

Minister Williams – Supplementary Questions - Multiculturalism

Comments by Fraser Anning

1. During the Budget Estimates hearing into the portfolio of Multiculturalism, Disability Services the Hon. Ray Williams – Minister for Multiculturalism – was unable to confirm that he had formally condemned comments made by Senator Fraser Anning in the Federal Parliament in his inaugural speech. Please confirm whether the Minister did condemn these statements.

(a) If so, in what forum (social media or otherwise) and on what date?

The highly divisive and offensive comments made by Fraser Anning in the Federal Senate were rightly condemned by all major political parties in the Federal Parliament, which was the appropriate forum.

I do not give oxygen to figures, who attempt to build a media platform through controversy and shock. I am committed to social cohesion and attending to our multicultural communities through activities and programs.

Lauren Southern Visit.

2. During the Budget Estimates hearing into the portfolio of Multiculturalism, Disability Services the Hon. Ray Williams – Minister for Multiculturalism – was unable to confirm that he had formally condemned the extremist white supremacist comments made by Lauren Southern during her July 2018 Australian Tour. The Minister noted that he was unaware of her visit. Did the Minister seek a briefing from his Officers about this individual and the potential risk to social harmony during her visit?

(a) If not, why not?

I do not believe in giving oxygen and further media attention to controversial figures such as Lauren Southern, who attempt to build a media platform to spread hateful and racist commentary about our multicultural communities.

This Government is committed to safeguarding our multicultural communities through legal means such as the recent passing of the *Crimes Amendment (Publicly Threatening and Inciting Violence) Act 2018*, which will criminalise an act or omission by a person who threatens or incites violence based on race, religion or sexuality.

Milo Yiannopoulos Visit

3. During the Budget Estimates hearing into the portfolio of Multiculturalism, Disability Services the Hon. Ray Williams – Minister for Multiculturalism – was unable to confirm that he had formally condemned the extremist white supremacist comments made by Milo Yiannopoulos during his 2017 Australian Tour. The Minister noted that he did not take further notice of the visit. Did the Minister seek a briefing from his Officers about this individual and the potential risk to social harmony during his visit?
 - (a) If not, why not?

Please refer to my response to Question 2.

Multicultural NSW

4. How many times has Multicultural NSW held meetings in regional NSW since January 1 2018?
- (a) Where were these meetings located?

I am advised that there have been 14 Multicultural NSW Regional Advisory Council meetings since January 2018 in the following locations:

RAC Region	Date	Locations
Round One Meetings 2018		
Riverina	20 February 2018	Griffith
Murray-Lower Darling	21 February 2018	Albury
Illawarra /South East Coast	8 March 2018	Wollongong
Western NSW	13 March 2018	Bathurst
Northern NSW	13 March 2018	Coffs Harbour
Hunter and Central Coast	19 March 2018	Blue Haven
New England	20 March 2018	Inverell
Round Two Meetings 2018		
Hunter and Central Coast	19 June 2018	Waratah
Riverina	3 July 2018	Wagga Wagga
Murray-Lower Darling	4 July 2018	Albury
Western NSW	10 July 2018	Dubbo
Northern NSW	17 July 2018	Coffs Harbour
Illawarra /South East Coast	19 July 2018	Shellharbour
New England	31 July 2018	Armidale

In addition, Multicultural NSW was involved in meetings focussed on settlement in the following regional locations:

14 February 2018	Culcairn
15 February 2018	Wagga Wagga
21 February 2018	Dorrigo
15 June 2018	Albury
4 July 2018	Jindera, Albury
11 July 2018	Wagga Wagga

Social Media Accounts

5. Can the Hon. Ray Williams – Minister for Multiculturalism – confirm if he manages his own social media accounts or does an advisor manage these?

Social media is a collective office responsibility.

Reports on the current state of social harmony

6. Has the Minister for Multiculturalism commissioned any reports into the current state of social harmony in NSW?
 - (a) If so, where is it located?

I am advised Multicultural NSW publishes an annual report that is tabled in Parliament on the state of community relations in NSW, which is available on its website.

Deal with One Nation

7. Will the Hon. Ray Williams – Minister for Multiculturalism – publicly make a comment advising against a vote preference deal with the Pauline Hanson One Nation Party taking into account your role as the Minister for Multiculturalism?

This is a matter for the NSW Liberal Party.

NSW Government support for multicultural and CALD communities and people with a disability

8. What is the NSW Government doing to support multicultural women's organisations to develop and deliver programs focused on primary prevention of gender-based violence in CALD communities that are culturally safe and accessible?
- (a) To prevent violence in the community, will the NSW Government be expanding funding for respectful relationships education for women and girls with intellectual disability to women with other disabilities?
 - i. Why/why not?
 - (b) To prevent violence in the community, will the NSW Government be expanding funding for respectful relationships education for women and girls with intellectual disability to women with other disabilities?
 - i. Why/why not?

This question should be referred to the Minister for the Prevention of Domestic Violence and Sexual Assault.

Efficiency dividends

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

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

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

Please refer to my response to Question 9.

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

Please refer to my response to Question 9.

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

Please refer to Question 9.

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

Please refer to Question 9.

Ministerial Travel/Meal Allowance

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

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

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

Please refer to my response to Question 14.

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

Please refer to my response to Question 14.

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

Please refer to my response to Question 14.

Office Administration

18. How many staff are in your ministerial office?

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

<https://www.dpc.nsw.gov.au/publications/premiers-and-ministers-staff-numbers>

- (a) What was the average salary for staff members in your office during 2017-18?

Please refer to my response to Question 18.

- (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?

Please refer to my response to Question 18.

19. How many blackberries/iPhone/smart phones are assigned to your staff?

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.

- (a) For each phone, how much was each bill in 2017-18?

Please refer to my response to Question 19.

- (b) How many phones have been lost or replaced due to damage in your office?

Please refer to my response to Question 19.

- i. What is the cost of replacing those phones?

Please refer to my response to Question 19.

20. How many iPads or tablets has DPC assigned to your Ministerial office and to whom have they been issued?

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.

- (a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?

Please refer to my response to Question 20.

- (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?

Please refer to my response to Question 20

- i. What was the cost of replacing these devices?

