

Mental Health

Mental Health Impacts of postal survey

1. How much money was committed to providing additional mental health support services to young people during the postal survey?
2. Which services received additional funding and what programs were funded?
3. What age groups were targeted for additional support?
4. Was there a measurable spike in people accessing services before, during or after the postal survey?
5. How much of the funding went to religious based counselling services and how do we know that those services were provided to the LGBTIQ+ people?
6. Have there been any moves in NSW to implement the recommendations of the senate inquiry into the impact of the postal survey, particularly in regards to further funding and support to mental health and LGBTIQ organisations to help address the consequences of the postal survey?
7. Was any work done to track or measure the impact of the survey on LGBTIQ+ community in NSW?
8. Have additional support services been funded for LGBTIQ+ people in areas with strong No results in the survey?

ANSWER:

1. - 5. The NSW Government recognises that the LGBTIQ community are at an increased risk of developing mental health issues. Prior to the postal survey being devised, the NSW Ministry of Health did begin funding ACON to deliver a LGBTI-specific suicide prevention project. This project includes aftercare supports for LGBTI people and LGBTI suicide prevention training for general practitioners. This project was funded from May 2017 and will run until June 2020.

The use of mental health services by LGBTI people in NSW is unknown as data on sexuality, gender identity or intersex status is not routinely collected. Mental health services in NSW are taking steps to become more inclusive of LGBTIQ people through clinical education, training, quality assurance and data collection.

6. The NSW Government is committed to making smart, targeted, high impact investments, but also to ensuring the broader mental health system is well equipped to provide high quality services to LGBTIQ communities. This includes online training modules for NSW Health staff to improve their awareness of the needs of LGBTIQ people accessing mental health services.

7. No

8. People living with mental illness, their families and carers will benefit from a record investment of \$2.1 billion in mental health services and infrastructure funding in the NSW Budget 2018.

**Review of Seclusion, Restraint and Observation of Consumers with a Mental Illness in
New South Wales Health Facilities – Dr Murray Wright**

9. What percentage of health facilities now have 24/7 in-person, on-site supervision from accountable management representatives?
- (a) Which Local Health Districts have fulfilled this recommendation?
 - (b) Which Local Health Districts have not fulfilled this recommendation?
 - (c) What specific units do not, as of September 7, 2018, have 24/7 in-person, onsite supervision from accountable management representatives?
 - (d) What is the timeframe for fulfilling the commitment that all mental health inpatient services have 24/7 on-site supervision?
10. How many individuals have been restrained or placed in seclusion since the Review was complete in December 2017:
- (a) Across New South Wales?
 - (b) In Justice Health?
 - (c) In the Sydney Children's Hospital's Network?
 - (d) In the St Vincent's Health Network?
 - (e) In the Sydney Local Health District?
 - (f) In the South Western Sydney Local Health District?
 - (g) In the South Eastern Sydney Local Health District?
 - (h) In the Illawarra Shoalhaven Local Health District?
 - (i) In the Western Sydney Local Health District?
 - (j) In the Nepean Blue Mountain Local Health District?
 - (k) In the Northern Sydney Local Health District?
 - (l) In the Central Coast Local Health District?
 - (m) In the Hunter New England Local Health District?
 - (n) In the Northern NSW Local Health District?
 - (o) In the Mid North Coast Local Health District?
 - (p) In the Southern NSW Local Health District?
 - (q) In the Murrumbidgee Local Health District?
 - (r) In the Western NSW Local Health District?
 - (s) In the Far West Local Health District?
11. What is the rate of seclusion, per 1,000 bed days in New South Wales for the financial year 2017-18?
12. What is the rate of restraint, per 1,000 bed days in New South Wales for the financial year 2017-18?
13. How many children under the age of 18 have been restrained or placed in seclusion in New South Wales during the financial year:
- (a) In 2017-18?
 - (b) In 2016-17?
 - (c) In 2015-16?
 - (d) In 2014-15?
14. What is the rate of seclusion, per 1,000 bed days for children and adolescents in New South Wales for the financial year:
- (a) In 2017-18?
 - (b) In 2016-17?
 - (c) In 2015-16?
 - (d) In 2014-15?
15. What is the rate of restraint, per 1,000 bed days for children and adolescents in New South Wales for the financial year:

- (a) In 2017-18?
 - (b) In 2016-17?
 - (c) In 2015-16?
 - (d) In 2014-15?
16. What was the average number of hours spent in seclusion, per seclusion incident/event, for the financial year 2017-18?
- (a) Please provide this figure as a whole and for each target population; general, child and adolescent and older person.
17. How many additional peer worker roles have been created since the Review was completed in December 2017?
- (a) How many of these positions have been filled?
18. Dr Wright specifically states in the hearing that it is preferable that the process of properly training and supporting those peer workers be in place before recruitment actually takes place.
- (a) Please provide details of how many peer workers have been trained and by which training organisation since December 2017 across all LHD's?
 - (b) How many peer workers have been recruited:
 - i. Between 1 July 2017 – 30 June 2018?
 - ii. Since 30 June 2018?
19. Which three districts have failed to integrate Directors of Mental Health into their executive structures?
- (a) What action has the Government taken to ensure that this recommendation is met?
20. What was the total cost of the Review of Seclusion, Restraint and Observation of Consumers with A Mental Illness in New South Wales Health Facilities?
- (a) How often will the rates of the seclusion or restraint be reported publicly?
21. Has the NSW Strategic Framework for Mental Health and Workforce Plan 2018-2022 been completed?
- (a) If so, when is it expected to be released publicly?
 - (b) If not, when is this expected to be completed?
 - (c) The NSW Strategic Framework for Mental Health and Workforce Plan 2018-2022 was due to be implemented in July 2018. When will this occur?
22. Has each local health district and specialty health network provided a culturally appropriate seclusion and restraint prevention action plan yet?
- (a) Which specific districts and networks have completed this?
 - (b) Which specific districts have not?
23. Action 10.2 of the implementation plan stated that NSW Health would recruit and train new peer worker roles under the Mental Health Reform. The marked milestone for this was July 2018. Has this occurred?
- (a) If so, how many new peer workers have been recruited and trained?
 - (b) If so, at what stage of development is the NSW Peer Workforce Framework in?
 - (c) If not, why not?

