



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

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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?

Answer:

Matters relating to the NSW Koala Strategy should be referred to the Minister for the Environment, the Hon. Gabrielle Upton MP.

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?

Answer:

Destination NSW does not invest in any specific campaigns that promote marine parks in NSW. Destination NSW undertakes marketing and campaign activity to promote nature based experiences including recreational fishing, swimming, diving and snorkelling, kayaking, boating and cruising.

3. Does Destination NSW work with local government in NSW to promote marine parks?
 - (a) If so, which marine parks and local government bodies?

Answer:

Destination NSW undertakes marketing and campaign activity to promote nature based experiences including recreational fishing, swimming, diving and snorkelling, kayaking, boating and cruising. Destination NSW works with relevant Destination Networks and directly through whole of state campaign activity and its consumer website visitnsw.com and other promotional channels, including social media.

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?

Answer:

Destination NSW has a range of activities and funding programs which support the promotion of destinations, products and experiences. Along with other destinations, Destination NSW will consider the promotion of the Port Stephens-Great Lakes Marine Park as part of its ongoing activities.

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?

Answer:

	<u>2011/12</u>	<u>2012/13</u>	<u>2013/14</u>	<u>2014/15</u>	<u>2015/16</u>	<u>2016/17</u>	<u>2017/18</u>	<u>2018/19</u>
	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>
Marketing/Advertising	28,346	26,940	26,617	30,260	30,738	30,994	34,540	34,500
Sydney	18,425	17,511	17,301	19,669	19,980	20,146	22,451	22,425
Regional	9,921	9,429	9,316	10,591	10,758	10,848	12,089	12,075

Note: Sydney and regional NSW costings are based on a 65:35 allocation.

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?

Answer:

Refer to the response provided for Question 5.

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?

Answer:

Refer to the response provided for Question 5.

8. What was the estimated labour shortage for employees in tourism and tourism-related industries each year for the past five years?

Answer:

Austrade commissioned Deloitte Access Economics to measure the current state of the tourism labour force and associated skills demand and shortages. The report was released in November 2015. Deloitte estimated that there was a labour shortage of 15,091 workers in New South Wales. 71% of NSW businesses identified skills deficiencies in employees. The top occupations affected by these skills deficiencies were cleaners, cooks and handy persons.

Labour market ratings for skilled occupations are assessed by the Commonwealth Government's Department of Jobs and Small Business. The ratings for 2017-18 indicates there is a skills shortage in food trades, specifically Bakers and Chefs. Tourism is not specifically measured. The *Visitor Economy Industry Action Plan 2030* outlines a number of initiatives to foster a suitably skilled workforce including promoting career pathways, strengthening school-business relationships, and continuing to roll out programs such as the Smart and Skilled hospitality program and the Hospitality Network.

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?

Answer:

As per the Visitor Economy Industry Action Plan 2030, while the NSW Government supported in-principle the recommendation of the independent Visitor Economy Taskforce, the Government determined to instead convene a Team NSW Tourism Taskforce.

This Taskforce will be led by the Chair of Destination NSW, and will comprise industry leaders from the visitor economy sector and NSW Government. The Taskforce will be established by December 2018, and will meet four times a year, including twice-yearly with the Minister. It will provide advice to the Minister on emerging industry trends, drive visitor economy growth and provide input on the scope and design of the Visitor Economy Index.

10. What was the funding allocation for each Destination Network in 2016-17 and 2017-18?

Answer:

Destination Network Annual funding agreements	2016-17 (\$)	2017-18 (\$)
Destination North Coast Ltd (including Lord Howe Island)	142,500	828,977
Destination Sydney Surrounds North Ltd	70,000	683,977
Destination Southern NSW Ltd	70,000	700,400
Destination Riverina Murray Ltd	70,000	683,977
Destination Sydney Surrounds South Ltd	0	753,977
Destination Country & Outback NSW Ltd	0	786,827

In addition, each Destination Network received a one-off allocation of \$500,000 in 2017-18 to support the implementation of Destination Management Plans.

Variances between 2016-17 operating funding amounts were due to establishment and Destination Network administration arrangements.

11. What is the budgeted funding allocation for each Destination Network in 2018-19?

Answer:

Destination Network Annual funding agreements	2018-19 (\$)
Destination North Coast Ltd	647,652
Destination Sydney Surrounds North Ltd	502,652
Destination Southern NSW Ltd	513,600
Destination Riverina Murray Ltd	502,652
Destination Sydney Surrounds South Ltd	502,652
Destination Country & Outback NSW Ltd	524,552

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?

Answer:

Destination NSW invested approximately \$14.5 million for 24 new major events secured in 2017-18.

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?

Answer:

\$83.4 million.

