

BUDGET ESTIMATES 2018-2019

PREMIER

SUPPLEMENTARY QUESTIONS ON NOTICE

QUESTION – Investigation into Michael Photios

1. Have you been interviewed by, or provided information to, the NSW Electoral Commission as part of its investigation into the conduct of Michael Photios?
2. Have any of your staff been interviewed by, or provided information to, the NSW Electoral Commission as part of its investigation into the conduct of Michael Photios?
3. Will the results and findings of the investigation by the NSW Electoral Commission into Michael Photios be made public?
4. When will the NSW Electoral Commission investigation into Michael Photios be completed?
5. Do you know Michael Photios?
6. Prior to 23 March 2018, how many times did Michael Photios contact you regarding matters relating to the CBD light rail?
7. Prior to 23 March 2018, how many times did Michael Photios contact your staff regarding matters relating to the CBD light rail?
8. Since 23 March 2018, how many times has Michael Photios contacted you regarding matters relating to the CBD light rail?
9. Since 23 March 2018, how many times has Michael Photios contacted you regarding matters relating to the CBD light rail?
10. What is the penalty for breaching the lobbyist code of conduct?
11. When did you become aware of the proposal to provide a \$500 million liquidity facility to ALTRAC?

ANSWER:

1-2. No.

3 - 4. These are matters for the NSW Electoral Commission.

5. This is public knowledge.

6. Ministerial diary disclosures are publically available.

I note the Shadow Cabinet continues to refuse to disclose diaries and the Leader of the Opposition has repeatedly breached his election commitment to disclose his diary every two months.

7. Ministerial staff are contacted by members of the public and stakeholders regarding issues of interest to NSW residents. All staff are required to comply with the NSW Office Holder's Staff Code of Conduct at all times and I expect them to do so.

8 - 9. I refer you to answer 6.

10. This information is publically available.

11. I refer you to Premier's Memorandum M2006-08.

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QUESTION – Australian Multicultural Christian Society

12. Does the failure of the Department of Premier and Cabinet to take legal action, after more than 12 months of consideration, to recover \$10,000 of public money from the Australian Multicultural Christian Society,:
- (a) reflect its fear of taking action against Liberal Party apparatchiks?
 - (b) indicate that the integrity of the Department has been debauched by political considerations?
 - (c) expose a lack of resources to complete straightforward tasks?
 - (d) demonstrate its inability to provide frank and fearless professional advice?
 - (e) show that under your administration there is one standard for Liberal Party apparatchiks and another standard for everyone else?
 - (f) confirm that the Berejiklian Government puts the public interest second to partisan political considerations ?
13. Does the Department of Premier and Cabinet expect to complete its consideration of the action it will take regarding the \$10,000 grant to the Australian Multicultural Christian Society before the election in March 2019?

ANSWER:

12-13. I am advised the Australian Multicultural Christian Society (AMCS) has not returned the grant of \$10,000 received from the Department of Family and Community Services from the Community Building Partnership Program (CBP program). The Department of Family and Community Services sent a letter to the President of the AMCS on 22 June 2018 to notify him that he, the AMCS and any organisations for which he acts as a board director or office bearer, are ineligible for further funding under the CBP Program for a period of five years.

QUESTION – NSW Electoral Commission

14. Does the NSW Electoral Commission have a media protocol for the release of public statements?
- (a) If so, is it available and where?

ANSWER:

14. I am advised by the NSW Electoral Commission that the NSW Electoral Commission's *Compliance and Enforcement Publication Policy and Procedures* is available on its website. This document is being updated to reflect the recent legislative changes.

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QUESTION - CBD Light Rail

15. The Auditor General reported that the NSW Government “did not effectively plan and procure the CSELR project to ensure it maximised value for money for New South Wales.” Do you agree with the Auditor General?
16. Has the Auditor General found that it was “not correct” that “huge wins” were responsible for the \$500 million cost increase of the CBD light rail?
- (a) If so, do you accept that your media statement of 14 October 2014 was “not correct”?
 - (b) If so, what action have taken to correct the record?

ANSWER:

15-16. I refer you to my previous answers in parliament and on the public record regarding this matter.