Please refer to my response to Question 20

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

I am advised artwork in the Office includes art donated at no cost and artwork on loan from the Art Gallery of NSW for which the Gallery charges a nominal subscription fee.

- (a) What is the cost of this?

Please refer to my response to Question 21.

22. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?

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

(a) If so, what was the cost of these items?

Please refer to my response to Question 22.

23. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2017-18?

Please refer to Question 22.

(a) If so, what was the cost of these items?

Please refer to Question 22.

24. 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?

I am advised my office subscribes to a modest number of publications, the costs of which are managed within the office's budget.

(a) What are these services/newspapers/magazines/journals/periodicals?

Please refer to my response to Question 24.

i. Who is the subscriber for each of these?

Please refer to my response to Question 24.

25. What was the total value of all gifts purchased for use by you and your office in 2017-18?

I am advised gifts are presented to dignitaries during overseas missions and to dignitaries visiting NSW.

(a) What were the gifts purchased?

Please refer to my response to Question 25.

i. Who were they gifted to?

Please refer to my response to Question 25.

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

No.

(a) What is the monthly cost of this?

Not applicable.

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

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.

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

Please refer to my response to Question 27.

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

(a) Taxi hire

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.

(b) Limousine hire

Please refer to my response to Question 28(a).

(c) Private hire care

Please refer to my response to Question 28(a).

(d) Hire car rental

Please refer to my response to Question 28(a).

(e) Ridesharing services

Please refer to my response to Question 28(a).

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

No.

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

Not applicable.

Agile Workspaces/Activity Based Working/Hot-desking

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

I am advised no.

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

I am advised no.

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

Not applicable.

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

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

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

I am advised costs are managed within the agency’s recurrent budget.

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

Multicultural NSW uses Labour Hire firms, in accordance with NSW Public Service policies to cover temporary vacancies as required.

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

(a) The names of the firms utilized

I am advised that MNSW utilises providers that are prequalified under the Whole of Government Contingent Labour Scheme, managed by the Department of Finance, Services and Innovation. A list of providers is available on the NSW Government's ProcurePoint website. Information on usage and expenditure of contingent labour is publically reported by the Department of Finance, Services and Innovation through the Prequalification Scheme Contingent Workforce Expenditure Report.

(b) The total amount paid to each firm engaged

Please refer to my response to Question 35(a).

(c) The average tenure period for an employee provided by a labour hire company

Please refer to my response to Question 35(a).

(d) The longest tenure for an employee provided by a labour hire company

Please refer to my response to Question 35(a).

(e) The duties conducted by employees engaged through a labour hire company

Please refer to my response to Question 35(a).

(f) The office locations of employees engaged through a labour hire company

Please refer to my response to Question 35(a).

(g) The highest hourly or daily rate paid to an employee provided by a labour hire company

Please refer to my response to Question 35(a).

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

I am advised that MNSW staff numbers are included in the Annual Report.

37. 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?

Please refer to my response to Question 36.

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

I am advised that financial information is available in MNSW annual reports and Budget Papers.

39. Have you had media training or speech training?

No.

- (a) If yes, who paid for it?

Not applicable.

- (b) If paid by taxpayers, what was the amount paid in 2017-18?

Not applicable.

Facebook

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

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

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

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

Overseas Trips

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

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

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

Please refer to my response to Question 42.

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

Please refer to my response to Question 42.

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

Please refer to my response to Question 42.

- (b) Who paid for these trips?

Please refer to my response to Question 42.

Department/Agency Travel

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

(a) Taxi hire

I am advised that Multicultural NSW's travel in 2017-18 was in accordance with NSW Treasury and Finance Circular OFS 2014-07

(b) Limousine/private car hire

I am advised that Multicultural NSW's travel in 2017-18 was in accordance with NSW Treasury and Finance Circular OFS 2014-07

(c) Hire car rental

I am advised that Multicultural NSW's travel in 2017-18 was in accordance with NSW Treasury and Finance Circular OFS 2014-07

(d) Ridesharing services

I am advised that Multicultural NSW's travel in 2017-18 was in accordance with NSW Treasury and Finance Circular OFS 2014-07

Drivers

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

I am advised that no senior executives in Multicultural NSW are provided drivers.

(a) If so, can you please specify which positions are provided drivers?

Please refer to my response to Question 45.

(b) In total, how many drivers are used by senior executives in the Department?

Please refer to my response to Question 45.

(c) What is the total cost of drivers for senior executives in the Department?

Please refer to my response to Question 45.

Consulting

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

The Financial Statements, including expenditure on consultants, are available in MNSW's Annual Reports.

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

Please refer to my response to Question 46.

47. 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

Please refer to my response to Question 46.

- (b) Photography

- i. And the cost of these services

Please refer to my response to Question 46.

- (c) Acting training

- i. And the cost of these services

Please refer to my response to Question 46.

- (d) Ergonomics

- i. And the cost of these services

Please refer to my response to Question 46.

Department/Agency Staffing

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

I am advised none.

(a) Of these redundancies, how many were:

i. Voluntary

Please refer to my response to Question 48.

ii. Forced

Please refer to my response to Question 48.

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

Not applicable.

49. 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?

I am advised no.

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

Not applicable.

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

Not applicable.

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

I am advised no.

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

I am advised none.

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

Not applicable.

Smart Phone Accounts

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

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

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

Please refer to my response to Question 52.

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

Please refer to my response to Question 52.

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

Please refer to my response to Question 52.

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

Please refer to my response to Question 52.

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

Please refer to my response to Question 52.

Merchant fees

54. 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.

I am advised that all NSW Government agencies are required to impose surcharges to recoup their merchant interchange fee, pursuant to Treasury Circular TC12/13.

55. 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.

Please refer to my response to Question 54.

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

Please refer to my response to Question 54.

Probity Auditor

57. 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.

I am advised in accordance with the NSW Procurement Board's Direction (PBD-2013-05), MNSW 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. The Department's Annual Report includes all consultancies including those involving probity advisers valued more than \$50,000.

Domestic Violence Leave Policies, Awareness and Usage

58. 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;

I am advised 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.

(b) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;

I am advised Section 84A was added to the Award in 2011.

(c) Whether or not all employees and/or contractors are eligible for domestic violence leave;

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.