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

Answer:

FY 2018-19	Rent & Amenities	Travel Costs	Other Office Costs	Employee Costs	Total
	(\$'000)	(\$'000)	(\$'000)	(\$'000)	(\$'000)
New Zealand	48	6	17	244	315
Hong Kong	53	15	26	281	375
Shanghai	135	13	27	240	415
Beijing	35	5	12	56	108
Chengdu	28	5	20	56	109
Guangzhou	23	7	17	55	102
Korea	-	-	-	-	-
North America	66	15	16	309	406
UK and Europe	47	7	16	201	271
Germany	19	15	25	117	176
Japan	85	5	15	275	380
Singapore	57	15	25	336	433
India	113	6	21	166	306
Total	709	114	237	2,334	3,394

Efficiency dividends

15. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?

Answer:

Savings from the NSW Government's efficiency dividend are outlined in the Budget Papers.

16. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?

Answer:

Refer to the answer provided for Question 15.

17. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?

Answer:

Refer to the answer provided for Question 15.

18. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?

Answer:

Refer to the answer provided for Question 15.

19. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

Answer:

Refer to the answer provided for Question 15.

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?

Answer to Q20 to Q23:

In 2017/18, total expenditure by the Ministry on domestic travel was \$676,372 – compared with \$852,187 in 2009/10 under Labor. This is 20 per cent less than under Labor.

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?

Answer:

Ministers' Office staff numbers and salary bands are available on the DPC website.

Refer to: www.dpc.nsw.gov.au/publications/premiers-and-ministers-staff-numbers

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?

Answer:

There were 303 smart phones allocated across the Ministers' IT Network in 2017-18. The total usage cost of these smart phones and other mobile devices (including iPads) was \$236,984, a 46% per cent reduction on the 2009-10 expenditure of \$434,854. There were 3 devices lost/stolen across the Ministerial Offices during the 2017/2018. The cost of replacing any lost or stolen devices is claimed through the NSW Treasury Managed Fund. Repairs are funded by the Department of Premier and Cabinet, Corporate and Ministerial Services.

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?

Answer:

There were 135 iPads in use across the Ministers' IT network in 2017-18. The cost of replacing any lost or stolen devices is claimed through the NSW Treasury Managed Fund. Repairs are funded by the Department of Premier and Cabinet, Corporate and Ministerial Services.

27. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
(a) What is the cost of this?

Answer:

No

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?

Answer:

Floral arrangements purchased by the Ministry are managed within Ministerial office budgets.

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?

Answer:

Floral arrangements purchased by the Ministry are managed within Ministerial office budgets.

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?

Answer:

The Minister's office subscribes to a modest number of publications, the costs of which are managed within the office's budget.

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?

Answer:

Gifts are presented to dignitaries during overseas missions and to dignitaries visiting NSW.

32. Do you purchase bottled water or provide water coolers for your office?
(a) What is the monthly cost of this?

Answer:

Bottled water and water coolers purchased by the Ministry are managed within Ministerial office budgets.

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

Answer:

Ministers, the Leader of the Opposition, other nominated public office holders and certain former office holders are provided with official cars and drivers. During 2017-18 all costs associated with these vehicles were paid from the relevant office's budget.

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

Answer:

Expenditure on taxis, hire cars and ride share services in 2017-18 across the Ministry was \$89,496. This compares with 2009-10 expenditure of \$175,776.

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?

Answer:

Expenditure on charter flights for the Ministry totalled \$18,695 in 2017-18. This compares with expenditure in 2009-10 of \$281,567.

Agile Workspaces/Activity Based Working/Hot-desking

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

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

Answer:

TAFE NSW and DNSW have not adopted agile working environments or activity-based working practices.

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

Answer:

N/A

Hospitality

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

Answer:

Expenditure on hospitality across the Ministry totaled \$25,350 in 2017-18 – which includes catering for stakeholder meetings and courtesy calls with visiting dignitaries.

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

Answer:

Costs are managed within each agency’s recurrent budget.

Labour Hire Firms

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

Answer:

Yes.

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

Answer:

The Industry Cluster uses Labour Hire firms, in accordance with NSW Public Service policies to cover temporary vacancies as required. There are no central records maintained, with operations authorised to make such arrangements, subject to their overall labour expense cap.

Media and Public Relations

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

Answer:

Agency staff numbers are included in the Annual Report.

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?

Answer:

Agency staff numbers undertaking media or public relations activities are commensurate with need and can go down or up as required.

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

Answer:

The NSW Government purchases all commercial media monitoring centrally through the Department of Premier and Cabinet which delivers significant savings through aggregated procurement.

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?

Answer:

No.

Facebook

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

Answer:

No taxpayer money has been spent on Facebook advertising or sponsored posts.

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

Answer:

Where appropriate social media is used by agencies alongside other forms of advertising as a cost effective medium of communication.

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?

Answer to Q48 & Q49:

Details of overseas travel including costs are published on the Department of Premier and Cabinet's website.

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

Answer:

All Departments' travel in 2017-18 was accordance with NSW Treasury and Finance Circular OFS-2014-07.

