

**BUDGET ESTIMATES 2018
SUPPLEMENTARY QUESTIONS
TREASURY, INDUSTRIAL RELATIONS**

Questions from Mr David Shoebridge MLC

Jobs NSW privacy

1. Why do jobs.nsw applicants have to agree to their personal information being sent to a private company called Oracle Corporation?
2. In the context of the recent data breaches by PageUp where thousands of job applicants data was breached, is the Government confident that the current arrangements sufficiently protect job applicants data?
3. What consideration has been given to making changes to that applicants are not required to share their personal information with a private company?

Answers 1-3: These questions would be more appropriately directed to the Premier.

Consultants

4. What oversight is there of increases in the amount of labour hire or other contingent labour spending by state government departments?

Answer: NSW Treasury Circular 13/03: Budget Controls – Labour Expense Cap sets out the framework within which all General Government agencies are required to manage their budgets within the approved Labour Expense Cap (LEC).

**This Circular can be found here:
https://arp.nsw.gov.au/sites/default/files/NSWTC13-03_Labour_Expense_Cap_dnd.pdf**

5. What assessment has been undertaken of the organisational impact on relying on consultants instead of permanent staff?

Answer: The use of consultants is limited to work that requires specialist skills, experience or knowledge that cannot be provided by permanent or contingent employees. Former Labor governments also used consultant staff to complement existing staff.

6. How many consultants are currently employed by the NSW Government?

Answer: This question would more appropriately be directed at the Premier.

7. What is the total cost of the consultants currently employed by the NSW Government?

Answer: Financial statements, including expenditure on consultants, are available in agency annual reports.

8. How many full time permanent public servants could be employed for this amount of money?

Answer: This is a hypothetical that would rely on a number of assumptions.

As per the 2018/19 Budget Papers, the Government has demonstrated its commitment to adding front line staff to improve service delivery, with the total number of frontline staff increasing by 8,009 FTEs from 2011 to 2017.

9. What is the estimated financial impact of the loss of organisational knowledge caused by employing rolling contracts rather than by permanent position?

Answer: No net budget result impact has been identified in the Budget aggregates.

Wage Cap

10. Given the 3.3 per cent annual wage growth in NSW, combined with increased cost of living, particularly for housing in NSW, what consideration has been given to removing the public sector wage cap?

Answer: The NSW Wages policy is targeted at the mid-point of the Reserve Bank of Australia's target range for inflation. The primary aim of the policy is to ensure better services and value for the public. The Government is committed to a policy of fair working conditions and allowing increases in remuneration and other conditions of employment that are consistent with maintaining fiscal sustainability.

The NSW Government has adopted a range of initiatives to assist with the cost of living that will assist all NSW citizens. This includes rebates to help with the costs of children's' sport and creative activities; energy rebates to assist with cost of energy bills; reducing caravan registration; extending universal access to early childhood education to three year olds; reducing the cost of Compulsory Third Party insurance and a toll relief package.

In addition to the above, the Government has established a cost of living service to reduce cost pressures for households by advising on available rebates and concessions across government.

11. Is the ongoing requirement to find efficiencies in each Government agency considered sustainable in the long term?

Answer: The NSW Government is committed to the responsible use of taxpayer money. This has enabled the Government to run a budget with average budget surpluses of \$1.6 billion over the next four years. The Government believes that there are efficiencies that can be found across government expenditures that totals almost \$80b a year.

Consultants and contractors

12. How much did your agency pay its consultants and contractors last year?

Answer: Expenditure on consultants are available in agency annual reports.

13. How many consultants and contractors were there in the last financial year?

Answer: Treasury does not record the number of individual consultants or contractors engaged in any one financial year. Information on the number and nature of consultancy engagements is published in Treasury's Annual Report each year.

14. How many days of work were undertaken total by consultants and contractors in the last financial year?

Answer: Treasury does not record this information.

15. Did they do work that traditionally agency employees would have done?

16. Has there been an analysis of the costs for shifting work to contractors and consultants that could be done by employees?

Answers 15-16: Treasury's use of consultants is limited to work that requires specialist skills, experience or knowledge that cannot be provided by permanent or contingent employees.

Treasury uses contractors to meet project and short-term needs without adding to the permanent employee cost base. This includes meeting short-term resourcing needs for work traditionally carried out by permanent employees. Examples include backfilling temporary vacancies or supporting peak period work demands such as the State budget process and financial year-end.

FESL

17. When does the Government plan to reintroduce a modified FESL into Parliament?

Answer: The Government has no plans to introduce the Fire and Emergency Services Levy into the Parliament.

Jobs for people with a disability

18. Since the introduction of Jobs for people with disability: A plan for the NSW public sector what change has there been in the percentage of public sector employees who identify as having a disability?

19. What measures are in place to enable disabled job seekers to make the most of the plan?

20. What consideration has been given to a specific information section on iworkforNSW.gov.au offering specific information to job seekers with disabilities?

21. Who would be the best point of contact for a disabled job seeker contact and how do they find out?

22. What checks are there to ensure that disabled applicants are not passed over simply because hiring someone without a disability is easier?

23. What employment pathways does the programme include for mature age workers with disabilities who have reduced options for gaining experience compared to their able-bodied peers?

Answers 18-23: These questions would be more appropriately directed to the Premier.

Bourke

24. What was the total amount of Government investment into Bourke during the last financial year?

Answer: Details of the Government's budgeted expenditure for infrastructure projects in the Barwon electorate, including Bourke, are contained in the 2017-18 Barwon Electorate Report provided to the Legislative Council pursuant to the order made under Standing Order 52.

In 2018-19, the Government will be able to continue to invest in Bourke because of its strong budgetary position. Budgeted investments in Bourke will be made in road maintenance, water security as well as cultural infrastructure. Bourke will also be assisted with funding to upgrade its PCYC.

25. Can you provide a breakdown of funding for services delivered directly by Government agencies and through contracts with non-government service providers?

Answer: Budget Paper 3 for the 2018-19 Budget provides a financial and descriptive analysis of the State Outcomes being delivered by each Cluster.

This Government is focused on delivering the best outcomes for the citizen, whether that is directly through Government agencies or through contracts with non-government service providers.

Detail for specific government services should be directed at the responsible Minister.

Consultants and contractors

26. How much did your agency pay its consultants and contractors last year?

Answer: Please refer to the answer for question 12.

27. How many consultants and contractors were there in the last financial year?

Answer: Please refer to the answer for question 13.

28. How many days of work were undertaken total by consultants and contractors in the last financial year?

Answer:

Please refer to the answer for question 14.

29. Did they do work that traditionally agency employees would have done?

Answer: Please refer to the answer for question 15.

30. Has there been an analysis of the costs for shifting work to contractors and consultants that could be done by employees?

Answer: Please refer to the answer for question 16.