(d) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;

It is not a separate leave type.

(e) Number of days available for eligible staff to access domestic violence leave in each financial year;

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.

(f) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;

Please refer to my response to Question 58(e).

- (g) Number of sick days available for eligible staff to access domestic violence leave in each financial year;

Please refer to my response to Question 58(e).

- (h) Whether or not all staff and/or contractors have access to Employee Assistance Programs?

I am advised all staff, their families and contractors have access to the Employee Assistance Program.

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

I am advised MNSW is working towards White Ribbon Workplace accreditation. DPC continues to provide ongoing support and guidance to cluster agencies on best practice approaches to supporting women who are experiencing domestic violence.

- (a) Privacy and confidentiality of information about domestic violence

Please refer to my response to Question 59.

- (b) Access to emotional, psychological, financial and medical support which may be required

Please refer to my response to Question 59.

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

I refer to my response to Question 59.

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

I refer to my response to Question 59.

62. 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?

I am advised MNSW complies with the highest levels of document and privacy management consistent with the *Privacy and Personal Information Act 1998 (NSW)*.

Sexual harassment and Anti-bullying training and awareness programs

63. 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.

I am advised in 2017.

- (b) Whether or not all employees and/or contractors have received such training?

I am advised yes.

- (c) Is this course mandatory for all employees/ contractors?

I am advised yes.

- (d) How long for each session, how many sessions?

I am advised four half-day sessions.

- (e) Who delivers it?

I am advised the Anti-Discrimination Board of NSW.

- (f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?

I am advised yes.

- i. How?

Please refer to my response to Question 63(f).

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

Please refer to my response to Question 63.

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

I am advised MNSW has not investigated any formal complaints in relation to sexual harassment, bullying or workplace violence.

(a) Sexual harassment

Please refer to my response to Question 65.

(b) Bullying

Please refer to my response to Question 65.

(c) Workplace violence

Please refer to my response to Question 65.

Participation of women in Government

66. 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?

This information is publicly available in MNSW's Annual Report.

- (b) What number and percentage of women are employed within the management levels of the agency?

Please refer to my response to Question 66(a).

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

Please refer to Question 66(a).

- (d) How is this data publicly reported on a regular basis?

Please refer to Question 66(a).

- (e) What strategies does the agency use to encourage women in to management and leadership positions?

I am advised all agencies use 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) What is the gender pay gap within your agency?

I am advised 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) Does the agency report participation of women figures to Women NSW on a regular basis?

I am advised the workforce profile data collected by the PSC is made available to Women NSW.

Energy

67. For each agency in your portfolio by name, how much electricity did it consume for each of:
- (a) 2014-15?

I am advised 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.

- (b) 2015-16?

Please refer to my response to Question 67(a).

- (c) 2016-17?

Please refer to my response to Question 67(a).

(c) 2017-18?

Please refer to my response to Question 67(a).

68. 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.

Please refer to my response to Question 67(a).

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

Please refer to my response to Question 67(a).

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

Please refer to my response to Question 67(a).

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

(a) 2018-19?

Please refer to my response to Question 67(a).

(b) 2019-20?

Please refer to my response to Question 67(a).

(c) 2020-21?

Please refer to my response to Question 67(a).

(d) 2021-22?

Please refer to my response to Question 67(a).

72. What proportion of that electricity is it estimated will come from renewable sources, for each year?

Please refer to my response to Question 67(a).

73. 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.)?

Please refer to my response to Question 67(a).

74. What is the name of the energy supplier to each agency in your portfolio for each of:

(a) 2018-19?

Please refer to my response to Question 67(a).

(b) 2019-20?

Please refer to my response to Question 67(a).

(c) 2020-21?

Please refer to my response to Question 67(a).

(d) 2021-22?

Please refer to my response to Question 67(a).

Minister Williams – Supplementary Questions – Disability Services

Access to social and public housing for people with disabilities

75. What is being done to help people currently in hospital with spinal cord injury and acquired brain injury who are unable to be discharged due to a shortage of accessible social and public housing?

(a) What support is available to these people while they wait?

I am advised the NDIS is responsible for providing supports to assist participants with their accommodation needs where that support is related to their functional impairment. This includes supports to obtain and maintain a tenancy, supports to build capacity to live independently, home modifications where required, and funded Specialist Disability Accommodation for those small number of participants who require an integrated accommodation and support solution.

(b) How long is the wait time?

Please refer to my response to Question 75(a).

(c) Are there plans to acquire more accessible social and public housing?

This is a matter for the Minister for Social Housing.

(d) How many properties would need to be acquired to provide everyone on the waiting list for accessible public housing with a home?

Please refer to my response to Question 75(c).

(e) When considering the negative effect on people with newly acquired disability trying to leave hospital, what discussions have you and your department had with the NSW Health Minister to devise plans to address this issue?

Please refer to my response to Question 75(c).

Community Health Funding

76. Did FACS/ADHC provide funding to Community Health to assist with providing services for people with disability in the community?

I am advised that prior to the introduction of the NDIS, NSW Health Local Health Districts received Department of Family and Community Services funding for the provision of disability services. This funding for disability services has now been transferred to the NDIS.

(a) Has this funding ceased?

Please refer to my response to Question 76.

i. If so, when?

Please refer to my response to Question 76.

77. Will participants of the NDIS will now have to utilise their own NDIS funding to pay for inhome support using NGO service providers, rather than access services previously provided through community health centres e.g. community nursing, occupational therapy and physiotherapy?

I am advised under the NDIS, participants have funding for disability services in their individual NDIS plan and can choose a registered NDIS provider to provide their services.

NSW Health will host the new Safe and Supported at Home (SASH) program that will provide a mix of clinical and non-clinical services (including home and personal care) to those with disability who are ineligible for NDIS funding, with the specific aim of avoiding unnecessary admissions to hospital or residential aged care.

78. Are you aware that some NDIS participants, when seeking support through Community Health, are being turned away because they are now NDIS participants?

Please refer to my response to Question 77.

79. Can you explain the pathway NDIS participants are to pursue, when seeking in-home community nursing support that was previously provided through Community Health?

Please refer to my response to Question 77.