(a) \$502,821

(b) \$4,400

(c) \$409, 414

(d) Destination NSW does not have a ridesharing services account. TAFE NSW accounts do not currently include a line item for ridesharing services. This expenditure is included under taxi-hire and/or hire car rental.

Expenditure for Destination NSW primarily relates to transport costs associated with media travels, trade buyer and VIP stakeholder visits to promote NSW domestically and internationally to drive visitation to the State.

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?

Answer:

No senior executives in relevant portfolio agencies are provided drivers.

(a) Refer to the response provided for Question 51.

(b) Refer to the response provided for Question 51.

(c) Refer to the response provided for Question 51.

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

Answer to Q52 & Q53:

The Financial Statements, including expenditure on consultants, are available in agency annual reports.

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?

Answer to Q54 to Q57:

Voluntary redundancies are a component for agencies to achieve their efficiency dividends. Redundancy figures across the sector for 2017/18 are anticipated to be in the order of 736, totalling 13,075 since July 2011. The Labour Expense Cap introduced in the 2012-13 Budget also continues to give Secretaries as much flexibility as possible to achieve these savings in the most appropriate ways to meet the service requirements of their agencies. Frontline staff such as, nurses, police officers and school teachers have been quarantined from this measure.

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?

Answer to Q58 & Q59:

IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

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?

Answer to Q60 to Q62:

The Department of Industry received \$39,827 in surcharge from customer's payments. Westpac applied merchant fee charges totalling \$21,975 for facilities administered directly by the Department of Industry. The Department of Industry invoices include alternative payment options of Bpay and cheque, which does not have a surcharge for customers. Separately, TAFE NSW does not pass merchant fees on to students. TAFE NSW paid \$513,884.71 in merchant fees in 2017-18.

Agency staff only use their Pcards for the purchase of goods and services for official business purposes. If particular vendors elect to impose a merchant fee on card transactions, that is an unavoidable cost of doing business.

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.

Answer:

In accordance with the NSW Procurement Board's Direction (PBD-2013-05), the Department of Industry cluster has internal mechanisms in place to ensure that probity considerations are routinely taken into account in its procurement decisions, and the use of external probity advisers and auditors is the exception rather than the rule. Annual Reports include all consultancies including those involving probity advisers valued more than \$50,000.

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?

Answer:

TAFE	DNSW
<p>(a) Provisions for domestic violence leave are included in Enterprise Agreements for TAFE NSW as follows:</p> <ul style="list-style-type: none"> • TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2016 (Clause 44); https://www.fwc.gov.au/documents/documents/agreements/fwa/ae423165.pdf • TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2016 (Clause 96), https://www.fwc.gov.au/documents/documents/agreements/fwa/ae420397.pdf • TAFE Commission of NSW TAFE Managers Enterprise Agreement 2017 (Clause 20), https://www.fwc.gov.au/documents/documents/agreements/fwa/ae425820.pdf • TAFE Commission of NSW Teachers in TAFE Children's Centres Enterprise Agreement 2018 (proposed) (Clause 14.7), https://www.tafensw.edu.au/documents/60140/144931/TAFE+Commission+of+NSW+Teachers+in+TAFE+Children%27s+Centres+Enterprise+Agreement+2018.pdf/ae01438a-4916-fe01-3895-ac2ea5b4b429 (Ballot version) <p>(b) Provisions were added to the following enterprise agreements in 2012; TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement; TAFE Commission of NSW Administrative Support and Related Employees Enterprise Agreement; TAFE Commission of NSW TAFE Managers Enterprise Agreement). Provisions have been proposed this year for the TAFE Commission of NSW Teachers in TAFE Children's Centres Enterprise Agreement 2018. This Enterprise agreement is yet to be ratified.</p> <p>(c) All employees are entitled under TAFE NSW Enterprise Agreements. Contractors are not covered by TAFE NSW Enterprise Agreements.</p> <p>(d) It is not a separate leave type.</p> <p>(e)&(g) In accordance with the Enterprise Agreements, staff may utilise all available Family and Community Service Leave, Sick Leave and Carer's Leave to assist with managing domestic violence circumstances. If this leave is unavailable special leave maybe granted up to five days per calendar year.</p> <p>(h) Employee Assistance Programs are available to permanent and temporary employees, part time casual teachers and coordinators, and their immediate family members</p>	<p>(a). Section 6.18 of the Public Service Industrial Relations Guide provides guidance to staff and management on appropriate strategies for supporting a staff member experiencing domestic violence. This guidance further references Section 84A of the Award (leave for matters arising from domestic violence) and Treasury Circular 14-16 Support for Employees Experiencing Domestic Violence.</p> <p>(b). Section 84A was added to the Award in 2011.</p> <p>(c). All staff members employed under the Award in a cluster agency are entitled to be absent from the workplace due to an incident of domestic violence if required. Similar clauses apply to agencies covered by their own negotiated agreements.</p> <p>(d). It is not a separate leave type.</p> <p>(e-g) In accordance with the Award, staff may utilise all available Family and Community Service Leave, Sick Leave and Carer's Leave to assist with managing domestic violence circumstances. If this leave is unavailable special leave maybe granted up to five days per calendar year.</p> <p>(h). All staff, their families and contractors have access to the Employee Assistance Program.</p>