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ANSWER:

9. (a) – (b) Progress of the implementation of individual actions is reported on the Department of Health website.
(c) This information is not available.
(d) The Secretary has written to the District and Network Board Chairs and Chief Executives to direct immediate action to comply with the recommendation.
10. Seclusion and restraint data is recorded and reported as episodes per 1000 occupied bed days not on an individual patient basis.
11. The rate of seclusion for 2017–18 is 5.8 episodes per 1000 occupied bed days (OBDs)
12. The rate of restraint for 2017–18 is 6.4 episodes per 1000 OBDs.
13. The data is not centrally collected.

14. Seclusion rate and frequency for Child and Adolescent Acute Mental Health Inpatient Units

Year	Rate (per 1000 OBDs)
2017–18	2.7
2016–17	6.9
2015–16	10.4
2014–15	11.6

15. Physical restraint rate and frequency for Child and Adolescent Acute Mental Health Inpatient Units

Year	Rate (per 1000 OBDs)
2017–18	10.5
2016–17	16.4
2015–16	17.8
2014–15	14.6

16. Average duration of seclusion 2017–18

	Average duration – seclusion (Hours)
CAMHS	1.6
Adult & General	4.7
Older Persons	0
NSW	4.7

17. As of April 2018, NSW public mental health services employed more than 70 FTE peer workers and there are an additional 30 FTE peer worker positions under recruitment.

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18. The NSW Ministry of Health has delivered 11 peer workforce training and development workshops since December 2017.
- (a) The NSW Ministry of Health has engaged the Mental Health Coordinating Council to deliver the nationally recognised Certificate IV Mental Health Peer Work qualification. NSW Local Health Districts and Networks have enrolled 15 peer workers to study the Certificate IV in Mental Health Peer Work qualification and nine peer workers have completed their Peer Work certificates since December 2017.
- The NSW Ministry of Health provides annual funding to BEING, the peak consumer body for NSW, to deliver the Annual Consumer Workers Forum for the NSW public mental health workforce each November. In 2018 this funding was increased by 50 per cent to support new peer workers to attend. NSW Local Health Districts and Specialty Networks have additional internal mandatory training requirements.
- (b) Refer to supplementary question 17.
19. Progress of the implementation of individual actions is reported publicly on the Department of Health website.
20. The total cost for the review of seclusion and restraint was \$298,419.73.
(a) The rate of seclusion and restraint is currently reported annually.
21. Yes
(a) September 2018
(b) N/A
(c) Work has already commenced on the Psychiatry Workforce Plan and the Mental Health Training Needs Analysis as part of the implementation of the NSW Strategic Framework for Mental Health and Workforce Plan 2018-2022.
22. Districts and networks will report on progress in their November 2018 progress report to the Ministry of Health.
23. Refer to supplementary question 17 and 18.

Budget Allocation

- 24. In your 19 June 2018 Media Release you announced that \$20 million is being committed in 2018/19 to improve therapeutic environments inside mental health units and commence planning for a number of key projects and on 28th June 2018 you responded to Question on Notice 8525 that “In June 2018 the Ministry of Health will invite all local health districts and specialty health networks that manage acute mental health units to submit proposals for projects to improve the therapeutic environment of acute mental health units. Projects and the amount of funding to be allocated to each project will be determined through an assessment process in partnership with the peak mental health consumer and carer organisations.”**
(a) It is now 10th September 2018, has this assessment process taken place?

- i. If so, which mental health units have been allocated funding?
 - ii. If not, why not?
 - iii. If not, what steps have been taken in the assessment process?
- 25. Please provide details of the \$20 million for 2018-19 financial year which has been allocated to assist local health districts.
- 26. Which specific mental health units will the funding be provided to?
- 27. How much funding will be allocated to:
 - (a) Justice Health?
 - i. Forensic Hospital?
 - ii. Long Bay?
 - iii. Metropolitan Remand and Reception Centre?
 - iv. Mulawa?
 - (b) Sydney Children's Hospital's Network?
 - i. Children's Hospital at Westmead?
 - ii. Sydney Children's
 - (c) St Vincent's Health Network?
 - i. St Joseph's?
 - ii. St Vincent's?
 - (d) Sydney Local Health District?
 - i. Concord?
 - ii. Royal Prince Alfred?
 - (e) South Western Sydney Local Health District?
 - i. Bankstown?
 - ii. Bowral?
 - iii. Campbelltown?
 - iv. Liverpool?
 - (f) South Eastern Sydney Local Health District?
 - i. Prince Of Wales?
 - ii. St George?
 - iii. Sutherland?
 - (g) Illawarra Shoalhaven Local Health District?
 - i. Shellharbour?
 - ii. Wollongong?
 - (h) Western Sydney Local Health District?
 - i. Blacktown?
 - ii. Cumberland?
 - iii. Westmead?
 - (i) Nepean Blue Mountain Local Health District?
 - i. Blue Mountains?
 - ii. Nepean?
 - (j) Northern Sydney Local Health District?
 - i. Greenwich?
 - ii. Hornsby?
 - iii. Macquarie?
 - iv. Manly?
 - v. Royal North Shore?
 - (k) Central Coast Local Health District?
 - i. Gosford?
 - ii. Wyong?
 - (l) Hunter New England Local Health District?
 - i. Armidale?

- ii. Hunter New England Mater?
 - iii. John Hunter?
 - iv. Maitland?
 - v. Manning?
 - vi. Morisset?
 - vii. Tamworth?
 - (m) Northern NSW Local Health District?
 - i. Byron Central?
 - ii. Lismore?
 - iii. Tweed?
 - (n) Mid North Coast Local Health District?
 - i. Coffs Harbour?
 - ii. Kempsey?
 - iii. Port Macquarie?
 - (o) Southern NSW Local Health District?
 - i. Goulburn?
 - ii. South East Regional?
 - (p) Murrumbidgee Local Health District?
 - i. Wagga Wagga?
 - (q) Western NSW Local Health District?
 - i. Bathurst?
 - ii. Dubbo?
 - iii. Orange Health Service?
 - (r) Far West Local Health District?
 - i. Broken Hill?
 - (s) What is the primary purpose of this funding?
28. A number of new specialist mental health units were announced as part of the Mental Health Infrastructure program. What is the exact number of beds for children and adolescents, 6 or 10?
- (a) Where will these beds be located?
 - (b) Where will the 20 beds for older people be located?
 - (c) Where will the 20 medium secure beds be located?
 - (d) What is the exact number of beds for mothers and their babies, 6 or 12? Where will these be located?
29. How many additional beds will be provided in the forensic mental health unit?
30. How many additional mental health staff have been employed under the new budget?
- (a) How many full-time equivalent positions have been created?
 - (b) How many additional staff have been allocated to each profession (i.e. nurses, social workers, peer support workers, occupational therapists, art therapists, etc.)
31. How much of the \$2.1 billion has been allocated to non-government organisations?
- (a) Please provide the specific details of where this has been allocated.
 - (b) Will there be an auditing process for these funds?