QUESTION - Urban Growth Development Corporation

17. Question On Notice 7437 directed to you as Premier reads:
How many staff were transferred from Landcom, trading as UrbanGrowth NSW, to the UrbanGrowth Development Corporation in 2017?
How many staff have resigned from the UrbanGrowth NSW Development Corporation as at 8 February 2018?
- a. *What reasons have been given for the resignation of staff?*
- Your answer was:
“Staffing levels within NSW government agencies are reported regularly in agency annual reports.”
- Information of the kind sought in the question on notice was not contained in the Urban Growth Development Corporation Annual Report 2017, or in Annual Reports of the Department of Premier and Cabinet.
- Why did you not provide an answer that was responsive to the question on notice?
18. How many staff were transferred from Landcom, trading as UrbanGrowth NSW, to the UrbanGrowth Development Corporation in 2017?
19. How many of the staff who were transferred to the Urban Growth Development Corporation have since left the Urban Growth Development Corporation?
20. What reasons have been given in exit interviews for these departures?
21. What is the average attrition rate in the NSW Public Service?
22. How do you explain the higher turnover of staff in the Urban Growth Development Corporation?
23. How many of the former Landcom staff that remain at the Urban Growth Development Corporation have been notified that they will be having a pay cut when the two year transition period expires?
24. Are the Chief Executive Officer and the Chief Operating Officer among the staff having their pay cut?
25. Why are staff having their pay cut?

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26. Question On Notice 5843 directed to you as Premier reads:

Will existing staff have jobs under the new structure of UrbanGrowth NSW?

Will there be any net loss of pay and conditions for UrbanGrowth NSW staff as a result of the restructure?

Your answer reads:

The terms and conditions of employment of employees transferred to from Landcom to the UrbanGrowth Development Corporation Staff Agency are set out in the State Revenue and Other Legislation Amendment (Budget Measures) Act 2017?

Pages 21-22 of that legislation says transferring staff cannot have their pay and conditions reduced during the transition period as defined, but does not say what will happen to the pay of those staff after the transition period.

Why did you not provide a full and responsive answer to the question?

27. How many of the staff transferred to the Urban Growth Development Corporation who remain employed with the Urban Growth Development Corporation will have a net reduction in pay?
28. How many of the staff transferred to the Urban Growth Development Corporation who remain employed with the Urban Growth Development Corporation will have a net reduction in other conditions of employment?
- (a) What other conditions will be cut?
29. What are the results of the Employee Engagement Survey 2017 conducted among staff of the Urban Growth Development Corporation?
30. In that Survey, what was the level of confidence that staff had in the management of the UrbanGrowth Development Corporation?
31. In that Survey, what was the level of confidence that staff had in the Chief Executive Officer of the UrbanGrowth Development Corporation?
32. In that Survey, what level of confidence did staff have in the ability of the Urban Growth Development Corporation to manage change?
33. Will you make public the Survey and its results?
34. Will you provide a copy of the Survey and its results to this Committee?
35. Noting that the People Matter survey was not published by 10 September 2018, as indicated on the website:
- (a) How did the People Matters survey results for the Urban Growth Development Corporation compare with those for the rest of the Public Service?
- (b) How did the Urban Growth Development Corporation staff rate the management at the Urban Growth Development Corporation in the People Matters survey?
- (c) How much affordable housing has the Urban Growth Development Corporation delivered since it was separated from Landcom?

ANSWER:

Urban Growth NSW has advised:

17-19. My answer remains unchanged. Staffing statistics are outlined in the Agency's Annual Report.

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20-22. Employees have cited various reasons for their departure, including opportunities in other sectors.

23-28. At the end of the transition period, each role will be assessed and employees' conditions of employment will align to that of the assessment under the Government Sector Employment Act 2013 and Crown Employees (Public Service Conditions of Employment) Award 2009.

29-35. The survey results were made available to all staff through UrbanGrowth NSW Development Corporation through presentations and publication on the staff intranet. This survey has now been superseded by the 2018 survey which is available on the Public Service Commission website.

Eight of nine key engagement components achieved a higher rating than the Public Sector average, with the overall engagement score at 68 and the Senior Management satisfaction rate at 69%.

