



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2018-2019
Supplementary Questions

Portfolio Committee No. 1 – Premier and Finance

INNOVATION AND BETTER REGULATION

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Answers due by: Tuesday 2 October 2018

Budget Estimates Secretariat
Phone 9230 3313
BudgetEstimates@parliament.nsw.gov.au

INNOVATION AND BETTER REGULATION

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

Licensing

1. How many submissions (of the 400+ submissions) received to the Government's Easy and Transparent Trading consultation paper were in favour of scrapping home building licenses for the trades listed in section 1.6 of the discussion paper?
 - (a) How many were opposed to removing the home building licenses for trades listed in section 1.6 of the Government's Easy and Transparent Trading consultation paper?

ANSWER:

Unless a person who has made a submission has asked for it to be kept confidential, all submissions will be publicised on Fair Trading's website. I can advise that this will likely occur before Christmas, with submission being published progressively. I can confirm that seven submissions supported removing some or all of the licenses canvassed in section 1.6 of the consultation paper.

2. When did the Minister meet with representatives from the Real Estate Institute on the Easy and Transparent Trading consultation paper's proposed reform to remove the requirement to hold an endorsed licence to be an auctioneer?

ANSWER:

All my meetings are disclosed in line with Premier's Memorandum M2015-05-Publication of Ministerial Diaries and Release of Overseas Travel Information.

3. Did the Minister assure the Institute of Painters and Decorators and other representatives from the painting industry, including the Master Painters, that they would be exempt from any changes to licensing.

- (a) Was this assurance given in writing?
- (b) If not, was the assurance give in a meeting between industry representatives and the Minister after the consultation paper was released?

ANSWER:

All my meetings are disclosed in line with Premier's Memorandum M2015-05-Publication of Ministerial Diaries and Release of Overseas Travel Information. An announcement will be made on this issue in due course.

Residential Tenancy Act

4. What are the policy reasons the Minister and the Office of Fair Trading have identified in favour of allowing landlords to evict tenants with no-fault?

ANSWER:

Both the Greens and the Labor Party moved amendments to the *Residential Tenancies Amendment (Review) Bill 2018* to abolish no ground terminations when the Bill was considered by the Legislative Assembly on Wednesday 26 September 2018.

The Government did not support these amendments. In debate I set out the Government's reasons for this, and I refer the committee to these reasons.

5. Does the Office of Fair Trading have the capacity to collect complete data on the number of no-fault evictions in NSW?

(a) If so, how many no-fault evictions have been issued in the past year to tenants in NSW?

(b) If not, does the Department have a plan to collect this data?

ANSWER:

NSW Fair Trading does not collect data on the reasons for termination of leases under the Residential Tenancies Act 2010.

(a) As above.

(b) NSW Fair Trading does not have any current plan to collect this data.

6. Does the Government plan to provide protection for tenants experiencing domestic violence, so they are able to immediately leave their rental property without financial or other consequences?

ANSWER:

Yes, the Residential Tenancies Amendment (Review) Bill 2018 currently before the Legislative Council provides protections for tenants experiencing domestic violence including the ability for a tenant experiencing domestic violence to terminate their lease immediately with no financial penalty.

(a) Does the Office of Fair Trading intend to collect and analyse data of domestic violence and tenancy issues?

ANSWER:

The provisions that make it easier for a victim of domestic violence to end a tenancy contained within the Residential Tenancies Amendment (Review) Bill 2018, and certain other provisions, will be reviewed three years after the commencement of the Bill.

Short Term Holiday Letting

7. Does the Government have a plan to work with LGAs and short term holiday letting to administer the proposed 180 day cap?
- (a) If so, what measures will the Government put in place to ensure properties cannot exceed the 180 day cap?

ANSWER:

This matter should be referred to the Minister for Planning.

8. Will the Minister commit to introducing the code of conduct and registry before the Christmas holidays?

ANSWER:

The code of conduct will be introduced after appropriate development and consultation.

