



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2019-2020 Supplementary Questions

Portfolio Committee No. 1 – Premier and Finance

JOBS, INVESTMENT, TOURISM AND WESTERN SYDNEY

Hearing: Wednesday 11 September 2019

Answers due by: 9.00 am Tuesday 8 October 2019

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JOBS

Questions from the Hon Mark Buttigieg MLC (on behalf of the NSW Labor Opposition)
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Jobs for NSW

1. Would the Minister agree that the purpose of Jobs for NSW is to create jobs in NSW?
 - (a) How many jobs has Jobs for NSW created?
 - (b) How do you know these jobs have been created as a direct result of the Jobs for NSW programs?
 - (c) What measurements are you using to calculate the number of jobs created?

2. Is the Government reviewing the Jobs for NSW program?
 - (a) Why was Jobs for NSW moved to Treasury?
 - (b) Is the Fund under review?
 - i. Did you order the review?
 - ii. What is the scope of that review?
 - iii. A treasury spokesperson told InnovationAus on the 14th of August that the “review remains ongoing” and that they “are working through details currently and will share outcomes when they are finalised.” How long until those outcomes are publicised?
 - iv. What has this review said so far about your role as the Minister for Jobs and your oversight of Jobs for NSW?
 - v. Will you be given the majority of responsibility for the remainder of the Fund?
 - vi. Can you confirm that there is \$70 million or so remaining in the fund?
 - vii. Would you characterise the program as being a success?
 - (c) There was \$190 million initially set aside for this fund –
 - i. How much was spent via Jobs for NSW in the 2018-19 financial year?
 - ii. The 2017-18 annual report said \$122 million has already been committed as at 30 June 2018. How much further funding has been committed since this date?

- iii. How much of this was spent in regional communities?
 - iv. How much of this was spent in Western Sydney?
 - v. How much of this was spent on the Sydney Start-up Hub?
 - vi. Is the \$150 million allocated for the Go Equity NSW Fund separate from the Jobs for NSW Fund or is this included in the Jobs for NSW Funding?
- (d) The annual report says that the plan for June 2018-June 2019 was to “maximise delivery of existing portfolio of financial products” and “make investments that align with NSW Government’s current strategic priorities”.
- i. How has Jobs for NSW met these targets in the last year?
 - ii. What investments has it made in the last year?
 - iii. Where were these investments made?
 - iv. How many jobs did these investments directly generate?
3. There was \$150M in the Go Equity NSW fund –
- (a) How much of that money was spent in the 2018-19 financial year?
 - (b) How much is remaining in the fund?
 - (c) What is the Government’s plan for this fund now it has moved into Treasury?
 - (d) Is the fund being reviewed alongside the Jobs for NSW review?
 - (e) Do you think there were problems with the way funds were allocated?
 - (f) Was there a discussion to remove Roc Partners after the revelation that they’d funded Stone Axe Pastoral, a company they had a majority shareholding in?
 - (g) What discussions have you been privy to as the Minister on this matter?
 - (h) Were you briefed by Treasury on this matter when you became the Minister?
 - (i) Are ROC still partners in the Go Equity Fund?
 - (j) Do you have confidence in ROC given they funded their own project?

Answers:

1. Established under the *Jobs for NSW Act*, Jobs for NSW’s primary objectives are to facilitate:
 - The creation of new jobs in NSW in a responsive way to changes in the economy;

- The development and attraction of new businesses, and consolidation of existing business in NSW;
 - Strategic advice to government to drive job creation; and
 - Innovative, cost-effective and strategically targeted job creation incentives.
- a) The Jobs for NSW Fund is on track to create 15,493 jobs by 2021-22.
 - b) All jobs are directly attributable to the Jobs for NSW programs.
 - c) All recipients of financial assistance from the Jobs for NSW fund must report both forecasted and actual job creation to date.

2.

a-b) As part of the recent Machinery of Government changes, Jobs for NSW transferred from the Department of Industry to NSW Treasury as it now has responsibility for the full economic portfolio of government. The review of Jobs for NSW will assess the effectiveness and efficiency in achieving its objectives. This review has not been finalised. The draft report and recommendations are currently with the Minister for consideration.

Responsibility for the *Jobs for NSW Act 2015* is shared between the Minister for Jobs, Investment, Tourism and Western Sydney and the Treasurer.

c)

i-v) This will be available in the 2018-19 Jobs for NSW Annual Report.

vi) Jobs for NSW allocated \$50 million from the Jobs for NSW Fund towards the GO NSW Equity Fund.

d) As at 30 June 2019, Jobs for NSW has committed \$133.2 million to job creation investment and supported more than 700 businesses across 95% of NSW's electorates. In FY2019, Jobs for NSW continued to deliver, spending \$23.2 million on startups and emerging growth businesses through its suite of financial products including the Minimum Viable Product and Building Partnerships grant, Regional Growth Loans, Accelerating Growth loans and Strategic Growth Loans and Loan Guarantees across metropolitan and regional NSW.

A list of grant recipients will be released with the Jobs for NSW 2018-19 Annual Report.

3.

a-b) This will be available in the 2018-19 Jobs for NSW Annual Report.

c-e) The review of Jobs for NSW including the GO NSW Equity Fund is currently ongoing and has not been finalised.

f) As stated previously, ROC Partners disclosed to the GO NSW Equity Fund partners the existing relationship and shareholder structure including the shareholdings it held on behalf of its existing investors during the assessment of the business. There was no conflict found.

g) The Minister has been involved in conversations with NSW Treasury in relation to the GO Equity Fund as part of the Jobs for NSW review that is currently being undertaken.

h) As part of the normal process, all departments are required to prepare incoming government briefings for Ministers.

i-) ROC Partners is the general manager of the GO NSW Equity Fund. ROC Partners is a highly respected fund manager with an established reputation within the industry including an established regional network in NSW to manage and implement the Fund.

Pilot Cluster Programs

4. A pilot program was launched focused on the Westmead Precinct and Liverpool Health & Education Cluster to support accelerating high value knowledge job creation.

(a) What is the budget for this pilot project?

(b) How much has been spent at each site – Westmead and Liverpool?

(c) How many jobs have been created as a result of this pilot program?

Answer:

4.

a-c) The Westmead Precinct and Liverpool Health & Education Pilot Cluster program was an initiative to support and drive collaboration between industry, research institutions and government and activate the precinct.

Key achievements included:

- Delivered an Investment Framework for Liverpool Innovation Precinct;
- Connected over 280 businesses with future collaborators, research organisations and capital/fund providers;

- Hosted over 300 international delegates to drive further connections across researchers, industry, government and SME's; and
- Supported the creation of a 'go-to-market strategy' with Health Infrastructure NSW.

Sydney Startup Hub

5. How many jobs were created as a result of the Sydney Start Up Hub?
- (a) How many of these are permanent, full-time, ongoing jobs?
 - (b) The hub accommodates up to 2,500 people – how many people are currently located in the hub?
 - (c) How many bookings were made in the last financial year for the Regional Landing Pad?
 - (d) How many events were held at the Sydney Startup Hub?

Answer:

5.

a-d) It is forecast that over a 5-year period to September 2022 approximately 5,880 jobs will be created at the Sydney Startup Hub. As at September 2018 when the last Sydney Startup Hub Survey was conducted, over 1000 jobs had been created. A survey is currently being conducted to capture the key achievements to date including job creation.

For Sydney Startup Hub residents (i.e. Fishburners, Stone & Chalk, The Studio, Tank Stream Labs, Microsoft Reactor, Caltex, Optus and Westpac), there are between 1,500 to 1,800 people located at the Hub*.

*Note these numbers will fluctuate from time to time.

Number of Regional Landing Pad Bookings

1 Jan 2018 – 31 Dec 2018	1000 bookings
1 Jan 2019 – 18 Sep 2019	1180 bookings

Since the Sydney Startup Hub opened on 14 February 2018, 557 events have been held.

Note – this number does not include Sydney Startup Hub Tours for delegations, the Expert in Residence program or the wellness program.

CEO and Board of Jobs for NSW

6. The Jobs for NSW review has seen the CEO leave and the Board wound up. Why did CEO Nicole Cook resign after only appointed to the role last September?
7. Treasury has claimed that the new structure integrating Jobs for NSW in Treasury means there's no need for an independent board. Do you agree?
8. Do you think, given the controversy around the Waygu Beef and Oyster investments, it would be important to have an Independent Board oversee the funding and operation of Jobs for NSW and funds like the Go Equity NSW Fund?
9. The annual report stated for 2017-18 that \$283,000 was paid as remuneration to 5 board members. Total board expenses amounted to \$342,000. Is that correct?
 - (a) What were Board expenses for the Jobs for NSW Board in the 2018-19 financial year?
 - (b) What were the total remuneration costs?
 - (c) When was the Board disbanded, and when did the Government cease to remunerate the board?

Answers

6. As stated during the Budget Estimates Hearing, Nicole Cook's decision to leave Treasury was a joint decision. The future structure within Treasury did not require a CEO role. Nicole Cook decided it was an appropriate time to explore new opportunities.
- 7-8. This review has not been finalised. The draft report and recommendations are currently with the Minister for consideration.
9. Yes. This will be available in the 2018-19 Jobs for NSW Annual Report.
The Jobs for NSW Board resigned on 24 May 2019 and were remunerated up until that day.

Portfolio of Loans – Jobs for NSW Funding Roadmap

10. What was the total amount loaned via the *Regional Growth Loans* in 2018-2019?
 - (a) And in 2017-18?
 - (b) Who were these loans made to – e.g. which businesses?
 - (c) What was the amount loaned to each of these businesses?

- (d) What return has Jobs for NSW seen on these loans?
 - (e) How many jobs were created from each loan?
 - (f) How many jobs were created total from this fund?
11. What was the total amount loaned via the *Accelerating Growth Loans* scheme in 2018-19?
- (a) And in 2017-18?
 - (b) Who were these loans made to – e.g. which businesses?
 - (c) What was the amount loaned to each of these businesses?
 - (d) What return has Jobs for NSW seen on these loans?
 - (e) How many jobs were created from each loan?
 - (f) How many jobs were created total from this fund?
12. What was the total amount loaned via the *Strategic Growth Loans* scheme in 2018-19?
- (a) Who were these loans made to – e.g. which businesses?
 - (b) What was the amount loaned to each of these businesses?
 - (c) What return has Jobs for NSW seen on these loans?
 - (d) How many jobs were created from each loan?
 - (e) How many jobs were created total from this fund?
13. In 2017-18 AOC and Stone Axe Pastoral were the only investments made in the Go NSW Equity Fund, is that correct?
- (a) How many jobs were created as a direct result of the Go NSW Equity fund's investment?
 - (b) Were there any investments made in 2018-19 by the Go NSW Equity Fund?
 - (c) What return has Go NSW Equity seen on these investments?
 - (d) If so, how much funding was provided?
 - (e) How many jobs were created as a direct result of this investment?
14. What was the total amount granted via *Techvouchers (NSW Gov)* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these grants made to – e.g. which businesses?

- (c) What was the amount granted to each of these businesses?
 - (d) How many jobs were created from each grants?
 - (e) How many jobs were created total from this grant program?
15. What was the total amount granted via the *Minimum Viable Product (MVP) Grants* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these grants made to – e.g. which businesses?
 - (c) What was the amount granted to each of these businesses?
 - (d) How many jobs were created from each grant?
 - (e) How many jobs were created total from this grant program?
16. What was the total amount offset via the *R&D Tax Incentive* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these tax offset arrangements made with – e.g. which businesses?
 - (c) What was the amount offset to each of these businesses?
 - (d) How many jobs were created from each tax offset arrangement?
 - (e) How many jobs were created total from this incentive program?
17. What was the total amount granted via the *Building Partnerships Grant* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these grants made to – e.g. which businesses?
 - (c) What was the amount granted to each of these businesses?
 - (d) How many jobs were created from each grant?
 - (e) How many jobs were created total from this grant program?
18. What was the total amount granted via the *Entrepreneur's programme: accelerating Commercialisation grants* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these grants made to – e.g. which businesses?
 - (c) What was the amount granted to each of these businesses?

- (d) How many jobs were created from each grant?
 - (e) How many jobs were created total from this Programme?
19. What was the total amount in matched funding provided via the *Entrepreneur's programme: innovation connections matched funding* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these matched grants made to – e.g. which businesses?
 - (c) What was the amount matched to each of these businesses?
 - (d) How many jobs were created from each matched funding amount?
 - (e) How many jobs were created total from this program?
20. What was the total amount granted or loaned via the *Landing Pads Program* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these grants or loans made to – e.g. which businesses?
 - (c) What was the amount granted or loaned to each of these businesses?
 - (d) How many jobs were created from each grant or loan?
 - (e) How many jobs were created total from this program?
21. What was the total amount granted via the *Export Market Development Grant* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who were these grants made to – e.g. which businesses?
 - (c) What was the amount granted to each of these businesses?
 - (d) How many jobs were created from each grant?
 - (e) How many jobs were created total from this fund?
22. How many loan guarantees were provided via the *Loan Guarantees program* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who was provided with loan guarantees – e.g. which businesses?
 - (c) What was the amount of the loan guarantee to each of these businesses?
 - (d) How many jobs were created from each loan guarantee?
 - (e) How many jobs were created total from this program?

23. How many businesses were provided with assistance via *Efic* in 2018-2019?
- (a) And in 2017-18?
 - (b) Who was assistance made to – e.g. which businesses?
 - (c) How many jobs were created from each instance of assistance?
 - (d) How many jobs were created total from Efic assistance?

Answers

10. This will be available in the 2018-19 Jobs for NSW Annual Report.

- a) For historical information on Jobs for NSW, please refer to the relevant annual report.
- b) In FY2019 the businesses funded included Food to Nourish and ClockOn. As the other recipient is yet to be announced, this is commercial in confidence.
- c) Up to \$500,000 per loan.
- d) Nil. Regional Growth Loans are interest-free loans.
- e) Between 10 and 50 FTE.
- f) Expected 216 FTE.

11. This will be available in the 2018-19 Jobs for NSW Annual Report.

- a) For historical information on Jobs for NSW, please refer to the relevant annual report.
- b) This is commercial in confidence.
- c) Up to \$500,000.
- d) This will be available in the 2018-19 Jobs for NSW Annual Report.
- e) Between 10 and 50 FTE.
- f) Expected 141 FTE.

12. This will be available in the 2018-19 Jobs for NSW Annual Report.

- a) This is commercial in confidence.
- b) Up to \$1.2 million.
- c) This will be available in the 2018-19 Jobs for NSW Annual Report.
- d) Between 10 and 50 FTE.
- e) Expected 168 FTE.

13. Yes.

- a) The investments in Stone Axe Pastoral and Australia's Oyster Coast is expected to create 116 FTE.
- b) There were no new investments in 2018-19 by the GO NSW Equity Fund.
- c) This is commercial in confidence.
- d) No new funding was provided.
- e) Only job creation that will be a direct result of the investment has been attributed.

14. In FY 2019 - 32 TechVouchers were granted with a total of \$404,401 cash spent. SME (small to medium enterprise) recipients of TechVouchers matched these funds with a total contribution of \$505,896. Refer to Table 1.

- (a) In FY2018 - 19 TechVouchers were issued with a total of \$808,841 cash spent. SME recipients of TechVouchers matched these funds with a total contribution of \$1,005,773. Refer to Table 2.
- (b) Refer to Tables 1 and 2.
- (c) Refer to Tables 1 and 2.
- (d) Job creation figures are not a metric for this grant scheme and are currently not captured.
- (e) Job creation figures are not a metric for this grant scheme and are currently not captured.