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

Answer:

- (a) Management of privacy and information applies to all employees as part of the Department of Industry Code of Conduct. With regards to TAFE NSW, management of privacy and information applies to all employees as part of the TAFE NSW Code of Conduct and Ethical Practices, for which there is a mandatory training module. The TAFE Intranet provides general advice with a link to specific advice at www.domesticviolence.nsw.gov.au.
- (b) The Department of Industry provides access to Employment Assistance Program (EAP) for employees and their direct family. TAFE NSW also has Employee Assistance Programs available to permanent and temporary employees, part time casual teachers and coordinators, and their immediate family members.

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

Answer:

The Department of Industry provides a range of training resources including resources for individuals for resilience, people leaders including content covering employee wellbeing and dealing with issues their staff are experiencing, privacy training and conduct training covering dealing with personal information. A specific training course on domestic violence is not provided. TAFE NSW staff are directed to www.domesticviolence.nsw.gov.au

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

Answer:

Refer to the response provided for Question 66.

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?

Answer:

The Department of Industry cluster complies with the highest levels of document and privacy management consistent with the *Privacy and Personal Information Act 1998* (NSW). TAFE NSW systems which store personal information of students or employees have strict access control through security profiles and inbuilt audit reporting.

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?

TAFE NSW	DNSW
(a) A single, consistent mandatory training module was introduced in TAFE NSW in January 2018 and includes a component on sexual harassment and bullying. This module reinforces the policy implemented across TAFE NSW and schools prior to 2015. (b) The training module is online and available to all staff, including contractors. (c) Yes (d) The training is online and self-paced, with a nominal duration of two hours (e) The course is delivered online via the staff Moodle (learning management system). (f) The training has been designed using ‘Universal Design Principles’ to ensure accessibility and diversity inclusion.	(a) April 2018. (b) Training was delivered to all employees. (c) Yes. (d) Employees attended two three-hour sessions. (e) External contractor. (f) Destination NSW training programs caters to all individuals and groups. <ul style="list-style-type: none"> i. As above.

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

Answer:

As at April 2018, 100% of DNSW employees participated in sexual harassment, prevention and anti-bullying training and awareness programs. For TAFE NSW, over 75% of staff have completed the training module since January 2018.

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

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

TAFE NSW	Department of Industry
(a) 12	(a) 0
(b) 46	(b) 10 formal
(c) 5	(c) 0

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?
 - i. Does the agency report participation of women figures to Women NSW on a regular basis?

Answer:

- (a) to (d). This information is publicly available in each agency's Annual Report.
- (e). All agencies uses gender balance on interview panels as well as offering flexible working arrangements to allow better management of work and home commitments. Agencies continue to promote diversity and inclusion strategies which promote a workplace free from social biases of any kind.
- (f). All equivalent positions determined by an objective assessment of their work value are paid the same salary within all agencies. The relevant distribution of women in each classification of work across the sector is reported by the Public Service Commission (PSC) but is also available in the agency's Annual Report.
- (g). The workforce profile data collected by the PSC is made available to Women NSW.

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?

Answer to Q73 to Q80:

NSW Government Agencies procure their energy supplies under whole of government Contracts 776 (small sites under 100,000 kWh per annum) and 777.

Under these contracts the following suppliers are mandated:

- 776 – Origin Energy Electricity Limited
- 777 - ERMPower Retail Pty Ltd

The NSW Government Resource Efficiency Policy was introduced in 2014 to reduce the NSW Government's operating costs and lead by example in increasing the efficiency of the resources it uses.

This policy ensures NSW Government agencies:

- meet the challenge of rising costs for energy, water, clean air and waste management
- use purchasing power to drive down the cost of resource-efficient technologies and services
- show leadership by incorporating resource efficiency in decision-making.

The Policy's energy measures, targets and standards include:

E1: Targets to undertake energy efficiency projects

E2: Minimum NABERS Energy ratings for offices and data centres

E3: Minimum standards for new electrical appliances and equipment

E4: Minimum standards for new buildings

E5: Identify and enable solar leasing opportunities

E6: Minimum fuel efficiency standards for new light vehicles

E7: Purchase 6% GreenPower

NSW Government agencies are required to report on energy use under the Government Resource Efficiency Policy. The Office of Environment and Heritage publishes progress reports on compliance with the policy.

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?

Answer:

Mobile Training Units (MTUs) provide specialist practical teaching, equipment and resources to students depending on demand and need. Practical components are integrated into delivery and delivered on all sites

- (a) Practical components are integrated into delivery and delivered regularly at all sites, not just the site where the MTU is based for that session
- (b) Frequency of onsite MTUs is dependent on the delivery strategy and number of students enrolled
- (c) Length of stay of onsite MTUs is dependent on the delivery strategy and number of students enrolled.