Questions from Mr Justin Field MLC

Budget modelling – climate impacts

31. Has any modelling on budget impacts been undertaken by Treasury from predicted increased frequency and intensity of:
- Drought?
 - Bushfires?

- c. Floods?
- d. Storm events?

Answer:

- While it is not possible to know the precise timing, location or extent of potential demographic and productive impacts of extreme weather events, the NSW Intergenerational Report (IGR) 2016 acknowledges that NSW must prepare for this challenge.
- Treasury and the Office of Environment and Heritage (OEH) are collecting data on the impact of different future climate and weather scenarios on NSW assets at the local level. This will inform decision making and risk management.
- NSW Government agencies use Common Planning Assumptions data sets and analytical tools to prepare proposals, business plans and strategies. Work is ongoing by various agencies to improve these assumptions, including climate and weather scenarios.

32. Does Treasury have a duty of care to consider all future risks to the NSW Budget?
- (a) If so, does Treasury consider climate change to be a potential risk to NSW Budget projections?
 - i. If so, should modelling be undertaken?

Answer:

- The Treasury's 2016 NSW Intergenerational Report (IGR) projected the economy 40 years into the future in order to highlight key challenges and opportunities and begin to prepare the state for future fiscal challenges.
- The IGR used the most up-to-date economic data and projected the long-term economic and fiscal outlook based on potential growth in population, productivity and participation.
- While it is not possible to know the precise timing, location or extent of potential demographic and productive impacts of extreme weather events, the NSW Intergenerational Report (IGR) 2016 acknowledges that NSW must prepare for this challenge.
- Treasury and the Office of Environment and Heritage (OEH) are collecting data on the impact of different future climate and weather scenarios as part of government risk management practices.
- The State Infrastructure Strategy 2018-2038 provides recommendations to ensure existing and future infrastructure is resilient to hazards. Treasury is working with Infrastructure NSW on responding to recommendations around natural hazards and human-related threats.

Climate in 2018-2019 Budget

33. Budget Paper 1 (page A4-5) provides the Office of Environment and Heritage budget variation for 2017-18 was \$143 million due to 'Reprofiling of expenditure under the Climate Change Fund':

- (a) What does 'reprofiling' mean?
- (b) Is this money allocated and not spent?
 - i. If so, is it correct that \$65 million was spent in 2017-18 from the Climate Change Fund?

Answer: This question would be more appropriately directed to the Minister for the Environment.

34. How much money, besides money sources from the Climate Change Fund which is through a levy, is allocated for climate change in the NSW Budget 2018-19?

Answer: The Government considers protection of the environment to be a matter of the utmost importance and an integral part of the everyday operation of government departments.

Given it is embedded in the everyday operation of government departments it is not possible to separate and quantify the amount as described.

Stamp duty

35. Has Treasury engaged in any modelling on a potential transfer from stamp duty to land tax?

Answer: Treasury researches and analyses the potential effects of a broad range of possible tax policy options.

Public Service Efficiency Dividends

36. What was the public service efficiency dividend saving for each of the following financial years:
- (a) 2011-12
 - (b) 2012-13
 - (c) 2013-14
 - (d) 2014-15
 - (e) 2015-16
 - (f) 2016-17
 - (g) 2017-18
 - (h) 2018-19

Answer:

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

37. For each of the following financial years, what agencies across all of Government applied for exemptions to the efficiency dividend in:
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
 - (d) 2018-19?

Answer: Efficiency dividends are a common method to generate savings and are directed at a narrow base of controlled agency expenses. Front line agencies, such as

the Department of Education and the Ministry of Health have been granted exemptions.

38. Of the agencies in the response to question 7, please list under each financial year what agencies were successful in their claim for an exemption to the efficiency dividend.

Answer: Please refer to answer for question 37.

39. What is the forecast efficiency dividend saving for the following agencies within the Environment and Heritage portfolio for 2018-19:

- (a) Office of Environment and Heritage?
- (b) Environment Protection Authority?
- (c) National Parks and Wildlife Service?

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

Forestry Corporation - licensing fees

40. Forestry Corporation received revenue from licencing of operations on Crown land directly. The money is not transferred into the Government's Consolidated Revenue Fund?

- (a) Is this considered best practice by Treasury?
- (b) Are there any other state-owned corporations that receive revenue directly?
 - i. If so, please list.

Answer:

- (a) **Forestry Corporation of NSW (FCNSW) is a State-Owned Corporation (SOC), established under the *State Owned Corporations Act 1989*, which requires FCNSW to operate on a commercial basis. Like all SOCs, FCNSW pays a share of its profit to the Consolidated Fund.**
- (b) **All SOCs raise their own revenue directly and do not rely on grant funding. Below is a list of all the other SOCs:**
 - i. **Sydney Water Corporation**
 - ii. **Hunter Water Corporation**
 - iii. **WaterNSW**
 - iv. **Essential Energy**
 - v. **Port Authority of NSW**
 - vi. **Landcom**

Infrastructure Projects in the 2018-19 Budget

41. How will the Government ensure that the infrastructure projects posited in the 2018-19 Budget have the most positive impact on the communities that they affect?

(a) Please list

Answer: Chapter 4 of NSW 2018-19 Budget Infrastructure Statement sets out the four major components to successful infrastructure delivery including project selection. The project selection process provides assurance that spending goes to projects that support economic growth and improved living standards.

42. How will the Government ensure local communities, particularly young people, are supported to take up employment opportunities from infrastructure projects?

(a) Please list programs and policies in place

Answer:

- **The best employment opportunities for local people, and particularly for young people, come about because of a strong and growing economy. The Government is also improving access to employment opportunities, through better roads and improved public transport to employment and education centres which are being delivered through the State's \$87.2 billion four-year infrastructure program.**
- **The infrastructure program itself will also create employment opportunities, particularly for younger workers who are embarking on an apprenticeship.**
- **The Government has announced that 20 per cent of trade roles on future construction projects in the State will be filled by apprentices.**
- **The new measure should create at least 4,000 apprentice positions on major projects over the next four years.**
- **This commitment follows a trial of the program on five major projects, including Sydney Metro which had successfully trained more than 300 apprentices.**
- **In the 2018-19 Budget the Government also announced a \$285 million commitment which will result in up to 100,000 free apprenticeships for those that chose any course on offer at TAFE and non-TAFE providers approved to deliver apprenticeship programs.**

43. How will the Government ensure and that benefits from infrastructure projects flow into local businesses?

(a) Please list programs and policies in place

Answer:

- **Local businesses primarily benefit from a strong and growing economy with improving access, through better roads and improved public transport to business centres and customers, which are being delivered through the State's \$87.2 billion four-year infrastructure program.**
- **Public investment is expected to contribute around ½ a percentage point to economic growth, on average, over 2017-18 and 2018-19. This is consistent**

with its contribution over the previous two years and around four times the historical average.