Table 1: TechVoucher projects 2018-19 FY

Business	NSWG grant	SME co-contribution
Burnbar Fruit	6000	6000
Soldier.ly Pty Ltd	15000	25000
All Of You Pty Ltd	15000	15000
Anglo Pacific Import Export Pty Ltd	9307	9307
Cleantech Pty Ltd	15000	15000
Edward Farren-Price	13650	15000
Evisuals (Aust) Pty Ltd	13531	13531
Nulux Energy Solutions	6125	6125
Thumbtack Group Pty Ltd	7500	7500
Beyond Travel Group Pty Ltd	15000	15000

RoboMotion Pty Ltd	15000	15000
Smart Welding Solutions	15000	15000
JHC Infrastructure Pty Ltd	15000	20000
Macadamia Conservation Trust	15000	15000
South Pacific Marine Minerals Pty Ltd	5000	5000
Farm Management Consultants Pty Ltd	14837	10000
Bosco Lighting	15000	90000
Cognitivo Consulting Pty Ltd	15000	17670
Emu Logic	6403	6403
Inkerz Pty Ltd	15000	15000
Irtech Pty Ltd	14000	15000
Laserbond Limited	13657	15000
RR MedSciences Pty Ltd	10500	15000
Taikun Property Group Pty Ltd (TUDI)	13777	13777
Teach Ted Pty Ltd	15000	17717
The Australian Coffee Exchange (Zentvelds Coffee)	7246	7246
Warehouse One7 Consulting Pty Ltd	9235	10000
Advanced Alloy Holdings Pty Ltd	15000	16987
Elumen Pty Ltd	15000	15000
Inventia Life Science Pty Ltd	13633	13633
Solafast Pty Ltd (Solspan)	15000	15000
AK Environmental Pty Ltd	15000	15000
Total 2018-19 FY	404,401	505,896

Table 2: TechVoucher projects 2017-18 FY

Business	NSWG grant	SME co-contribution
Unigreen Food Pty Ltd	14945	15000
Alphitonia Pty Ltd	13636	13636
Chess Industries	15000	15000
Colmar Engineering Pty Ltd	5000	5000

Business	NSWG grant	SME co-contribution
Divvy Parking Pty Ltd	15000	15000
Earth Dwellings Australia Pty Ltd	15000	20000
Fusion Co-Innovation Labs Pty Ltd	15000	15000
Galintel Pty Ltd	15000	20510
iEP2 Group Pty Ltd	15000	15000
Intelli Particle Pty Ltd	15000	15000
Jasgo R & D Pty Ltd	15000	15000
Metwest Engineering	15000	15000
STEMTera Pty Ltd	15000	15000
Ecoshade Solutions	12500	12500
MindX	15000	15000
Pentavision Property Management Services	5000	5000
Raiz Invest Limited (Acorns Grow)	15000	15000
Speedx Pty Ltd	15000	15000
Meeting Like Minded	10000	10000
Northside Industries Pty Ltd	15000	15000
Opus Medical Pty Ltd	13741	13741
Repartech	13741	15000
Modular Photonics Australia Pty Ltd	12500	13750
Ecoheat	15000	15000
Street Furniture Australia	14984	15000
The Darwin Practice Pty Ltd	13594	15000
Biospecialties Australia Pty Ltd	14744	15000
Luoda Pharma Pty Ltd	15000	50000
Pickford Resources Pty Ltd	15000	15000
Asia Pacific International Consulting	15000	15000
Attia Ltd	15000	15000
Brian Steel	12000	15000
Climate Risk Pty Ltd	15000	30000
EcoMag Limited	15000	15000
Surround Australia Pty Ltd	15000	5000
Internetrix	15000	15000

Business	NSWG grant	SME co-contribution
NanoCellulose IP Pty Ltd	15000	18865
Alicanto Media Pty Ltd (Agronomeye)	14976	15000
iCumulus Pty Ltd	12494	12505
Leasing Information Services Pty Ltd	15000	15000
Australian Bay Lobster Producers Ltd	15000	20000
BeLife Pty Ltd	15000	15000
Dr David Greening Pty Ltd	13590	15000
Lifting Point Construction Technologies	13665	13665
Loyalty & Reward Co Pty Ltd	14997	75000
MicroTau Pty Ltd	15000	15000
Open Instruments Pty Ltd	15000	15000
Playtec Pty Ltd	9000	30000
Quadrant Global Services Pty Ltd	15000	15000
Regional Envirosience Pty Ltd	15000	15000
Jenbrook Pty Ltd	13633	16500
Silver Service Club Pty Ltd	2337	2337
AIgD Biotech Pty Ltd	15000	60000
Fish and Sons Rural	5000	5000
L&A Pressure Welding Pty Ltd	15000	15000
Linke & Linke Surveys Pty Ltd	15000	15000
LIXI Limited	12764	12764
MP High Tech Solutions Pty Ltd	15000	15000
Ubaryon	15000	15000
Total 2017-18 FY	808,841	1,005,773

15.This will be available in the 2018-19 Jobs for NSW Annual Report.

- a) For historical information on Jobs for NSW, please refer to the relevant annual report.
- b) The list of recipients for FY2018 are attached to the annual report:
https://www.jobsforNSW.com.au/_data/assets/pdf_file/0019/204067/Jobs-for-NSW-Annual-Report-2017-18.pdf
- c) Up to \$25,000.

- d) The number of jobs created by the MVP program is an estimate based on modelling commissioned by Jobs for NSW. This assumes that for each grant up to 3 FTE are created.
- e) In total 1,096 FTE have been created from this grant program.

16. The Research and Development Tax Incentive is a federal program and is not administered by the NSW Government. However, in relation to the Minimum Viable Product and the Building Partnerships grant, 'project costs that are already the subject of another government grant, subsidy or financial assistance' are not eligible for funding.

17. This will be available in the 2018-19 Jobs for NSW Annual Report.

- a) For historical information on Jobs for NSW, please refer to the relevant annual report.
- b) The list of recipients for FY2017-18 are attached to the annual report.
https://www.jobsforsw.com.au/_data/assets/pdf_file/0019/204067/Jobs-for-NSW-Annual-Report-2017-18.pdf A list of investments for FY 2019 will be released with the Jobs for NSW 2018-19 Annual Report.
- c) Up to \$100,000
- d) The number of jobs created by the BP program is an estimate based on modelling commissioned by Jobs for NSW. This assumes that for each grant up to 12 FTE are created.
- e) In total 878 FTE has been estimated for this grant program.

18-21. These are all federal programs and not administered by the NSW Government.

22. This will be available in the 2018-19 Jobs for NSW Annual Report.

- a) For historical information on Jobs for NSW, please refer to the relevant annual report.
- b) This is commercial in confidence.
- c) Up to \$5 million.
- d) In FY2018-19- 55 FTE.
- e) From the loan guarantees made to date, the investment is expected to create 561 FTE.

23. Efic is a federal program and not administered by the NSW Government.

Other Ministerial Responsibilities

24. Can the Minister clarify what the title “Minister for Jobs” actually means?
- (a) What are your major responsibilities?
 - (b) Your portfolio is situated within treasury, is that correct?
25. What are you doing, as Minister for Jobs, to improve youth unemployment?
- (a) Youth unemployment in the Coffs Harbour and Grafton region is at 20%, what is the government doing specifically to improve the situation for young people in that region?
 - (b) And it is at around 15% in the capital region, what is the government doing in that region to improve youth unemployment?
26. Overall unemployment is at 8% in Coffs Harbour Grafton, yet the Government is moving to privatise the Forestry Corporation which will no doubt see job cuts to the regions. How can you say you’re creating jobs when on the other hand you’ve allowed state owned companies like Essential Energy to shed staff?
27. Annual employment growth is at around negative 9-10% on the mid-north coast, where the bulk of Essential Energy cuts are. Do you think the state has a role to play to ensure we have good jobs in those regional areas that are doing it tough?

Answers

24. The Minister for Jobs, Investment, Tourism and Western Sydney portfolio is part of the Treasury cluster and the key priorities include:
- Delivery of Election Commitments
 - Delivery of the Premier’s Priorities
 - Creating a strong economy, quality jobs and job security for workers of today and tomorrow. This includes:
 - Creating new economic opportunities including a specific focus on emerging new industries for the NSW economy such as fintech, medtech, robotics, AI, and advanced manufacturing as well as through in-bound tourism.
 - Delivering and promoting employment Precincts including the Western Sydney Aerotropolis and the Sydney Innovation and Technology Precinct.
 - Deliver the NSW Trade and Investment Strategy.
 - Deliver an Economic Blueprint for the future of NSW.

25. As part of the Local Innovation Network, the NSW Government made a \$2.1 million commitment to turbocharge the development of thriving regional entrepreneurial communities across NSW.

Seven emerging innovation locations in regional NSW were identified as strong innovation ecosystems with potential for further growth. This project expands and leverages the NSW Government's investment in the Sydney Startup Hub and forms networks across NSW to support startups and entrepreneurs in regional NSW.

One of these locations selected was 6 Degrees in Coffs Harbour, which has supported programs including the Youth Entrepreneur Program, which is designed to support young people to create a business based on their passions.

The NSW Government has also relaunched their Minimum Viable Product grants program of up to \$25,000 to support promising startups develop their prototype and assess market potential, which create future-focused jobs and industries across the state.

26. The Government has announced that it is proceeding with a scoping study in relation to Forestry Corporation's softwood plantations. No decision has been made to proceed with a transaction around the Softwoods division, and one of the issues that the scoping study will consider is the potential impact of any transaction on regional jobs.

Following discussions between the NSW Government and Essential Energy regarding proposed job cuts to Essential Energy staff, the Minister for Energy and Environment announced on 20 August 2019 of his intention to issue a direction to Essential Energy to halt the proposed job cuts. The Minister also announced that the NSW Government will support regional economies during the drought, while also providing regional customers with reliable and affordable energy.

27. The NSW Government is committed to supporting the regions. In September 2018, the NSW Government launched the \$20 million Regional Investment Attraction Package to make it easier for businesses to establish or expand in regional NSW. This included:

- Investment Concierge Service – To provide end-to-end support for businesses wishing to set up or expand their operations.
- Financial incentives under the Regional Investment Attraction Fund to help businesses seeking to establish themselves in regional NSW and create new jobs.
- Regional Skills Relocation Grant – To assist with the relocation and increase the availability of skilled and experienced workers for businesses setting up, relocating to or existing in regional NSW.

Supporting regional entrepreneurs is another priority for the NSW Government as they are essential to the growth of their local communities. The Sydney Startup Hub features a dedicated Regional Landing Pad, with infrastructure to enable regional organisations to connect with the startup ecosystem either remotely or physically. This aligns closely with the NSW Government’s \$2.1 million commitment for the Local Innovation Network, seven locations across regional NSW to support local entrepreneurs to grow and create new jobs across our regions including Bathurst, Wagga Wagga, Armidale, Coffs Harbour, Byron Bay, Newcastle and Wollongong.

Regional businesses will be connected to other NSW Government programs including the Business Connect advisory service and export advice and advocacy through the Small Business Commissioner.

Flexible Work

28. Minister, the Premier announced on International Women’s Day that the public service would all have access to flexible working arrangements by 2019.
- (a) What numbers of staff within your Department currently have flexible working arrangements?
 - (b) Do you centrally register staff, who have flexible working arrangements?
 - (c) What measures are currently in place to implement this?

Answer

28. a) All staff at Treasury have access to Flexible work arrangements. Arrangements are managed locally within teams and in accordance with agreed principles.
- b) Formal arrangements are reviewed by Treasury HR, and copies are kept on Employee personal files. A central register is not kept as arrangements can be changed from time to time. Formal flex time arrangements are tracked and processed through the central SAP payroll system.

c) Treasury continues its focus to support Employees access a variety of Flexible Work Arrangements. Treasury has a policy and supporting documents for Managers and Employees regarding flexible work. Treasury maintains strong PMES results detailing Employees satisfaction with Flexible Work at Treasury.

Ministerial Travel/Meal Allowance

29. How many nights travel were claimed by the Minister during the 2018-19 period?
30. How many nights travel were claimed by the Minister's spouse during the 2018-19 period?
31. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2018-19?
32. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2018-19?

Answer

29-32. In 2018-19, total expenditure by the Ministry on domestic travel was \$1,093,735.

Efficiency dividends

33. What was the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in 2018-19?
34. What is the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in
 - (a) 2019-20?
 - (b) 2020-21?
 - (c) 2021-22?
35. What was the total efficiency dividend that was achieved for each department, statutory agency and/or other body within your portfolio between 2011-12 and 2018-19 inclusively?

Answer

33-35 Savings from the NSW Government's efficiency dividend are outlined in the Budget Papers.

Ministerial Office Administration

36. How many staff are in your ministerial office?
 - (a) What was the average salary for staff members in your office during 2018-19?

- (b) What is the estimated average salary for a ministerial staffer in your office in 2019-20 based on current appointments?
37. How many iPhone/smart phones are assigned to your staff?
- (a) For each phone, how much was each bill in 2018-19?
- (b) How many phones have been lost or replaced due to damage in your office?
- (c) What is the cost of replacing those phones?
38. 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 2018-19?
- (b) How many iPads or tablets have been replaced due to lost or damage in 2018-19?
- (c) What was the cost of replacing these devices?
39. Has any artwork been purchased or leased for display in your ministerial office in 2018-19?
- (a) What is the cost of this?
40. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2018-19?
- (a) If so, what was the cost of these items?
41. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2018-19?
- (a) If so, what was the cost of these items?
42. What was the total cost of all subscriptions by you and your staff to news services, newspapers, magazines, journals and periodicals (including online services) in 2018-19?
- (a) What are these services/newspapers/magazines/journals/periodicals?
- (b) Who is the subscriber for each of these?
43. What was the total value of all gifts purchased for use by you and your office in 2018-19?
- (a) What were the gifts purchased?
- (b) Who were they gifted to?
44. Do you purchase bottled water or provide water coolers for your office?
- (a) What is the monthly cost of this?

45. How much did your ministerial office spend on hospitality, including catering and beverages, in 2018-19?
46. What non-standard features are fitted to your ministerial vehicle?
 - (a) What is the cost of each non-standard feature?
47. What was the total bill for your office in 2018-19 for:
 - (a) Taxi hire
 - (b) Limousine hire
 - (c) Private hire care
 - (d) Hire car rental
 - (e) Ridesharing services?
48. Were any planes or helicopters chartered by you or your office and paid for with public money in 2018-19?
 - (a) If yes, will you please detail each trip, the method of transport and the cost?
49. 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 2018-19?

Answers

36. 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/>
37. There were 261 smartphones and other mobile devices allocated across the Ministers' IT Network in 2018-2019. The total usage cost of these smart phones and other mobile devices (including iPads) was \$334,630, compared to 2009-10 expenditure of \$434,854 under Labor. There were 6 devices lost/stolen across the Ministerial Offices during 2018-2019. 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.
38. There were 111 iPads allocated across the Ministers' IT Network in 2018-2019. 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.

39. Artwork in Ministers' Offices includes art donated at no cost.
- 40-41. Floral arrangements purchased by the Ministry are managed within Ministerial office budgets.
42. Ministers' offices subscribe to a modest number of publications, which are managed within Ministerial office budgets.
43. Gifts are presented to dignitaries during overseas missions and to dignitaries visiting NSW in accordance with established protocol.
44. The Ministry spent \$466 on filtered water for their offices in 2018-19.
45. Expenditure on hospitality across the Ministry totalled \$27,782 in 2018-19, which includes catering for stakeholder meetings and courtesy calls with visiting dignitaries.
46. Ministers, the Leader of the Opposition, other nominated public office holders and certain former office holders are provided with official cars and drivers. During 2018-19, all costs associated with these vehicles were paid from the relevant Ministerial office budget.
47. Expenditure on taxis, hire cars and ride share services in 2018-19 across the Ministry was \$119,179, compared to 2009-10 expenditure of \$175,776 under Labor.
48. Expenditure on charter flights for the Ministry totalled \$83,845 in 2018-19, compared to 2009-10 expenditure of \$281,567 under Labor.
49. No.

Agile Workspaces/Activity Based Working/Hot-desking

50. Have any of your departments, statutory agencies and/or other bodies 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 2019-20?
51. How much have your departments, statutory agencies and/or other bodies spent in the roll-out of the agile working environment including laptops, furniture, lockers and other equipment in 2018-19?

Answers

50-51. Accommodation planning for NSW Treasury's agencies is undertaken in accordance with the Government's accommodation strategy and design guidelines. Agile working environments are being rolled out as appropriate.

Hospitality

52. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) How much was spent on hospitality, including catering and beverages, in 2018-19?
- (b) Whether the department, statutory agency and/or other body has coffee machines? And if so:
 - i. How many?
 - ii. What was their purchase cost?
 - iii. What is their maintenance cost?
 - iv. Who has access to them?
 - v. Which staff have access to the machines?

Answer

52. Expenditure on hospitality is limited to official work-related purposes with any related staff benefits subject to Fringe Benefits Tax provisions.

The provision and acceptance of gifts, benefits and hospitality is subject to specific policies and agency Codes of Conduct and is strictly monitored.

Labour Hire Firms

53. Do any departments, statutory agency and/or other bodies within your portfolio responsibilities utilise the services of Labour Hire Firms? If yes, please advise in table form for 2018-19:

- (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
- (h) Who authorised the use of labour hire companies?
- (i) Do staff under these labour hire arrangements receive as much training and security clearance as permanent staff?

Answer

53. The NSW Treasury Cluster uses Labour Hire firms, in accordance with NSW Public Service policies to cover temporary vacancies as required.

Stationery

54. For each department, statutory agency and/or other body in the Minister's portfolio please report:

(a) What was the cost of stationery for the following financial years:

i. 2015-16

ii. 2016-17

iii. 2017-18

iv. 2018-2019

v. 2019-present

(b) What brand of paper is used?

i. Is this paper Australian made?

Answer

54. Stationery purchases by NSW Treasury Cluster agencies are made in accordance with the applicable policies and procedures on procurement.

Credit Cards

55. For each department, statutory agency and/or other body in the Minister's portfolio please report:

(a) How many credit cards are currently on issue for staff?

i. Please provide a break-down of this information by grade.

(b) What was the value of the largest reported purchase on a credit card for the following financial years:

- i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- (c) What was each largest reported purchase for?
- (d) How much interest was paid on amounts outstanding from credit cards for the following financial years:
- i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- (e) How much was paid in late fees on amounts outstanding from credit cards for the following financial years
- i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- (f) What was the largest amount outstanding on a single card at the end of a payment period and what was the card holder's employment grade?
- (g) How many credit cards have been reported lost or stolen?
- i. What was the cost to replace them?
- (h) How many credit card purchases were deemed to be illegitimate or contrary to agency policy?
- i. What was the total value of those purchases?