80. Is FACS/ADHC still funding Community Health in any way for disability services?

This is a question for the Minister for Health.

Taxi Transport Subsidy Scheme

81. In November 2017, organisations in the disability sector as well as the point-to-point transport industry provided comment to the NSW Transport Disability Incentives and Subsidies Review. As there has so far been no further comment from the Department or the Government, can the Minister please advise the status of the Review and outline the next steps?

This is a question for the Minister for Transport and infrastructure.

82. Does NSW Government has plans to transition funding from our Taxi Transport Subsidy Scheme, and how the Government will ensure that the transport-related needs of NDIS participants will be met into the future?

This is a question for the Minister for Transport and infrastructure.

Accessible transport

83. How will the Government make best use of the \$87 million for community transport announced in this year's budget, and ensure in particular that people with disability in rural and regional areas of NSW can access this crucial link to employment, education, recreation, family and friends, health and social services?

This is a question for the Minister for Transport and infrastructure.

Spending and funding

84. Can the Minister advise how much the Government has spent on consultancies in the area of disability over the 2017/18 year?

I am advised that financial information about consultancy fees is made available in the Department of Family and Community Services Annual Report.

85. Will the Minister ensure that the NSW Government will maintain funding and support for the NSW Disability Ombudsman, and in particular its community visitor program, to ensure the safety of its most vulnerable members residing within large residential centres and group homes?

I am advised that NSW is working closely with the Commonwealth and other States and Territories to implement the new quality and safeguards system. The NDIS Quality and Safeguards Commission (NDIS Commission) commenced operations in NSW and South Australia on 1 July 2018 and is responsible for implementing the NDIS Quality and Safeguarding Framework.

NSW and the Commonwealth have reached an agreement for an interim extension of some of the NSW Ombudsman's disability functions for one year to support the transition to the new Framework, including the Official Community Visitors Scheme.

86. Can the Minister advise how the NSW Government will maintain its commitment to the (UN Convention on the Rights of Persons with Disabilities) UNCPRD, the Disability Inclusion Act, and NSW Community Services Acts if they no longer fund disability advocacy post June 2020?

I am advised that advocacy related services are funded by the Commonwealth Government through programs such as NDAP, for all people who need them whether they are a NDIS participant or not.

NSW funded advocacy services will support people with disability in this State to access services during this NDIS transition period, and are funded for two full years. This will address any shortfalls in the Commonwealth programs while ILC matures.

Disability Inclusion Plan

87. The NSW Disability Inclusion Plan lays out long term goals for an inclusive NSW, but what further detail can be provided on how FACS will resolve demarcation disputes and support people who are slipping through the cracks right now?

I am advised that the *NSW Disability Inclusion Act 2014* required the development of the *NSW Disability Inclusion Plan (2014)* and the creation of *Disability Inclusion Action Plans* across *NSW Government agencies* and *local councils*. *Disability Inclusion Action Plans* lay out the steps that *NSW Government agencies* and *councils* will take to ensure that people with disability have access to government and community services.

Stockton Centre (part one)

88. Regarding Large Residential Centres

(a) How many residents are currently living at the Stockton Centre?

I am advised that as at 11 September 2018, 219 residents currently live at the Stockton Centre.

(b) How many residents are currently living at the Tomaree Lodge?

I am advised that as at 11 September 2018, 36 residents currently live at Tomaree Lodge.

(c) How many residents are currently living at the Kanangra centre in Morisset?

I am advised that as at 11 September 2018, 57 residents currently live at the Kanangra Centre.

(d) How many residents moved from Large Residential Centres to group homes in 2017-18?

I am advised that 135 residents moved from LRC sites across the state in FY18.

(e) How many residents are scheduled to move from Large Residential Centres to group homes in 2018-19?

Residents may elect to choose to move to a group home at any time utilising funding available to them in their NDIS plans.

(f) Has the tender for the construction of NSW Government funded group homes been awarded?

I am advised yes.

i. If so, which company/companies were awarded the tender?

I am advised that the construction of the new group homes to replace the Hunter Residences will be constructed by the Home4Life consortium, comprising Compass Housing, BlueCHP and Lighthouse Infrastructure fund.

(g) When are the NSW Government funded group homes expected to be completed?

The NSW Government's priority is to make sure that the individual needs of Hunter Residences clients are met when building and moving them into modern community living.

The NSW Government will only move clients into group homes when transition preparation has been completed. Our highest priority is to ensure that clients make a safe and smooth transition to community living.

Clients and their families will be part of the detailed planning required to prepare for moving to their new homes. This personalised planning process will commence well in advance of each individual move.

(h) What funding has been allocated to the construction of NSW Government funded group homes?

Under the Agreement with Home4Life, all construction costs will be funded by Home4Life.

(i) How many group homes will be constructed from NSW Government funding?

I am advised that 69 will be constructed.

89. Regarding Staffing at Large Residential Centres

(a) How many staff are based at the Stockton centre in

i. 2016-17

I am advised that information relating to FACS staffing matters are made available in the FACS annual reports.

ii. 2017-18

Please refer to my response to Question 89(a)(i).

iii. 2018-19

Please refer to my response to Question 89(a)(i).

(b) How many staff are based at the Tomaree Lodge in

i. 2016-17

Please refer to my response to Question 89(a)(i).

ii. 2017-18

Please refer to my response to Question 89(a)(i).

iii. 2018-19

Please refer to my response to Question 89(a)(i).

(c) How many staff are based at the Kanangra in

i. 2016-17

Please refer to my response to Question 89(a)(i).

ii. 2017-18

Please refer to my response to Question 89(a)(i).

iii. 2018-19

Please refer to my response to Question 89(a)(i).

(d) How many former ADHC staff have been transferred to office space within the Stockton Centre

I am advised that all Disability Services' staff have been transferred from office space in Newcastle to office space within the Stockton Centre.

(e) What is the total cost of the refurbishment of office space within the Stockton Centre for former ADHC staff

I am advised that all maintenance and infrastructure costs are included in budget papers published by the NSW Treasury.

(f) What is the total funds spent on infrastructure or maintenance at the Stockton Centre in

i. 2016-17

Refer to Question 89(e).

ii. 2017-18

Refer to Question 89(e).

iii. 2018-19

Refer to Question 89(e).