- **Business investment is forecast to grow faster over the three forecast years than at any time since 2008-09. As per the Budget Papers, this has been a consequence of the Government's investment in infrastructure. Buoyed by public infrastructure investment and broadening demand for exports, business investment is expected to contribute around twice its long-run average to economic growth.**
- **The participation of local businesses should also be considered in the context of major procurements. The Government's Market Approaches Guide (2015) notes that "Sustainability of local industry can be enhanced by ensuring that consideration is given to providing opportunities for local business and regional suppliers"**

44. How will the Government ensure that Aboriginal people benefit from infrastructure projects in their own community?

(a) Please list programs and policies in place

Answer: The Aboriginal Participation in Construction (APIC) policy has been developed to support greater participation by Aboriginal people in government construction projects across NSW. The aims of the policy are consistent with OCHRE (Opportunity, Choice, Healing, Responsibility and Empowerment) - the NSW Government's plan to improve outcomes for Aboriginal people across all sectors of the community.

Bank tax in NSW

45. Has there been any feasibility assessments done in regards to applying a bank tax in NSW?

Answer: No.

Follow the dollar legislation

46. Is the Government currently considering introducing follow-the-dollar legislation?

(a) If so, what stage is this reform at and when it is expected to be introduced?

Answer: The Government has undertaken a significant program of financial management transformation with a focus on improving transparency and accountability of public expenditure. The government is always considering opportunities to improve transparency and accountability.

Privilege claim – gaming revenue

47. In regards to a report dated 19 July 2018 by the Hon. Keith Mason AC QC, tabled in the Legislative Council on Thursday 16 August 2018, that evaluated a disputed claim of privilege over documents produced in response to an order for documents relating to the Budget Finances 2018-2019, being documents identified as '(h)(27)' and named 'Clubs and Hotel Gaming 2018-19 Budget':

(a) On whose advice did Treasury make the claim of privilege on these

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documents?

- i. Was this from Liquor and Gaming NSW?
- (b) Was there legal advice provided to either Treasury or Liquor and Gaming NSW in regards to the claim of privilege?
- (c) What is the Government's response to the Arbitrator's findings that the claim was 'fundamentally flawed'?

Answer: Treasury's claim for privilege in relation to the gaming machine net profit of clubs and hotels was prepared in consultation with Liquor and Gaming NSW.

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

Privatisation of the Sydney Motorway Corporation

48. To avoid payment of compensation to the Sydney Motorway Corporation or Westconnex, on what date must the Rozelle interchange be completed?
49. How much compensation will NSW taxpayers have to pay if the completion of the Rozelle interchange is:
 - (a) One day late?
 - (b) One month late?
 - (c) One year late?
50. How was the amount of compensation to be paid decided?
51. If the project is opened ahead of the completion date, does the NSW Government receive any bonus payments?

Answers 48 -51: These questions would more appropriately be directed to the Minister for Westconnex

52. How much has been spent to date on transaction costs for the Sydney Motorway Corporation transaction, and with which firms and for what services?

Answer: Treasury publishes contracts on the NSW eTendering website where required by the Government Information (Public Access) Act 2009. They are available at <https://tenders.nsw.gov.au>.

53. When will the final costs of the transaction be determined?

Answer: Once the Government has received and processed all invoices. Transaction costs are anticipated to be finalised by the end of calendar year 2018.

54. Does the sale of the Sydney Motorway Corporation include any warranties, understandings or arrangements for the construction of other toll roads like the Sydney Gateway, F6 or Western Harbour Tunnel?

Answer: No.

WestConnex

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55. How will the NSW Government hold ownership in Roads Retained Interest Pty Ltd?

Answer: Roads Retained Interest Pty Ltd (RRIPL) is established under the Corporations Act 2001 (Cth) with the Treasurer as sole shareholder. It is the holding entity of the state's 49 per cent retained interest in Sydney Motorway Corporation (SMC).

56. Will Roads Retained Interest Pty Ltd be subject to the *Government Information Public Access (GIPA) Act 2009*?

Answer: RRIPL is an incorporated company within the meaning of clause 2(3)(a) of Schedule 4 of the GIPA Act.

57. Will the *Independent Commission Against Corruption (ICAC) Act 1988* apply to directors, officers and employees of Roads Retained Interest Pty Ltd?

Answer: Yes.

58. Will Roads Retained Interest Pty Ltd be required to report to Parliament?

Answer: RRIPL's financial results will be included in the Financial Statements for the Crown Entity, which are tabled in the NSW Parliament annually.

59. Will NSW Treasury's Commercial Policy Framework apply to Roads Retained Interest Pty Ltd?

Answer: In addition to complying with all the requirements under the *Corporations Act 2001 (Cth)*, including reporting to the Australian Securities and Investments Commission, RRIPL is required to comply with the following policies under the Commercial Policy Framework:

- **Financial Distribution Policy for Government Businesses (TPP 16-4)**
- **Performance Reporting and Monitoring Policy for Government Businesses (TPP 18-02)**
- **Guidelines for Governing Boards of Government Businesses (TPP 17-10).**

60. Will Roads Retained Interest Pty Ltd be required to produce a Statement of Corporate Intent/Statement of Business Intent?

Answer: Yes.

61. Will Roads Retained Interest Pty Ltd be required to undertake continuous disclosure to the NSW Treasury, as other State Owned Corporations do?

Answer: Yes.

62. Will the *Public Works and Procurement Act 1912* apply to Roads Retained Interest Pty Ltd?

Answer: Yes.

63. Will the NSW Procurement Policy Framework apply to Roads Retained Interest Pty Ltd?

Answer: Yes.

M5 Cashback

64. Do you have any plans to scrap the M5 Cashback?

Answer: No.

65. Is the M5 Cashback affordable?

Answer: The NSW Government's strong financial management - including surpluses of \$5.7 billion in 2016-17, \$3.9 billion in 2017-18, and projected surpluses averaging \$1.6 billion in each year over the next four years - means the Liberal & Nationals Government is able to sustainably deliver measures like M5 Cashback to ease cost of living pressures for the families and businesses of NSW.

66. Why does the NSW Government support the M5 Cashback, but not on any other roads?

Answer: The Government has introduced a Toll Relief Package which provides free car registration for motorists who spend on average \$25 per week on tolls. The Government's Toll Relief Plan addresses the costs of all road tolls unlike Labor which just focuses on one road.

M5 Cashback Guarantee

67. Is there any contractual requirement for the NSW Government to continue to offer the M5 Cashback?

(a) If yes, what was that contract and when was it entered into?

Answer: This question would be more appropriately directed to the Minister for Roads.

68. Will the contractual requirement for the continuation of the M5 Cashback continue when the M5 Southwest toll concession is transferred to the Sydney Motorway Corporation in 2026/27?