- ii. How many purchases were asked to be repaid on the basis that they were illegitimate or contrary to agency policy and what was the total value thereof?
 - iii. Were all those amounts actually repaid?
 - iv. If no, how many were not repaid, and what was the total value thereof?
- (i) What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid, and what was the cardholder's employment grade?
 - i. What that amount actually repaid, in full?
 - ii. What amount was left unpaid?
 - (j) Are any credit cards currently on issue connected to rewards schemes?
 - i. Do staff receive any personal benefit as a result of those reward schemes?
 - (k) Can a copy of the staff credit card policy please be provided?

Answer

55. The NSW Government has implemented a PCard program to realise a number of benefits including savings from the use of cards over traditional high cost procure-to-pay processes and the enhanced capability to track and monitor expenditure.

Cards are issued to staff according to business need and are managed in accordance with Treasury Policy TPP 17-09 Use and Management of NSW Government Purchasing Cards.

Staff are prohibited from using official PCards for personal or other unofficial purposes and cards are not connected to reward schemes or any other program that would provide a personal benefit to the cardholder.

Media and Public Relations

56. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) How many media/communications/public relations advisers are employed?
 - i. What is the total salary cost for media/communications/public relations advisers in 2018-19?
- (b) What is the forecast for the current financial year for the number of media/communications/public relations advisers to be employed and their total cost?
- (c) What is the total cost of media monitoring services?

- i. Please provide a breakdown by department, statutory agency and/or other body.
- (d) Are any media or public relations advisers currently engaged as contractors?
 - i. Who are these contracts with?
 - ii. What is the value of these contracts?
- (e) How much was spent on media or public relations advisers in financial year:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present?

Answer

56. a-b) NSW Treasury staff numbers are included in the Annual Report. NSW Treasury staff numbers undertaking media or public relations activities are commensurate with need and can go down or up as required.
- (c-e) The Financial Statements, including legal, consulting and any other general costs from third party service providers, are available in the agency annual report. These are available in accordance with NSW Government Procurement Policy.

Facebook

57. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2018-19?
58. How much did your department, statutory agency and/or other body in the Minister's portfolio spend on Facebook advertising or sponsored posts in 2018-19?

Answers

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

Overseas Trips

59. 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?
- (b) Have you undertaken any official overseas travel that was privately funded?
- (c) If so, what was the nature of these trips?
- (d) Who paid for these trips?

Answer

59. Details of overseas travel including costs are published on agency websites.

Department/Agency Travel

60. What was the total expenditure in 2018-19 by departments, statutory agencies and/or other bodies within your portfolio on:
- (a) Taxi hire
 - (b) Limousine
 - (c) Private car hire
 - (d) Hire car rental
 - (e) Ridesharing services
 - (f) Chartered flights?

Answer

60. Agency travel was conducted in accordance with relevant NSW Government policies and guidelines including Treasury Circular TC18-15 and ATO determinations.

Drivers

61. Are any of the senior executives in the relevant department, statutory agency and/or other body 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, statutory agency and/or other body?
 - (c) What is the total cost of drivers for senior executives in the department, statutory agency and/or other body?

Answer

61. No senior executives in NSW Treasury are provided drivers.

Consulting

62. For each department, statutory agency and/or other body in the Minister's portfolio please report:
- (a) How much was spent in legal costs in 2018-19?
 - i. For what specific purposes or matters was legal advice sought?
 - (b) Have departments, statutory agencies and/or other bodies under your portfolio engaged any consultants to provide the following services or advice in 2018-19:
 - i. Social media
 - ii. Photography
 - iii. Acting training
 - iv. Ergonomics
 - (c) What was the cost of these services?
 - i. Social media
 - ii. Photography
 - iii. Acting training
 - iv. Ergonomics

Answer

62. The Financial Statements, including legal, consulting and any other general costs from third party service providers, are available in agency annual report.

Web Content

63. For each department, statutory agency and/or other body in the Minister's portfolio please report:
- (a) What were the top 20 most utilised (by data sent and received) unique domain names accessed this year?
 - (b) What were the top 20 most accessed (by number of times accessed) unique domain names accessed this year?

Answer

63

(a) Data sent and received is not tracked as a website metric as this does not provide customer benefit.

(b) Please see below for NSW Treasury:

Site	Page views 2018-2019 FY 2019
visitnsw.com	11,055,000
sydney.com.au	10,884,000
vividsydney.com.au	1,932,000
Procurepoint.nsw.gov.au	1,340,000
destinationnsw.com.au	530,968
treasury.nsw.gov.au	478,165
Budget.nsw.gov.au	459,268
businessmonth.nsw.gov.au	260,541
jobsfornsw.com.au	203,321
smallbusiness.nsw.gov.au	196,019
sydneystartuphub.com	167,289
study.sydney	140,689
tcorp.nsw.gov.au	136,999
wcaa.sydney	30,633
productivity.nsw.gov.au	15,873
invest.nsw.gov.au	8,914

Department/Agency Staffing

64. How many redundancies were processed by departments, statutory agencies and/or other bodies within your portfolio responsibilities during 2018-19?

(a) Of these redundancies, how many were:

i. Voluntary?

ii. Involuntary?

65. What was the total cost of all redundancies?

66. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the department, statutory agency and/or other body 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?

67. Are any staff formerly employed by your ministerial office now employed by departments, statutory agencies and/or other bodies under your portfolio responsibility?

68. How many staff were dismissed from departments, statutory agencies and/or other bodies under your portfolio responsibilities in 2018-19?
- (a) What were the reason/s for each dismissal?
69. How much was spent advertising for recruitment for the following financial years:
- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

Answer

- 64-68. Voluntary redundancies are a component for agencies to achieve their efficiency dividends. Redundancy figures can be found in the Annual Report. 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 and regional employees have been quarantined from this measure.
69. Advertising expenses can be found in the Annual Report.

Smart Phone

70. How many mobile phones are given to staff or board members?
- (a) How many new mobile phones were purchased in the last year?
71. What is the total cost of these phones for the following financial years:
- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?
72. How many had to be replaced due to damage?
73. How many were reported as lost?

74. How many tablets are given to staff or board members?
- (a) How many new tablets in the last year?
75. What is the total cost of these tablets for the following financial years?
- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
 - (d) 2018-2019?
76. How many phones and tablets had to be replaced due to damage?
77. How many were reported as lost?
78. How many people have both a smart phone and a tablet?
- (a) What is the lowest ranked official who has both a work smart phone and tablet?
79. How many staff or board members overspent on their phone or tablet data bill?
- (a) By how much?
 - (b) What was the average cost of data bills for tablets and mobile phones?
 - (c) What was the highest monthly cost?
80. Do the departments, statutory agencies and/or other bodies within your portfolio have an iTunes account?
- (a) What was the total expenditure in 2018-19 on iTunes?
 - (b) What applications/subscriptions/services were purchased through iTunes?
81. Do the departments, statutory agencies and/or other bodies within your portfolio have a Google Play Store account?
- (a) What was the total expenditure in 2018-19 on through the Google Play Store?
 - (b) What applications/subscriptions/services were purchased through the Google Play Store?

Answer

70-81. IT costs are managed within each agency's budget and in accordance with NSW Government's ICT and procurement policies and frameworks.

Merchant fees

82. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments to a department, statutory agency and/or other body within your portfolio.
83. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions to a department, statutory agency and/or other body within your portfolio.
84. What was the total amount paid in merchant fees on credit and/or debit card payments to departments, statutory agencies and/or other bodies within your portfolio in 2018-19?

Answer

82-84. There have been no instances where customers need to pay a merchant fee.

Advertising and Sponsorships

85. For each department, statutory agency and/or other body in the Minister's portfolio please report:
 - (a) How much was spent on advertising in the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019?
86. Has your department, statutory agency and/or other body within your portfolio engaged in any corporate sponsorships?
 - (a) Who were these sponsorships with?
 - (b) What was the purpose of these sponsorships?
 - (c) What was the value of these sponsorships, by case and year?
 - (d) What was the value of these sponsorships in the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-19?

Answer

85-86. The Financial Statements, including advertising and sponsorship, are available in agency annual reports. The NSW Government may use advertising to inform the public of their rights, obligations and entitlements as well as to explain government policies, programs, services and initiatives. Government advertising is conducted within guidelines outlined in the NSW Government Advertising Handbook. Any sponsorship arrangements are conducted within ICAC principles.

Probity Auditor

87. Has your office or department, statutory agency and/or other body within your portfolio 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

87. In accordance with the NSW Procurement Policy Framework, NSW 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. NSW Treasury's Annual Report includes all consultancies including those involving probity advisers valued more than \$50,000.

Energy

88. For each department, statutory agency and/or other body within 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?
- (e) 2018/19?

89. What proportion of the electricity consumed by each department, statutory agency and/or other body within 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.
90. How much money was spent on electricity for each department, statutory agency and/or other body within your portfolio by name in each of the above financial years?
91. What was the name of the energy supplier to each department, statutory agency and/or other body within your portfolio by name for those financial years?
92. How much electricity is it estimated that each department, statutory agency and/or other body within your portfolio will consume in:
 - (a) 2019-20?
 - (b) 2020-21?
 - (c) 2021-22?
93. What proportion of that electricity is it estimated will come from renewable sources, for each year?
94. For each department, statutory agency and/or other body within your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?
95. What is the name of the energy supplier to each department, statutory agency and/or other body within your portfolio for each of:
 - (a) 2019-20?
 - (b) 2020-21?
 - (c) 2021-22?

Answer

- 88-95. Energy purchases by NSW Treasury Cluster agencies are made in accordance with the applicable policies and procedures on procurement 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 – ERM Power 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.

NSW Government agencies are required to report on energy use under the Government Resource Efficiency Policy. The Department of Planning, Industry and Environment publishes progress reports on compliance with the policy.

General Costs

96. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) Any gardening services used for indoor or outdoor pot plants/flowers maintenance?
 - i. Who are the contracts with?
 - ii. How much does each contract cost?
 - iii. How often do they visit?
 - iv. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18
 - 2018-19?
- (b) Any floral displays or indoor plants or pot plants hired or leased for display in any offices?
 - i. Who were the contracts with?
 - ii. How much was each contract cost?
 - iii. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18
 - 2018-19?

Answer

96. The Financial Statements, including expenditure on any general costs, are available in an agency's annual report. Plant and related purchases are made in accordance with the applicable policies and procedures on procurement

Domestic Violence Leave Policies, Awareness and Usage

97. For each department, statutory agency and/or other body 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?
 - (i) What training has been undertaken with management and administration for those involved in approving and/or processing domestic violence leave on issues such as?
 - i. Privacy and confidentiality of information about domestic violence
 - ii. Access to emotional, psychological, financial and medical support which may be required
98. Who has provided training on domestic violence in the workplace?
99. What percentage of staff in each agency has undertaken domestic violence training?
100. 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?

Answers (Already approved by the Secretary)

97.

- 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 19-08 Domestic and Family Violence Workplace Support Policy – Guiding Principles for Agencies.
- (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) From 1 January 2019, a separate leave type of Domestic & Family Violence Leave was made available. In 2018-19, there were no reported leave days of this type taken.
- (e-g) In accordance with the Award, NSW Government Sector employees are entitled to ten days paid domestic and family violence leave per calendar year. This leave is non-cumulative and can be taken in part-days, single days, or consecutive days. Staff may also utilise all available Family and Community Service Leave, Sick Leave and Carer’s Leave to assist with managing domestic violence circumstances. If this leave is unavailable special leave maybe granted up to five days per calendar year.
- (h) All staff, their families and contractors have access to the Employee Assistance Program.
- (i) An e-learning module has been developed in consultation with Family and Community Services. NSW Treasury is working to ensure all staff are trained in line with the developed modules.

- 98. NSW Treasury is an accredited White Ribbon Workplace through White Ribbon Australia. NSW Treasury continues to provide ongoing support and guidance to cluster agencies on best practice approaches to supporting women who are experiencing domestic violence.
- 99. An e-learning module has been developed in consultation with Family and Community Services. NSW Treasury is working to ensure all staff are trained in line with the developed modules.
- 100. NSW 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

101. For each department, statutory agency and/or other body in the Minister's portfolio please report:
- (a) Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.
 - i. Whether or not all employees and/or contractors have received such training?
 - ii. Is this course mandatory for all employees/ contractors?
 - iii. How long for each session, how many sessions?
 - iv. Who delivers it?
 - v. Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
 - How?
 - (b) What percentage of staff in each department, statutory agency and/or other body within your portfolio have undertaken sexual harassment and anti- bullying training and awareness programs?
 - (c) How many complaints have been initiated in relation to:
 - i. Sexual harassment
 - ii. Bullying
 - iii. Workplace violence

Answer

- 101 (a) This training was formally introduced first in July 2013 and is regularly reviewed and updated in accordance with policies and guidance.
- (i) & (ii) Attendance at sexual harassment and anti-bullying training courses is mandatory for NSW Treasury and a number of other agencies in the cluster.
 - (iii) Session times vary between trainers and agencies but range from 2 hours up to half a day.
 - (iv) Various specialist providers as well as EAP providers. Some agencies utilise training courses organised by others within the cluster to maximise efficiencies.
 - (v) The needs of at-risk groups are considered in the training provided.
- (b) Participation is mandatory in NSW Treasury and a number of agencies in the cluster.

(c) Complaints of this nature are addressed through NSW Treasury Complaints and Investigation Policy. Not all complaints are raised as a formal complaint and may be addressed informally and directly between the complainant and the individual being complained of.

Participation of women in Government

102. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) What number and percentage of women are employed within the department, statutory agency and/or other body within your portfolio?
- (b) What number and percentage of women are employed within the management levels of the department, statutory agency and/or other body within your portfolio?
- (c) What number and percentage of women are employed in the top ten leadership positions of the department, statutory agency and/or other body within your portfolio?
- (d) What strategies does the department, statutory agency and/or other body within your portfolio use to encourage women in to management and leadership positions?
- (e) What is the gender pay gap within your department, statutory agency and/or other body within your portfolio?
- (f) Does the department, statutory agency and/or other body within your portfolio report participation of women figures to Women NSW on a regular basis?

Answer

102 (a)-(c) This information is available in each agency's Annual Report.

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

(e) 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.

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

Professional Photography

103. How much has been spent on professional photography for the following financial years:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

Answer

103. The Financial Statements, including expenditure on professional photography, are available in agency annual reports.

Unmanned Aerial Services

104. How much has been spent on Unmanned Aerial Services for the following financial years:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

Answer

104. The Financial Statements, including expenditure on unmanned aerial services, are available in agency annual reports.

Seconded Staff

105. How many staff from your department, statutory agency and/or other body within your portfolio have been seconded to your Ministerial Office, for the following financial years:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18

- (d) 2018-2019
- (e) 2019-present?

106. Please provide their names, their substantive work title, and their seconded work title.

Answer

105-106. NSW Government sector employees may be seconded from agencies to Ministers' offices in accordance with Clause 35 of the Government Sector Employment Regulation 2014.

Consultant Costs

107. For each department, statutory agency and/or other body in the Minister's portfolio please report, the total expenditure on consultants by financial year:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

108. What are names and values of the five most expensive reports produced by consultancies for each department, statutory agency and/or other body in the Minister's portfolio by financial year:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

Answer

107-108. The Financial Statements, including expenditure on consultants, are available in agency annual reports.

GIPA Questions to the CEOs/ Department Secretaries

109. Since March 30, how many formal GIPAs have your cluster/ department received?

110. Out of the received formal GIPAs, how many have you determined to:

- (a) Grant full access to the information?
 - (b) Grant partial access to the information?
 - (c) Not grant access to the information?
111. Out of the GIPA where partial information or no information was granted, how many have decided to appeal?
- (a) Out of those who have decided to appeal, how many have decided to use:
 - i. The agency's internal appeals' mechanism?
 - ii. Review by the Information Commissioner?
 - iii. Review by NCAT?
 - (b) How many of those GIPAs have been overturned on appeal?
 - i. Internal appeals' mechanism?
 - ii. Review of the Information Commissioner?
 - iii. Review by NCAT?
112. GIPAs that have been granted full or partial access, how many appear on the agency's disclosure log?
- (a) What is the rationale for not putting GIPAs on the agency's disclosure log (excluding GIPAs asking for personal information)?
113. Has any GIPAs that appeared on the agency's disclosure log been taken down?
- (a) For what reason/s?

Answers

109. Please note that from 1 July, the Treasury Cluster integrated various functions from the then Department of Industry and Department of Finance and Services due to Machinery of Government changes. Figures for GIPA applications for these integrated functions have been included from 1 July 2019.
110. The Treasury Cluster has received 226 formal GIPA applications since 30 March 2019; 86 of which were decided to grant full access to the information, 62 of which were decided to grant partial access to the information, and 21 of which were decided to not grant access to the information.