82. How many students would be able to engage in practical learning in an MTU at any one time?

Answer:

MTUs transport specialist training equipment to deliver practical training at CLCs, campuses or remote areas. The number of students engaged in practical learning via MTUs varies depending on unit size, site location and student demand.

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?

Answer:

Some MTUs are specific to industry areas while others transport specialist training equipment for a number of industry areas.

- (a) MTUs are programmed around course schedules ensuring student access to practical skill development when needed.
- (b) Specialist training equipment can be moved in and out of the MTU as required.

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.

Answer:

TAFE NSW's annual enrolments are publicly reported through the National Centre for Vocational Education Research (NCVER).

Equitable access to TAFE NSW

85. What is the model for stakeholder engagement that will ensure that the community links remain central?

Answer:

As part of new delivery model, TAFE NSW has created *TAFE Services Coordinator* roles with a focus on engaging with the community from each TAFE NSW location across the state.

86. Please provide details of the number, characteristics and resulting enrolments for any new cross sectoral programs developed through this new stakeholder program.

Answer:

TAFE NSW has added TAFE Services Coordinator roles to each of our 131 campuses statewide with a focus on engaging with local communities.

An important part of these roles is to ensure people in local communities are able take full advantage of TAFE NSW training and education services which can assist individuals gain jobs or better jobs as well as provide the job ready skills needed by employers.

Examples of some recent initiatives include:

- After the TAFE Services Coordinator's community engagement activities an Introduction to Computers course (developed by TAFE NSW) was run at the Kurri Kurri library.
- Following a TAFE Services Coordinator engaging with industry at an Indigenous Youth Careers Expo, Bunnings has commenced discussions around the development of a pre-employment program, ahead of the construction of a new multi-million dollar Bunnings premises at Port Macquarie. The program under development will focus on retail, logistics and warehousing. The aim of the pre-employment program is to pathway students into full-time employment as there will be more than 100 jobs available when the new Bunnings opens.

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.

Answer

- (a) Agency staff numbers are included in Annual Reports
- (b) Agency staff numbers are included in Annual Reports
- (c) Expenditure on contingent labour is included in Annual Reports
- (d) Contingent labour is used to meet short term staffing needs. Implementation of One TAFE reforms has been the primary use of contingent labour in the last financial year.
- (e) Agency staff numbers are included in Annual Reports

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.

Answer:

- (a) TAFE NSW does not comment on enrolment figures by Region or location.
- (b) Information on courses and delivery locations is available at www.tafensw.edu.au
- (c) Information on courses and delivery mode is available at www.tafensw.edu.au
- (d) As no timeframe has been provided this question cannot be answered.

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?

Answer:

TAFE NSW provides a range of learner support to enable them to successfully complete their course. These supports can include literacy and numeracy support as well as training to improve literacy and numeracy levels. Data is not collated on the proportion of students receiving additional literacy/numeracy support.

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?

Answer:

- (a) In support of our community service obligations, TAFE NSW supports learners through appropriate learning support, ensuring sound foundations in language, literacy and numeracy as well as providing services to rural, remote and regional locations including in thin markets. The CSO allocation for 2018/19 will be used to provide access for disadvantaged students to participate in vocational education and training.
- (b) The allocation of CSO funding is commercial in confidence.

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.

Answer:

This question should be directed to the Minister for Education, the Hon. Rob Stokes MP, who is responsible for enrolment data for Vocational Education and Training for Secondary Students.

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?

Answer:

TAFE NSW is currently reviewing Disability Support to ensure that TAFE is providing the best services available to ensure every student at TAFE is successful at learning.

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>)

Answer:

The process for managing students with a history of violent behaviour was developed and recently validated via consultation with stakeholders across TAFE NSW regions. It builds upon processes in place under previous structures and is led by TAFE Services Managers, an experienced leadership role in Regions. Relevant staff have been trained to apply this process and staff will receive ongoing awareness training via continuous improvement efforts.

94. Has a Risk Assessment been undertaken on this directive and who conducted this assessment?

Answer:

Refer to the response provided for Question 93

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

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?

Answer:

Agency staff numbers are included in Annual Reports.

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.

Answer:

Agency staff numbers are included in Annual Reports.

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.

Answer:

Agency staff numbers are included in Annual Reports.

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.

Answer:

Agency staff numbers are included in Annual Reports.

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?

Answer:

Agency staff numbers are included in Annual Reports.

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.

Answer:

Agency staff numbers are included in Annual Reports.

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?

Answer:

Agency staff numbers are included in Annual Reports.

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.

Answer:

Agency staff numbers are included in Annual Reports.

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?

Answer:

Agency staff numbers are included in Annual Reports.

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?