QUESTION - Electricity supply to agencies

36. 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?
37. 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.
38. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
39. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
40. 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?
41. What proportion of that electricity is it estimated will come from renewable sources, for each year?
42. 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)?
43. What is the name of the energy supplier to each agency in your portfolio for each of:
- (a) 2018-19?

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(b) 2019-20?

(c) 2020-21?

(d) 2021-22?

44. For each agency in your portfolio by name, when does the current energy supply contract end? When was it entered into?

ANSWER:

36-44. 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.

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QUESTION - Thompson Square, Windsor:

45. How many of the unbroken 'convict' bricks being removed from the site will be saved and referred to a site where they can be preserved appropriately?
46. How many broken 'convict' bricks being removed from the site will be saved and referred to a site where they can be preserved appropriately?
47. Where will the remaining broken and unbroken bricks be removed to, and for what purpose?
- (a) Will the bricks be sold, and if so;
- i. By whom?
- ii. When and how will they be sold?

ANSWER:

This question would be more appropriately addressed to the Minister for Roads, Maritime and Freight.

QUESTION - Debt Owed To Councils:

48. When will the Government pay the almost \$813,000 in for legal expenses owing to Lane Cove and Hunters Hill Councils, that it was ordered to pay by the Court of Appeal in July 2017, following the Government's failed forced council merger attempts?

ANSWER:

The question would be more appropriately addressed to the Minister for Local Government.

QUESTION - IPART Reports:

49. IPART handed its Report on 'Compliance and Red Tape Review' to the Government in April 2016, and its 'Review of the Local Government Rating System' in December 2016. Why has the Government refused to release or respond to either of these major reports?
50. When will the Government publicly release these major reports and officially respond to them?

ANSWER:

These reports are under consideration by the Government.

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QUESTION - Port of Newcastle

51. I refer to the Minister for Roads, Maritime and Freight support of a container terminal at the Port of Newcastle (Budget Estimates 7/9/18), does the Premier support a container terminal at the Port of Newcastle?
 - (a) If so, will the Premier remove the anti-competitive cap on containers at the port?
 - (b) If not, why not?
52. Does the port commitment deed restrict the number of containers that can pass through the Port of Newcastle?
 - (a) If so, does the Premier agree that this is anti-competitive?
53. Has the Premier, any of her staff or her department been interviewed by the ACCC as part of their investigation into the ports transaction?
54. On which date did the Government inform the Australian Competition and Consumer Commission of its formal decision to invite Newcastle Stevedores Consortium to develop a container terminal at the Port of Newcastle subject to Newcastle Stevedores Consortium making the Government whole for any cost the Government incurred to NSW Ports in respect of this development?
55. Was a decision made in 2012 to require any future operator of a container terminal at the Port of Newcastle to make the government whole for any cost the government incurred from paying the operator of Port Botany in respect of future container capacity development at the Port of Newcastle?
56. Was Newcastle Stevedores Consortium required in 2013 to make the Government whole for any cost the Government incurred from paying NSW Ports in respect of future container capacity development at the Port of Newcastle?
57. Was a decision made in 2013 to require any future lessee of the Port of Newcastle to make the Government whole for any cost the Government incurred from paying NSW Ports in respect of future container capacity development at the Port of Newcastle?
58. Was the lessee of the Port of Newcastle required in 2014 to make the Government whole for any cost the Government incurred from paying NSW Ports in respect of future container capacity development at the Port of Newcastle?
59. Did the Government inform the Australian Competition and Consumer Commission in 2012 that the Government decided not to develop a container terminal at the Port of Newcastle?
60. Why does the Government charge a fee for containers shipped through the Port of Newcastle?
61. Does the Premier consider that this fee is anti-competitive?
62. Will the Premier abolish the anti-competitive fee on containers shipped through the port of Newcastle and allow a container terminal to be built in Newcastle?
63. Does the premier support the development of a container terminal at the Port of Newcastle, which would drive growth, provide local jobs and provide a boost to business in the Hunter and Northern New South Wales?