111. Where partial or no access was granted, 5 have decided to appeal; 3 of which used the agency's internal appeals mechanism, and 2 of which used Review by the Information Commissioner. None of those applications have been overturned on appeal, noting that some reviews are still ongoing.
112. Across the Treasury cluster, a total of 21 applications where full or partial access have been granted appear in respective agencies' disclosure logs. The rationale for not including GIPAs on the disclosure log is:
113. No GIPAs that have appeared on agencies' disclosure logs have been taken down.

INVESTMENT

Questions from the Hon Mark Buttigieg MLC (on behalf of the NSW Labor Opposition)

Newcastle Cruise Terminal

114. How much is the cruise ship industry worth to the NSW Economy?
115. What is the Government doing to support and grow the cruise ship industry in NSW?
116. On 27 September 2016 former Premier Mike Baird said the Newcastle cruise terminal “secures the future of cruise shipping in Newcastle and gives the city and the region the opportunity to compete for the growing east coast tourism trade”, does the Minister agree with this statement?
117. On 27 September 2016 the then Minister for Planning said “the project will also deliver new economic benefits to the region” does the Minister agree with this statement?
118. Is a cruise terminal is an important piece of regional infrastructure for the Hunter?
119. Does the Government support a cruise ship terminal at the Port of Newcastle?
120. How much has the Government committed to the cruise ship terminal in Newcastle?
121. Is the Minister aware that the Port of Newcastle sought additional funds in order to deliver the Newcastle cruise ship terminal?
 - (a) What was the additional funding for?
 - (b) Why was the funding denied?
122. The government’s NSW Cruise Development Plan identifies “ensuring cruise infrastructure is fit-for-purpose” as key priority, does the Minister believe passengers disembarking ships in Newcastle in to a tent is fit-for-purpose infrastructure?

Answer

114. The cruise industry estimates (*Economic Impact Assessment of Cruise Tourism in Australia, 2017-18*) their contribution to the NSW economy in 2017/2018 is as follows:
 - o \$2.8 billion expenditure for the whole of NSW.
 - o \$23.8 million expenditure for regional NSW.
 - o 9,973 full time jobs for the whole of NSW.

- 85 full time jobs in regional NSW.

115. The NSW Cruise Development Plan (CDP) was released on 29 July 2018 and delivers on an action in the Visitor Economy Industry Action Plan 2030 to create a long-term plan for the NSW cruise industry.

The CDP has 10 key actions to support the growth of the cruise sector in both Sydney and regional NSW. The cruise industry was consulted on the development of the CDP.

Four of the CDP actions are complete including: the development of two booking systems to maximise the numbers of passengers able to come into the Overseas Passenger Terminal and White Bay Cruise Terminal; preparation a strategic business case to assess the viability of two potential sites at Molineaux Point and Yarra Bay; and delivery of operational improvements at the Overseas Passenger Terminal and White Bay Cruise Terminal. The remaining actions are in progress.

The Port Authority of NSW, in partnership with Destination NSW, has produced the “Cruise Sydney and NSW along the Blue Highway” brochure launched on Friday 6 September 2019 at the Australian Cruise Association Conference. It will promote regional NSW visitation to cruise lines and ground handlers, and contains key technical and maritime information, destination highlights and images.

116. The NSW Government’s position is stated in the NSW Cruise Development Plan.
117. The NSW Government’s position is stated in the NSW Cruise Development Plan.
118 and 119

Developing a cruise terminal is a commercial decision for the Port operator (Port of Newcastle).

A cruise terminal is not an essential requirement for cruise vessel passengers at this time although a more permanent structure would add to the attractiveness of the Port of Newcastle as a destination for Cruise ship visitation and improve the overall visitor experience

The NSW Government supports the growth of the cruise industry in Sydney and Regional NSW as stated in the NSW Cruise Development Plan.

The NSW Government has invested and provided grants to facilitate the growth of the industry. The Port of Newcastle was successful in funding under the NSW administered, Commonwealth funded, Tourism Demand Driver Infrastructure program for \$400,000 in 2016/17 to upgrade the bollards. In addition, the NSW Government awarded a \$12.7 million

grant from the Hunter Infrastructure and Investment Fund (HIIIF) via Restart NSW for a Newcastle Cruise terminal in 2017.

The NSW Government also contributed \$32 million towards the development of the Eden Breakwater wharf extension (with an additional \$2M provided by Bega Valley Council and \$10M from the Federal Government) for a project value of \$44M.

120. \$12.7 million was provided by the NSW Government for a cruise terminal at Newcastle from the Hunter Infrastructure and Investment Fund (HIIIF) via Restart NSW. See link to media release below.

<https://www.nsw.gov.au/news-and-events/news/new-cruise-terminal-for-the-hunter-region/>

Infrastructure NSW has advised: The NSW Government has not withdrawn funding from Port of Newcastle towards the construction of a cruise terminal. While previous media reports have indicated that the funding for the cruise terminal at Newcastle is no longer available, Port of Newcastle has not officially relinquished the funding. The \$12.7 million in Restart NSW funding remains available to Port of Newcastle should the project be delivered as per the original scope agreed in the funding deed.

This question would more appropriately be referred to Minister Constance for further information.

121

- a) Yes. Infrastructure NSW has advised: in February 2018, Port of Newcastle wrote to Treasury requesting additional funding due to increased costs, which was not fulfilled. Then in February 2019, Port of Newcastle wrote to Infrastructure NSW requesting approval to rescope the project, which was not fulfilled.
- b) Infrastructure NSW has advised: the Port of Newcastle was advised in September 2018 that the Regional NSW Group of the then Department of Premier and Cabinet (now Department of Planning Industry and Environment) had not been able to identify a suitable program with unallocated funding that could address the request for additional funds.

The \$12.7 million in Restart NSW funding remains available to Port of Newcastle to build a purpose built terminal.

122. Other ports of call in regional NSW have used marquees or temporary structures for disembarking passengers. This structure has been appropriate for Newcastle while cruise

visitation is growing. Cruise ships calling to Newcastle are not undertaking turnarounds of embarking and disembarking passengers. On this basis the existing temporary structure is appropriate for passengers moving onto and off the ship for shore excursions. Newcastle has 15 scheduled visits this cruise season (2019/20).

The Port of Eden received cruise ships for many years utilising temporary structures and has proven to be a very successful cruise destination. In 2019/20 Eden will experience a record cruise season with 22 cruise ship visits scheduled, up from 15 visits last year, and will be utilising the recently completed Eden Cruise Berth.

Investing in Performing Arts Spaces

123. The theatre industry in NSW has broadly recommended the construction of a new Lyric Theatre in Sydney with a capacity of 1,500 to 1,800 seats to meet the current and future demands of musical theatre productions. Why has the Minister signed a 45 year lease on the Theatre Royale which will only provide 1,100 seats?
124. Will the new Theatre at Ultimo be big enough in the longer term as it is only projected to be 1,500.seats with the recommendation of 1,500-1,800 seats?
125. Has there been a drought of large theatre venues in NSW? Why has the government not acted before now?
126. In relation to the proposed development of all of these theatres:
 - (a) Was a business case undertaken for each one?
 - (b) If so, is it publicly available?
 - (c) Is there an overall strategy in Government on the construction of new theatres and performance spaces?
 - (d) Which agency is leading it?
 - (e) Does the Government have an overall strategy on the construction of new theatres and performance spaces?
 - (f) Will the lease that the Minister has reportedly signed with the Theatre Royal owners delay the Riverside Theatres' redevelopment?
127. Does the Government have plans to redevelop theatres in any other areas of the state?

Answer

123-127. These questions would be more appropriately directed to Minister for Arts.

Flexible Work

128. Minister, the Premier announced on International Women's Day that the public service would all have access to flexible working arrangements by 2019.

- (a) What numbers of staff within your Department currently have flexible working arrangements?
- (b) Do you centrally register staff, who have flexible working arrangements?
- (c) What measures are currently in place to implement this?

Answer

128. Please refer to the answer to question 28.

Ministerial Travel/Meal Allowance

129. How many nights travel were claimed by the Minister during the 2018-19 period?

130. How many nights travel were claimed by the Minister's spouse during the 2018-19 period?

131. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2018-19?

132. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2018-19?

Answer

Please refer to the answer to questions 29-32.

Efficiency dividends

133. What was the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in 2018-19?

134. What is the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in

- (a) 2019-20?
- (b) 2020-21?
- (c) 2021-22?

135. What was the total efficiency dividend that was achieved for each department, statutory agency and/or other body within your portfolio between 2011-12 and 2018-19 inclusively?

Answer

Please refer to the answers to questions 33-35.

Ministerial Office Administration

136. How many staff are in your ministerial office?

- (a) What was the average salary for staff members in your office during 2018-19?
- (b) What is the estimated average salary for a ministerial staffer in your office in 2019-20 based on current appointments?

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

- (a) For each phone, how much was each bill in 2018-19?
- (b) How many phones have been lost or replaced due to damage in your office?
- (c) What is the cost of replacing those phones?

138. 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 2018-19?
- (b) How many iPads or tablets have been replaced due to lost or damage in 2018-19?
- (c) What was the cost of replacing these devices?

139. Has any artwork been purchased or leased for display in your ministerial office in 2018-19?

- (a) What is the cost of this?

140. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2018-19?

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

141. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2018-19?

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

142. What was the total cost of all subscriptions by you and your staff to news services, newspapers, magazines, journals and periodicals (including online services) in 2018-19?
- (a) What are these services/newspapers/magazines/journals/periodicals?
 - (b) Who is the subscriber for each of these?
143. What was the total value of all gifts purchased for use by you and your office in 2018-19?
- (a) What were the gifts purchased?
 - (b) Who were they gifted to?
144. Do you purchase bottled water or provide water coolers for your office?
- (a) What is the monthly cost of this?
145. How much did your ministerial office spend on hospitality, including catering and beverages, in 2018-19?
146. What non-standard features are fitted to your ministerial vehicle?
- (a) What is the cost of each non-standard feature?
147. What was the total bill for your office in 2018-19 for:
- (a) Taxi hire
 - (b) Limousine hire
 - (c) Private hire care
 - (d) Hire car rental
 - (e) Ridesharing services?
148. Were any planes or helicopters chartered by you or your office and paid for with public money in 2018-19?
- (a) If yes, will you please detail each trip, the method of transport and the cost?
149. 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 2018-19?

Answer

Please refer to the answers to questions 36-49.

Agile Workspaces/Activity Based Working/Hot-desking

150. Have any of your departments, statutory agencies and/or other bodies 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 2019-20?

151. How much have your departments, statutory agencies and/or other bodies spent in the roll-out of the agile working environment including laptops, furniture, lockers and other equipment in 2018-19?

Answers

Please refer to the answers to question 50-51.

Hospitality

152. For each department, statutory agency and/or other body in the Minister's portfolio please report:

(a) How much was spent on hospitality, including catering and beverages, in 2018-19?

(b) Whether the department, statutory agency and/or other body has coffee machines? And if so:

i. How many?

ii. What was their purchase cost?

iii. What is their maintenance cost?

iv. Who has access to them?

v. Which staff have access to the machines?

Answer

Please refer to the answer to question 52.

Labour Hire Firms

153. Do any departments, statutory agency and/or other bodies within your portfolio responsibilities utilise the services of Labour Hire Firms? If yes, please advise in table form for 2018-19:

(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
- (h) Who authorised the use of labour hire companies?
- (i) Do staff under these labour hire arrangements receive as much training and security clearance as permanent staff?

Answer

Please refer to the answer to question 53.

Stationery

154. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) What was the cost of stationery for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- (b) What brand of paper is used?
 - i. Is this paper Australian made?

Answer

Please refer to the answer to question 54.

Credit Cards

155. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) How many credit cards are currently on issue for staff?

- i. Please provide a break-down of this information by grade.
- (b) What was the value of the largest reported purchase on a credit card for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- (c) What was each largest reported purchase for?
- (d) How much interest was paid on amounts outstanding from credit cards for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- (e) How much was paid in late fees on amounts outstanding from credit cards for the following financial years
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- (f) What was the largest amount outstanding on a single card at the end of a payment period and what was the card holder's employment grade?
- (g) How many credit cards have been reported lost or stolen?
 - i. What was the cost to replace them?

- (h) How many credit card purchases were deemed to be illegitimate or contrary to agency policy?
 - i. What was the total value of those purchases?
 - ii. How many purchases were asked to be repaid on the basis that they were illegitimate or contrary to agency policy and what was the total value thereof?
 - iii. Were all those amounts actually repaid?
 - iv. If no, how many were not repaid, and what was the total value thereof?
- (i) What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid, and what was the cardholder's employment grade?
 - i. What that amount actually repaid, in full?
 - ii. What amount was left unpaid?
- (j) Are any credit cards currently on issue connected to rewards schemes?
 - i. Do staff receive any personal benefit as a result of those reward schemes?
- (k) Can a copy of the staff credit card policy please be provided?

Answer

Please refer to the answer to question 55.

Media and Public Relations

156. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) How many media/communications/public relations advisers are employed?
 - i. What is the total salary cost for media/communications/public relations advisers in 2018-19?
- (b) What is the forecast for the current financial year for the number of media/communications/public relations advisers to be employed and their total cost?
- (c) What is the total cost of media monitoring services?
 - i. Please provide a breakdown by department, statutory agency and/or other body.
- (d) Are any media or public relations advisers currently engaged as contractors?
 - i. Who are these contracts with?

- ii. What is the value of these contracts?
- (e) How much was spent on media or public relations advisors in financial year:
- i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present?

Answer

Please refer to the answer to question 56.

Facebook

157. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2018-19?
158. How much did your department, statutory agency and/or other body in the Minister's portfolio spend on Facebook advertising or sponsored posts in 2018-19?

Answers

Please refer to the answers to question 57-58.

Overseas Trips

159. 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?
 - (b) Have you undertaken any official overseas travel that was privately funded?
 - (c) If so, what was the nature of these trips?
 - (d) Who paid for these trips?

Answer

Please refer to the answer to question 59.

Department/Agency Travel

160. What was the total expenditure in 2018-19 by departments, statutory agencies and/or other bodies within your portfolio on:

- (a) Taxi hire
- (b) Limousine
- (c) Private car hire
- (d) Hire car rental
- (e) Ridesharing services
- (f) Chartered flights?

Answer

Please refer to the answer to question 60.

Drivers

161. Are any of the senior executives in the relevant department, statutory agency and/or other body 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, statutory agency and/or other body?
 - (c) What is the total cost of drivers for senior executives in the department, statutory agency and/or other body?

Answer

Please refer to the answer to question 61.

Consulting

162. For each department, statutory agency and/or other body in the Minister's portfolio please report:
- (a) How much was spent in legal costs in 2018-19?
 - i. For what specific purposes or matters was legal advice sought?
 - (b) Have departments, statutory agencies and/or other bodies under your portfolio engaged any consultants to provide the following services or advice in 2018-19:
 - i. Social media
 - ii. Photography
 - iii. Acting training

- iv. Ergonomics
- (c) What was the cost of these services?
- i. Social media
 - ii. Photography
 - iii. Acting training
 - iv. Ergonomics

Answer

Please refer to the answer to question 62.

Web Content

163. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) What were the top 20 most utilised (by data sent and received) unique domain names accessed this year?
- (b) What were the top 20 most accessed (by number of times accessed) unique domain names accessed this year?

Answer

Please refer to the answer to question 63

Department/Agency Staffing

164. How many redundancies were processed by departments, statutory agencies and/or other bodies within your portfolio responsibilities during 2018-19?

- (a) Of these redundancies, how many were:
 - i. Voluntary?
 - ii. Involuntary?

165. What was the total cost of all redundancies?

166. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the department, statutory agency and/or other body 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?
- 167. Are any staff formerly employed by your ministerial office now employed by departments, statutory agencies and/or other bodies under your portfolio responsibility?
- 168. How many staff were dismissed from departments, statutory agencies and/or other bodies under your portfolio responsibilities in 2018-19?
 - (a) What were the reason/s for each dismissal?
- 169. How much was spent advertising for recruitment for the following financial years:
 - (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
 - (d) 2018-2019
 - (e) 2019-present?

Answers

Please refer to the answers to question 64-69.

Smart Phone

- 170. How many mobile phones are given to staff or board members?
 - (a) How many new mobile phones were purchased in the last year?
- 171. What is the total cost of these phones for the following financial years:
 - (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
 - (d) 2018-2019
 - (e) 2019-present?
- 172. How many had to be replaced due to damage?
- 173. How many were reported as lost?
- 174. How many tablets are given to staff or board members?
 - (a) How many new tablets in the last year?
- 175. What is the total cost of these tablets for the following financial years?

- (a) 2015-16
 - (b) 2016-17
 - (c) 2017-18
 - (d) 2018-2019?
176. How many phones and tablets had to be replaced due to damage?
177. How many were reported as lost?
178. How many people have both a smart phone and a tablet?
- (a) What is the lowest ranked official who has both a work smart phone and tablet?
179. How many staff or board members overspent on their phone or tablet data bill?
- (a) By how much?
 - (b) What was the average cost of data bills for tablets and mobile phones?
 - (c) What was the highest monthly cost?
180. Do the departments, statutory agencies and/or other bodies within your portfolio have an iTunes account?
- (a) What was the total expenditure in 2018-19 on iTunes?
 - (b) What applications/subscriptions/services were purchased through iTunes?
181. Do the departments, statutory agencies and/or other bodies within your portfolio have a Google Play Store account?
- (a) What was the total expenditure in 2018-19 on through the Google Play Store?
 - (b) What applications/subscriptions/services were purchased through the Google Play Store?