Answer: This question would be more appropriately directed to the Minister for Roads.

M4 Cashback

69. On 31 August you announced the sale of 51 per cent of the Sydney Motorway Corporation for \$9.3 billion. Is the M4 Cashback unaffordable?

Answer: The sale of the Sydney Motorway Corporation for \$9.26 billion will enable the Government to fully fund the vital M4-M5 Link and invest in schools, hospitals and public transport across NSW.

70. On 31 August you announced \$4 billion in profit from the Sydney Motorway Corporation. Will any of this profit be returned to the motorists using WestConnex?

Answer: The sale of the Sydney Motorway Corporation for \$9.26 billion will enable the Government to fully fund the vital M4-M5 Link and invest in schools, hospitals and public transport across NSW.

East v West

71. Your Government has re-introduced the M4 toll on western Sydney and value capture on the Parramatta Light Rail and Metro West. Why have you put these additional charges on western Sydney but no additional charge accompanies the CBD Light Rail or Sydney Metro City and Southwest?

Answer: The Government is committed to ensuring that its infrastructure program is delivered through the most robust financing methodologies available.

This question includes a number of incorrect assumptions and omissions. The CBD and South East Light Rail received a funding contribution from Sydney City Council. Metro West is subject to a final business case and no decisions have been made regarding value capture. The Government has reserved \$3 billion in Restart NSW for the delivery of Metro West.

Northern Beaches Tunnel

72. Are you still committed to funding the Northern Beaches Tunnel?

Answer: Please refer to the 2018-19 Budget Papers.

73. What is the total NSW Government contribution to the Northern Beaches Tunnel?

Answer: Please refer to the 2018-19 Budget Papers.

Metro West

74. The Transport Minister has tweeted that the Metro West will cost \$16 billion but only \$3 billion has been reserved for the project. Is the Metro West fully funded?

Answer: The Metro West is subject to the Government's consideration of the Final Business Case and the Government has reserved \$3 billion in Restart NSW for the delivery of Metro West.

Rozelle Interchange

75. What is the cost of the Rozelle Interchange?

Answer: The budget for WestConnex is publically available and includes funding for the M4-M5 Link Rozelle Interchange.

The Rozelle Interchange is part of the WestConnex project.

76. Is the Rozelle Interchange part of WestConnex?

(a) If not, was the Rozelle Interchange ever a part of WestConnex?

Answer: Yes.

SMC Dividends

77. In what year will dividends first be paid from the Sydney Motorway Corporation?

Answer: This is a matter for the partnership Board.

78. What is the value of the dividends from the Sydney Motorway Corporation to NSW in its first year of distribution?

Answer: This is a matter for the partnership Board.

Liquidity Facility for the CBD Light Rail

79. Can you confirm that NSW had provided ALTRAC with a \$500 million liquidity facility, and if so, on what date was this approved and established?

80. Can you confirm that the reason Minister Constance gave for this was to avoid ALTRAC's insolvency and ensure that the project continued?

81. Can you confirm that the arrangement involves NSW guaranteeing a \$500 million loan by ALTRAC?

Answer 79-81: I refer you to my answers provided in Budget Estimates.

82. If so,

(a) Who are the lenders?

(b) What is the expiry date of the guarantee / when must the loan be repaid?

Answer: This information is commercial in confidence.

83. Are these arrangements that provide NSW guaranteeing commercial loans for private companies ever disclosed to the public?

(a) If so, when, where and how are they disclosed?

Answer: There have been no guarantees for loans for any private company under the Public Authorities (Financial Arrangements) Act 1987. PAFA guarantees are provided to NSW Government agencies. Relevant information is disclosed in Agency and State financial reports which are audited by the Audit Office of NSW.

Liquidity Facility for the CBD Light Rail

84. Have you approved NSW Government guarantees for the loans of any other private companies?

(a) If so, how many?

Answer: There have been no guarantees for loans for any private company under the Public Authorities (Financial Arrangements) Act 1987.

85. What is the total value of the loans that NSW has guaranteed for private companies?

Answer: Nil.

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86. Does NSW receive any payment or consideration for accepting the \$500 million of risk should ALTRAC fail to repay the loans?

Answer: I refer you to my answer in Budget Estimates.

NSW Government Guarantees

87. Has the NSW Government provided any guarantees over loans other than for the benefit of the Sydney Light Rail?
- (a) If yes, how many?
 - (b) If yes, what is the value of each guarantee?
 - (c) If yes, who has each of these guarantee's been provided to?
 - (d) If yes, how much was the NSW Government paid in 2017-18 for the provision of these guarantees?

Answer: The Treasurer has not provided separate guarantees over loans under the PAFA Act.

88. Have you received requests from Ministers requesting approval for a guarantee?
- (a) If yes, who and for how much?

Answer: Where guarantees have been provided, these are disclosed in relevant Agency and State financial reports.

Port of Newcastle

89. Has any submission been made or information provided to the ACCC inquiry into ports?

Answer: Treasury has previously provided information to the ACCC about the ports long term lease transactions. Treasury has offered to assist the ACCC with the current inquiry, but to date the ACCC has not sought a submission or any further information.

90. Will there be any implications for NSW should the ACCC decide that the port commitment deeds are anti-competitive and not valid?

Answer: The NSW Government does not believe the Port Commitment Deeds are anti-competitive. It is not appropriate to speculate about the outcome of an ACCC inquiry that is currently in progress.

91. Whose signatures are on the port commitment deeds and which organisations did they represent?

- (a) Was the ACCC informed of this at the time of the sales?

Answer: The parties to the Port Commitment Deeds (PCDs) are the Treasurer and the private sector port operators. Parties to the PCDs are set out in the leases, which are

publicly available. The ACCC was informed of the PCDs prior to the Newcastle Port transaction.

92. Could the private owners of the Port Botany lease have a claim against NSW should the ACCC strike out the port commitment deeds?

(a) If so, would NSW be liable to compensate them?

Answer: It is not appropriate to speculate about the outcome of an ACCC inquiry that is currently in progress.

93. In the event that the ACCC strikes out the port commitment deeds, and the owners of Port Botany have a claim against the NSW Government, would NSW be able to claim against its professional advisers on the sale?

Answer: It is not appropriate to speculate about the outcome of an ACCC inquiry that is currently in progress.

94. Will you release the port commitment deeds in full?

Answer: This information is commercial in confidence.

Financial Management Transformation

95. How much funding in total has been allocated to the Financial Management Transformation program including for PRIME, policy changes and legislative changes?

96. What is the total amount that has actually been spent on the Financial Management Transformation program to date?

97. What is the total amount that has been spent on external consultants to assist with the Financial Management Transformation program?

Answers 95 -97: The Financial Management Transformation aims to improve financial governance across the NSW public sector. The program is on track and on budget with \$92.3M budgeted for this transformation.