ANSWER

24. (a) Yes.

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- i. The recommendations from the assessment process are being considered and will be announced shortly.
- ii. N/A
- iii. N/A

25 – 27. Refer to supplementary question 24.

28. The number of beds as part of the Mental Health Infrastructure program for children and adolescents and mothers and their babies is subject to planning processes currently underway.

The location of beds as part of the Mental Health Infrastructure program for older people subject to planning processes currently underway.

The location of secure beds as part of the Mental Health Infrastructure program is subject to planning processes currently underway.

29. The business case is being finalised to identify the scope of individual projects to be delivered under the State Wide Mental Health Infrastructure Program.
30. Each local health district is responsible for determining the right composition of its workforce to meet the health needs of its local communities.
31. In 2018-19 NSW Health will commit approximately \$110 million (ex GST) to community managed organisations (CMOs). This does not include money allocated by Local Health Districts.
- (a) This investment will be allocated to a range of CMOs to provide supports for people with a lived experience of mental illness to live and participate in the community.
 - (b) All Funding Agreements with CMOs include standard terms and conditions that require organisations to provide annual acquittal and independent audited financial statements to the NSW Ministry of Health.

Security Staff

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| <p>32. Has any additional security staff been hired in any of the mental health units across all of the LHD's?</p> <p>33. Has there been a change in the duties that security staff are asked to undertake when on shift?</p> <ul style="list-style-type: none">(a) If yes, please clarify.(b) Have security staff been asked to help clinical staff supervise patients?<ul style="list-style-type: none">i. If yes, on how many occasions since 1 July 2017 to the 5 September 2017?ii. What does the Government intend to do in order to rectify this issue? |
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ANSWER

32. Since December 2015, and following an increased focus on security in hospitals as a result of the 12 Point Hospital Security Action Plan, there has been an additional 105

FTE security staff employed across NSW Health. Security staff are deployed to respond to incidents throughout a hospital campus.

33.

- (a) The role undertaken by NSW Health security staff is set by NSW Health policy. This policy was revised in December 2017, but only in respect of clarifying the circumstances where they may escort an individual (not a patient) from NSW Health premises.
- (b) Security staff do not have the necessary skills to undertake the clinical supervision of individual patients. Security staff may be asked to protect the clinician, patients or visitors from a safety risk or to assist the clinician in preventing a person from leaving an area. Security staff have always undertaken this activity and it is consistent with their role in NSW Health.

Suicides in Care

34. How many mental health in-patients have committed suicide while in care within a Government sector mental health unit in the 2017-18 financial year?
- (a) What was this figure for 2016-17?
 - (b) What was this figure for 2015-16?
 - (c) What was this figure for 2014-15?
 - (d) Please provide a breakdown of this figure by age group.

ANSWER

(a) – (c)

Information is published annually and is available in the Report on Government Services (ROGs) at: www.pc.gov.au/research/ongoing/report-on-government-services/2017/health/rogs-2017-volume.pdf. Note, the data published in the ROGs for NSW includes inpatient suicides for patients across all inpatient units, *and patients that suicided while on leave or absconded from care.*

2017-18 data has not been released.

(d) This is unpublished data. Due to the small numbers, publication of age may lead to patient identification.

Caution is recommended when interpreting these data. Inclusions have been based on information available in the RCA report, and not all events have a conclusive patient outcome.

Cumberland Hospital

35. What investigations took place in regards to the two deaths within Cumberland Hospital in December of 2017?
- (a) What were the specific outcomes and recommendations of these investigations?
 - (b) Which, if any of these recommendations have been implemented?

ANSWER

There were no deaths at Cumberland Hospital in December 2017.

Support in Schools

36. The NSW Government, Ministry of Health and Mental Health Commission of NSW have been working on preparing a suicide prevention framework all year. When is this expected to be completed?
- (a) When is it expected to be implemented?
 - (b) Does the current budget include funds for this program?

ANSWER

(a) The Strategic Framework for Suicide Prevention in NSW will be implemented from 2018-2023. It is anticipated the Framework will be launched in the fourth quarter of 2018.

(b) Yes.

Clinical Psychologists

- 37. For each Adult Inpatient Mental Health Unit in NSW, please advise:**
- (a) The number of beds at the unit.**
 - (b) The number of FTE clinical psychologists positions funded in the 2017/18 financial year.**

ANSWER

- (a) Detail can be found in the NSW Health Annual report
<https://www.health.nsw.gov.au/annualreport/Publications/annual-report-2017.pdf>
- (b) The Ministry of Health does not centrally collate data on funded FTE positions. Clinical psychologists are only one part of a multidisciplinary care that may include psychiatrists, psychologists, nurses and other allied health professionals. Each Local Health District is responsible for determining the right composition of its workforce to meet the health needs of its local communities.

Forensic Patients

- 38. How many forensic patients who have killed another person were granted unconditional or conditional release into the community by the Mental Health Review Tribunal between 1 January 2017 to 6 September 2018?**
- (a) How many of those patients granted leave in that period breached their conditions?**
- 39. How many forensic patients have breached their conditions of leave since you became the Minister for Mental Health?**
- 40. Would a forensic patient released into the community appear on any Police register?**
- 41. How many forensic patients are on leave in the community?**
- (a) On how many occasions in total has a forensic patient been released on leave for the following calendar years:**
 - i. 2014**
 - ii. 2015**
 - iii. 2016**
 - iv. 2017**
 - v. 2018**
- 42. Are forensic patients released into the community monitored by GPS tracking devices such as wrist bands or foot bands?**
- (a) If not, then why not?**
- 43. Which recommendations of the Review of the Mental Health Review Tribunal in respect of forensic patients will be implemented in the 2018/19 financial year?**

44. What was the final cost for conducting this review?

ANSWER

38. – 39. & 41.