Answer

Please refer to the answers to question 70-81.

Merchant fees

182. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments to a department, statutory agency and/or other body within your portfolio.

183. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions to a department, statutory agency and/or other body within your portfolio.
184. What was the total amount paid in merchant fees on credit and/or debit card payments to departments, statutory agencies and/or other bodies within your portfolio in 2018-19?

Answer

Please refer to the answers to question 82-84.

Advertising and Sponsorships

185. For each department, statutory agency and/or other body in the Minister's portfolio please report:
- (a) How much was spent on advertising in the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019?
186. Has your department, statutory agency and/or other body within your portfolio engaged in any corporate sponsorships?
- (a) Who were these sponsorships with?
 - (b) What was the purpose of these sponsorships?
 - (c) What was the value of these sponsorships, by case and year?
 - (d) What was the value of these sponsorships in the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-19?

Answer

Please refer to the answers to question 85-86.

Probity Auditor

187. Has your office or department, statutory agency and/or other body within your portfolio 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 87.

Energy

188. For each department, statutory agency and/or other body within 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?
- (e) 2018/19?

189. What proportion of the electricity consumed by each department, statutory agency and/or other body within your portfolio by name for those years came from renewable sources? Please name each source of energy (coal, solar, wind, etc.) and the proportion of the total electricity used.

190. How much money was spent on electricity for each department, statutory agency and/or other body within your portfolio by name in each of the above financial years?

191. What was the name of the energy supplier to each department, statutory agency and/or other body within your portfolio by name for those financial years?

192. How much electricity is it estimated that each department, statutory agency and/or other body within your portfolio will consume in:

- (a) 2019-20?
- (b) 2020-21?
- (c) 2021-22?

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

194. For each department, statutory agency and/or other body within your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?
195. What is the name of the energy supplier to each department, statutory agency and/or other body within your portfolio for each of:
- (a) 2019-20?
 - (b) 2020-21?
 - (c) 2021-22?

Answer

Please refer to the answers to questions 88-95.

General Costs

196. For each department, statutory agency and/or other body in the Minister's portfolio please report:
- (a) Any gardening services used for indoor or outdoor pot plants/flowers maintenance?
 - i. Who are the contracts with?
 - ii. How much does each contract cost?
 - iii. How often do they visit?
 - iv. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18
 - 2018-19?
 - (b) Any floral displays or indoor plants or pot plants hired or leased for display in any offices?
 - i. Who were the contracts with?
 - ii. How much was each contract cost?
 - iii. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18

- 2018-19?

Answer

Please refer to the answer to question 96.

Domestic Violence Leave Policies, Awareness and Usage

197. For each department, statutory agency and/or other body 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?
- (i) What training has been undertaken with management and administration for those involved in approving and/or processing domestic violence leave on issues such as?
 - i. Privacy and confidentiality of information about domestic violence
 - ii. Access to emotional, psychological, financial and medical support which may be required

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

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

200. 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?

Answers

Please refer to the answers to questions 97-100.

Sexual harassment and Anti-bullying training and awareness programs

201. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.
 - i. Whether or not all employees and/or contractors have received such training?
 - ii. Is this course mandatory for all employees/ contractors?
 - iii. How long for each session, how many sessions?
 - iv. Who delivers it?
 - v. Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
 - How?
- (b) What percentage of staff in each department, statutory agency and/or other body within your portfolio have undertaken sexual harassment and anti- bullying training and awareness programs?
- (c) How many complaints have been initiated in relation to:
 - i. Sexual harassment
 - ii. Bullying
 - iii. Workplace violence

Answer

Please refer to the answer to question 101.

Participation of women in Government

202. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- (a) What number and percentage of women are employed within the department, statutory agency and/or other body within your portfolio?
- (b) What number and percentage of women are employed within the management levels of the department, statutory agency and/or other body within your portfolio?
- (c) What number and percentage of women are employed in the top ten leadership positions of the department, statutory agency and/or other body within your portfolio?
- (d) What strategies does the department, statutory agency and/or other body within your portfolio use to encourage women in to management and leadership positions?
- (e) What is the gender pay gap within your department, statutory agency and/or other body within your portfolio?
- (f) Does the department, statutory agency and/or other body within your portfolio report participation of women figures to Women NSW on a regular basis?

Answer

See answer to question 102.

Professional Photography

203. How much has been spent on professional photography for the following financial years:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

Answer

Please refer to the answer to question 103.

Unmanned Aerial Services

204. How much has been spent on Unmanned Aerial Services for the following financial years:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019

- (e) 2019-present?

Answer

Please refer to the answer to question 104.

Seconded Staff

205. How many staff from your department, statutory agency and/or other body within your portfolio have been seconded to your Ministerial Office, for the following financial years:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

206. Please provide their names, their substantive work title, and their seconded work title.

Answer

Please refer to the answers to question 105-106.

Consultant Costs

207. For each department, statutory agency and/or other body in the Minister's portfolio please report, the total expenditure on consultants by financial year:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18
- (d) 2018-2019
- (e) 2019-present?

208. What are names and values of the five most expensive reports produced by consultancies for each department, statutory agency and/or other body in the Minister's portfolio by financial year:

- (a) 2015-16
- (b) 2016-17
- (c) 2017-18

- (d) 2018-2019
- (e) 2019-present?

Answer

Please refer to the answers to question 107-108.

GIPA Questions to the CEOs/ Department Secretaries

209. Since March 30, how many formal GIPAs have your cluster/ department received?
210. Out of the received formal GIPAs, how many have you determined to:
- (a) Grant full access to the information?
 - (b) Grant partial access to the information?
 - (c) Not grant access to the information?
211. Out of the GIPA where partial information or no information was granted, how many have decided to appeal?
- (a) Out of those who have decided to appeal, how many have decided to use:
 - i. The agency's internal appeals' mechanism?
 - ii. Review by the Information Commissioner?
 - iii. Review by NCAT?
 - (b) How many of those GIPAs have been overturned on appeal?
 - i. Internal appeals' mechanism?
 - ii. Review of the Information Commissioner?
 - iii. Review by NCAT?
212. GIPAs that have been granted full or partial access, how many appear on the agency's disclosure log?
- (a) What is the rationale for not putting GIPAs on the agency's disclosure log (excluding GIPAs asking for personal information)?
213. Has any GIPAs that appeared on the agency's disclosure log been taken down?
- (a) For what reason/s?

Answers

Please refer to answers to questions 109-113.

TOURISM

Questions from the Hon Mark Buttigieg MLC (on behalf of the NSW Labor Opposition)

Rail Trails

214. Does the NSW Government support rail trails in regional communities?

- (a) In all cases?
- (b) Have any organisations or local councils submitted applications for the Regional Growth – Environment and Tourism Fund in this or any previous round?
- (c) How many in each year?
- (d) If so, how many were approved?
- (e) Have any organisations or local councils submitted applications for the Regional Visitor Economy Fund in this or in any previous round?
- (f) If so, how many in each year?
- (g) If so, how many were approved?
- (h) What support has Destination NSW provided to local councils or organisations for the purpose of advancing Rail Trails in regional communities?
- (i) On how many occasions has Destination NSW met with local councils or community organisations for the purpose of advancing Rail Trails in regional NSW?

Answer

214. a)-d) The funding for Rail Trails in Regional NSW is the responsibility of the Deputy Premier and the process is managed by the Department of Planning, Industry and Environment. The Minister for Transport and Roads and the Minister for Regional Transport and Roads are responsible for legislation relating to rail lines and the closure of rail lines to enable rail trails.
- e)-g) Destination NSW did not receive any applications in relation to Rail Trails under the Regional Visitor Economy Fund.
- h)-i) In 2014, Destination NSW provided advice to Rail Trails for NSW regarding the type of support that it may be able to offer once they had an established rail trail. This consisted of generic advice regarding assistance to develop and grow new or existing tourism businesses, marketing and promotion opportunities as well as business resources delivered by Destination NSW.

Destination NSW also assisted Rail Trails for NSW to access facilities offered by the former Department of Industry to hold a Rail Trails workshop.

Destination NSW has not met with any stakeholders regarding Rail Trails.

Regional Tourism Fund

215. How much money has been awarded by the Regional Tourism Fund since its inception in 2016?
- (a) How many programs have been funded by the Regional Tourism Fund since its inception in 2016?
216. In the Minister's media release on 2nd of December 2019 you said that \$13 million was available for the fund, but on the Destination NSW website, there is a list of the 50 projects which have been awarded grant funding from the program, and they total just \$7,289,275, so what happened to the rest of the money?
- (a) Are you including the Regional Visitor Economy Fund from 2015-16 (\$3,359,375) in these figures to get you closer to the \$13 million?
- (b) Can you explain why in the midst of one of the worst droughts on record, you have actually cut funding for regional NSW?

Answer

215. Please see answer provided to question on notice number 7.
216. This question is invalid as it refers to future events.

Regional Visitor Economy Fund

217. Why were the guidelines and FAQs for the Regional Visitor Economy Fund and Regional Tourism Fund taken off the Destination NSW website?
218. Please explain how the two programs differed?
219. According to the Destination NSW website, the funding ran from 2016-2019 and is now closed. If the whole quantum of money allocated has not been spent, why would the funding program be closed?
220. Who was managing that particular program? Name or position title is fine
221. Is that position in Destination NSW still filled?
222. If not, when did it cease to be filled?

223. When will it be filled again?
224. Is the closure of this grant program permanent?
225. If not, when will it be re-opened?
226. Are there tourism operators who have been told that their grant applications are still under consideration?
227. Has this grant program been closed to save funds in Destination NSW?
228. Given that some operators in regional NSW have reported tourists calling and asking them if they need to bring their own water with them when they visit these towns, don't you think there should have been more of a focus on marketing to showcase the destinations, and to balance the media coverage?
229. Sandra Chipchase was quoted in that same media release as saying "I encourage the regional tourism industry to take advantage of this vital funding opportunity, designed to lure more visitors to some of the (sic) Australia's most beautiful and memorable destinations across our diverse State?" Why was the program weighted in favour of product development rather than marketing?
230. Was there any correlation between the fact that the majority of projects funded under the RTF were product development (\$4,320,548 or nearly 60%) and so were directed to private companies in a pre-election year, versus the majority of projects funded under the RVEF going to local and state government agencies rather than private companies (\$325,000 or less than 10% went to private companies)?

Answer

217. The Regional Visitor Economy Fund and Regional Tourism Fund have ended.
218. The Regional Visitor Economy Fund, available between 1 July 2013 and 30 June 2016, provided \$21.6 million over three years as follows:
- Quarantined Funding of \$3.7 million per annum only available to NSW Regional Tourism Organisations
 - Contestable Funding of \$3.5 million per annum available to industry, local government and RTOs to apply on a competitive basis.

Both streams were available on a matched dollar for dollar basis to support product development and marketing activities. Funding was available for amounts between \$50,000 and \$500,000.

\$13 million was allocated to the Regional Tourism Fund between 2 December 2016 and 30 June 2019 through two streams:

- Regional Cooperative Tourism Marketing Program was available to Local Government, tourism sector organisations (GST registered) located in or representing industry within the six new Destination Networks. Funding was available for amounts between \$100,000 and \$500,000.
- Regional Tourism Product Development Program was available for Local Government, tourism and sector organisations, and tourism operators (GST registered), located in or representing industry within the six new Destination Networks. Funding was available for amounts between \$15,000 and \$150,000.

Both streams offered funding on a matched dollar for dollar basis.

219. See answer to question 216.

220. The Executive Manager, Regional Programs & Services.

221. Yes

222. N/A

223. N/A

224. See answer to question 217.

225. See answer to question 217.

226. No.

227. No. As per the media release announcing the funding, the program was open from 2 December 2016 to 30 June 2019.

228. Destination NSW has worked with regional tourism stakeholders to develop programs to market regional destinations through the Regional Tourism Fund and continues its focus on marketing destinations through whole-of-State initiatives.

229. The program was not weighted towards product development.

230. No.

Destination Network

231. What is the percentage of tourism bookings made online?

232. Please disaggregate this between:

- (a) Accommodation

(b) Travel

(c) Experiences (tours & attractions)

233. Tourism Marketing is based largely on the internet now with sites such as booking.com and the Australian Tourism Data Warehouse (ATDW) being used by a number of consolidator travel sites to showcase tourism product, what is Destination NSW doing to assist regional local operators to improve their online presence?
234. In regional areas with little connection to the NBN what is the NSW Government doing to assist tourism operators to improve their connectivity?
235. What specifically is the Government doing in Broken Hill where there is no active Business Chamber and Business Connect is being run out of Albury Wodonga?
236. Where is the closest Destination Network office to Broken Hill located?
237. Has there been any proposal to locate a Destination Network officer closer to Broken Hill to enable the regional tour operators to better leverage grant programs on either a part-time or fulltime basis?
238. Has such a position been funded by the NSW Government?
- (a) If not, why not?

Answer

231. Destination NSW is not responsible for tracking online bookings.

232. Refer to answer to question 231.

233. Destination NSW offers all interested operators free event and tourism product listing opportunities on Destination NSW's consumer website, visitnsw.com, via the Get Connected platform on the Australian Tourism Data Warehouse (ATDW).

Destination NSW delivers workshops and resources as part of its NSW First Program on how to list their products online and through Get Connected, including:

- Tourism Development Workshops
- Digital Marketing Tips Workshop & Get Connected Clinic
- Sip, Chat & Discover the Wine Tourism Opportunity events (featuring online booking software providers and online travel agents as guest panellists)
- 'Develop', 'Promote' and 'Sell' online guides for tourism businesses.

Destination NSW also engages with online travel agents by connecting them with bookable NSW tourism products.

234. The Minister for Tourism is not responsible for connectivity. The NBN is being rolled out by the Commonwealth Government.

235. Destination NSW works closely with Broken Hill City Council and Destination Broken Hill. The NSW Government has committed to delivering a \$200,000 tourism recovery package to support the Menindee tourism industry and the Central Darling Shire region once the area has recovered.

236. Destination Country and Outback NSW is located at 47 – 59 Wingewarra St, Dubbo NSW 2830.

237. No. Destination Country and Outback NSW's Regional Tourism Development Manager and Destination NSW officers travel regularly to Broken Hill.

238. No. See answer to Question 237.

- a) Adequate funding is provided to the Destination Network.

Regional Growth – Environment and Tourism

239. In regard to the Regional Growth – Environment and Tourism Fund, how much money has been allocated to all successful projects for all Rounds and Streams as at 1 September 2019?

240. The NSW Government committed \$300 million to the fund. \$110 million was committed in Round One of funding, and up to \$120 million in Round 2 for Streams 1 & 2 (up to \$50 million) and Stream 4 (\$20 million). How much has been allocated for Round 2 for Stream 3 and Stream 5?

- (a) When will all the projects in Round 2, Stream 1 be assessed?
- (b) When will they be announced?
- (c) Have all successful projects in Round 2, Stream 2 be announced?
- (d) If not, when will they be announced?
- (e) How are Successful projects announced?

241. On the DNSW website, it doesn't provide any information about which streams the successful projects were assessed in. Why is that?

242. When did applications for Round 2, Stream 3 Close?

- (a) When will applications be assessed?
 - (b) When will applications be announced?
243. What is the purpose of Round 2, Stream 5?
- (a) When did Round 2, Stream 5 close? Or has it not yet closed?
 - (b) When will applications be assessed?
 - (c) When will they be announced?
244. When are all projects in the program supposed to be finished?
- (a) Please disaggregate by round and stream number.

Answer

Questions 239 – 240 and questions 242 and 244 would be more appropriately directed to the Deputy Premier.

241. The Regional Growth - Environment and Tourism fund is administered by Regional NSW within the NSW Department of Planning, Industry and Environment.

Content regarding this grant program is published on the Regional Growth Fund page of the NSW Government's website: <https://www.nsw.gov.au/improving-nsw/regional-nsw/regional-growth-fund/>

Cuts to Destination NSW

245. What is the average lead time for booking international trips to Australia?
246. Latest budget shows only 1% growth in tourism in the 2018 financial year, why did the government cut \$30 million out of the 2019 budget and more than \$35 million out of the 2020 budget?
247. Where will the money come from?
248. The latest budget shows only 1% growth in tourism in the 2018 financial year, after a \$30 million out of the 2019 budget and more than \$35 million out of the 2020 budget. How much is DNSW expecting NSW growth figures to drop in the 2019 reports?
249. What is the projection for any drops in tourism growth for 2020?
250. Since the cuts to Destination NSW were announced, the Treasurer has said that a 4 year project has come to end.
- (a) What is that project?

- (b) When was it started?
- (c) What was it supposed to achieve?
- (d) If it was a grant process, how many operators applied?
 - i. How many were successful?

251. Cuts to the Destination NSW Budget have been widely condemned by the tourism industry. Are they right to be concerned?