(g) What is the total funds spent on infrastructure or maintenance at the Tomaree Lodge in

i. 2016-17

Refer to Question 89(e).

ii. 2017-18

Refer to Question 89(e).

iii. 2018-19

Refer to Question 89(e).

(h) What is the total funds spent on infrastructure or maintenance at the Kanangra in

i. 2016-17

Refer to Question 89(e).

ii. 2017-18

Refer to Question 89(e).

iii. 2018-19

Refer to Question 89(e).

(i) What is the current funding required for identified maintenance works at Stockton Centre?

Refer to Question 89(e).

(j) What is the current funding required for identified maintenance works at Tomaree Lodge?

Refer to Question 89(e).

(k) What is the current funding required for identified maintenance works at Kanangra?

Refer to Question 89(e).

(l) What is the total budget for maintenance at the Stockton Centre in 2018-19?

Refer to Question 89(e).

(m) What is the total budget for maintenance at the Tomaree Lodge in 2018-19?

Refer to Question 89(e).

(n) What is the total budget for maintenance at the Kanangra in 2018-19?

Refer to Question 89(e).

90. How many former ADHC staff are still employed within FACS?

I am advised that all staffing levels are referred to in the Annual report.

(a) Which agency/division within FACS are these staff assigned to?

I am advised that staff are assigned to Disability Services with the remainder assigned to other Department of Family and Community Services' Divisions.

(b) How many of these former ADHC staff employed within FACS are on contract?

I am advised that no former ADHC non-executive staff employed within FACS are on contract.

(c) How many of these staff continue to provide disability services or contribute to disability policy?

I am advised that all of the staff continue to provide disability services or contribute to disability policy.

(d) Do these staff report to the Minister for Disability Services or the Minister for FACS?

I am advised that staff report to the appropriate Minister depending on which division they are assigned to.

91. Regarding the deaths of two former residents of the Stockton Centre following their transfer to a group home

(a) Were these residents who died under the protection of the NSW Trustee and Guardian?

I am advised that the financial management of the two former residents was managed by the NSW Trustee and Guardian.

(b) Has the Minister met with or spoken to the families of the residents who died?

I have extended my condolences to both the families.

(c) Has the Minister met with or spoken to the operators of the group home involved in the deaths?

As per standard practice, FACS notified the NSW Ombudsman of the deaths, for independent review, and to provide full and unrestricted access to relevant records. FACS continues to implement an awareness campaign to increase staff knowledge and equip staff with the skills needed to respond to serious incidents.

(d) How many times did the Minister visit the Stockton Centre prior to the transfer of these residents?

I have visited the Hunter region on a number of occasions and met with numerous residents from the Stockton Centre who have expressed their excitement about moving into purpose built group homes.

(e) How many times did the Minister visit the group home these residents were transferred to prior to their deaths?

Please refer to my response to Question 91(d).

Representations

92. How many representations has the Minister made to other NSW Government Ministers on behalf of people with a disability in

(a) 2016-17

I am advised that there were 8 in this period.¹

(b) 2017-18

I am advised that there were 266 in this period.

(c) 2017-18 (to date).

Please refer to my response to Question 92(b).

93. How many representations has the Minister made to Federal Government Ministers on behalf of people with a disability in

(a) 2016-17

I am advised that there were 22 in this period.²

(b) 2017-18

I am advised that there were 352 in this period.

(c) 2017-18 (to date)

Please refer to my response to Question 93(b).

94. How many representations has the Minister made to NSW Government Agencies on behalf of people with a disability in

(a) 2016-17

I am advised that there were zero in this period.³

(b) 2017-18

I am advised that there were 22 in this period.

(c) 2017-18 (to date)

³ Ibid.

³ Ibid.

³ Ibid.

Please refer to my response to Question 94(b).

95. How many representations has the Minister made to Federal Government Agencies on behalf of people with a disability in

(a) 2016-17

It is not possible to provide this information as it is not collected in a reportable form.

(b) 2017-18

Refer to Question 95(a).

(c) 2017-18 (to date)

Refer to Question 95(a).

96. How many representations has the Minister made to Non-Government Agencies on behalf of people with a disability in

(a) 2016-17

Refer to Question 95(a).

(b) 2017-18

Refer to Question 95(a).

(c) 2017-18 (to date)

Refer to Question 95(a).

Batch 9 – Disability Advocacy

97. How many disability advocacy organisations received funding from the Disability Advocacy, Information and Peaks program in 2017-18?

The NSW Government funded a number of organisations across NSW to provide advocacy services to people with disability in 2017/18.

98. How many disability advocacy organisations have accepted transitional funding from the Disability Advocacy, Information and Peaks program for 2018-19?

Existing disability advocacy providers were invited to apply for the Transitional Advocacy Funding Supplement (TAFS) in 2018/19. To be successful, providers had to outline how the funding would support the inclusion of people with disability in their communities. I am advised no organisation received less funding.

(a) How many of these disability advocacy organisations received more funding than in 2017- 18?

Please refer to my response to Question 98.

(b) How many of these disability advocacy organisations received less funding than in 2017- 18?

Please refer to my response to Question 98.

(c) How many of these disability advocacy organisations received the same funding as in 2017- 18?

Please refer to my response to Question 98.

99. Will the NSW Government extend the Disability Advocacy, Information and Peaks program beyond 2019-20?

Funding is in place to 2020, to ensure continuity of support in this area while the Commonwealth scheme fully matures. The NSW Government is working closely with the Australian Government to monitor this work.

100. How will systemic advocacy and peak body representation be funded through the NDIS?

How advocacy will be funded under the NDIS is described in the Disability Reform Council approved ILC Policy Framework.⁹ NDIS funding for advocacy functions is in addition to advocacy functions that

⁹ <https://www.ndis.gov.au/html/sites/default/files/ILC-Policy-Framework.pdf>

may be funded through the Commonwealth Government's National Disability Advocacy Program (NDAP) and Disability Representative Organisation (DRO) program.