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64. Is the Premier aware of the Australian Competition and Consumer Commission (ACCC) investigation into the Government's anti-competitive cap on container movements at the Port of Newcastle?
65. What is the purpose of the fine charged to the Port of Newcastle for every container shipped over a certain limit?
66. Will the Premier immediately remove this anti-competitive government restriction and allow the development of a container terminal at the Port of Newcastle?
67. Is the Premier aware of the Australian Competition and Consumer Commission (ACCC) investigation into the Government's anti-competitive cap on container movements at the Port of Newcastle?
68. What is the purpose of the fine charged to the Port of Newcastle for every container shipped over a certain limit?
- (a) Will the Premier immediately remove this anti-competitive government restriction and allow the development of a container terminal at the Port of Newcastle?

ANSWER:

51. Any decision to build a container terminal at Newcastle is a matter for the operator of the Port of Newcastle.
52. No, the Port Commitment Deed does not restrict the number of containers that can pass through the Port of Newcastle.
53. No staff from the Office of the Premier or the Department of Premier and Cabinet have been interviewed by the ACCC as part of their investigation into the ports transaction.
54. I understand this question has already been answered by the Treasurer.
55. I understand this question has already been answered by the Treasurer.
56. I understand this question has already been answered by the Treasurer.
57. I understand this question has already been answered by the Treasurer.
58. I understand this question has already been answered by the Treasurer.
59. The Government has not charged any fees on containers through the Port of Newcastle.
60. The Government has not charged any fees on containers through the Port of Newcastle.
61. I refer you to my above answer.
62. Any decision to build a container terminal at Newcastle is a matter for the operator of the Port of Newcastle.
63. Any decision to build a container terminal at Newcastle is a matter for the operator of the Port of Newcastle.
64. The ACCC regularly undertakes reviews into matters of interest.
65. The Government has not charged any fees on containers through the Port of Newcastle.
66. The Government has not charged any fees on containers through the Port of Newcastle.
67. I refer you to my previous answer.
68. I refer you to my previous answer.

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QUESTION – Efficiency dividends

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

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

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

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

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

ANSWER:

69-73. Savings from the NSW Government's efficiency dividend are outlined in the Budget Papers.

QUESTION – Ministerial Travel/Meal Allowance

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

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

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

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

ANSWER:

74-77. 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.

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QUESTION – Office Administration

78. 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?

79. How many blackberries/iphones/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?

80. 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?

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

(a) What is the cost of this?

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

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

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

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

84. 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?

85. 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?

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

(a) What is the monthly cost of this?

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

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

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

(a) Taxi hire

(b) Limousine hire

(c) Private hire care

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(d) Hire car rental

(e) Ridesharing services

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

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

ANSWER:

78. 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>

79. 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.

80. 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.

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

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

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

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

86. No

87. 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.

88. 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.

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

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QUESTION - Agile Workspaces/Activity Based Working/Hot-desking

90. 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?

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

ANSWER:

90. The Department of Premier and Cabinet Portfolio adopted “agile working environment and activity based working” (ABW) practices in December 2014 as part of its move to 52 Martin Place.

91. The cost of the ABW environment was part of the overall fitout cost of 52 Martin Place as disclosed in the 2014-15 Financial Statements of the Department. The move to 52 Martin Place achieved a 23% reduction of office floor space. The combination of the relocation to 52MP and the change to ABW has resulted in an annual cost saving of \$6.7 million.

QUESTION - Hospitality

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

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

ANSWER:

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

93. Costs are managed within each agency’s recurrent budget.

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QUESTION - Labour Hire Firms

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

95. 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:

94 and 95. The Premier and Cabinet Cluster uses Labour Hire firms, in accordance with NSW Public Service policies to cover temporary vacancies as required. There are no central records maintained, with operations authorised to make such arrangements, subject to their overall labour expense cap.

QUESTION - Media and Public Relations

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

97. 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?

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

99. 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:

96. DPC staff numbers are included in the Annual Report.

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

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

99. No.

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QUESTION - Facebook

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

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

ANSWER:

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

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

QUESTION - Overseas Trips

102. 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?

103. 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:

102-103. Details of overseas travel including costs are published on the Department of Premier and Cabinet's website.

