack St Bega?
131. Will Metal Fabrication still be delivered at Bega TAFE on Barrack St Bega?
132. Will Community Services still be delivered at Bega TAFE on Barrack St Bega?
133. Will Nursing still be delivered at Bega TAFE on Barrack St Bega?
134. Will Foundation studies and Literacy Language and Numeracy still be delivered at Bega TAFE on Barrack St Bega?
135. Will hairdressing and Beauty studies still be delivered at Bega TAFE on Barrack St Bega?
136. What are the stage 2 plans for the CLC at Bega?
137. What consultation with local teachers was undertaken in the planning the CLC?

## **Belmont**

138. When was the faulty lift at Belmont campus logged for repairs?
139. When did that work order get actioned?
140. What was the reason for the delay in logging/actioning the work order?
141. Is the Minister aware that the broken lift has affected students’ attendance at classes, and consequently their results and other aspects of their life?
142. Is the Minister aware that two classrooms have been closed at Belmont TAFE due to the presence of asbestos?
143. What is the timeframe for remediation?
144. Why has it not been done before now?
145. Have other classrooms been inspected for asbestos?

(a) Why/Why not?

146. Are these outstanding maintenance issues not being addressed because of funding shortages?
147. There are three vacant teaching positions in the Carpentry/Building section at Belmont TAFE, which have been vacant for about five years. Why has the Government not filled these positions with permanent teaching staff?
148. I understand there are currently eight part time carpentry teachers currently on the eligibility list for what was formerly known as Hunter TAFE (which includes Belmont campus). With teachers currently struggling to cover carpentry classes at Belmont TAFE campus, why has the 2018 recruitment for part time casual teachers been placed on hold for 2018?
149. Has the Government approached any private RTOs to lease out classrooms at Belmont TAFE campus?
150. Has the Government approached any private organisations – educational or otherwise – to lease out classrooms at Belmont TAFE campus?
151. Has the Government sought expressions of interest from potential purchasers for the western side of Belmont TAFE campus, or any other part of the Belmont TAFE campus?
152. Will the Minister rule out any future sale of Belmont TAFE campus or part thereof?
153. Will the Minister rule out the leasing of classrooms or other facilities at Belmont TAFE campus to private educational providers, or other private organisations?
154. What was the total number of student enrolments at Belmont TAFE campus in 2011?
155. What is the current total number of student enrolments who have classes scheduled at Belmont TAFE campus?
156. Last year it was revealed that enrolments in TAFE's North Region, which includes Belmont TAFE were down by 6.5%. Does the Minister view this as a failure on the part of the Government to properly fund TAFE?

### **Wollongong West**

157. Was the TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office?
158. How many FTE staff were employed in this TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office in 2014?

159. How many FTE staff were employed in this TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office in 2015?
160. How many FTE staff were employed in this TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office in 2016?
161. How many FTE staff were employed in this TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office in 2017?
162. How many FTE staff are currently employed in this TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office?
163. If there are currently no staff currently employed in this TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office, when were they removed from the building?
164. Where is the main office of the Regional General Manager South Region located?
165. Where is the main office of the Assistant / Deputy Regional General Manager South Region located?
166. What strategies are currently in place to ensure that there is no vandalism in the Rowland Ave, West Wollongong Ave TAFE building previously known as the Directorate Office?
167. Was the office of Regional People Manager, South located at West Wollongong TAFE in 2017?
168. Where is the office of Regional People Manager, South located now in 2018?
169. Was the Head Teacher of Fine Arts at West Wollongong position deleted in 2018?
170. Was the Head Teacher of Fine Arts at West Wollongong made redundant in 2018?
171. Have any Photography classes been moved from West Wollongong TAFE to now be delivered at Wollongong TAFE?
172. Has there been a commercial valuation of the asset value of West Wollongong TAFE been since 2015.
173. Can the NSW government guarantee that West Wollongong TAFE will not be sold after the election in 2019?
174. How many butchery classes with apprentice butchery students have been held in 2018?

### **TAFE in Shellharbour**

175. Will the Minister offer a guarantee that after the leasing arrangements with NSW Police at the old Dapto TAFE site expire the site will remain in public hands?
176. In late 2017 it was revealed that amenities at the TAFE NSW Dapto Access Point were restricted to the use of staff only and not made available to students studying at the facility. Instead students were directed to use public toilets in the local shops. Has this issue been rectified?
- (a) If so, why does the website still state that amenities are ‘available nearby at Dapto Mall and Dapto Ribbonwood Community Centre’ and direct student to use local public toilets (as at 28/08/18).
- (b) If not, how are students with a disability able to access these public toilets and how many other TAFE NSW Access Points across the state currently aren’t providing basic amenities to students?

### **Efficiency dividends**

177. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?
178. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?
179. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?
180. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?
181. 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**

182. How many nights’ travel were claimed by the Minister during the 2017-18 period?
183. How many nights’ travel were claimed by the Minister’s spouse during the 2017-18 period?
184. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?
185. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

### **Office Administration**

186. 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?
187. 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?
188. 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?
189. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
- (a) What is the cost of this?
190. 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?
191. 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?
192. 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?
193. 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?
194. Do you purchase bottled water or provide water coolers for your office?
- (a) What is the monthly cost of this?

195. What non-standard features are fitted to your ministerial vehicle?
- (a) What is the cost of each non-standard feature?
196. 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
197. 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**

198. 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?
199. How much has your department spent in the roll-out of the agile working environment Including laptops, furniture, lockers and other equipment?

#### **Hospitality**

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

#### **Labour Hire Firms**

202. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?
203. 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**

204. How many media or public relations advisers are employed for each of your portfolio agencies?
205. 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?
206. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?
207. 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**

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

**Overseas Trips**

210. 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?
211. 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**

212. 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**

213. 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**

214. 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?
215. 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**

216. 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?

217. 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?

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

219. 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**

220. 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?

221. 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**

222. 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.

223. 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.

224. 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**

225. 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**

226. 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?

227. 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

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

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

230. 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**

231. 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?

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

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

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

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

234. 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**

235. 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?
236. 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.
237. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
238. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
239. 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?
240. What proportion of that electricity is it estimated will come from renewable sources, for each year?
241. 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.)?
242. 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?