Ministerial Responsibility

101. What legislation is the Minister for Disability Services responsible for?

The Minister for Disability Services is responsible for the following Acts of Parliament:

- ***Carers (Recognition) Act 2010 No 20***
- ***Community Services (Complaints, Reviews and Monitoring) Act 1993 No 2, (jointly with the Minister for Family and Community Services and the Minister for Ageing)***
- ***Community Welfare Act 1987 No 52 (jointly with the Minister for Family and Community Services, except parts, the Minister for Emergency Services)***
- ***Disability Inclusion Act 2014 No 41***
- ***National Disability Insurance Scheme (NSW Enabling) Act 2013 No 104***

102. What Agencies or Departments is the Minister for Disability Services responsible for?

I am responsible for that part of the Department of Family and Community Services that administers legislation for which I am responsible as the Minister for Disability Services.

103. What funding is the Minister for Disability Services responsible for administering?

I am advised that funding allocated to the Disability Services Portfolio is outlined in Budget Paper 3, *Outcome 1: People with disability live independently.*

104. How many NSW public servants ultimately report to the Minister for Disability Services?

I am advised that FACS provides a single Workforce Profile report annually to the Public Service Commission.

105. How many cabinet papers did the Minister for Disability Services present in 2017-18?

All information related to Cabinet decisions and papers are cabinet in confidence.

Ability Links

107. What services are Ability Links required to provide in return for NSW Government funding?

I am advised that Ability Links Coordinators, known as Linkers, work with people with disability who are aged 7 to 64 years, their families and carers to assist them to plan for their future, build on their strengths and skills, and develop networks in their own communities. Aboriginal identified Linkers support families 0-64 years.

108. How many FTE staff does Ability Links currently employ in NSW?

I am advised there are 295 Linker positions across NSW including 74 Aboriginal-specific Linkers as noted in the media release.¹⁰

109. In which regional centres does Ability Links currently operate?

I am advised that Ability Links operates across NSW. Location of Linkers can be found on the Ability Links website.¹²

¹⁰ <https://www.facs.nsw.gov.au/about/media/releases/linking-people-with-disability-to-the-community>

¹² https://www.abilitylinksnsw.org.au/find_a_linker.html

NDIS Services

110. Has any agency which reports to the Minister conducted any research into service gaps created by the transition of service from ADHC to the NDIS?

The NSW Budget 2018-19 includes Department of Family and Community Services funding for residual disability functions to manage risk of service gaps and issues during the early years of full scheme NDIS. This includes \$87 million in 2018-19 (\$150 million over three years) for residual disability functions such as supports for children with disability residing outside the family home, Ability Links NSW, restrictive practices authorisation and transitional advocacy grants to support the successful ongoing delivery of the NDIS.¹³

111. Can the Minister list what services, previously offered by ADHC, are not eligible for NDIS funding?

Please refer to my response to Question 110.

112. Has the Minister met with any carer support services which have lost funding previously provided by ADHC as a result of the transition to the NDIS?

I am advised that details of Ministerial meetings can be found at: <https://www.dpc.nsw.gov.au/publications/ministers-diary-disclosures/>.

(a) If so, which services has the Minister met with?

Refer to Question 112.

113. Has the Minister met with any early intervention services which have lost funding previously provided by ADHC as a result of the transition to the NDIS?

Refer to Question 112.

(a) If so, which services has the Minister met with?

Refer to Question 112.

114. Has the Minister met with any respite care services which have lost funding previously provided by ADHC as a result of the transition to the NDIS?

¹³ NSW Budget 2018-19.

Refer to Question 112.

(a) If so, which services has the Minister met with?

Refer to Question 112.

115. Has the Minister met with any health care services which have lost funding previously provided by ADHC as a result of the transition to the NDIS?

Refer to Question 112.

(a) If so, which services has the Minister met with?

Refer to Question 112.

Stockton Centre

116. What is being done to ensure that residents transitioning from the Stockton Centre to group homes receive the same level of care?

I am advised that comprehensive transition planning will be completed for any resident transitioning from the Stockton Centre to a group home to ensure they receive the appropriate level of care.

117. Will the Minister meet with residents and families to discuss their concerns regarding the transition to group homes?

I have met with residents and families from Stockton Centre.

118. Will the Minister refer the two fatalities of residents that were transitioned from the Stockton Centre to group homes to a Parliamentary Committee?

I take all incidents of client safety and welfare very seriously. That is why the Department of Family Community Services (FACS) continues to implement an awareness campaign to increase staff knowledge and equip staff with the skills needed to respond to serious incidents.

As per standard practice, FACS notified the NSW Ombudsman of the deaths, for independent review, and to provide full and unrestricted access to relevant records.

(a) If not, why not?

Please refer to my response to Question 118.

119. How many group homes have been built to transition residents from the Stockton Centre?

I am advised that 11 group homes have been built to transition residents from the Stockton Centre.

120. How many residents from the Stockton Centre have been transferred to group homes?

I am advised that as at 11 September 2018, 67 residents have transferred from the Stockton Centre to group homes.

121. What action has the Minister taken to ensure that further deaths do not occur when residents are transferred from the Stockton Centre to group homes?

I am advised that a comprehensive service improvement plan has been implemented to ensure that any resident who transfers from the Stockton Centre to a group home will make a safe and smooth transition to community living.

122. Will the Minister stop the transition of residents from the Stockton Centre until the Minister can ensure the quality of care being provided in group homes?

I am advised that the NSW Government is fully committed to the redevelopment of large institutions like Stockton. All Stockton residents will transition to their new homes once their construction is completed, and a full assessment of individual care needs and staffing models has been undertaken.

123. 'The Report of Reviewable Deaths in: 2014 and 2015 2016 and 2017 - Deaths of people with disability in residential care' by the NSW Ombudsman found

“that there were delays in the actions of staff to get medical assistance in response to indicators of critical illness for the three residents. For each of the residents, it was evident that, although staff recorded observations that were outside the normal range for the individual, this did not prompt them to obtain urgent medical assistance. Interviews with staff as part of the investigations identify that this was, at least in part, because most of the staff did not understand what the observation results meant”,

what action has the Minister taken to address this serious issue?

I am advised that FACS has worked with the NSW Ombudsman to deliver incident management training to more than 3,400 FACS frontline staff and managers¹⁴ on handling serious incidents and responding to serious incidents.