Answer:

Agency staff numbers are included in Annual Reports.

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?

Answer:

Agency staff numbers are included in Annual Reports.

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.

Answer:

Agency staff numbers are included in Annual Reports.

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.

Answer:

The allocation of CSO is commercial in confidence.

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.

Answer:

This matter falls within the portfolio responsibilities of the Minister for Skills, the Hon. John Barilaro MP, who is responsible for the Smart and Skilled program.

109. Why are head teachers being directed to gain approval from a region general manager for purchase orders as little as \$100 or more?

Answer:

TAFE NSW employees are required to comply with purchasing procedures, based on NSW Government guidelines. This allows TAFE NSW to assess expenditure trends and exercise greater financial control.

110. What was the Vet Student Loan Funding paid to TAFE NSW for the years of 2015, 2016, 2017 and 2018 to date?

Answer:

Detailed information on TAFE NSW revenue is considered commercial in confidence

111. What was the Vet Fee Help Loan Funding paid to TAFE NSW for the years of 2015, 2016, 2017 and 2018 to date?

Answer:

Detailed information on TAFE NSW revenue is considered commercial in confidence

112. How much over budget was TAFE NSW for the 2017/18 financial year.

Answer:

The required audit of TAFE NSW financial statements for 2017-18 is still underway. Audited financial statements are published in Annual Reports.

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.

Answer:

Statistics relating to training by TAFE NSW are reported via NCVER.

114. What is the number of delivery hours delivered by Full Time Teachers?

Answer:

Statistics relating to training by TAFE NSW are reported via NCVER.

115. What is the number of delivery hours delivered by Part Time Casual Teachers?

Answer:

Statistics relating to training by TAFE NSW are reported via NCVER.

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.

Answer:

Workers compensation information is published in Annual Reports.

117. What has been the total sick cost to TAFE NSW for the years of 2013, 2014, 2015, 2016, 2017 and 2018 to date?

Answer:

Paid unscheduled absence is reported in the NSW Public Service Commission Workforce Profile on an annual basis.

118. The Group 4 “modernisation” process began at the end of 2017 and was implemented this year. How many employees have resigned this year?

Answer:

The changes achieved through Group 4 are fundamental to bringing our One TAFE operating model to life and delivering customer-focused services. A structure has been created that allows TAFE NSW to better support our students, industry partners and our people; works as one team to leverage our size, reach and expertise and to grow our core business – education and training.

119. How many positions from the final Group 4 change management structure are currently vacant?

Answer:

The overwhelming majority of positions in the Group 4 structure have now been filled.

TAFE computer enrolment system

120. When will the SMS replacement for EBS be implemented?

Answer:

Implementation of the SMS is a staged process that is proceeding with the approved budget. The first two releases have already been completed with positive responses from customers, students and staff.

It is anticipated that future releases will happen in 2019. TAFE NSW will continue to work with the current system until it is confident the new system is working properly for students and staff.

121. How many people (EFT) currently employed on this project?

(a) How many people (EFT) have been employed on this project this year?

Answer:

The SMS project is being delivered within the agreed budget envelope.

(a) The necessary number of people have been allocated to deliver the SMS project.

122. Are there any consultants/contractors employed on this project?

(a) If so, how many consultants, how many contractors?

Answer:

The SMS project is being delivered within the agreed budget envelope.

(a) Some consultants have been engaged to assist the delivery of the SMS project.

123. How many people (EFT) have been employed on remediation of EBS this year?

Answer:

Necessary staff have been engaged during the year to ensure that necessary information is available for the proper management of TAFE NSW. These resources will be required until assurance that the replacement SMS is fully operational and the ebs4 system can be decommissioned.

Enrolments

124. What are the enrolment figures in each campus in each region?

Answer:

TAFE NSW operates in a competitive environment. Data on enrolment and resourcing are not provided by location. TAFE NSW does however provide enrolment and resourcing data as part of its annual reporting which can be found at: www.tafensw.edu.au/about-tafensw/annual-report.

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

Answer:

See answer provided to question 124.

Bega

126. Can you guarantee that Bega College and campus grounds on Barrack St Bega will not be sold, or partially sold?

Answer:

There are no plans to sell Bega College and campus grounds on Barrack Street Bega.

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.”

Answer:

Yes.

128. What courses are you cutting from Bega TAFE?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

129. Will commercial cookery still be delivered at Bega TAFE on Barrack St Bega?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

130. Will Mining skills still be delivered at Bega TAFE on Barrack St Bega?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

131. Will Metal Fabrication still be delivered at Bega TAFE on Barrack St Bega?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

132. Will Community Services still be delivered at Bega TAFE on Barrack St Bega?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

133. Will nursing still be delivered at Bega TAFE on Barrack St Bega?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

134. Will Foundation studies and Literacy Language and Numeracy still be delivered at Bega TAFE on Barrack St Bega?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

135. Will hairdressing and Beauty studies still be delivered at Bega TAFE on Barrack St Bega?

Answer:

There are no cuts to courses at Bega TAFE. The TAFE NSW course offering in Bega will expand with the opening of the Bega CLC.