98. Can you please provide a list of the consultants that have worked on the Financial Management Transformation program?

Answer:

Consultant information will be published in the Treasury Annual Report.

99. How many staff in aggregate have worked on the Financial Management Transformation program to date?

Answer:

The Financial Management Transformation program was a Sector-wide initiative. Treasury did not record the total number of staff who have worked on the program.

Commerciality and Contestability Unit

100. How much funding has been allocated to this unit?

Answer:

101. How many staff are currently employed in this unit?

102. How many staff have been allocated to education projects in this unit?

Answer:

The CCU has supported and continues to support agencies across government on a range of commissioning-related projects, and CCU staff work flexibly across these to respond to agency needs.

103. How many staff have been allocated to TAFE projects in this unit?

Answers 100 -103: These supplementary questions have misidentified the name of the unit as the Commerciality and Contestability Unit. The correct name is the Commissioning and Contestability Unit (the CCU). The CCU was established as a centre of excellence to support a whole-of-government approach to delivering better services, better outcomes, and better value for the people of NSW.

The CCU supports commissioning across the sector by providing advice, building capability and partnering with agencies to deliver projects that improve service outcomes.

104. Has Treasury ever received advice that the NSW Auditor-General should be provided with Follow the Money/Dollar Powers?

Answer: There have been various submissions and reports from the Public Accounts Committee and from other parliamentary committees that have suggested follow-the-dollar powers for the Auditor-General. Treasury is actively working on a variety of different initiatives to support further accountability and transparency in public audit and financial management.

Discount Rate for Infrastructure Projects

105. Has Treasury ever produced advice that recommended that the discount rate for infrastructure projects needs to be reviewed and/or updated?

Answer: The NSW Government Guide to Cost-Benefit Analysis (CBA) covers the settings for discount rates used in CBA, including the CBA of infrastructure projects. The NSW CBA Guide was updated and released in March 2017, and the setting of the discount rate remains unchanged. Treasury reviews the settings in the NSW CBA Guide on an ongoing basis.

Debt

106. Has Treasury forecasted General Government Borrowings to exceed \$50 billion in the next 10 years?

Answer: No. General Government Borrowings forecasts can be found in the 2018-19 Budget.

107. Has Treasury forecasted General Government Interest Expenses to exceed \$3 billion in the next 10 years?

Answer: No. General Government Interest Expenses forecasts can be found in the 2018-19 Budget.

108. Has Treasury forecasted General Government Net Financial Liabilities to exceed \$90 billion in the next 10 years?

Answer: No. Government Net Financial Liabilities forecasts can be found in the 2018-19 Budget.

109. Has Treasury forecasted Total State Sector Borrowings to exceed \$100 billion in the next 10 years?

110. Has Treasury forecasted Total State Sector Interest Expenses to exceed \$5 billion in the next 10 years?

111. Has Treasury forecasted Total State Sector Net Financial Liabilities to exceed \$125 billion in the next 10 years?

Answer 109-111: Total State Sector results will be provided through the Total State Sector Accounts.

TAHE

112. Has Treasury forecasted a commercial rate of return for the Transport Asset Holding Entity (TAHE)?

(a) If yes to the question above, what is the commercial rate of return that has been forecasted for the following periods?

- i. Over 5 years
- ii. Over 10 years
- iii. Any other relevant period

Answer: Transport for NSW and Treasury are currently developing the Transport Asset Holding Entity (TAHE) operating model which will investigate the commercial rate of return for the TAHE.

Perrottet Website

SUBJECT TO PARLIAMENTARY PRIVILEGE

113. Were any taxpayer funds used to pay for the dominicperrottet.com.au website?

(a) If not, who paid for the dominicperrottet.com.au website?

114. How much did the dominicperrottet.com.au website cost?

115. Is the dominicperrottet.com.au paid under entitlements as a local MP or as a Minister?

Answer 113-115: The dominicperrottet.com.au website relates to my parliamentary duties and is managed by my electorate office. All my electorate office expenditure complies with parliamentary guidelines.

Payroll Tax Threshold

116. Will the NSW Productivity Commission inquiry into payroll tax consider the appropriate threshold rate?

(a) If not, what are the terms of reference for the NSW Productivity Commission Inquiry into payroll tax?

Answer: The Productivity Commission has been tasked with reviewing the administration of Payroll Tax. This is in line with the Commission's four core themes which include making it easier to do business in NSW. As part of the 2018-19 budget, the Government increased the Payroll Tax threshold, with the threshold due to increase to \$1M by 2021-22.

117. Has the NSW Productivity Commission inquiry into payroll tax been completed?

(a) If yes, what are the recommendations?
(b) If not, when will it be completed?

Answer: The Productivity Commission inquiry into Payroll Tax Administration is ongoing.

118. Will an increase in the payroll tax threshold improve wages growth?

(a) If yes, how?

Answer: Yes. Some or all of the benefit of the payroll tax threshold increase is likely to flow through to wages.

119. Should the payroll tax threshold be indexed?

Answer: Payroll tax is one of the ways in which the Government raises revenue to fund the essential goods and services State governments provide. However, the NSW Government has consistently provided payroll tax cuts, with the most recent 2018/19 Budget delivering another change to the thresholds, with thresholds to increase to \$1M by 2021-22.

Efficiency Dividends

120. Are any agencies exempt from the efficiency dividend?

(a) If yes, what are they?

Answer: See answer to Q37.

121. What would the budget for education have been in the following years if it was not for the efficiency dividends?

- (a) 2011-12
- (b) 2012-13
- (c) 2013-14
- (d) 2014-15
- (e) 2015-16
- (f) 2016-17
- (g) 2017-18
- (h) 2018-19

Answer: The details of whole-of-government efficiency dividends announced at the time of each Budget are available in the respective Budget Papers.

Front line services, including expenditure on education is exempt from the efficiency dividend.

The NSW Government has made significant investments in frontline staff. Frontline staff have increased as a proportion of the total New South Wales public sector from 2011 to 2017. During this period, the total number of frontline staff increased by 8,009 FTEs, while non-frontline staff numbers fell by 12,111 FTEs.

An additional 883 extra teachers were added in 2018-19 to meet increasing school enrolment growth and ensure the continued delivery of high quality educational outcomes

122. What would the budget for health have been in the following years if it was not for the efficiency dividends?

- (a) 2011-12
- (b) 2012-13
- (c) 2013-14
- (d) 2014-15
- (e) 2015-16
- (f) 2016-17
- (g) 2017-18
- (h) 2018-19

Answer: The details of whole-of-government efficiency dividends announced at the time of each Budget are available in the respective Budget Papers.

Front line services, including expenditure on health is exempt from the efficiency dividend.