Figures relating to unconditional and conditional release can be found in the annual report of the Mental Health Review Tribunal – noting that the 2017-18 report is not yet published.

40. This question should be referred to the Minister for Police.

42. The NSW Government is pursuing the necessary legislative amendments to ensure that GPS monitoring of forensic mental health patients on leave or conditional release in the community can occur on the recommendation of the Tribunal.

43. All the recommendations of the Review of the Mental Health Review Tribunal in respect of forensic patients will be implemented in the 2018-19 financial year.

44. This information is not yet available.

Resourcing and Capacity Inquiry

**45. Will you conduct an inquiry into the resourcing and capacity of publically funded mental health units in order to prevent further patient deaths?
(a) If not, then why not?**

ANSWER

NSW Health provided a submission to the Parliamentary Accounts Committee Inquiry into the Management of Health Care Delivery in NSW during 2017. This focused on how NSW Health uses its Performance and Purchasing Frameworks to drive efficiency and effectiveness in mental health service delivery.

An independent panel also undertook a review of practices associated with seclusion, restraint and observation of mental health consumers in NSW Health facilities during 2017. This expert panel was led by the NSW Chief Psychiatrist. The Reviewer had wide-ranging terms of reference which enabled the consideration of resourcing and capacity. In May 2018, the NSW Government released a plan to address each of the 19 recommendations and milestones in the review. Implementation updates are provided on the NSW Health website. None of the recommendations identified the need for greater resourcing or capacity to improve patient quality or safety.

Coffs Harbour Mental Health Services

46. Will you undertake an independent investigation into Coffs Harbour Mental Health Unit in light of the recent 7:30 report into the death of Jaimie Byrne?

ANSWER

There was a Coronial inquest into the death of Jaimie Byrne.

The Local Health District has also undertaken the following actions:

- A Root Cause Analysis (RCA).
- Open Disclosure Meeting with Mrs Byrne where findings of the RCA were shared and Mrs Byrne received a copy of the RCA.
- Two independent reviews were commissioned into the structure and culture of the District's Mental Health Service in late 2015 and early 2016 resulting in a restructure of senior mental health positions.
- At my request the Mid North Coast Local Health District invited one of the reviewers to return to undertake a progress evaluation of Mental Health Services.

John Hunter Mental Health Unit

**47. Are there any current investigations on foot into John Hunter Adolescent Mental Health Unit?
(a) Please provide details, redacting any personal information.**

ANSWER

A formal investigation using the London Protocol methodology is currently underway, following a recent incident at the Nexus Child and Adolescent Mental Health Unit at John Hunter Hospital.

The incident resulted in property damage, and the Unit was evacuated as a precaution. No patients, staff or family members were injured.

Sydney Children's Hospital, Randwick Psychiatric Ward

48. I refer to the Sydney Morning Herald article dated 22 February 2018 'Dismay over Sydney Children's Hospital psychiatric ward closure which reports on the closure of Sydney Children's Hospital, Randwick's psychiatric ward, on 25th January.
- (a) It was expected that the ward may re-open in mid-march, how long in total was the ward closed?
 - (b) How is it that a complete ward is forced to close due to the resignation of one psychiatrist?
 - (c) What steps have you taken to prevent this calamity from occurring in the future?
 - (d) What assessment did you undertake to determine the effect that had on children with mental health issues and their families who rely on Sydney Children's Hospital, Randwick psychiatric ward?
49. When clinical staff are not in agreement in relation to the discharging of a mentally unwell patient, what procedure is in place to resolve these disagreements?
- (a) What further follow-up is taken by the senior executive of the LHD?
 - i. Will the new Director of mental health position be notified of any disputes in discharging patients from their respective mental health units?

ANSWER

- 48.
- (a) The mental health ward (Saunders Unit) at Sydney Children's Hospital, Randwick stopped accepting new overnight patient admissions from 25 January 2018, with the last long term patient transferred to The Children's Hospital at Westmead on 14 February 2018. The ward reopened and commenced accepting overnight admission from 12 March 2018.
 - (b) – (d) There are ongoing challenges with staff recruitment and retention across psychiatric medicine at Sydney Children's Hospital, Randwick. As well as appointing the visiting medical officers, the Hospital is pursuing various nationwide and international recruitment strategies to ensure the ward is fully resourced. NSW Health is currently working on a psychiatry workforce plan.
49. Discharge plans are coordinated by the multidisciplinary treating team as well as taking into account the views of the young person, their carers and the community treatment teams. In situations where clinical staff do not agree about a discharge, then the admitting psychiatrist is consulted and if unresolved there is further consultation with the medical team leader (a senior psychiatrist).

In situations where disagreement persists the Sydney Children's Hospitals Network (SCHN) Head of Mental Health is informed and facilitates a resolution. All clinicians have the option of seeking a second opinion from other expert staff within the multidisciplinary team.

- (a) If required, a second opinion is sought from an expert child and adolescent psychiatrist in another Local Health District.
- (i) The Director of Mental Health will be notified when appropriate of any unresolved disagreements in relation to discharging patients, this is currently the practice in place with the SCHN Head of Mental Health.