Answer

245. Destination NSW is not responsible for tracking the average lead time for booking international trips to Australia.

246. The variation of Destination NSW's total expenditure budget in 2018-19 and 2019-20 budget is due to the cessation of the 2015 NSW Government's election commitment funding of \$127.6 million over four years.

247. See answer to question 246.

248. NSW continues to be the number one State in Australia for visitor numbers, nights and expenditure. In the year ended March 2019, total overnight and day trip visitors to NSW grew by 8.3 per cent, nights by 5.9 per cent and expenditure by 10.5 per cent.

Tourism Research Australia (TRA) only forecasts visitor nights at State level and the latest forecasts state that NSW visitor nights will continue to grow in 2019-20.

249. See response to question 248.

250.

- (a) The \$127.6 million election commitment.
- (b) July 2015
- (c) To develop and attract more events for NSW
- (d) N/A
 - i. N/A

251. Since the establishment of Destination NSW, overnight expenditure has grown by 70.1 per cent or by an average of 6.9 per cent per annum from year ended March 2011 to year ended March 2019.

Comparatively, overnight expenditure in NSW grew by 1.4 per cent per annum from year ended March 2008 to year ended March 2011, under Labor.

Chinese Outbound Tourists

252. A study in education has said that the Indian market was not rich enough or large enough to sustain the drops in the Chinese market. What is the Government doing to build other source markets?
253. What is the average lead time for booking international trips to Australia?
- (a) Please disaggregate this by source country.
254. The NSW budget listed the “possibility of China curtailing outbound tourism and international education as a risk to the economy” in the same budget it cut Destination NSW’s Funding from \$176 million to \$141 million. Why was that?
255. With a significant drop in Chinese tourism identified in the budget papers, how will the \$35 million cut in Destination NSW funding impact on that market?
256. What is DNSW’s “plan B” market? Is it India?
- (a) Recent media reports indicated that there are 24 million people in China on a wage of \$50,000 and only 3 million people in India on a similar wage. How will visitors from India fill the shortfall if the Chinese tourism market falls?
- (b) What is Destination NSW’s “plan C”?
257. Is there any intelligence about the impact of Australia’s political relationship with the US impacting on Chinese Tourist visitation to NSW?
- (a) If so, what is the intelligence?
- (b) What meetings has the Minister had with the Commonwealth regarding this issue?
258. Some time ago there was an indication that many Chinese tourists wanted to return to Australia, but not with the same operator, indicating that there have been issues with the quality of the tourism product offering. What is the Government doing to improve the Service delivery of Chinese tourism specialist operators on the ground?
259. How is the Government working with Inbound Tourism operators and wholesalers in China to create demand, experience and product?
260. How much has the Government spent on tourism demand stimulation and marketing in India?
- (a) What has the investment been in?

261. How much spent in other nations? Please disaggregate the marketing and demand stimulation spend for all Australian source nations.
262. The Previous Minister Adam Marshall went to Singapore and Malaysia to encourage tourism, what did he spend on this trip?
263. What percentage do Singaporean's and Malaysians spend on tourism across their whole economy?
264. How much is their outward bound tourism growing?
265. How much of that comes to Australia?
266. What is the lead time for that to increase?
267. What impact, if any, has been seen from the previous Minister's trip to Singapore and Malaysia in building tourism?

Answer

252. Destination NSW continues to focus on its top 14 international markets (China, Hong Kong, Taiwan, South Korea, Singapore, Malaysia, Indonesia, Japan, India, UK, Germany, France, USA and New Zealand) to drive growth for the State's visitor economy. This includes delivering a wide range of innovative activities and partnerships to grow visitation from these source markets.
253. Destination NSW is not responsible for tracking the average lead time for booking international trips to Australia.
254. The variation of Destination NSW's total expenditure budget in 2018-19 and 2019-20 budget is due to the cessation of the 2015 election commitment funding of \$127.6 million over four years.
255. See answer to Question 252.
256. See answer to Question 252.
257. Tourism Research Australia's Tourism Forecasts 2019 report commented on the impact of China US trade relations to visitation to Australia.
 - (a) Tourism Research Australia (TRA) in its Tourism Forecast 2019 report released on 6 September 2019, states that it expects Chinese visitation to Australia will continue to rise. Specifically, "the global economic outlook has weakened since TRA released its last issue of tourism forecasts in August 2017, with conditions softening across both advanced and emerging economies. US-China trade tensions, the Brexit deal uncertainty and political and economic challenges in the Eurozone have triggered some prominent economic agencies

to downgrade their outlook for global economic growth. For instance, in its latest World Economic Outlook update, the International Monetary Fund (IMF) projects the global economy to grow at 3.3% in 2019 and 3.6% in 2020, 0.4 and 0.1 percentage points, respectively, below its previous projections.

The downward revisions of the economic growth forecasts have weighed down these tourism forecasts significantly.

China:

China's economy is moving towards a slower growth trajectory as it pivots from investment and export-led growth to one more driven by consumption and services. This presents both opportunities and challenges for the Australian tourism industry. On one hand it will encourage increased consumerism, which will translate into greater demand for outbound tourism. However, cyclical fluctuations in the Chinese economy and ongoing trade tensions will affect consumer confidence in the near term. Against this backdrop, China's economy is forecast to grow 6.2% in 2019–20, and 5.8% in 2020–21; substantially lower than during recent periods.” (p.12)

(b) Minister Ayres is scheduled to attend the Tourism Minister's Meeting on 11 October 2019.

258. Destination NSW continues to work with Austrade and the Australian Tourism Export Council to address and improve low quality tours.

Destination NSW sits on the Austrade Approved Destination Status (ADS) Advisory Panel. Its role is to provide advice and feedback to the panel.

Destination NSW also works with trade partners to develop quality and diverse itineraries and product offering.

In conjunction with TAFE NSW Ultimo, Destination NSW is participating in the development of a pilot training program (Excellence in China Inbound Tour Guiding Education - EXCITE), which aims to deliver a tailored accredited program for existing Chinese ADS tour guides.

259. Destination NSW continues to build and maintain relationships with key stakeholders including Inbound Tourism Operators and wholesalers in China to increase the inclusion of appropriate NSW tourism products by product updates and assistance to develop new itineraries and packages. Initiatives include education seminars and presentation, an annual trade familiarisation program, a dedicated China Roadshow, and this year, the inaugural Destination NSW Focus on

Greater China event, where Destination NSW hosted 50 key buyers from Greater China in Sydney and regional NSW.

260. Destination NSW investment per market is commercial-in-confidence. Information on Destination NSW co-operative strategic partnerships internationally can be found in Destination NSW's annual reports (www.destinationnsw.com.au/about-us/annual-reports).

261. See answer to Question 260.

262. This is a question for Minister Marshall, however Ministers' overseas travel information can be viewed online at: <https://www.dpc.nsw.gov.au/publications/ministers-overseas-travel-information/>.

263. Information on international markets is available on Destination NSW's website (see <https://www.destinationnsw.com.au/tourism/facts-and-figures/international-markets>).

264. Euromonitor, an international provider of strategic market research, reports on outbound travel statistics. Their latest database for the year ended December 2018 showed that:

- The number of Singapore outbound visitors declined by 8 per cent compared to 2017 at 18.7 million visitors. In comparison, the number of Singapore visitors to Australia increased by 3 per cent on 2017.
- The number of Malaysia outbound visitors increased by 10 per cent compared to 2017 to reach 18.0 million visitors. In comparison, the number of Malaysia visitors to Australia also increased by 10 per cent.

265. See response to Question 264.

266. Destination NSW is not responsible for tracking lead time for outbound travel to Australia.

267. The former Minister for Tourism and Major Events' visit to Singapore and Malaysia:

- b) Reinforced NSW's reputation as a strong, stable and growing economy, through meetings with key industry stakeholders.
- c) Further promoted Sydney and regional NSW as a premier tourism and major events destination.
- d) Encouraged travel trade partners to continue to work with Destination NSW to increase visitation from NSW top source markets for international visitors to NSW.

Cuts to Regional Flagship and Events Funding

268. What is the Regional Flagship Events Program funding for 2019-20?

- (a) Has there been a reduction in funding when compared to 2018-19?
- (b) Was the program not delivering?

(c) If so, why not?

(d) If this was an opportunity to spend some money in regional seats, why would the Minister not continue it as the drought continues to hit?

269. If the additional funding was to increase regional funding, how will the Government maintain the same level of regional funding with \$35 million in cuts?

270. How will this impact on tourism and other small businesses in regional economies that are already struggling from the impact of the current drought?

271. What regional flagship events that were funded in 2018 or 2019 won't be funded this year or will have their funding cut?

(a) How many are there?

272. What impact will cuts to regional flagship funding have on drought affected communities?

273. Some event organisers have reported that they have not been able to access Regional flagship Events Program funding this year and have been unable to find out why. Has the Government advised unsuccessful applicants?

(a) When will the Government advise unsuccessful applicants?

Answer

268. Confirmation of allocated funding for the NSW Regional Flagship and Events Funding is pending following the Treasury Review into Destination NSW. Relevant information about the program will be shared via Destination NSW's website when it becomes available.

269. Refer to answer to Question 268.

270. Refer to answer to Question 268.

271. Refer to answer to Question 268. Regional Flagship Event funding largely provides funding to events on an annual basis. Funding in one year does not guarantee funding in the following year - events must apply again each year and all applications are assessed on merit.

272. Refer to answer to Question 268.

273. Refer to answer to Question 268. When a round of the Regional Flagship Events Program opens, Destination NSW sends an email alert to all events included in the Get Connected database (approx. 2,500 contacts), local council tourism representatives, the six Destination Networks, and includes information in key Destination NSW's electronic direct mails and newsletters.

Following assessment, all unsuccessful applicants in the 2019 Regional Flagship Events Program were notified of the results by email.

All unsuccessful applicants to the 2019 Program were offered feedback sessions to provide insights into why their application was unsuccessful. 60 feedback teleconferences averaging 45 minutes in length each were held, representing a third of all unsuccessful applicants.

NSW Visitor Economy Industry Action Plan

274. Why are the dates in the media release 5 years sooner than on the website?
275. Which ones are correct?
276. What assumptions are these figures based on?
277. Did the Government fail its own target? Or was it just a case of media over-reach? Or a mistake?
278. Can the Minister guarantee that Government is on track to achieve their goal of reaching \$20 billion in regional overnight visitor expenditure by 2020?

Answers

274. The media release dated 29 August 2018 launching the new Visitor Economy Industry Action Plan 2030 and announcing new targets mistakenly assigned one of the new regional targets to 2020, instead of 2025, as stated in the plan: <https://www.destinationnsw.com.au/wp-content/uploads/2018/08/nsw-to-bank-billions-with-2030-tourism-target.pdf>
275. The new 2030 targets are stated in the Visitor Economy Industry Action Plan 2030 which is available at https://www.industry.nsw.gov.au/_data/assets/pdf_file/0003/172092/Visitor-Economy-Industry-Action-Plan-2030.pdf
276. The new *Visitor Economy Industry Action Plan 2030* sets new targets to: more than triple 2009 overnight visitor expenditure to NSW by 2030, aiming to achieve \$45 billion by 2025 and \$55 billion by 2030; and double overnight regional visitor expenditure and achieve \$20 billion by 2025 and \$25 billion by 2030.
277. The 2012 *Visitor Economy Industry Action Plan* set a target to double overnight visitor expenditure to \$36 billion by 2020. According to Tourism Research Australia, as at year ending March 2019, overnight visitor expenditure in NSW is \$32.8 billion which is 91 per cent of the 2020 target.
278. There is no regional overnight visitor economy target for 2020. Refer to answer 274.

NSW Government & Qantas Partnership

279. The NSW Government signed its third consecutive marketing partnership with Qantas on 31 July 2019. What was the NSW Government's contribution in this partnership?
- (a) What is the expected return on investment?
280. What was the NSW Government's contribution to the previous 2016 partnership?
- (a) What was the return on investment for that partnership?
281. How much has the NSW Government's contribution reduced by?
- (a) Why did the Government reduce its funding?
282. Figures provided by Tourism Research Australia show that International Visitors to NSW has been fairly consistent over the last 2 years showing in each year ending March 2018 and March 2019 that [4.3 million visitors](#). Will international visitor numbers now decline?
283. What impacts will this partnership funding cut have on regional tourism?
284. Can the Minister guarantee that Government is on track to achieve their goal of reaching \$55 billion in overnight visitor expenditure by 2030?
285. Has the value of this partnership decreased due to the government signing up to marketing partnerships with other airlines?

Answer

279. The total value of the 2019 agreement between Destination NSW and Qantas is over \$24 million (see www.destinationnsw.com.au/news-and-media/media-releases/nsw-flying-high-with-new-qantas-partnership). Individual partner's investment is commercial-in-confidence.
- (a) The partnership will provide both parties with unprecedented opportunities to leverage each other's marketing assets both domestically and internationally.
280. The total value of the 2016 agreement between Destination NSW and Qantas is \$28 million (see www.destinationnsw.com.au/news-and-media/media-releases/nsw-government-signs-new-partnership-qantas). Individual partner's investment is commercial-in-confidence.
- (a) The 2016 agreement between Destination NSW and Qantas generated more than \$129 million in overnight visitor expenditure for NSW.
281. See answers to Question 279 and 280.
- (a) The reduction in funding was mutually agreed by the two parties.

282. Destination NSW does not do forecasts. It uses Tourism forecasts prepared by Tourism Research Australia, the latest was released on 6 September 2019. At the State level, TRA only forecasts visitor nights. For NSW, TRA forecasts that NSW international visitor nights will increase by 4.6 per cent to reach 109,508 nights by 2019-20.
283. The reduction in the value of the partnership between Destination NSW and Qantas is unlikely to have any impact on regional tourism. Destination NSW aims to incorporate regional NSW destinations in most campaign activity.
284. I refer you to my answer during the Budget Estimates hearing.
285. No.

Failing Destination Networks

286. What protections are in place to ensure that all parts of the Destination NSW Sydney Surrounds North region are supported with good local tourism information, education and development support?
287. Not one project from the Flagship events and “Incubator event fund round two 2019” was allocated to the Central Coast. What support was provided by the Department to work with local organisations to build capacity for future rounds?
288. No arts and culture, or LGBTIQ projects were funded on the Central Coast. What changes to judging rubrics will be considered to ensure a wide range of tourism opportunities for all tourism operators from all local communities within the region?
289. What was the rationale for combining such disparate areas as the Blue Mountains and the Hunter Valley in the same Destination Network? What are the connecting factors?
290. How many tourism operators have entered the Destination NSW Sydney Surrounds North region tourism awards each year since it has been in its current configuration? Please disaggregate by year and Local government area.
- (a) How many of these have gone on to the state awards?
 - (b) How many of these have gone on to the National awards?
 - (c) How many national award winners have there been?
291. How many tourism operators have entered the Destination NSW Sydney Surrounds North region each year since it has been in its current configuration? Please disaggregate by year and local government area?

- (a) How many of these have gone on to the state awards?
- (b) How many of these have gone on to the National awards?
- (c) How many national award winners have there been?

Answer

286. Destination NSW supports all Destination Networks through a range of resources and capacity-building initiatives to ensure all areas benefit from the visitor economy. These include whole-of-State and individual marketing campaigns, NSW First Programs, representation on Destination NSW's consumer websites

287. Applications to the Regional Flagship Events Program are assessed on merit, not location.

The 2019 Regional Flagship Events Program received eight applications from events on the Central Coast - seven through the Flagship Event Fund and one through the Incubator Event Fund.

Two events were successful - Harvest Festival (Peats Ridge) and Girrakool Blues Festival & BBQ (Kariong).

Three of the remaining six events requested and received comprehensive feedback on their applications.

288. Destination NSW welcomes applications from all eligible events, including arts, culture and LGBTIQI projects on the Central Coast.

All applications are assessed on merit against the published program criteria.

289. The boundaries of the Destination Networks aimed to align with those of the new Joint Organisation of Councils and the proposed new NSW Government agency regional boundaries at the time.

290. The Sydney Surrounds North region tourism awards are the responsibility of Destination Sydney Surrounds North and the NSW Business Chamber, which are independent entities.

291. See answer to Question 290.

Hospitality Skills Shortages

292. Federal Government forecasts predict 21,800 new jobs will be created for waiters alone between 2018 and 2023; that is: more than twice the number of accountants (8000) or receptionists (8600), and three times the number of real estate agents (6600). Another 16,700 new jobs are also

expected for chefs and 14,100 for bar attendants and baristas. What is the Government doing to address current skills shortages and to train the workforce to address these upcoming shortages?

293. Is DNSW concerned that we are exporting our tourism and hospitality skills at the cost of providing training to local students?
294. What is DNSW doing to encourage more TAFE places and courses in tourism and hospitality for local students?
295. Does the Minister think it's fair for young people from regional areas to have to travel to Sydney in order to study tourism and hospitality?
296. What dialogue has the Minister for Tourism had with the Minister for Skills about how this situation can improve?