124. 'The Report of Reviewable Deaths in: 2014 and 2015 2016 and 2017 - Deaths of people with disability in residential care' by the NSW Ombudsman recommended that all support staff need to be alert to notable changes in the person's health and/or behaviour and call for emergency help as a matter of priority if they have concerns or any question about whether the person's presenting condition is serious, what action has the Minister taken to ensure this occurs?

¹⁴ Data provided by the Community Education and Training Coordinator, NSW Ombudsman via email on 8/6/2018.

I am advised that the Department of Family and Community Services (FACS) has implemented evidence based Continuous Improvement Review Tool across all sites which assess compliance against 168 individual measures. FACS will continue to use CIRT as evidence based tool to ensure the safety and wellbeing of people living in the Hunter Residences (and other accommodation & respite models).

Efficiency dividends

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

I am advised that savings from the NSW Government's efficiency dividend are outlined in the Budget Papers.

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

Please refer to my response to Question 125.

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

Please refer to my response to Question 125.

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

Please refer to my response to Question 125.

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

Please refer to my response to Question 125.

Ministerial Travel/Meal Allowance

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

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.

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

Please refer to my response to Question 130.

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

Please refer to my response to Question 130.

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

Please refer to my response to Question 130.

Office Administration

134. How many staff are in your ministerial office?

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

<https://www.dpc.nsw.gov.au/publications/premiers-and-ministers-staff-numbers>

(a) What was the average salary for staff members in your office during 2017-18?

Please refer to my response to Question 134.

(b) What is the estimated average salary for a ministerial staffer in your office in 2018-19 based on current appointments?

Please refer to my response to Question 134.

135. How many blackberries/iPhone/smart phones are assigned to your staff?

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.

(a) For each phone, how much was each bill in 2017-18?

Please refer to my response to Question 135.

(b) How many phones have been lost or replaced due to damage in your office?

Please refer to my response to Question 135.

i. What is the cost of replacing those phones?

Please refer to my response to Question 135.

136. How many iPads or tablets has DPC assigned to your Ministerial office and to whom have they been issued?

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.

(a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?

Please refer to my response to Question 136.

(b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?

Please refer to my response to Question 136.

i. What was the cost of replacing these devices?

Please refer to my response to Question 136.

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

Artwork in the Office includes art donated at no cost and artwork on loan from the Art Gallery of NSW for which the Gallery charges a nominal subscription fee.

(a) What is the cost of this?

Please refer to my response to Question 137.

138. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18?

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

(a) If so, what was the cost of these items?

Please refer to my response to Question 138.

139. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2017-18?

Please refer to my response to Question 138.

(a) If so, what was the cost of these items?

Please refer to my response to Question 138.

140. 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?

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

(a) What are these services/newspapers/magazines/journals/periodicals?

Please refer to my response for Question 140.

(i) Who is the subscriber for each of these?

Please refer to my response for Question 140.

141. What was the total value of all gifts purchased for use by you and your office in 2017-18?

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

(a) What were the gifts purchased?

Please refer to my response for Question 141.

(i) Who were they gifted to?

Please refer to my response for Question 141.

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

No.

(a) What is the monthly cost of this?

Please refer to my response for Question 142.

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

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.

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

Please refer to my response for Question 143.

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

(a) Taxi hire

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.

(b) Limousine hire

Please refer to my response to Question 144(a).

(c) Private hire care

Please refer to my response to Question 144(a).

(d) Hire car rental

Please refer to my response to Question 144(a).

(e) Ridesharing services

Please refer to my response to Question 144(a).

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

No.

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

Please refer to my response to Question 145.

Agile Workspaces/Activity Based Working/Hot-desking

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

I am advised that FACS is currently working to create an accommodation strategy for the department, which will include policies covering agile working environment and activity based work practices.

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

Please refer to my response to Question 146.

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

Please refer to my response to Question 146.

Hospitality

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

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

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

I am advised that costs are managed within FACS' recurrent budget.

Labour Hire Firms

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

I am advised that FACS uses contingent labour, in accordance with NSW Public Service policies to cover temporary vacancies across the organisation as required.

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

(a) The names of the firms utilised

I am advised that FACS utilises providers that are prequalified under the Whole of Government Contingent Labour Scheme, managed by the Department of Finance, Services and Innovation. A list of providers is available on the NSW Government's ProcurePoint website. Information on usage and expenditure of contingent labour is publically reported by the Department of Finance, Services and Innovation through the Prequalification Scheme Contingent Workforce Expenditure Report.

(b) The total amount paid to each firm engaged

Please refer to my response to Question 151(a).

(c) The average tenure period for an employee provided by a labour hire company

Please refer to my response to Question 151(a).

(d) The longest tenure for an employee provided by a labour hire company

Please refer to my response to Question 151(a).

(e) The duties conducted by employees engaged through a labour hire company

Please refer to my response to Question 151(a).

(f) The office locations of employees engaged through a labour hire company

Please refer to my response to Question 151(a).

(g) The highest hourly or daily rate paid to an employee provided by a labour hire company

Please refer to my response to Question 151(a).

Media and Public Relations

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

I am advised that FACS staff numbers are included in the Annual Report.

153. 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?

Please refer to my response to Question 152.

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

I am advised that financial information is available in FACS' annual reports and Budget Papers.

155. Have you had media training or speech training?

No.

(a) If yes, who paid for it?

Not applicable.

(b) If paid by taxpayers, what was the amount paid in 2017-18?

Not applicable.

Facebook

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

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

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

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

Overseas Trips

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

Details of official overseas travel including costs are published on the Department of Family and Community Services' website. All travel has been undertaken in accordance with Ministerial guidelines.

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

Please refer to my response to Question 158.

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

Please refer to my response to Question 158.

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

Please refer to my response to Question 158.

(b) Who paid for these trips?

Please refer to my response to Question 158.

Department/Agency Travel

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

(a) Taxi hire

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

(b) Limousine/private car hire

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

(c) Hire car rental

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

(d) Ridesharing services

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

Drivers

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

I am advised that there are no senior executives within the Department of Family and Community Services who are provided drivers.

(a) If so, can you please specify which positions are provided drivers?

Please refer to my response to Question 161.

(b) In total, how many drivers are used by senior executives in the Department?

Please refer to my response to Question 161.