9. Can the minister explain how Fair Trading will work with short term holiday letting websites, such as Airbnb and Stayz, to ensure that data on party houses will be accurately recorded?
- (a) What measures will the Government take to ensure that repeat offenders are unable to re- list properties?

ANSWER:

The collection of information is one of the matters that the Code of Conduct for the short term rental industry will provide for. Development of the Code of conduct is currently underway, and how information will be collected, recorded and reported upon will be determined during this process.

An exclusion register will be established which may list guests and hosts who have committed two serious breaches of the industry code of conduct in two years. Being listed on the exclusion register will mean a five-year ban on participation in the short-term rental accommodation industry.

Strata

10. How many strata plans are registered in NSW?

ANSWER:

I am advised by Fair Trading that there are 79,012 plans currently registered in NSW.

11. Of those strata plans, how many are made up of 75% or more as investors?

12. Of those strata plans, how many are made up of 75% or more owner occupiers?

13. Of those strata plans, how many are made up of 50% or more investors?

14. Of those strata plans, how many are made up of 50% or more owner occupiers?

ANSWER Q11 - 14:

I am advised that this information is not available from the register of strata plans.

Retirement villages

15. Will the Retirement Villages Ambassador be compelled to report back to the office of Fair Trading on all matters arising from villages?

(a) If so, will data from reports be made publicly available?

(b) What powers will the Ambassador have to personally crack down on retirement villages doing the wrong thing?

ANSWER:

The Ambassador's role includes delivering reports to the Minister for Innovation and Better Regulation about the progress of improvements arising from the reforms to the Retirement Villages Act and identifying any continuing or emerging issues within the sector.

- (a) Data will be made available in line with the NSW Government's commitment to open data and in accordance with privacy laws.
- (b) The Commissioner will not be conferred with statutory coercive powers.

16. How will the Minister select the Ambassador?

ANSWER:

The Ambassador will be selected having regard to his or her skills, experience, qualifications and character.

17. What will the remuneration package be for the Retirement Village Ambassador?

ANSWER:

The Ambassador will be remunerated at a daily rate, to be determined based on the Ambassador's experience.

18. What term will the Ambassador serve for?

- (a) Will the ambassador be able to serve multiple terms?

ANSWER:

The period for appointment is for up to two years. There is nothing in the terms of reference to prevent the same person serving as Ambassador for multiple terms.

Bio fuels

19. When did the Minister become aware of the declining use of biofuel amongst the public service since 2011?
20. On what date was the secretary asked to undertake a review on the use of biofuels in Government vehicles?

ANSWER Q19 - 20:

I received the breakdown of Cluster usage of E10, in comparison to their use of other petroleum, in August 2018. I immediately asked the Secretary to conduct a review of the decline in E10 usage.

Cladding

21. How many buildings have had non-compliant cladding removed?

ANSWER:

If a building's cladding poses a fire safety risk that requires remediation, this can be achieved by the removal of the cladding or by other means deemed appropriate by the consent authority. The consent authority for each building is responsible for assessing fire safety, issuing orders if rectification or other mitigation is required, and ensuring orders are complied with.

The relevant consent authority will either be the Minister for Planning or the relevant local council.

22. Of the buildings identified as having non-compliant cladding, how many are State Government owned buildings

ANSWER:

Cluster Secretaries are responsible for overseeing the reviewing and assessment of cluster properties, and providing information to the Taskforce. The reviews and assessments are ongoing.

23. Are any of these public buildings schools or other education institutions?

(a) Is so, how many?

ANSWER:

This question should be referred to the Minister for Education, the Minister for Skills, and the Federal Minister for Education.

24. How many buildings reported to have cladding have not yet been inspected?

25. Does the Government have a plan to ensure these buildings are inspected as soon as possible?

ANSWER Q24 - 25:

As at the cladding task force meeting on 26 September 2018, the taskforce's records indicate that Fire & Rescue NSW has inspected and operationally assessed all buildings identified by or reported to the Taskforce as possibly having cladding installed.