136. What are the stage 2 plans for the CLC at Bega?

Answer:

No decision of Government has been made regarding stage 2 plans for the CLC at Bega.

137. What consultation with local teachers was undertaken in the planning the CLC?

Answer:

Teachers were involved in the design process.

Belmont

138. When was the faulty lift at Belmont campus logged for repairs?

Answer:

Early February 2018.

139. When did that work order get actioned?

Answer:

Immediately. Contractors inspected the lift on 15th February. After a number of individual repairs, the lift was identified as 'beyond economical repair' and requiring replacement. Following procurement processes a contract for a replacement lift was awarded on 1st June 2018. The estimated completion date, 26 weeks after signing of the Letter of Award, is 9 November 2018.

140. What was the reason for the delay in logging/actioning the work order?

Answer:

There was no delay.

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?

Answer:

Yes. I am aware that alternative arrangements have been put in place to allow students impacted by the broken lift to continue their studies.

142. Is the Minister aware that two classrooms have been closed at Belmont TAFE due to the presence of asbestos?

Answer:

Yes.

143. What is the timeframe for remediation?

Answer:

Remediation work on the asbestos is currently planned for the TAFE NSW October vacation period.

144. Why has it not been done before now?

Answer:

The remediation work on the asbestos needs to be completed during a TAFE NSW non-attendance period to allow appropriate exclusion areas for the removal of hazardous materials.

145. Have other classrooms been inspected for asbestos?

(a) Why/Why not?

Answer:

Yes.

(a) TAFE NSW is currently in the process of completing a full review of all hazardous building materials across the whole asset portfolio, as required under the NSW Work Health and Safety Regulation 2017.

146. Are these outstanding maintenance issues not being addressed because of funding shortages?

Answer:

No.

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?

Answer:

TAFE NSW recruits to vacant positions based on identified need. Part time casual teachers have been engaged to meet the needs at Belmont.

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?

Answer:

The 2018 recruitment for part time casual teachers has not been placed on hold.

149. Has the Government approached any private RTOs to lease out classrooms at Belmont TAFE campus?

Answer:

No.

150. Has the Government approached any private organisations – educational or otherwise – to lease out classrooms at Belmont TAFE campus?

Answer:

No.

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?

Answer:

No.

152. Will the Minister rule out any future sale of Belmont TAFE campus or part thereof?

Answer:

There are no plans to sell Belmont TAFE campus.

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?

Answer:

There are no plans to lease out classrooms or other facilities at Belmont TAFE campus.

154. What was the total number of student enrolments at Belmont TAFE campus in 2011?

Answer:

TAFE NSW operates in a competitive environment. Data on enrolment and resourcing are not provided by location. TAFE NSW does however provide enrolment and resourcing data as part of its annual reporting which can be found at: www.tafensw.edu.au/about-tafensw/annual-report.

155. What is the current total number of student enrolments who have classes scheduled at Belmont TAFE campus?

Answer:

TAFE NSW operates in a competitive environment. Data on enrolment and resourcing are not provided by location. TAFE NSW does however provide enrolment and resourcing data as part of its annual reporting which can be found at: www.tafensw.edu.au/about-tafensw/annual-report.

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?

Answer:

TAFE NSW operates in a competitive environment. Data on enrolment and resourcing are not provided by location. TAFE NSW does however provide enrolment and resourcing data as part of its annual reporting which can be found at: www.tafensw.edu.au/about-tafensw/annual-report.

Wollongong West

157. Was the TAFE building in Rowland Ave, West Wollongong previously used as the Illawarra Institute directorate office?

Answer:

Yes.

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?

Answer:

Staffing information is provided in TAFE NSW annual reporting which can be found at: www.tafensw.edu.au/about-tafensw/annual-report.

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?

Answer:

Refer to the response provided for question 158.

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?

Answer:

Refer to the response provided for question 158.

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?

Answer:

Refer to the response provided for question 158.

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?

Answer:

Nil

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?

Answer:

The building was vacated in June 2018.

164. Where is the main office of the Regional General Manager South Region located?

Answer:

TAFE NSW Wagga Wagga Campus

165. Where is the main office of the Assistant / Deputy Regional General Manager South Region located?

Answer:

TAFE NSW Wollongong Campus

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?

Answer:

As part of the Wollongong West Campus, normal campus security arrangements apply.

167. Was the office of Regional People Manager, South located at West Wollongong TAFE in 2017?

Answer:

Yes.

168. Where is the office of Regional People Manager, South located now in 2018?

Answer:

TAFE NSW Wollongong Campus

169. Was the Head Teacher of Fine Arts at West Wollongong position deleted in 2018?

Answer:

Yes.