Answers

292. The *Visitor Economy Industry Action Plan 2030* outlines a number of actions to address the skills and labour needs for the tourism sector:

- implement a consumer information strategy to promote visitor economy careers;
- continued roll-out of job-ready programs to grow new jobs in the tourism sector; and
- development of evidence base to understand skills shortages

Further information on the Plan can be found at:

https://www.industry.nsw.gov.au/__data/assets/pdf_file/0003/172092/Visitor-Economy-Industry-Action-Plan-2030.pdf

The NSW Government offers a range of programs to address current and future tourism and hospitality industry employment needs including pre-apprenticeship, pre-traineeship and other job-ready training programs, such as:

- The \$65 million Youth Employment Program (Smart, Skilled and Hired) to help young people in regions of high youth unemployment become work ready or start a career. Further information for this program is available at:
https://www.industry.nsw.gov.au/__data/assets/pdf_file/0005/143492/PUB18-123-Youth-Employment-Program-fact-sheet.pdf
- The Aboriginal Employment and Business Advisory Support Services, which supports Aboriginal and Torres Strait Islander people into careers, and help employers in recruitment

and training needs. Further information on these programs is available at:

https://www.training.nsw.gov.au/programs_services/funded_other/acp/index.html

- The Refugee Employment Support Program (RESP) is a \$22 million initiative to address challenges that refugees and asylum seekers have in finding employment opportunities. The program operates in Western Sydney and the Illawarra. Further information on this program is available at:

https://www.training.nsw.gov.au/programs_services/funded_other/resp/index.html

- The Way Ahead for Aboriginal People program, which provides mentoring services Aboriginal apprentices and trainees. Further information on this program is available at: https://www.training.nsw.gov.au/programs_services/funded_other/acp/waap.html
- A SkillsPoints Hub in Coffs Harbour for Tourism and Experiences services, launched by TAFE NSW, which provides skills pathways to jobs and a point of contact for employers across NSW in tourism, events, hospitality and travel sectors. Further information on this service is available at: <https://www.tafensw.edu.au/enterprise/for-industry/skillspoints>
- From 1 July 2018, the NSW Government is funding 100,000 fee-free apprenticeships over the next four years. This includes apprenticeships for key occupations in shortage in the hospitality and tourism sector such as chefs and pastry cooks. Further information on this program is available at: <https://vet.nsw.gov.au/choosing-vet/fee-free-apprenticeships>
- NSW Government has invested \$13.9 million over four years to establish the Regional Industry Education Partnerships (RIEP) program. 14 RIEP officers are employed throughout the State to build partnerships and facilitate connections between industries and school communities. The program has been working with hospitality employers across NSW to promote hospitality careers and provide work-based learning opportunities for students. Further information on the RIEP program is available at: https://www.training.nsw.gov.au/programs_services/funded_other/riep/index.html
- Regional Vocational Education and Training Pathways initiative supports 15 to 19 year olds who are not studying or in a job to find pathways into education, training and work. Further information on this program is available at: https://www.training.nsw.gov.au/programs_services/funded_other/rvp/index.html
- There is a range of travel, tourism and hospitality qualifications subsidised under the Smart and Skilled funding program including Certificates and Diplomas in: Tourism, Travel, Travel and Tourism Management, Events, Events Management, Holiday Parks and Resorts, Guiding, Outdoor Recreation, Hospitality, Hospitality Management, Kitchen Operations, Commercial

Cookery, Catering Operations, and Retail Baking. Further information on these qualifications can be found at: <https://smartandskilled.nsw.gov.au/sands/find-a-course?context=course&searchQuery=>

293. Refer to answer to 292. The NSW Government through the Smart and Skilled program subsidises a range of travel and tourism qualifications from Certificate II to Advanced Diploma.
294. TAFE NSW is delivering a range of initiatives to support strategies that are addressing skills shortages in the tourism and hospitality sectors. Notable examples include:
- A partnership with the International Convention Centre Sydney to deliver pre-employment programs for Aboriginal and Torres Strait Islander people in the hospitality and exhibitions sector.
 - Multiple partnerships in the cruise sector, including the Cruise Traineeship Program, which is a collaboration with the Cruise Line International Association Australasia to equip students with industry relevant, job ready skills to fill employment opportunities in this growing sector.
 - Working with Liquor and Gaming NSW to develop new higher level industry training courses for venue licensees to ensure a vibrant and safe hospitality scene in NSW.
 - Partnering with Destination NSW on the Volunteer Management Program to deliver a newly created short course to upskill Visitor Information Centre staff.
 - Working with Tourism Accommodation Australia to develop a Hotel Leadership Program for the growing hotel sector.
295. There is a range of tourism and hospitality offerings in regional NSW. For example, in 2018 TAFENSW launched a SkillsPoints Hub in Coffs Harbour for Tourism and Experience services. SkillsPoints provides a pathway to jobs and a point of contact for employers across NSW in tourism, events, hospitality and travel sectors. Further information on this service is available at: <https://www.tafensw.edu.au/enterprise/for-industry/skillspoints>.
296. Dialogue includes Action 4 of the Visitor Economy Industry Action Plan (VEIAP) 2030 – “better alignment of skills to overcome shortages”.

Arts & Show Funding

297. What is the total quantum of money that the Destination NSW has spent each year for the last 8 years on bringing musical productions to Sydney. For each production, please indicate:

- (a) The name of the musical?
- (b) The name of the production company?
- (c) The venue where the exhibition was staged?
- (d) What the cost to the NSW taxpayer was?
- (e) What were the KPIs?
- (f) Were all KPIs met? If not, which ones weren't?
- (g) Where KPIs were not met, was money returned to the NSW Government?
- (h) Who evaluated the performance against the KPI
- (i) What was the estimated return on investment?
- (j) How was the return on investment calculated?
- (k) Who calculated the return on investment?
- (l) Were any contra deals or in-kind donations part of the deal, and if so, what were they?
- (m) Who benefited from the contra deals, famils or in-kind donations?
- (n) Did any staff or contractors from Destination NSW personally benefit from the contra deals, famils or in-kind donations?
- (o) Is there a register of contra deals, famils or in-kind donations for staff and/or contractors in Destination NSW?
- (p) Is the register publicly available?
- (q) What area of the budget did the money come from?

298. What is the total quantum of money that the NSW Government (excluding Destination NSW) each year for the last 8 years on bringing musical productions to Sydney. For each production, please indicate:

- (a) The name of the musical?
- (b) The name of the production company?

- (c) The venue where the exhibition was staged?
- (d) What the cost to the NSW taxpayer was?
- (e) What were the KPIs?
- (f) Were all KPIs met? If not, which ones weren't?
- (g) Where KPIs were not met, was money returned to the NSW Government?
- (h) Who evaluated the performance against the KPI
- (i) What was the estimated return on investment?
- (j) How was the return on investment calculated?
- (k) Who calculated the return on investment?
- (l) Were any contra deals or in-kind donations part of the deal, and if so, what were they?
- (m) Who benefited from the contra deals, famils or in-kind donations?
- (n) Did any staff or contractors from Destination NSW personally benefit from the contra deals, famils or in-kind donations?
- (o) Is there a register of contra deals, famils or in-kind donations for staff and/or contractors in Destination NSW?
- (p) Is the register publicly available?
- (q) What area of the budget did the money come from?

299. What is the total quantum of money that the Destination NSW has spent each year for the last 8 years on bringing art exhibitions to Sydney. For each production, please indicate:

- (a) The name of the exhibition?
- (b) The name of the exhibitor?
- (c) The venue where the exhibition was staged?
- (d) What the cost to the NSW taxpayer was?
- (e) What were the KPIs?
- (f) Were all KPIs met? If not, which ones weren't?
- (g) Where KPIs were not met, was money returned to the NSW Government?
- (h) Who evaluated the performance against the KPI

- (i) What was the estimated return on investment?
- (j) How was the return on investment calculated?
- (k) Who calculated the return on investment?
- (l) Were any contra deals or in-kind donations part of the deal, and if so, what were they?
- (m) Who benefited from the contra deals, famils or in-kind donations?
- (n) Did any staff or contractors from Destination NSW personally benefit from the contra deals, famils or in-kind donations?
- (o) Is there a register of contra deals, famils or in-kind donations for staff and/or contractors in Destination NSW?
- (p) Is the register publicly available?
- (q) What area of the budget did the money come from?

300. What is the total quantum of money that the NSW Government (excluding Destination NSW) has spent each year for the last 8 years on bringing art exhibitions to Sydney. For each production, please indicate:

- (a) The name of the exhibition?
- (b) The name of the exhibitor?
- (c) The venue where the exhibition was staged?
- (d) What the cost to the NSW taxpayer was?
- (e) What were the KPIs?
- (f) Were all KPIs met? If not, which ones weren't?
- (g) Where KPIs were not met, was money returned to the NSW Government?
- (h) Who evaluated the performance against the KPI
- (i) What was the estimated return on investment?
- (j) How was the return on investment calculated?
- (k) Who calculated the return on investment?
- (l) Were any contra deals or in-kind donations part of the deal, and if so, what were they?
- (m) Who benefited from the contra deals, famils or in-kind donations?

- (n) Did any staff or contractors from Destination NSW personally benefit from the contra deals, famils or in-kind donations?
 - (o) Is there a register of contra deals, famils or in-kind donations for staff and/or contractors in Destination NSW?
 - (p) Is the register publicly available?
 - (q) What area of the budget did the money come from?
301. What is the total quantum of money that the Destination NSW has spent each year for the last 8 years on bringing sporting matches to Sydney. For each production, please indicate:
- (a) The name of the sporting match?
 - (b) The name of the promoted?
 - (c) The venue where the sport was played?
 - (d) What the cost to the NSW taxpayer was?
 - (e) What were the KPIs?
 - (f) Were all KPIs met? If not, which ones weren't?
 - (g) Where KPIs were not met, was money returned to the NSW Government?
 - (h) Who evaluated the performance against the KPI
 - (i) What was the estimated return on investment?
 - (j) How was the return on investment calculated?
 - (k) Who calculated the return on investment?
 - (l) Were any contra deals or in-kind donations part of the deal, and if so, what were they?
 - (m) Who benefited from the contra deals, famils or in-kind donations?
 - (n) Did any staff or contractors from Destination NSW personally benefit from the contra deals, famils or in-kind donations?
 - (o) Is there a register of contra deals, famils or in-kind donations for staff and/or contractors in Destination NSW?
 - (p) Is the register publicly available?
 - (q) What area of the budget did the money come from?

302. What is the total quantum of money that the NSW Government (excluding Destination NSW) has spent each year for the last 8 years on bringing sporting matches to Sydney. For each production, please indicate:
- (a) The name of the sporting match?
 - (b) The name of the promoted?
 - (c) The venue where the sport was played?
 - (d) What the cost to the NSW taxpayer was?
 - (e) What were the KPIs?
 - (f) Were all KPIs met? If not, which ones weren't?
 - (g) Where KPIs were not met, was money returned to the NSW Government?
 - (h) Who evaluated the performance against the KPI
 - (i) What was the estimated return on investment?
 - (j) How was the return on investment calculated?
 - (k) Who calculated the return on investment?
 - (l) Were any contra deals or in-kind donations part of the deal, and if so, what were they?
 - (m) Who benefited from the contra deals, famils or in-kind donations?
 - (n) Did any staff or contractors from Destination NSW personally benefit from the contra deals, famils or in-kind donations?
 - (o) Is there a register of contra deals, famils or in-kind donations for staff and/or contractors in Destination NSW?
 - (p) Is the register publicly available?
 - (q) What area of the budget did the money come from?
303. Where KPIs were not met, was money returned to the NSW Government?
304. In 30 July this year, the Daily Telegraph reported Minister Ayres had told them "Since March 2011, the NSW Government has invested in 29 musicals and theatre productions." How much was spent by Destination NSW on each of those productions?
- (a) How much was spent by other NSW Government agencies?
305. What are the 10 events that DNSW has spent the most money on in the past year?

- (a) What were the KPIs?
- (b) Did they meet the KPIs?

306. Please indicate how much money is spent by Destination NSW on events in NSW, disaggregating by electorate?

Answer

297. This information is commercial in confidence.

- (a) Event information is provided for the Budget Estimates expenditure-period only.

Event	Venue
Evita [2018]*	Sydney Opera House
Jersey Boys [2018]*	Capitol Theatre
Charlie & the Chocolate Factory [2019]**	Capitol Theatre
Chicago [2019]**	Capitol Theatre
Muriel's Wedding - The Musical [2019]**	Lyric Theatre
Saturday Night Fever [2019]**	Lyric Theatre
Disney's Frozen [2020-2021]**	Capitol Theatre
Hamilton [2020]**	Lyric Theatre
Waitress [2020]**	Lyric Theatre
9 to 5: The Musical [2020]**	Lyric Theatre

* denotes events that have occurred

** denotes events that are still to occur or for which results are not yet available

- (b) This information is in the public domain.
- (c) See answer to Question 297 (a).
- (d) The amount invested in each individual event is commercial-in-confidence between Destination NSW and the event proponent to enable the agency to bid for and acquire events in a competitive market.
- (e) This information is commercial in confidence.
- (f) This information is commercial in confidence.
- (g) This information is commercial in confidence.
- (h) Destination NSW's internal research and evaluation team.
- (i) Events that have occurred have delivered a total visitor expenditure of over \$35.6 million. It is estimated that events that are still to occur, or for which results are not yet available, will deliver a total visitor expenditure of over \$232 million.

- (j) Using information gained from ticketing agencies and attendees and via third party research, the total visitor spend was calculated. This figure is divided by investment.
- (k) See answer to Question 297 (h).
- (l) Destination NSW agreements outline the investment to be provided by Government, as well as the benefits to be supplied by the event owner. These benefits may include marketing placement, signage, announcement rights, broadcast placement and ticketing. Tickets are used by Government to highlight the State's support for major events and the visitor economy more broadly, and to showcase the event via its visiting journalist and trade development programs.
- (m) See answer to Question 297 (l)
- (n) No
- (o) Destination NSW and its staff adheres to disclosure guidelines.
- (p) No
- (q) Investment to secure musical productions is sourced from Destination NSW's events' budget.

298. This question would be more appropriately directed to the relevant Minister(s).

299. This information is commercial in confidence.

- (a) Event information is provided for the Budget Estimates expenditure-period only.

Event	Venue
Sydney International Art Series (SIAS)	
SIAS - Modern Masters from the Hermitage [2018-2019]*	Art Gallery of NSW
SIAS - David Goldblatt [2018-2019]*	Museum of Contemporary Art Australia
SIAS - Cornelia Parker [2019-2020]**	Museum of Contemporary Art Australia
SIAS - Japan supernatural [2019-2020]**	Art Gallery of NSW

* denotes events that have occurred

** denotes events that are still to occur or for which results are not yet available

- (b) This information is in the public domain.
- (c) See answer to Question 299 a).
- (d) The amount invested in each individual event is commercial-in-confidence between Destination NSW and the event proponent to enable the agency to bid for and acquire events in a competitive market.

- (e) This information is commercial in confidence.
- (f) This information is commercial in confidence.
- (g) This information is commercial in confidence.
- (h) Destination NSW's internal research and evaluation team.
- (i) Events that have occurred have delivered a total visitor expenditure of over \$12 million. It is estimated that events that are still to occur, or for which results are not yet available, will deliver a total visitor expenditure of over \$12 million.
- (j) Using information gained from ticketing agencies and attendees and via third party research, the total visitor spend was calculated. This figure is divided by investment.
- (k) See answer to Question 299 (h).
- (l) See answer to Question 297 (l).
- (m) See answer to Question 297 (l)
- (n) See answer to Question 297 (n)
- (o) See answer to Question 297 (o)
- (p) See answer to Question 297 (p)
- (q) See answer to Question 297 (q)

300. This question would be more appropriately directed to relevant the Minister(s).

301. This information is commercial in confidence.

- a) Event information is provided for the Budget Estimates expenditure-period only.