The NSW Government has made significant investments in frontline staff. Frontline staff have increased as a proportion of the total New South Wales public sector from 2011 to 2017. During this period, the total number of frontline staff increased by 8,009 FTEs, while non-frontline staff numbers fell by 12,111 FTEs.

An additional 950 nurses and midwives, including clinical nurse/midwife educators; 300 additional doctors, including specialists; and an additional 120 allied health workers, such as physiotherapists, occupational therapists and pharmacists were added through the 2018-19 Budget. The Government also added 200 paramedics (700 over four years) and 13 call centre staff (50 over four years) to improve ambulance response times, reduce paramedic fatigue and promote safety.

123. Can you guarantee no job losses have occurred or will occur as a result of the efficiency dividends?

Answer: As stated in the 2018-19 Budget, the efficiency dividend is targeting back office savings.

The NSW Government has demonstrated this through its commitment to investment in frontline services. From the period 2011 to 2017, frontline staff have increased as a proportion of the total New South Wales public sector. During this period, the total number of frontline staff increased by 8,009 FTEs, while non-frontline staff numbers fell by 12,111 FTEs.

The 2018-19 Budget again demonstrated the Government's commitment to increasing the number of front line staff

This includes funding for:

- an additional 950 nurses and midwives, including clinical nurse/midwife educators; 300 additional doctors, including specialists; and an additional 120 allied health workers, such as physiotherapists, occupational therapists and pharmacists
- 883 extra teachers in 2018-19 to meet increasing school enrolment growth and ensure the continued delivery of high quality educational outcomes
- an additional 100 child protection workers to ensure more children are supported through the child protection system
- 100 additional specialist police officers and highway patrol officers to promote road safety and help in creating safer communities
- an additional 200 paramedics (700 over four years) and 13 call centre staff (50 over four years) to improve ambulance response times, reduce paramedic fatigue and promote safety
- up to an additional 253 front-line educators in TAFE to support planned growth for trade and other skills
- additional train drivers and guards to support the More Trains, More Services program.

Port of Newcastle

124. Does the port commitment deed restrict the number of containers that can pass through the Port of Newcastle?

(a) If so, does the Treasurer agree that this is anti-competitive?

Answer: No, the Port Commitment Deed does not restrict the number of containers that can pass through the Port of Newcastle.

125. Has the Treasurer, any of his staff or his department been interviewed by the ACCC as part of their investigation into the ports transaction?

Answer: Treasury met with the ACCC about the ports transactions during and shortly after the transactions occurred, but there have not been any meetings or interviews between the ACCC and the Treasurer, his staff or Treasury as part of the current investigation.

126. 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?

Answer: Please see answer to LA question on notice number 5670.

127. 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?

Answer: Please see answer to LA question on notice number 5764.

128. 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?

Answer: Please see answer to LA question on notice number 5764.

129. 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?

Answer: Please see answer to LA question on notice number 5764.

130. 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?

Answer: Please see answer to LA question on notice number 5764.

SUBJECT TO PARLIAMENTARY PRIVILEGE

131. 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?

Answer: Please see answer to LA question on notice number 5764.

132. Why does the Government charge a fee for containers shipped through the Port of Newcastle?

Answer: Please see answer to LA question on notice number 8026.

133. Does the Minister consider that this fee is anti-competitive?

Answer: The NSW Government does not believe the Port Commitment Deeds are anti-competitive.

134. Will the Minister abolish the anti-competitive fee on containers shipped through the port of Newcastle and allow a container terminal to be built in Newcastle?

Answer: The NSW Government does not believe the container arrangements are anti-competitive.

135. Does the Minister 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?

Answer: Any decision to build a container terminal at Newcastle is a matter for the operator of the Port of Newcastle.

136. Is the Minister 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?

Answer: The Treasurer is aware of the ACCC's investigations into arrangements affecting container terminals at New South Wales ports.

137. What is the purpose of the fine charged to the Port of Newcastle for every container shipped over a certain limit?

Answer: Please refer to answer to question 132.

138. Will the Minister immediately remove this anti-competitive government restriction and allow the development of a container terminal at the Port of Newcastle?

Answer: Please refer to answer to question 134.

139. Is the Minister 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?

Answer: Please refer to answer for question 136.

140. What is the purpose of the fine charged to the Port of Newcastle for every container shipped over a certain limit?

Answer: Please refer to answer for question 137.

141. Will the Minister immediately remove this anti-competitive government restriction and allow the development of a container terminal at the Port of Newcastle?

Answer: Please refer to answer for question 138.

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

Answer: Please refer to answer for question 36.

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

Answer: Please refer to answer for question 36.

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

Answer: Please refer to answer for question 36.

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

Answer: Please refer to answer for question 36.

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

Answer: Please refer to answer for question 36.

Ministerial Travel/Meal Allowance

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

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

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

150. What is the total amount of meal allowances claimed by the Minister and

their spouse (if applicable) during 2017-18?

Answer 147-150: 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

151. 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>

152. 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.

153. 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.

154. 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

155. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2017-18? (a) If so, what was the cost of these items?

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

156. 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: Please refer to answer for question 155.

SUBJECT TO PARLIAMENTARY PRIVILEGE

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

158. 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

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

Answer: No.

160. 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.

161. 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.

162. 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

163. 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: Treasury adopted "agile working environment and activity based working" (ABW) practices in December 2014 as part of its move to 52 Martin Place.

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

Answer: Financial statements are available in agency annual reports.

Hospitality

SUBJECT TO PARLIAMENTARY PRIVILEGE

165. 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.

166. 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

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

168. 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 167-168: The Treasury Cluster uses Labour Hire firms, in accordance with NSW Public Service policies to cover temporary vacancies as required. There are no central records maintained, with operations authorised to make such arrangements, subject to their overall labour expense cap.

Media and Public Relations

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

Answer: Treasury staff numbers are included in the Annual Report

170. What is the forecast for the current financial year for the number of media or public relations advisers to be employed and their total cost?

Answer: Treasury staff numbers undertaking media or public relations are commensurate with need and can go down or up as required

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

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

172. Have you had media training or speech training? (a) If yes, who paid for it? (b) If paid by taxpayers, what was the amount paid in 2017-18?

Answer: No

Facebook

173. 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

174. 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

175. 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?

176. 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 196-197: Details of overseas travel including costs are published on the Department of Premier and Cabinet's website.

Department/Agency Travel

177. 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 Treasury, travel accords with the Department's Taxi Usage Policy.

Treasury travel costs for 2017/18 were \$116,764 on taxi hire and ridesharing, and \$759 on hire cars, with no limousines or private cars hired. This is a similar level to what was expended in 2016/17.

Drivers

178. 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 Treasury are provided drivers.

Consulting

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

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

Answer: Financial statements, including expenditure on consultants, are available in agency annual reports.

180. 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: Financial statements, including expenditure on consultants, are available in agency annual reports.

181. 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?

182. 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?