Hunter New England Mental Health Access Line

- 50. What is the average wait time on the Hunter New England Mental Health Access Line?**
- 51. What is the longest time someone has waited on the Hunter New England Mental Health Access Line?**
- 52. How many calls were answered on the Hunter New England Mental Health Access Line in 2017-18?
(a) How many calls went unanswered?**
- 53. How many staff are available to answer calls on the Hunter New England Mental Health Access Line?**
- 54. What strategies are in place to reduce wait times on the Hunter New England Mental Health Access Line?**
- 55. Has the Minister contacted to the patient that had to wait 1 hour and 38 to have their call answered on the Hunter New England Mental Health Access Line to apologise for this wait?**

ANSWER

- 50. - 51. The most recent Hunter New England Mental Health Access Line performance data indicates that in December 2017 20% of calls had a wait time of over 2 minutes.
- 52. 5094 calls were answered.
a) The Hunter New England Local Health District answers every call made to the Mental Health Access Line. At times of high call volumes and extended wait times callers may abandon the call. The District is currently investigating options including an on-hold recorded messaging service advising of alternate options (email, fax); and a call-back service.
- 53. The Hunter New England Local Health District Mental Health Line is fully staffed by 15 experienced mental health clinicians who work over a 24-hour period, seven days per week.
- 54. Hunter New England Local Health District is investigating options including an on-hold recorded messaging service advising of alternate options (email, fax); and a call-back service.
- 55. The Minister contacted Tim Crakanthorp MP after he advocated on the patient's behalf.

Efficiency dividends

- 56. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?**
- 57. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?**
- 58. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?**
- 59. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?**
- 60. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?**

ANSWER

56. – 60.

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

Ministerial Travel/Meal Allowance

- 61. How many nights' travel were claimed by the Minister during the 2017-18 period?**
- 62. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?**
- 63. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?**
- 64. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?**

ANSWER

61 – 64.

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

65. 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?
66. 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?
67. 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?
68. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
(a) What is the cost of this?
69. 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?
70. 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?
71. 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?
72. 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?
73. Do you purchase bottled water or provide water coolers for your office?
(a) What is the monthly cost of this?
74. What non-standard features are fitted to your ministerial vehicle?
(a) What is the cost of each non-standard feature?
75. 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**

76. 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

65. 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>
66. 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.
67. 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.
68. No.
- 69-70. Floral arrangements purchased by the Ministry are managed within Ministerial office budgets.
71. My office subscribes to a modest number of publications, the costs of which are managed within the office's budget.
72. Gifts are presented to dignitaries during overseas missions and to dignitaries visiting NSW.
73. No.
74. 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.
75. 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.
76. 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

- 77. 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?**
- 78. How much has your department spent in the roll-out of the agile working environment including laptops, furniture, lockers and other equipment?**

ANSWER

77. The Ministry of Health is currently planning a transition to an activity based working environment by 2020. As part of the transition, there are plans to adopt some practices in 2018/19, such as clean desk policy, paper lite and flexible working.

Each of the Health Pillars and Local Health Districts (LHDs) has plans to transition certain functions to an activity based working environment over the next few years. The scale and maturity in 2018/19 differs for each of the Pillars and LHDs.

78. The Ministry will use existing funding for ICT to refresh laptops and mobility tools for staff in the Ministry of Health.

The investment across each of the Pillars and LHDs is budgeted locally to provide the necessary tools and equipment to adopt activity based working.

Hospitality

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

ANSWER

79. Expenditure on hospitality across the Ministry totalled \$25,350 in 2017-18 – which includes catering for stakeholder meetings and courtesy calls with visiting dignitaries.
80. Costs are managed within each agency’s recurrent budget.

Labour Hire Firms

81. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?
82. 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

81 – 82.

NSW Health uses Labour Hire firms, in accordance with NSW Public Sector 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

83. How many media or public relations advisers are employed for each of your portfolio agencies?
84. 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?
85. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?
86. 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

83 – 84.

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

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

86. No.

Facebook

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

ANSWER

87. No taxpayer money has been spent on Facebook advertising or sponsored posts.
88. Where appropriate social media is used by agencies alongside other forms of advertising as a cost effective medium of communication.

Overseas Trips

- 89. 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?
- 90. 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

89. No.
90. No.

Department/Agency Travel

- 91. 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.

Drivers

- 92. 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 the NSW Ministry of Health are provided drivers.

Consulting

- 93. 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?**
- 94. 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

93 – 94.

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

Department/Agency Staffing

- 95. 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?**
- 96. 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?**

- 97. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?**
- 98. 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

95 – 98.

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

- 99. 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?**
- 100. 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

99 – 100.

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

Merchant fees

- 101. 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.**
- 102. 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.**
- 103. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2017-18?**

ANSWER

101 – 103.

The Ministry of Health is required to impose surcharges to recoup merchant interchange fees, pursuant to Treasury Circular TC12/13.

Ministry of Health 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. It would not be possible to determine fees charged to Departmental cards, as these would either be embedded in the individual transaction cost or, if separately disclosed, would require each monthly card statement for each user to be reviewed.

Probity Auditor

- 104. 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 Ministry of Health 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 Ministry's expenses incurred in relation to probity are generally included in the overall project cost.

Domestic Violence Leave Policies, Awareness and Usage

- 105. 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?**
- 106. 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**
- 107. Who has provided training on domestic violence in the workplace?**
- 108. What percentage of staff in each agency has undertaken domestic violence training?**
- 109. 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

- 105.
- (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 references Section 84A of the Crown Employees Award (leave for matters arising from domestic violence) and Treasury Circular 14-16 Support for Employees Experiencing Domestic Violence. The *Leave Matters for the NSW Health Service Policy Directive* sets out the types of leave available to NSW Health Service employees experiencing domestic violence.
 - (b) Provisions in relation to Domestic Violence were added to the Crown Employees (Conditions of Employment) Award in 2011. Similar provisions have been included in

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NSW Health awards at various times since 2011, for example the Public Hospital Nurses' and Midwives' (State) Award (Clause 11); Health Employees' Conditions of Employment (State) Award (Clause 28A), Operational Ambulance Officers (State) Award (Clause 31A); Staff Specialists (State) Award (Clause 20A); Public Hospital Career Medical Officers (State) Award (Clause 15A); and the Public Hospital Medical Officers (State) Award (Clause 18A).

- (c) All staff members employed under the various NSW Health awards are entitled to be absent from the workplace due to an incident of domestic violence if required.
 - (d) It is not a separate leave type.
 - (e-g) In accordance with the NSW Health awards, 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 of up to five days per calendar year.
 - (h) All staff, their families and contractors have access to the Employee Assistance Program.
106. NSW Health continues to provide ongoing support and guidance on best practice approaches to supporting employees who are experiencing domestic violence.
- 107-108. Employee induction programs include what leave provisions are available to staff. Managers of staff experiencing domestic violence can receive support through the Manager-Assist component of their Employee Assistance Program. Advice is also available from Human Resources staff to managers and staff dealing with domestic violence issues.
109. NSW Health 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

- 110. 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?**
- 111. What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?**
- 112. How many complaints have been initiated in relation to:**
- (a) Sexual harassment**
 - (b) Bullying**
 - (c) Workplace violence**

ANSWER

110 – 112.