QUESTION - Department/Agency Travel

104. 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:

104. All Departments' travel in 2017-18 was accordance with NSW Treasury and Finance Circular OFS-2014-07. In addition, for DPC, travel accords with the Department's Taxi Usage Policy.

(a) \$366,142. This compares with \$466,745 in 2009-10

(b) \$1,000. This compares with \$10,000 in 2009-10

(c) \$44,208. This compares with \$53,047 in 2009-10

(d) \$3,288.

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QUESTION - Drivers

105. 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:

105. No senior executives in the Department of Premier and Cabinet are provided drivers.

QUESTION - Consulting

106. 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?

107. 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:

106-107. The Financial Statements, including expenditure on consultants, are available in agency annual reports.

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QUESTION - Department/Agency Staffing

108. 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?

109. Have any staff who received a redundancy in the last two years undertaken any paid work or services?

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

111. 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:

108-111 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.

QUESTION - Smart Phone Accounts

112. 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?

113. 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:

112-113. IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

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QUESTION - Merchant fees

114. 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.

115. 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.

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

ANSWER:

114-116. All NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13. DPC does not accept payment for goods and services, so we do not impose merchant fees on our customers.

DPC 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 charges 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.

QUESTION - Probity Auditor

117. 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:

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

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QUESTION - Domestic Violence Leave Policies, Awareness and Usage

118. 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 weblink 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?

119. 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

120 Who has provided training on domestic violence in the workplace?

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

122 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:

118(a). Section 6.18 of the Public Service Industrial Relations Guide provides guidance to staff and management on appropriate strategies for supporting a staff member experiencing domestic violence. This guidance further references Section 84A of the Award (leave for matters arising from domestic violence) and Treasury Circular 14-16 Support for Employees Experiencing Domestic Violence.

(b). Section 84A was added to the Award in 2011.

(c). All staff members employed under the Award in a cluster agency are entitled to be absent from the workplace due to an incident of domestic violence if required. Similar clauses apply to agencies covered by their own negotiated agreements.

(d). It is not a separate leave type.

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(e-g). In accordance with the Award, staff may utilise all available Family and Community Service Leave, Sick Leave and Carer's Leave to assist with managing domestic violence circumstances. If this leave is unavailable special leave maybe granted up to five days per calendar year.

(h). All staff, their families and contractors have access to the Employee Assistance Program.

119. DPC 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.

120. An e-learning module has been developed in consultation with Family and Community Services

121. DPC is working to ensure all staff are trained in line with the developed modules.

122. DPC complies with the highest levels of document and privacy management consistent with the *Privacy and Personal Information Act 1998* (NSW).

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QUESTION - Sexual harassment and Anti-bullying training and awareness programs

123. 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?

124. What percentage of staff in each agency has undertaken sexual harassment and antibullying training and awareness programs?

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

(a). Sexual harassment

(b). Bullying

(c). Workplace violence

ANSWER:

123.

a) This training was formally introduced first in July 2013 and is regularly reviewed and updated in accordance with policies and guidance.

(b) & (c) Attendance at sexual harassment and anti-bullying training courses is mandatory for the Department of Premier and Cabinet and a number of other agencies in the cluster.

(d) Session times vary between trainers and agencies but range from 2 hours up to half a day.

(e) Various specialist providers as well as EAP providers. Some agencies utilise training courses organised by others within the cluster to maximise efficiencies.

(f) The needs of at-risk groups are considered in the training provided.

124 - 125. Participation is mandatory in the Department of Premier and Cabinet and a number of agencies in the cluster.

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QUESTION - Participation of women in Government

126. 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:

126(a) to (d). This information is publicly available in each agency's Annual Report.

126(e). All agencies use gender balance on interview panels as well as offering flexible working arrangements to allow better management of work and home commitments. Agencies continue to promote diversity and inclusion strategies which promote a workplace free from social biases of any kind.

126(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.

126(g). The workforce profile data collected by the PSC is made available to Women NSW.

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QUESTION - Energy

127. 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?

128.. 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.

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

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

131. 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?

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

133. 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)?

134. 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:

127-134. I refer you to my previous answer in this document.