170. Was the Head Teacher of Fine Arts at West Wollongong made redundant in 2018?

Answer:

Yes.

171. Have any Photography classes been moved from West Wollongong TAFE to now be delivered at Wollongong TAFE?

Answer:

Photography classes remain based at Wollongong West Campus with their computer based units delivered at Wollongong Campus.

172. Has there been a commercial valuation of the asset value of West Wollongong TAFE been since 2015.

Answer:

No.

173. Can the NSW government guarantee that West Wollongong TAFE will not be sold after the election in 2019?

Answer:

There are no plans to sell West Wollongong TAFE.

174. How many butchery classes with apprentice butchery students have been held in 2018?

Answer:

Butchery students are taught on the job apart from two one-week block release periods.

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?

Answer:

There are no plans to sell Dapto TAFE.

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?

Answer:

Yes

- (a) The reference is to outdated information on the website of the former Illawarra Institute. The website is currently being reviewed.
- (b) There is no access to disabled toilets within the Dapto Access Point.

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?

Answer to Q177 to Q181:

Refer to the response provided for question 15 to 19.

Ministerial Travel/Meal Allowance

182. How many nights' travel were claimed by the Minister during the 2017-18 period?

Answer:

Refer to the response provided for question 20.

183. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?

Answer:

Refer to the response provided for question 22.

184. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

Answer:

Refer to the response provided for question 23.

185. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

Answer:

Refer to the response provided for question 24.

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?

Answer:

Refer to the response provided for question 24.

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?

Answer:

Refer to the response provided for question 25.

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?

Answer:

Refer to the response provided for question 26.

189. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?

- (a) What is the cost of this?

Answer:

Refer to the response provided for question 27.

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?

Answer:

Refer to the response provided for question 28.

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?

Answer:

Refer to the response provided for question 29.

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?

Answer:

Refer to the response provided for question 30.

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?

Answer:

Refer to the response provided for question 31.

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

- (a) What is the monthly cost of this?

Answer:

Refer to the response provided for question 32.

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

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

Answer:

Refer to the response provided for question 33.

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

Answer:

Refer to the response provided for question 34.

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?

Answer:

Refer to the response provided for question 35.

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?

Answer:

Refer to the response provided for question 36.

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

Answer:

Refer to the response provided for question 37.

Hospitality

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

Answer:

Refer to the response provided for question 38.

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

Answer:

Refer to the response provided for question 39.

Labour Hire Firms

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

Answer:

Refer to the response provided for Question 40.

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

- (h) The names of the firms utilised
- (i) The total amount paid to each firm engaged
- (j) The average tenure period for an employee provided by a labour hire company
- (k) The longest tenure for an employee provided by a labour hire company
- (l) The duties conducted by employees engaged through a labour hire company
- (m) The office locations of employees engaged through a labour hire company
- (n) The highest hourly or daily rate paid to an employee provided by a labour hire company

Answer:

Refer to the response provided for Question 41.

Media and Public Relations

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

Answer:

Refer to the response provided for Question 42.

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?

Answer:

Refer to the response provided for r Question 43.

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

Answer:

Refer to the response provided for Question 44.

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?

Answer:

Refer to the response provided for Question 45.

Facebook

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

Answer:

Refer to the response provided for Question 46.

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

Answer:

Refer to the response provided for Question 47.

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?

Answer:

Refer to the response provided for Question 48.

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?

Answer:

Refer to the response provided for Question 49.

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

Answer:

Refer to the response provided for Question 50.

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?

Answer:

Refer to the response provided for Question 51.

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?

Answer:

Refer to the response provided for Question 52.

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

Answer:

Refer to the response provided for Question 53.

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:
iii. Voluntary
iv. Forced
- (b) What was the total cost of all redundancies?

Answer:

Refer to the response provided for Question 54.

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?

Answer:

Refer to the response provided for Question 55.

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

Answer:

Refer to the response provided for Question 56.

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?

Answer:

Refer to the response provided for Question 57.

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?

Answer:

Refer to the response provided for Question 58.

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?

Answer:

Refer to the response provided for Question 59.

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.

Answer:

Refer to the response provided for Question 60.

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.

Answer:

Refer to the response provided for Question 61.

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

Answer:

Refer to the response provided for Question 62.

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.

Answer:

Refer to the response provided for Question 63.

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?

Answer:

Refer to the response provided for question 64.

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

Answer:

Refer to the response provided for question 65.

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

Answer:

Refer to the response provided for question 66.

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

Answer:

Refer to the response provided for question 67.

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?

Answer:

Refer to the response provided for question 68.

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?

Answer:

Refer to the response provided for question 69.

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

Answer:

Refer to the response provided for question 70.

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

- (a) Sexual harassment

- (b) Bullying
- (c) Workplace violence

Answer:

Refer to the response provided for question 71.

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?

Answer:

Refer to the response provided for Question 72.

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?

Answer to Q235 to Q242:

Refer to the response provided for Question 73-80.