An online training course is available for all NSW Health staff and contractors who have access to My Health Learning. The needs of at-risk groups are considered in the training provided.

Observance of the NSW Health Policy Directive on the Prevention and Management of Workplace Bullying in NSW Health is mandatory.

Participation of women in Government

- 113. 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

- (a) - (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

114. 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?
115. 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.
116. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
117. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
118. 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?
119. What proportion of that electricity is it estimated will come from renewable sources, for each year?
120. 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.)?
121. 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

114 – 121.

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.

WOMEN

Women NSW Budget Spending

- 122. How much of the \$4m in the 2018-19 Budget goes to funding the NSW Women's Awards?**
- 123. How much of the \$3.6m in the 2017-18 Budget was spent on the NSW Women's Awards?**
- 124. What is the breakdown of the Women's portfolio 2017-18 Budget spending?**
- (a) How many clients were engaged?**
 - (b) How many Fulltime Time Equivalent staff employed to staff Women NSW?**

ANSWER

122. The organisers seek to meet the majority of the costs for each event via sponsorship and partnerships.

123. Refer to supplementary question 122.

124. Details of the programs and initiatives funded through the Women's portfolio are available on the Women NSW website.

124. (a) The Women's portfolio budget does not fund case management or direct service provision to clients.

(b) I am advised that there are 36 full time equivalent staff in Women NSW.

NSW Women’s Strategy

- 125. Why did take 13 months to complete and release the NSW Women’s Strategy?**
126. Why does the Year One Action Plan for the Strategy have four targets that are yet to be determined or finalised?
127. The Action Plan targets an annual report as part of the 2019 Budget on Government spending on women – will that include a comprehensive accounting of spending on Domestic and Family Violence and Sexual Assault?
128. How does the Government intend to engage the private sector to encourage the closing of the gender pay gap and foster more flexible employment arrangements for women in NSW?

ANSWER

125. I am advised that the NSW Women’s Strategy was informed by a comprehensive consultation process, involving eight community consultation workshops; state-wide public consultation through the Have Your Say Website; targeted consultations with organisations including the Domestic and Family Violence and Sexual Assault Council, Disability Council NSW, ACON and the Social Innovation Council; and consultation with relevant portfolio agencies, including members of the NSW Women’s Strategy Reference Group. This extensive consultation process required time to implement and has helped to ensure the Strategy reflects the concerns of the NSW public and responds to inequality between women and men and boys and girls across a range of social, health and economic factors.

126. I am advised that the actions in the Year One Action Plan are complex and for some actions a high level deliverable has been agreed to, which can then be refined through implementation.

127. I am advised the annual report on NSW Government spending on women will include policies, projects and program initiatives targeted at, or that will be beneficial to, women in NSW that will be delivered across NSW Government departments.

128. The NSW Women’s Strategy recognises that the NSW Government has an important leadership role to play in modelling best practice to the private sector when it comes to improving workplace flexibility and reducing the gender pay gap. The Strategy was informed by wide-reaching consultation, including with the private sector, and through the annual action plans there will be ongoing opportunities to continue engagement with the private sector to encourage them to model the types of work practices being implemented by the NSW Government.

I am also Chair of the Council for Women’s Economic Opportunity, which is made up of experts from business, industry, non-government organisations and government to facilitate discussion on strategies aimed at providing women with greater economic opportunities. The Council was consulted as part of the development of the NSW Women’s Strategy.

Job Sharing Register



129. How is the NSW government promoting the use of the jobs register for NSW government workers?

ANSWER

129. The NSW Government is strongly committed to the implementation of flexible working across the government sector. The Public Service Commission is leading the strategic imperatives and initiatives to roll out flexible working.

Efficiency Dividends

- 130. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?**
131. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?
132. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?
133. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?
134. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

ANSWER

130-134. Refer to supplementary questions 56-60.

Ministerial Travel/Meal Allowance

- 135. How many nights' travel were claimed by the Minister during the 2017-18 period?**
136. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?
137. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?
138. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?

ANSWER

135-138. Refer to supplementary questions 61-64.

Office Administration

- 139. 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?
140. 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?
- 141. 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?
- 142. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
 - (a) What is the cost of this?
- 143. 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?
- 144. 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?
- 145. 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?
- 146. 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?
- 147. Do you purchase bottled water or provide water coolers for your office?
 - (a) What is the monthly cost of this?
- 148. What non-standard features are fitted to your ministerial vehicle?
 - (a) What is the cost of each non-standard feature?
- 149. 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
- 150. 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

- 139. Refer to supplementary question 65.
- 140. Refer to supplementary question 66.
- 141. Refer to supplementary question 67.
- 142. Refer to supplementary question 68.
- 143. Refer to supplementary question 69.

- 144. Refer to supplementary question 70.
- 145. Refer to supplementary question 71.
- 146. Refer to supplementary question 72.
- 147. Refer to supplementary question 73.
- 148. Refer to supplementary question 74.
- 149. Refer to supplementary question 75.
- 150. Refer to supplementary question 76.

Agile Workspaces/Activity Based Working/Hot-desking

- 151. 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?**
- 152. How much has your department spent in the roll-out of the agile working environment including laptops, furniture, lockers and other equipment?**

ANSWER

151. I am advised that the Department of Family and Community Services 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) Refer to supplementary question 151.

152. Refer to supplementary question 151.

Hospitality

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

ANSWER:

153. Refer to supplementary question 79.

154. Refer to supplementary question 80.

Labour Hire Firms

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

156. 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

155. I am advised that the Department of Family and Community Services uses contingent labour, in accordance with NSW Public Service policies to cover temporary vacancies across the organisation as required.

156. (a) – (g) I am advised that the Department of Family and Community Services 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.

Media and Public Relations

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

158. 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?

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

160. 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:

157. I am advised that the Department of Family and Community Services staff numbers are included in the Annual Report.

158. Refer to supplementary question 157.

159. I am advised that financial information is available in the Department of Family and Community Services' annual reports and Budget Papers.