183. Are any staff formerly employed by your ministerial office now employed by Departments/agencies under your portfolio responsibility?
184. 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 181-184: 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

185. 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?
186. 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 185-186: IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

Merchant fees

187. 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.
188. 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.
189. What was the total amount paid in merchant fees on credit and/or debit card payments in your Department/agency in 2017-18?

Answer 187-189: 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.

Treasury 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.

190. 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), Treasury 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

191. 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-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

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

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

- (a) Privacy and confidentiality of information about domestic violence
- (b) Access to emotional, psychological, financial and medical support which may be required

Answer: Treasury is an accredited White Ribbon Workplace through White Ribbon Australia. Treasury continues to provide ongoing support and guidance to cluster agencies on best practice approaches to supporting women who are experiencing domestic violence.

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

Answer: An e-learning module has been developed in consultation with Family and Community Services

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

Answer: Treasury is working to ensure all staff are trained in line with the developed modules.

195. 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: Treasury 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

196. 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?

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- (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?
- (g) What percentage of staff in each agency has undertaken sexual harassment and anti-bullying training and awareness programs?
- (h) How many complaints have been initiated in relation to:
 - i. Sexual harassment
 - ii. Bullying
 - iii. Workplace violence

Answer: This training was formally introduced first in July 2013 and is regularly reviewed and updated in accordance with policies and guidance. Attendance at sexual harassment and anti-bullying training courses is mandatory for the Treasury and a number of other agencies in the cluster. Session times vary between trainers and agencies including online and one hour sessions. Various specialist providers as well as EAP providers. Some agencies utilise training courses organised by others within the cluster to maximise efficiencies. The needs of at-risk groups are considered in the training provided. Participation is mandatory in Treasury and a number of agencies in the cluster.

Participation of women in Government

197. 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) to (d) This information is publicly available in each agency's Annual Report.**
- (e) All agencies uses gender balance on interview panels as well as offering flexible working arrangements to allow better management of work and home commitments. Agencies continue to promote diversity and inclusion strategies which promote a workplace free from social biases of any kind.**
- (f) All equivalent positions determined by an objective assessment of their work value are paid the same salary within all agencies. The relevant distribution of women in**

each classification of work across the sector is reported by the Public Service Commission (PSC) but is also available in the agency's Annual Report.

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

Energy

198. 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?

199. 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.

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

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

202. 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?

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

204. 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.)?

205. 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 198 - 205: 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.

Questions from Ms Dawn Walker MLC
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Workers with disabilities

206. Since the introduction of *Jobs for people with disability: A plan for the NSW public sector*, what change has there been in the percentage of public sector employees who identify as having a disability?

- (a) What measures are in place to enable disabled job seekers to make

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the most of the plan?

- (b) The government's recruitment website I Work for NSW offers information for categories of workers such as graduates and experienced workers but no section offering specific information to job seekers with disabilities. Why is there no information for disabled job seekers?
- i. Whom should disabled job seekers contact for information about government recruitment?
 - ii. Where is the information about whom they should contact found?
- (c) What checks are there to ensure that disabled applicants are not passed over simply because hiring someone without a disability is easier?

Answer: This question would be more appropriately directed to the Premier.

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

Industrial Relations Commission

207. When will the IRC cease sitting at 47 Bridge Street?

Answer: The Department of Justice and Property NSW are managing the logistics of the relocation and are currently focused on coordinating the functional requirements captured in the final floorplan. The timing of the relocation, including appropriate transitional arrangements will be determined following completion of the fitout.

208. When will the IRC commence sitting in Parramatta?

Answer: Please refer to my answer to Question 207.

209. Will there be any IRC operation or presence left in the Sydney CBD?

Answer: It is planned that the IRC, including staff will all transfer to Parramatta once the new location is available.

210. Will the IRC sit elsewhere in NSW in the 2018-19 year ahead?

- (a) If yes, which locations and when?

Answer: The Industrial Relations Act provides that the Chief Commissioner of the IRC has responsibility for directing the business of the Commission.

211. Where will the IRC have a permanent presence?

Answer: Upon completion of the fitout, the IRC will be located at Parramatta.

212. Commissioner Stanton retires in October this year. Will you commit to replacing him?

Answer: The Government appoints Commissioners to the IRC that are suitably qualified and experienced to ensure the Objects of the *Industrial Relations Act* continue to be met.

213. Will IRC continue to have the same presence in Newcastle as it has had to date?

Answer: The Government has no plans to change the IRC arrangements in Newcastle.

214. Of the 6 appointments made to the IRC by your government, only 1 had experience representing working people. Given nature of the institution, do you accept this is unbalanced?

(a) Will you commit to addressing this imbalance in your upcoming appointment in October this year?

Answer: The Government appoints Commissioners to the IRC that are suitably qualified and experienced to ensure the Objects of the *Industrial Relations Act* continue to be met.

The Government will continue to appoint Commissioners that are suitably qualified and experienced.

Gig workers

215. Do you think all working people should have a legal, minimum rate of pay?

Answer: All employees at law have access to a minimum pay rate via the National Minimum Wage.

216. Do you believe all working people should have access to sick leave, annual leave and workers' compensation?

Answer:

All employees at law have access to sick leave, annual leave and other benefits via the National Employment Standards, and workers compensation via relevant NSW legislation.

217. An increasing number of workers in NSW who get work through so-called platforms or networks – and work for outfits like Uber, Foodora, Deliveroo and others have no right to minimum pay, sick leave, superannuation or holiday pay. Will you ensure these workers – who are not employees – get the same rights as employees (given they are not independent businesses)? (a) If not, why will you not do so?

Answer: Platform workers of the kind described are usually said to be independent contractors and are therefore not eligible for employee benefits such as minimum pay, sick leave, superannuation or holiday pay.

If future cases determine that some or all platform workers are employees, they will be subject to the provisions of the *Fair Work Act 2009*, and any relevant award or agreement made under that Act.

218. Your government has categorised workers like this to be employees for the purposes of charging payroll tax on the businesses – why won't you give these workers the rights of employees?

Answer: Payroll tax classification matters would be more appropriately directed to the Minister for Finance, Services and Property

Unpaid Interns

219. There has been an increasing incidence of (mainly) young people undertaking unpaid internships as a way of developing contacts and attempting to enter into a range of different professions or occupations. Many of these are legitimate and short-term, sometimes leading to work in a chosen field, but many have been exploitative, with so-called '*internships*' being just a device to obtain free labour under false pretences that it may result in work¹. Media reports and other commentary reveal many instances of exploitative unpaid internships where, far from learning valuable professional skills, interns run personal errands, make coffee and perform menial tasks for little to no reward or skills development. Other examples include performing the work you would expect of employees for extended periods of time, without reward or recognition². What are you doing to address this problem of unpaid internships?