26. How does the Government plan to assist local councils in identifying and inspecting buildings?

ANSWER:

The Commissioner for Fire & Rescue NSW is directly referring buildings that require further assessment to councils. Fire & Rescue is liaising with all councils and assisting councils to ensure they understand and know how to fulfil their legislative obligations to inspect the referred buildings, assess their provisions for fire safety, and report back to Fire & Rescue.

The Cladding Taskforce has liaised with councils, through the peak body, Local Government NSW (LGNSW), to provide updates on the Taskforce's activities and the role councils are expected to play, share information and respond to questions from councils. The Taskforce has also distributed information and guidance material for councils via LGNSW, and will continue to do so.

Ticketing

27. Has the Government through its legislative powers prevented ticket scalping activities (as defined under the legislation) taking place on websites such as Viagogo?

(a) If not, why not?

28. Does the Government have any plan to prevent such activities from taking place?

ANSWER Q27 - 28:

The Fair Trading Act 1987 does not use the phrase 'ticket scalping activities' nor does it define that term.

Efficiency dividends

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

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

31. What is the forecast efficiency dividend saving for each agency within your portfolio in 2020-21?
32. What is the forecast efficiency dividend saving for each agency within your portfolio in 2021-22?
33. What was the total efficiency dividend that was achieved for each agency within your portfolio between 2011-12 and 2017-18 inclusively?

ANSWER Q29 - 33:

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

Ministerial Travel/Meal Allowance

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

ANSWER Q34 - 37:

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

38. How many staff are in your ministerial office?
 - (a) What was the average salary for staff members in your office during 2017-18?
 - (b) What is the estimated average salary for a ministerial staffer in your office in 2018-19

based on current appointments?

ANSWER:

Ministers' Office staff numbers and salary bands are available on the DPC website. Refer to:
<https://www.dpc.nsw.gov.au/publications/premiers-and-ministers-staff-numbers>

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

- (a) For each phone, how much was each bill in 2017-18?
- (b) How many phones have been lost or replaced due to damage in your office?
 - i. What is the cost of replacing those phones?

ANSWER:

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

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

- (a) What was the cost of providing iPads or tablets to your Ministerial Office in 2017-18?
- (b) How many iPads or tablets have been replaced due to lost or damage in 2017-18?
 - i. What was the cost of replacing these devices?

ANSWER:

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

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

(a) What is the cost of this?

ANSWER:

No taxpayer money has been spent on artwork in my office.

42. 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?

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

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

ANSWER Q42 - 43:

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

44. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals and periodicals in 2017-18?

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

i. Who is the subscriber for each of these?

ANSWER:

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

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

(a) What were the gifts purchased?

i. Who were they gifted to?

ANSWER:

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

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

(a) What is the monthly cost of this?

ANSWER:

No.

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

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

ANSWER:

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

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

- (a) Taxi hire
- (b) Limousine hire
- (c) Private hire care
- (d) Hire car rental
- (e) Ridesharing services

ANSWER:

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

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

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

ANSWER:

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

Agile Workspaces/Activity Based Working/Hot-desking

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

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

ANSWER:

Yes.

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

ANSWER:

This cost is absorbed by agencies as part of their annual budgets.

Hospitality

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

ANSWER:

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

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

ANSWER:

Costs are managed within each agency's recurrent budget.

Labour Hire Firms

54. Do any Departments/agencies within your portfolio responsibilities utilise the services of Labour Hire Firms?
55. 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 Q54 - 55:

The Department of Finance, Services and Innovation cluster uses Labour Hire firms, in accordance with NSW Public Service policies to cover temporary vacancies as required. Subject to their overall labour expense cap

Media and Public Relations

- 56. How many media or public relations advisers are employed for each of your portfolio agencies?
- 57. 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?
- 58. What is the total cost of media monitoring services used by Departments/agencies within your portfolio responsibilities?
- 59. 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:

Department of Finance, Services and Innovation staff numbers are included in the Annual Report.