160. Refer to supplementary question 86.

Facebook

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

ANSWER:

161. Refer to supplementary question 87.

162. Refer to supplementary question 88.

Overseas Trips

163. 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?
164. 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:

163. Refer to supplementary question 89.

164. Refer to supplementary question 90.

Department/Agency Travel

165. 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:

165. (a) – (d) All departments' travel in 2017-18 was accordance with NSW Treasury and Finance Circular OFS-2014-07.

Drivers

166. 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

166. I am advised that no senior executives in the Department of Family and Community Services are provided drivers.

Consulting

167. 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?
168. 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

167-168. Refer to supplementary questions 93-94.

Department/Agency Staffing

169. 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?
170. 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?
171. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?
172. 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

169-172. Refer to supplementary questions 95-98.

Smart Phone Accounts

173. 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?**
- 174. 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:

173-174. Refer to supplementary questions 99-100.

Merchant Fees

- 175. 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.**
176. 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.
177. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2017-18?

ANSWER:

175-177. 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.

Probity Auditor

- 178. 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:

178. I am advised that in accordance with the NSW Procurement Board's Direction (PBD-2013-05), the Department of Family and Community Services 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

- 179. 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?
180. 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
181. Who has provided training on domestic violence in the workplace?
182. What percentage of staff in each agency has undertaken domestic violence training?
183. 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:

179. (a) 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) I am advised that Section 84A was added to the Award in 2011.

(c) 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) I am advised that it is not a separate leave type.

(e) 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 special leave maybe granted up to five days per calendar year.

(f) Refer to supplementary question 179. e).

(g) Refer to supplementary question 179. e).

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

180. (a) I am advised that the Department of Family and Community Services 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) 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.

181. I am advised that the Department of Family and Community Services developed training packages. Employees complete this training through an online module.

182. I am advised that the nature of the work undertaken by the majority of the Department of Family and Community Services 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.

183. I am advised that the Department of Family and Community Services complies with the highest levels of document and privacy management consistent with the Privacy and Personal Information Protection Act 1998.

Sexual Harassment and Anti-bullying Training and Awareness Programs

- 184. 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?**

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

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

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

ANSWER

184. (a) I am advised that in addition to Code of Conduct training, Department of Family and Community Services 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.

The Department of Family and Community Services 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) – (f) Refer to Supplementary Question 184 (a).

185. – 186. Refer to Supplementary Question 184 (a).

Participation of Women in Government

- 187. 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:

187. (a) This information is publicly available in the Department of Family and Community Services’ Annual Report.

(b-d) Refer to supplementary question 187 (a).

(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) I am advised that the Department of Family and Community Services 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

188. 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?
189. 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.
190. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
191. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
192. 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?
193. What proportion of that electricity is it estimated will come from renewable sources, for each year?
194. 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.)?
195. 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

188-195. Refer to supplementary questions 114-121.

AGEING

National Agreement on Pay Equity for the Social and Community Services Sector

196. Has the National Agreement on Pay Equity for the Social and Community Services Sector expired, and if so, on which date?
197. Was the aim of the Agreement to enable social and community services sector organisations to meet their obligations under the relevant award?
198. Has the Combined Pensioners and Superannuants Association of NSW Inc (CPSA), which was eligible from 2012 for SACS ERO Supplementation funding, stopped receiving this funding as of 30 June 2017, and if so why?
199. Do any of the terms and conditions of the new funding agreement make it clear that no SACS ERO Supplementation funding would be payable under the funding agreement?
200. Did the CPSA receive an amount equivalent to that which they would have received under SACS ERO Supplementation funding in the contract rates?
201. Is the Minister aware that CPSA has had to sack one part-time worker as a result of SACS ERO Supplementation funding not being included in “contract rates”?
202. Is the Minister aware of any other organisations that are in a similar position as CPSA?
203. Is the NSW Government attempting to quietly get rid of outspoken community sector organisations by slowly starving them of funds?

ANSWER:

196. -197. This is a matter more appropriately answered by the NSW Treasurer, who is the NSW lead for the National Agreement on Pay Equity for the Social and Community Services Sector and should be referred accordingly.

198. I am advised the NSW Government committed to paying ERO supplementation to all organisations that had a contract in place in 2012, and employed staff under the SACS Modern Award (or had enterprise agreements in place that directly apply SACS Award pay rates). New funding agreements established after 2012–13 are not eligible for ERO supplementation.

199. I am advised that organisations with contracts commencing after 30 June 2013 are deemed to have been aware of the financial impact on wages of the ERO and are expected to have made provision for the known costs.

200. I am advised the CPSA is not eligible for SACS ERO supplementation under its new three-year funding agreement.

201. I am advised the Department of Family and Community Services encouraged the organisations funded under the Ageing and Advocacy program to identify strategies to reduce costs.

202. I am advised that there are no other organisations funded under the Ageing and Advocacy program that have advised they are in a similar position.

203. I am advised that ageing and advocacy program specifications require a focus on state-based issues.

Ageing Strategy Projects

- 204. Is it correct that under funding agreements, relevant FACS-funded organisations are required to carry out projects to implement the Ageing Strategy?**
- 205. Do those organisations receive additional funding, or specific funding, to carry out these Ageing Strategy associated projects?**
- 206. Are organisations expected to fund these projects from their core funding and therefore lose some capacity to carry out their core functions?**
- 207. Can the Minister confirm that the NSW Government wants to spruik an ageing strategy but not pay for it, instead catching a free ride on the back of cash-strapped community organisations?**

ANSWER:

204. Funding for ageing organisations is just one of multiple NSW Ageing Strategy activities funded through the Ageing Strategy funding stream.

In 2018-19, \$8.8 million is budgeted for the Ageing Strategy, including the ageing and advocacy organisations and multiple other activities in the implementation of the Strategy. This includes:

- The NSW Elder Abuse Helpline and Resource Unit
- A case coordination trial for the NSW Elder Abuse Helpline and Resource Unit
- Expansion of the NSW Seniors Card program
- The Tech Savvy Seniors program.
- NSW Seniors Festival, including the Premier's Gala Concerts and Seniors Festival Expo
- Liveable Communities grants.