Answer: Private and non-government sector employers in NSW are covered by the national workplace relations system.

For these employers, and individuals undertaking internships and other forms of unpaid work with them, the Fair Work Ombudsman provides guidance and advice. Resources, and other information and advice about workplace rights and obligations, are available online at www.fairwork.gov.au or by contacting the Fair Work Infoline on 13 13 94.

220. At present, internships *as such* are not regulated by either State or Commonwealth law. This can affect whether or not interns are protected against workplace discrimination, bullying or sexual or other harassment, or entitled to workers compensation if they suffer a workplace injury. Will you address this with changes to the law?

Answer: Under current legislation, interns may access legal protections against workplace discrimination and harassment. Access to these provisions is not contingent on whether or not they are employees.

Questions regarding access to workplace health and safety and workers compensation should be directed to the Minister for Finance Services and Property.

Domestic Violence Leave

¹ <http://www.abc.net.au/news/2017-06-26/unpaid-internships-millennials-share-their-stories/8651020>

² <https://www.smh.com.au/business/workplace/merry-go-round-of-unpaid-interns-provide-accounting-and-finance-services-20170620-gwuk0b.html>

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222. Last year, you said your government was "*looking into*" the issue of expanded DV leave rights. Will your government act to extend paid Domestic Violence leave from 5 to 10 days for public sector workers?

Answer: The Government remains committed to supporting public sector employees who are experiencing domestic and family violence and continues to consider a number of non-leave related workplace supports that can be provided for employees in addition to access to paid leave. These include adjusted work arrangements, access to counselling and support services, and training to increase capability and awareness of domestic and family violence issues for all employees.

223. Will your government act to ensure all employees in NSW have access to paid Domestic Violence leave of 10 days per year?

(a) If not, why will you not act on this?

Answer: Please refer to the answer for question 222.

Electricity Supply to Agencies

224. 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?

225. 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.

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

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

228. 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?

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

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230. 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)?

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

- (a) 2018-19?
- (b) 2019-2020
- (c) 2020-21?
- (d) 2021-22?

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

Answer 224-232: Please refer to answer for questions 198-205.

Efficiency Dividends

Question

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

Answer: Please refer to the answer to question 142.

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

Answer: Please refer to the answer to question 143.

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

Answer: Please refer to the answer to question 144.

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

Answer: Please refer to the answer to question 145.

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

Answer: Please refer to the answer to question 146.

Ministerial Travel / Meal Allowance

238. What is the forecast efficiency dividend saving for each agency within your portfolio

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in 2021-22?

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

Answer 238 – 241: Please refer to answer for questions 147-150.

Office Administration

242. 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: Please refer to the answer to question 151.

243. 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: Please refer to the answer to question 152.

244. 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: Please refer to the answer to question 153.

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

Answer: Please refer to answer to question 154.

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

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

Answer: Please refer to the answer to question 155.

247. 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: Please refer to the answer to question 156.

248. 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: Please refer to the answer to question 157.

249. 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: Please refer to the answer to question 158.

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

Answer: Please refer to the answer to question 159.

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

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

Answer: Please refer to the answer to question 160.

252. 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: Please refer to the answer to question 161.

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253. 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: Please refer to the answer to question 162.

Agile Workspaces/ Activity Based Working/ Hot-desking

254. 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: Please refer to the answer to question 163.

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

Answer: Please refer to the answer to question 164.

Hospitality

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

Answer: Please refer to the answer to question 165.

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

Answer: Please refer to the answer to question 166.

Labour Hire Firms

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

259. 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

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- (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 258-259: Please refer to answer for questions 167-168

Media and Public Relations

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

Answer: Please refer to the answer to question 169.

261. What is the forecast for the current financial year for the number of media or public relations advisers to be employed and their total cost?

Answer: Please refer to the answer to question 170.

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

Answer: Please refer to the answer to question 171.

263. 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: Please refer to the answer to question 172.

Facebook

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

Answer: Please refer to the answer to question 173.

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

Answer: Please refer to the answer to question 174.

Overseas Trips

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

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

Answer: Please refer to the answer to question 175.

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267. 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: Please refer to the answer to question 176.

Department/Agency Travel

268. 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: Please refer to the answer to question 177.

Drivers

269. 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: Please refer to the answer to question 178.

Consulting

270. How much did the Department/agencies under your portfolio responsibility spend in legal costs in 2017-18?
- (a) For what specific purposes or matters was legal advice sought?

Answer: Please refer to the answer to question 179.

271. 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: Please refer to the answer to question 180.

Department/ Agency Staffing

272. 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?

Answer: Please refer to the answer to question 181.

273. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the agency with which they were formerly employed?
- (a) What was the nature of these works/services?
 - (b) What was the total cost of these works or services?

Answer: Please refer to the answer to question 182.

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

Answer: Please refer to the answer to question 183.

275. 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: Please refer to the answer to question 184.

Smart Phone Accounts

276. Do the Departments/agencies within your portfolio have an iTunes account?
- (a) What was the total expenditure in 2017-18 on iTunes?
 - i. What applications/subscriptions/services were purchased through iTunes?

Answer: Please refer to the answer to question 185.

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277. 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: Please refer to the answer to question 186.

Merchant Fees

278. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments in your Department/agency.

Answer: Please refer to the answer to question 187.

279. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions in your Department/agency.

Answer: Please refer to the answer to question 188.

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

Answer: Please refer to the answer to question 189.

Probity Auditor

281. 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: Please refer to the answer to question 190.

Domestic Violence Leave Policies, Awareness Usage

282. 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;

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- (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: Please refer to the answer to question 191.

283. What training has been undertaken with management and administration for those involved in approving and/or processing domestic violence leave on issues such as?
- (a) Privacy and confidentiality of information about domestic violence
 - (b) Access to emotional, psychological, financial and medical support which may be required

Answer: Please refer to the answer to question 192.

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

Answer: Please refer to the answer to question 193.

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

Answer: Please refer to answer to question 194.

286. 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: Please refer to the answer to question 195.

Sexual harassment and Anti-bullying training and awareness programs

287. 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?
- (g) What percentage of staff in each agency has undertaken sexual

harassment and anti-bullying training and awareness programs?

- (h) How many complaints have been initiated in relation to:
- i. Sexual harassment
 - ii. Bullying
 - iii. Workplace violence

Answer: Please refer to answer to question 196.

Participation of women in Government

288. 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: Please refer to answer to question 197.

Energy

289. 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?

Answer: Please refer to answer to question 198.

290. 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.

Answer: Please refer to answer to question 199.

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

Answer: Please refer to answer to question 200.

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

Answer: Please refer to answer to question 201.

293. 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?

Answer: Please refer to answer to question 202.

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

Answer: Please refer to answer to question 203.

295. 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.)?

Answer: Please refer to answer to question 204.

296. 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: Please refer to answer to question 205.