Facebook

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

ANSWER:

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

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

ANSWER:

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

Overseas Trips

62. 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?

63. 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 Q62 - 63:

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

Department/Agency Travel

64. 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. In addition, for the Department of Finance, Services and Innovation, travel accords with the Department's Taxi Usage Policy.

Drivers

65. 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 Department of Finance, Service and Innovation are provided drivers.

Consulting

66. 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?

67. 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 Q66 - 67:

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

Department/Agency Staffing

68. 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?
69. 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?
70. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?
71. 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 Q68 - 71:

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

72. 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?
73. 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 Q72 - 73:

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

Merchant fees

74. 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.
75. 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.
76. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2017-18?

ANSWER Q74 - 76:

All NSW Government agencies are required to impose surcharges to recoup their merchant interchange fees, pursuant to Treasury Circular TC12/13.

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

77. Has your office or department used a Probity Auditor or Probity Advisors, or similar, in the past five years? If so please list the company and/or individual, the project, the engagement dates, and their total remuneration in tabular format.

ANSWER:

In accordance with the NSW Procurement Board's Direction (PBD-2013-05), the Department of Finance, Services and Innovation 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 advisors valued more than \$50,000.

Domestic Violence Leave Policies, Awareness and Usage

78. For each department, statutory agency and/or other bodies in the Minister's portfolio please report:
- (a) A copy of the entity's policy or web link to the entity's domestic violence leave policy;
 - (b) Date of introduction of domestic violence leave into enterprise agreements/contracts of employment, awards as applicable;

- (c) Whether or not all employees and/or contractors are eligible for domestic violence leave;
- (d) Number of days of domestic violence leave that have been taken in each financial year since the introduction of such leave;
- (e) Number of days available for eligible staff to access domestic violence leave in each financial year;
- (f) Number of other personal days of leave that have been taken in each financial year since the introduction of domestic violence leave;
- (g) Number of sick days available for eligible staff to access domestic violence leave in each financial year;
- (h) Whether or not all staff and/or contractors have access to Employee Assistance Programs?

ANSWER:

- (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.
- (e) 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 answer 78(e)
- (g) Refer to answer 78(e)
- (h) All staff, their families and contractors have access to the Employee Assistance Program.

79. 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
80. Who has provided training on domestic violence in the workplace?
81. What percentage of staff in each agency has undertaken domestic violence training?

82. 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 Q79 -82:

The Department of Finance, Services and Innovation strongly supports initiatives that enable and support victims of domestic violence to continue to participate in the workforce. The Department's EAP provider covers financial, emotional and psychological support, and additional sessions can be provided on a case by case basis.

The Department of Finance, Services and Innovation has provided training to managers when domestic violence leave was introduced, and information sessions were also held for staff, and the Department is investigating gaining accreditation from White Ribbon.

Sexual harassment and Anti-bullying training and awareness programs

83. 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?

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

ANSWER Q83 - 85:

Staff enrichment at an agency level is a consideration for the Secretary and agency leaders.

Participation of women in Government

86. 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) This information is publicly available in each agency's Annual Report.
- (b) Refer to answer 86(a)
- (c) Refer to answer 86(a)
- (d) Refer to answer 86(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) The workforce profile data collected by the PSC is made available to Women NSW.

Energy

87. 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?
88. 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.

89. How much money was spent on electricity for each agency in your portfolio by name in each of the above financial years?
90. What was the name of the energy supplier to each agency in your portfolio by name for those financial years?
91. 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?
92. What proportion of that electricity is it estimated will come from renewable sources, for each year?
93. 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.)?
94. 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 Q87 - 94:

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.