(c) What is the total cost of drivers for senior executives in the Department?

Please refer to my response to Question 161.

Consulting

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

I am advised that financial information is made available in the FACS annual reports.

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

Please refer to my response to Question 162.

163. 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

Please refer to my response to Question 162.

(b) Photography

i. And the cost of these services

Please refer to my response to Question 162.

(c) Acting training

i. And the cost of these services

Please refer to my response to Question 162.

(d) Ergonomics

i. And the cost of these services

Please refer to my response to Question 162.

Department/Agency Staffing

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

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.

(a) Of these redundancies, how many were:

i. Voluntary

Please refer to my response to Question 164.

ii. Forced

Please refer to my response to Question 164.

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

Please refer to my response to Question 164.

165. 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?

Please refer to my response to Question 164.

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

Please refer to my response to Question 164.

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

Please refer to my response to Question 164.

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

Please refer to my response to Question 164.

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

Please refer to my response to Question 164.

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

Please refer to my response to Question 164.

Smart Phone Accounts

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

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

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

Please refer to my response to Question 168.

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

Please refer to my response to Question 168.

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

Please refer to my response to Question 168.

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

Please refer to my response to Question 168.

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

Please refer to my response to Question 168.

Merchant fees

170. 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.

I am advised that all NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13.

171. 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.

Please refer to my response to Question 170.

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

Please refer to my response to Question 170.

Probity Auditor

173. 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

I am advised that in accordance with the NSW Procurement Board's Direction (PBD-2013-05), FACS 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.

Domestic Violence Leave Policies, Awareness and Usage

174. 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;

I am advised that 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.

- (b) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;

I am advised Section 84A was added to the Award in 2011.

- (c) Whether or not all employees and/or contractors are eligible for domestic violence leave;

I am advised that 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.

- (d) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;

I am advised it is not a separate leave type.

- (e) Number of days available for eligible staff to access domestic violence leave in each financial year;

I am advised that 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 up to five days per calendar year of special leave can be granted.

- (f) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;

Refer to Question 174(e).

(g) Number of sick days available for eligible staff to access domestic violence leave in each financial year;

Refer to Question 174(e).

(h) Whether or not all staff and/or contractors have access to Employee Assistance Programs?

I am advised that all staff, their families and contractors have access to the Employee Assistance Program.

175. 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

I am advised FACS is an accredited White Ribbon Workplace through White Ribbon Australia. DPC continues to provide ongoing support and guidance to cluster agencies on best practice approaches to supporting women who are experiencing domestic violence.

(b) Access to emotional, psychological, financial and medical support which may be required

I am advised that the training was developed in conjunction with White Ribbon Australia and advises managers on how best to refer employees to relevant services.

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

I am advised that FACS developed training packages. Employees complete this training through an online module.

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

I am advised that the nature of the work undertaken by the majority of FACS staff is such that they are trained in and have in depth knowledge of the impact of domestic violence. All Managers are required to complete a training program in supporting staff experiencing domestic violence and all employees may access an online program developed in conjunction with White Ribbon Australia

178. 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?

I am advised that FACS complies with the highest levels of document and privacy management consistent with the *Privacy and Personal Information Protection Act 1998 (NSW)*.

Sexual harassment and Anti-bullying training and awareness programs

179. 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.

I am advised that in addition to Code of Conduct training, FACS provides employees with an eLearning program "Bullying and Harassment" as part of the employee induction.

The course has been designed to provide employees with an understanding about bullying and harassment in the workplace, the type of behaviour that should be avoided and what employees can do if bullying or harassment is occurring in their workplace.

FACS also provides employees with a face to face program "Building a Respectful Workplace" at the request of the districts and divisions. The objectives are to enforce professional & respectful behaviours including respectful behaviours in the workplace.

(b) Whether or not all employees and/or contractors have received such training?

Please refer to my response to Question 179(a).

(c) Is this course mandatory for all employees/ contractors?

Please refer to my response to Question 179(a).

(d) How long for each session, how many sessions?

Please refer to my response to Question 179(a).

(e) Who delivers it?

Please refer to my response to Question 179(a).

(f) Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?

Please refer to my response to Question 179(a).

i. How?

Please refer to my response to Question 179(a).

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

Please refer to my response to Question 179(a).

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

(a) Sexual harassment

Please refer to my response to Question 179(a).

(b) Bullying

Please refer to my response to Question 179(a).

(c) Workplace violence

Please refer to my response to Question 179(a).

Participation of women in Government

182. 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?

This information is publicly available in the FACS Annual Report.

(b) What number and percentage of women are employed within the management levels of the agency?

Please refer to my response to Question 182(a).

(c) What number and percentage of women are employed in the top ten leadership positions of the agency?

Please refer to my response to Question 182(a).

(d) How is this data publicly reported on a regular basis?

Please refer to my response to Question 182(a).

(e) What strategies does the agency use to encourage women in to management and leadership positions?

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) What is the gender pay gap within your agency?

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

I am advised that FACS provides annual workforce profile including diversity data to the Public Service Commission. Women NSW uses Public Service Commission data to report on a whole of sector basis.

Energy

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

(a) 2014-15?

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.

(b) 2015-16?

Please refer to my response to Question 183(a).

(c) 2016-17?

Please refer to my response to Question 183(a).

(d) 2017-18?

Please refer to my response to Question 183(a).

184. 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.

Please refer to my response to Question 183(a).

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

Please refer to my response to Question 183(a).

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

Please refer to my response to Question 183(a).

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

(a) 2018-19?

Please refer to my response to Question 183(a).

(b) 2019-20?

Please refer to my response to Question 183(a).

(c) 2020-21?

Please refer to my response to Question 183(a).

(d) 2021-22?

Please refer to my response to Question 183(a).

188. What proportion of that electricity is it estimated will come from renewable sources, for each year?

Please refer to my response to Question 183(a).

189. 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.)?

Please refer to my response to Question 183(a).

190. What is the name of the energy supplier to each agency in your portfolio for each of:

(a) 2018-19?

Please refer to my response to Question 183(a).

(b) 2019-20?

Please refer to my response to Question 183(a).

(c) 2020-21?

Please refer to my response to Question 183(a).

(d) 2021-22?

Please refer to my response to Question 183(a).