The Ageing Strategy Action plans also identify efforts to understand more about the priorities of older people through consultation, research and supporting the operation of advocacy organisations with both in kind and financial resources. Subsequently, new three year Agreement for Funding of Services were approved on 15 February 2017 for the Council on the Ageing NSW (COTA NSW), the Combined Pensioners and Superannuants Association (CPSA), the Older Women's Network NSW (OWN NSW) and the Seniors Rights Service (SRS).

As above additional funding is also provided to other community managed organisations to deliver specific projects under the NSW Ageing Strategy, which are reported in NSW Ageing Strategy Progress Report.

These include:

Portfolio Committee No. 2 – Health and Community Services
Budget Estimates 2017-18 – Supplementary Questions
Responses to questions relating to the Mental Health, Women and Ageing portfolios
6 September 2018

- Cooking for One or Two project contracted by The Benevolent Society to deliver and program
- The Getting Active Plan - an accessible sports and modified programs led by FACS and rolling out across NSW by partner sporting organisations.
- Global Access Partners taskforce on productive ageing creating innovative projects to retain workers aged 45-64.
- Home Modifications Australia and the Healthy Homes information series partnership with Bunnings for home modifications and renovations.
- The Benevolent Society Grandparent Connection intergenerational program..

205. Specific, project-based funding is provided.

206. No.

207. Refer to supplementary answer 204.

Efficiency Dividends

- 208. What is the forecast efficiency dividend saving for each agency within your portfolio in 2018-19?**
- 209. What is the forecast efficiency dividend saving for each agency within your portfolio in 2019-20?**
- 210. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?**
- 211. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?**
- 212. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?**

ANSWER

208-212. Refer to supplementary questions 56-60.

Ministerial Travel/Meal Allowance

- 213. How many nights' travel were claimed by the Minister during the 2017-18 period?**
- 214. How many nights' travel were claimed by the Minister's spouse during the 2017-18 period?**
- 215. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2017-18?**
- 216. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2017-18?**

ANSWER

213-216. Refer to supplementary questions 61-64.

Office Administration

217. 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?
218. 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?
(c) What is the cost of replacing those phones?
219. 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?
(c) What was the cost of replacing these devices?
220. Has any artwork been purchased or leased for display in your ministerial office in 2017-18?
(a) What is the cost of this?
221. 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?
222. 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?
223. 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?
224. 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?
225. Do you purchase bottled water or provide water coolers for your office?
(a) What is the monthly cost of this?
226. What non-standard features are fitted to your ministerial vehicle?
(a) What is the cost of each non-standard feature?
227. 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
228. 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:

217. Refer to supplementary question 65.

- 218. Refer to supplementary question 66.
- 219. Refer to supplementary question 67.
- 220. Refer to supplementary question 68.
- 221. Refer to supplementary question 69.
- 222. Refer to supplementary question 70.
- 223. Refer to supplementary question 71.
- 224. Refer to supplementary question 72.
- 225. Refer to supplementary question 73.
- 226. Refer to supplementary question 74.
- 227. Refer to supplementary question 75.
- 228. Refer to supplementary question 76.

Agile Workspaces/Activity Based Working/Hot-desking

- 229. 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?**
- 230. How much has your department spent in the roll-out of the agile working environment including laptops, furniture, lockers and other equipment?**

ANSWER

- 229. Refer to supplementary question 151.
- 230. Refer to supplementary question 151.

Hospitality

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

ANSWER

- 231. Refer to supplementary question 79.
- 232. Refer to supplementary question 80.

Labour Hire Firms

- 233. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?**
- 234. 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:

233. Refer to supplementary question 155.

234. Refer to supplementary question 156.

Media and Public Relations

- 235. How many media or public relations advisers are employed for each of your portfolio agencies?**
- 236. 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?**
- 237. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?**
- 238. 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:

235. Refer to supplementary question 157.

236. Refer to supplementary question 157.

237. Refer to supplementary question 159.

238. Refer to supplementary question 86.

Facebook

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

ANSWER:

239. Refer to supplementary question 87.

240. Refer to supplementary question 88.

Overseas Trips

241. 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?
242. 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:

241-242. Refer to supplementary questions 163-164.

Department/Agency Travel

243. 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:

243. Refer to supplementary question 165.

Drivers

244. 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:

244. Refer to supplementary question 166.

Consulting

245. 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?

246. 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:

245-246. Refer to supplementary questions 93-94.

Department/Agency Staffing

247. 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?
248. 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?
249. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?
250. 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:

247-250. Refer to supplementary questions 95-98.

Smart Phone Accounts

251. 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?
252. Do the Departments/agencies within your portfolio have an Android account?
- (a) What was the total expenditure in 2017-18 on Android?

ANSWER:

251-252. Refer to supplementary questions 99-100.

Merchant Fees

253. 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.
254. 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.
255. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2017-18?

ANSWER:

253-255. Refer to supplementary questions 175-177.

Probity Auditor

256. 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:

256. Refer to supplementary question 178.

Domestic Violence Leave Policies, Awareness and Usage

257. 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?
258. 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
259. Who has provided training on domestic violence in the workplace?

260. What percentage of staff in each agency has undertaken domestic violence training?
261. 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:

257. Refer to supplementary question 179.

258. Refer to supplementary question 180.

259. Refer to supplementary question 181.

260. Refer to supplementary question 182.

261. Refer to supplementary question 183.

Sexual Harassment and Anti-bullying Training and Awareness Programs

262. 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?
263. What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?
264. How many complaints have been initiated in relation to:
- (a) Sexual harassment
 - (b) Bullying
 - (c) Workplace violence

ANSWER:

262. Refer to supplementary question 184.

263. Refer to supplementary question 184.

264. Refer to supplementary question 184.

Participation of Women in Government



265. 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:

265. Refer to supplementary question 187.

Energy

266. 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?
267. 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.
268. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
269. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
270. 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?
271. What proportion of that electricity is it estimated will come from renewable sources, for each year?
272. 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.)?
273. 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:

Portfolio Committee No. 2 – Health and Community Services
Budget Estimates 2017-18 – Supplementary Questions
Responses to questions relating to the Mental Health, Women and Ageing portfolios
6 September 2018

266-273. Refer to supplementary questions 114-121.