Event	Venue
Bowl-A-Rama Bondi [2018]*	Bondi Beach
Australian Ladies Classic - Golf [2018]*	Bonville Golf Resort
Sydney Harbour Challenge [2018]*	Manly Cove & Sydney Harbour
Vissla Sydney Surf Pro [2018]*	Manly Beach
Women's NSW Open Championship - Golf [2018]*	Coffs Harbour Golf Club
Australian Junior Athletics Championships [2018]	Sydney Olympic Park Athletic Centre
Sydney International Rowing Regatta [2018]*	Sydney International Regatta Centre
Superfoiler Grand Prix Grand Final [2018]*	Sydney Harbour
Australian Hockey U15 Championships (Boys) [2018]*	Illawarra Hockey Centre
Australian Hockey U15 Championships (Girls) [2018]*	Illawarra Hockey Centre
2018 Fed Cup by BNP Paribas World Play Off - Australia v Netherlands [2018]*	WIN Entertainment Centre
3x3 Pro Hustle [2018]*	Overseas Passenger Terminal

3x3 Challenger [2018]*	Overseas Passenger Terminal
Obstacle Course Racing World Championships Long Course [2018]*	Dargle Farm, Hawkesbury
Women's State of Origin [2018]*	North Sydney Oval
June Winter Test Series - Qantas Wallabies v Ireland [2018]*	Allianz Stadium (Sydney Football Stadium)
State of Origin Game 2 [2018]*	ANZ Stadium
Australian Hockey U21 Championships (Men) [2018]*	Sydney Olympic Park Hockey Centre
Australian Hockey U21 Championships (Women) [2018]*	Sydney Olympic Park Hockey Centre
Kiama Bodyboard Slam [2018]*	Kiama Beach
Red Rooster SuperNight [2018]*	Sydney Motorsport Park
Bledisloe Cup [2018]*	ANZ Stadium
Blackmores Sydney Running Festival [2018]*	Sydney CBD
Nepean Triathlon [2018]*	Sydney International Regatta Centre
2018 Men's Masters Australian Hockey Championships [2018]*	TBC (primary venue)
AUS-X Open Supercross Sydney [2018]*	Qudos Bank Arena, Sydney Olympic Park
Port Stephens NSW Pro [2018]*	Nelson Bay area
NSW Open Golf Championship [2018]**	Twin Creeks Golf & Country Club
Kennards Hire Rally Australia [2018]*	Coffs Coast
Emirates Australian Open Golf Championship [2018]*	The Lakes Golf Club
Newcastle 500 V8 [2018]*	Newcastle area
L'Etape Australia by Le Tour de France [2018]*	Snowy Mountains area
Mirror Dinghy World Championships (Worlds) [2018-2019]*	Woollahra Sailing Club
Hockey - Australian Indoor Championships [2019]**	Goulburn
HSBC Sydney Sevens [2019]*	Sydney Showground
Australian Boardriders Battle National Final [2019]*	Newcastle Main Beach
Bowl-A-Rama Bondi [2020]**	Bondi Beach
Vissla Sydney Surf Pro [2019]**	Manly Beach
Australian Ladies Classic - Golf [2019]**	Bonville Golf Resort
Women's NSW Open Golf Championship [2019]**	Queanbeyan area
Sydney Harbour Challenge [2019]**	Sydney Harbour
Volleyfest Beach Volleyball [2019]**	Manly Beach
Sydney International Rowing Regatta [2019]**	Sydney International Regatta Centre
Australian Junior Athletics Championships [2019]**	Sydney Olympic Park Athletic Centre
Hockey - Australian U15 Championships (Boys) [2019]**	Macarthur Regional Hockey Complex
Hockey - Australian U15 Championships (Girls) [2019]**	Macarthur Regional Hockey Complex
OCR World Championship Long Course [2019]**	Dargle Farm, Hawkesbury
Pacific Test triple header [2019]**	Bankwest Stadium
State of Origin (Game 3) [2019]**	ANZ Stadium
Hockey - Australian U21 Championships (Men's) [2019]**	Hepburn Park Hockey Fields, Goonellabah

Hockey - Australian U21 Championships (Women's) [2019]**	Hepburn Park Hockey Fields, Goonellabah
Kiama Bodyboard King Pro [2019]**	Kiama Beach
Blackmores Sydney Running Festival [2019]**	Sydney CBD
Hockey - Australian Masters (Women's) [2019]**	TBC (primary venue)
International Test Match double header [2019]**	WIN Stadium, Wollongong
Kennards Hire Rally Australia [2019]**	Coffs Coast
Newcastle 500 V8 [2019]**	Newcastle area
L'Etape Australia by Le Tour de France [2019]**	Snowy Mountains area
Australian Open Golf [2019]**	The Australian Golf Club, Rosebery
ATP Cup - Group Stage [2020]**	Sydney Olympic Park Tennis Centre
ATP Cup - Finals Stage [2020]**	Sydney Olympic Park Tennis Centre

* denotes events that have occurred

** denotes events that are still to occur or for which results are not yet available

- (a) This information is in the public domain.
- (b) See answer to Question 301 a).
- (c) See answer to Question 301 a).
- (d) The amount invested in each individual event is commercial-in-confidence between Destination NSW and the event proponent to enable the agency to bid for and acquire events in a competitive market.
- (e) This information is commercial in confidence.
- (f) This information is commercial in confidence.
- (g) This information is commercial in confidence.
- (h) Destination NSW's internal research and evaluation team.
- (i) Events that have occurred have delivered a total visitor expenditure of over \$95.3 million. It is estimated that events that are still to occur, or for which results are not yet available, will deliver a total visitor expenditure of over \$90.8 million.
- (j) Using information gained from ticketing agencies and attendees and via third party research, the total visitor spend was calculated. This figure is divided by investment.
- (k) See answer to Question 301 (h).

- (l) Destination NSW agreements outline the investment to be provided by Government, as well as the benefits to be supplied by the event owner. These benefits may include marketing placement, signage, announcement rights, broadcast placement and ticketing. Tickets are used by Government to highlight the State's support for major events and the visitor economy more broadly, and to showcase the event via its visiting journalist and trade development programs.
- (m) See answer to Question 301 (l)
- (n) (n) See answer to Question 297 (n)
- (o) (o) See answer to Question 297 (o)
- (p) (p) See answer to Question 297 (p)
- (q) (q) See answer to Question 297 (q)

302. This question would be more appropriately directed to relevant the Minister(s).

303. This information is commercial in confidence.

304. The amount invested in each individual event is commercial-in-confidence between Destination NSW and the event proponent to enable the agency to bid for and acquire events in a competitive market.

305. See answer to Question 304.

306. In 2018-19, \$82 million is being invested to secure and support sporting, arts, lifestyle, entertainment, and business events across the State.

The amount invested in each individual event is commercial-in-confidence between Destination NSW and the event proponent to enable the agency to bid for and acquire events in a competitive market.

Destination NSW GIPA

307. According to an article in the Newcastle Herald in September last year, when asked about the release of information in a GIPA request, a spokeswoman from Destination NSW is quoted as saying that "the agency was considering its position." DNSW then appealed the decision in NCAT, isn't that right? *Destination NSW v Taylor [2014] NSWCATAP 123*

308. What was the outcome of that appeal?

309. As the appeal was dismissed on 14th of May 2019 (except for a number of small areas), has DNSW agency released all of the information as ordered by the Courts?

310. How much has the legal action in the matter of Destination NSW v Taylor cost the NSW Taxpayer?
311. Was that a reasonable expense?
312. How much is a reasonable amount to spend on defending an agency from carrying out its obligations under the GIPA Act?
313. Where does that taxpayer money come out of the budget for DNSW?
314. Isn't the taxpayer entitled to know what the cost the true cost of all these events are and what the return on investment is?

Answer

307. Destination NSW appealed to NCAT (two senior members) following the decision of the first member.
308. The appeal was upheld in part.
309. Yes.
310. Since May 2017 to date, Destination NSW has spent \$246,705 on legal fees.
311. Government takes its responsibility around expenditure seriously and careful consideration is given prior to each expense. Please refer to the answer to Question 314 as to why it was important for Destination NSW to take such legal action.
312. See answer to Question 311. The fees were necessary to defend Destination NSW's commercial position and included costs for numerous mediation and resolution offers put forward to the Applicant.
313. Destination NSW's annual operating budget.
314. Destination NSW operates in a highly competitive environment globally in order to acquire events and negotiate co-operative marketing activities. In its operations, Destination NSW deals with highly confidential commercial information provided by corporate entities. Maintaining the confidentiality of information is necessary to acquire major events and negotiate co-operative marketing activity with airlines, hotels and travel stakeholders. Events data is published in Destination NSW's annual report (see <https://www.destinationnsw.com.au/about-us/annual-reports>)

Disclosing specific funding information on each event may result in NSW losing events to its competitors, reducing the public's access to high quality events in their own State and loss of visitor expenditure and jobs.

Since 2011, Destination NSW has secured over 780 events, which are estimated to generate in excess of \$3.5 billion to the NSW economy.

Hospitality Skills Shortages

315. Federal Government forecasts predict 21,800 new jobs will be created for waiters alone between 2018 and 2023; that is: more than twice the number of accountants (8000) or receptionists (8600), and three times the number of real estate agents (6600). Another 16,700 new jobs are also expected for chefs and 14,100 for bar attendants and baristas. What is the Government doing to address current skills shortages and to train the workforce to address these upcoming shortages?
316. Is the Government concerned that we are exporting our tourism and hospitality skills at the cost of providing training to local students?
317. What is the Government doing to encourage more TAFE places and courses in tourism and hospitality for local students?
318. Is it fair for young people from regional areas to have to travel to Sydney in order to study tourism and hospitality?
319. What dialogue has the Minister had with the minister for skills about how this situation can improve?

Answer

Please refer to Answers to Questions 292 to 296.

Newcastle Supercars

320. During budget estimates the Minister said that the cuts to Destination NSW were due to money been allocated to the Newcastle 500 Supercar event. Was that all of the \$35 million that was cut from DNSW in 2019-20?
321. Does that mean that effectively there was a \$65 million cut to Destination NSW Budget in 2018-19?
322. How much overall funding has been allocated to supporting the Newcastle 500 supercars Race?
 - (a) What is the total quantum of money that the NSW Government spent on the Newcastle 500 Supercars each year?
 - (b) What was the cost to the NSW taxpayer?
 - (c) What were the KPIs?

- (d) Were all KPIs met? If not, which ones weren't?
- (e) Where KPIs were not met, was money returned to the NSW Government?
- (f) Who evaluated the performance against the KPI?
- (g) What was the estimated return on investment?
- (h) How was the return on investment calculated?
- (i) Who calculated the return on investment?
- (j) Were any contra deals or in-kind donations part of the deal, and if so, what were they?
- (k) Who benefited from the contra deals or in-kind donations?
- (l) Did any staff or contractors from Destination NSW personally benefit from the contra deals, or in-kind donations?

Answer

320. No. Refer to the Budget Estimate Hearing Transcript p.9.

321. See answer to Question 246.

322. This information is commercial in confidence.

a) This information is commercial in confidence.

b) This information is commercial in confidence.

c) This information is commercial in confidence.

d) This information is commercial in confidence.

e) This information is commercial in confidence.

f) Destination NSW's internal research and evaluation team.

g) This information is commercial in confidence.

h) Using information gained from ticketing agencies and attendees and via third party research, the total visitor spend was calculated. This figure is divided by investment.

i) See answer to Question 320 (f)

j) This information is commercial in confidence.

k) This information is commercial in confidence.

l) No.

Flexible Work

323. Minister, the Premier announced on International Women's Day that the public service would all have access to flexible working arrangements by 2019.

- a. What numbers of staff within your Department currently have flexible working arrangements?
- b. Do you centrally register staff, who have flexible working arrangements?
- c. What measures are currently in place to implement this?

Answer

Please refer to the answer to question 28.

Ministerial Travel/Meal Allowance

324. How many nights travel were claimed by the Minister during the 2018-19 period?

325. How many nights travel were claimed by the Minister's spouse during the 2018-19 period?

326. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2018-19?

327. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2018-19?

Answer

Please refer to the answer to questions 29-32.

Efficiency dividends

328. What was the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in 2018-19?

329. What is the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in

- a. 2019-20?
- b. 2020-21?
- c. 2021-22?

330. What was the total efficiency dividend that was achieved for each department, statutory agency and/or other body within your portfolio between 2011-12 and 2018-19 inclusively?

Answer

Please refer to the answers to questions 33-35.

Ministerial Office Administration

331. How many staff are in your ministerial office?

- a. What was the average salary for staff members in your office during 2018-19?
- b. What is the estimated average salary for a ministerial staffer in your office in 2019-20 based on current appointments?

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

- a. For each phone, how much was each bill in 2018-19?
- b. How many phones have been lost or replaced due to damage in your office?
- c. What is the cost of replacing those phones?

333. 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 2018-19?
- b. How many iPads or tablets have been replaced due to lost or damage in 2018-19?
- c. What was the cost of replacing these devices?

334. Has any artwork been purchased or leased for display in your ministerial office in 2018-19?

- a. What is the cost of this?

335. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2018-19?

- a. If so, what was the cost of these items?

336. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2018-19?

- a. If so, what was the cost of these items?

337. What was the total cost of all subscriptions by you and your staff to news services, newspapers, magazines, journals and periodicals (including online services) in 2018-19?

- a. What are these services/newspapers/magazines/journals/periodicals?
- b. Who is the subscriber for each of these?

338. What was the total value of all gifts purchased for use by you and your office in 2018-19?

- a. What were the gifts purchased?
 - b. Who were they gifted to?
339. Do you purchase bottled water or provide water coolers for your office?
- a. What is the monthly cost of this?
340. How much did your ministerial office spend on hospitality, including catering and beverages, in 2018-19?
341. What non-standard features are fitted to your ministerial vehicle?
- a. What is the cost of each non-standard feature?
342. What was the total bill for your office in 2018-19 for:
- a. Taxi hire
 - b. Limousine hire
 - c. Private hire care
 - d. Hire car rental
 - e. Ridesharing services?
343. Were any planes or helicopters chartered by you or your office and paid for with public money in 2018-19?
- a. If yes, will you please detail each trip, the method of transport and the cost?
344. 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 2018-19?

Answer

Please refer to the answers to questions 36-49.

Agile Workspaces/Activity Based Working/Hot-desking

345. Have any of your departments, statutory agencies and/or other bodies 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 2019-20?

346. How much have your departments, statutory agencies and/or other bodies spent in the roll-out of the agile working environment including laptops, furniture, lockers and other equipment in 2018-19?

Answers

Please refer to the answers to question 50-51.

Hospitality

347. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How much was spent on hospitality, including catering and beverages, in 2018-19?
- b. Whether the department, statutory agency and/or other body has coffee machines? And if so:
 - i. How many?
 - ii. What was their purchase cost?
 - iii. What is their maintenance cost?
 - iv. Who has access to them?
 - v. Which staff have access to the machines?

Answer

Please refer to the answer to question 52.

Labour Hire Firms

348. Do any departments, statutory agency and/or other bodies within your portfolio responsibilities utilise the services of Labour Hire Firms? If yes, please advise in table form for 2018-19:

- 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

- h. Who authorised the use of labour hire companies?
- i. Do staff under these labour hire arrangements receive as much training and security clearance as permanent staff?

Answer

Please refer to the answer to question 53.

Stationery

349. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. What was the cost of stationery for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- b. What brand of paper is used?
 - i. Is this paper Australian made?

Answer

Please refer to the answer to question 54.

Credit Cards

350. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How many credit cards are currently on issue for staff?
 - i. Please provide a break-down of this information by grade.
- b. What was the value of the largest reported purchase on a credit card for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18

- iv. 2018-2019
- v. 2019-present
- c. What was each largest reported purchase for?
- d. How much interest was paid on amounts outstanding from credit cards for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- e. How much was paid in late fees on amounts outstanding from credit cards for the following financial years
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- f. What was the largest amount outstanding on a single card at the end of a payment period and what was the card holder's employment grade?
- g. How many credit cards have been reported lost or stolen?
 - i. What was the cost to replace them?
- h. How many credit card purchases were deemed to be illegitimate or contrary to agency policy?
 - i. What was the total value of those purchases?
 - ii. How many purchases were asked to be repaid on the basis that they were illegitimate or contrary to agency policy and what was the total value thereof?
 - iii. Were all those amounts actually repaid?
 - iv. If no, how many were not repaid, and what was the total value thereof?

- i. What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid, and what was the cardholder's employment grade?
 - i. What that amount actually repaid, in full?
 - ii. What amount was left unpaid?
- j. Are any credit cards currently on issue connected to rewards schemes?
 - i. Do staff receive any personal benefit as a result of those reward schemes?
- k. Can a copy of the staff credit card policy please be provided?

Answer

Please refer to the answer to question 55.

Media and Public Relations

351. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How many media/communications/public relations advisers are employed?
 - i. What is the total salary cost for media/communications/public relations advisers in 2018-19?
- b. What is the forecast for the current financial year for the number of media/communications/public relations advisers to be employed and their total cost?
- c. What is the total cost of media monitoring services?
 - i. Please provide a breakdown by department, statutory agency and/or other body.
- d. Are any media or public relations advisers currently engaged as contractors?
 - i. Who are these contracts with?
 - ii. What is the value of these contracts?
- e. How much was spent on media or public relations advisors in financial year:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18

- iv. 2018-2019
- v. 2019-present?

Answer

Please refer to the answer to question 56.

Facebook

352. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2018-19?

353. How much did your department, statutory agency and/or other body in the Minister's portfolio spend on Facebook advertising or sponsored posts in 2018-19?

Answers

Please refer to the answers to question 57-58.

Overseas Trips

354. 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?
- b. Have you undertaken any official overseas travel that was privately funded?
- c. If so, what was the nature of these trips?
- d. Who paid for these trips?

Answer

354. Please refer to the answer to question 59.

Department/Agency Travel

355. What was the total expenditure in 2018-19 by departments, statutory agencies and/or other bodies within your portfolio on:

- a. Taxi hire
- b. Limousine
- c. Private car hire
- d. Hire car rental
- e. Ridesharing services

- f. Chartered flights?

Answer

Please refer to the answer to question 60.

Drivers

356. Are any of the senior executives in the relevant department, statutory agency and/or other body 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, statutory agency and/or other body?
 - c. What is the total cost of drivers for senior executives in the department, statutory agency and/or other body?

Answer

356. Please refer to the answer to question 61.

Consulting

357. For each department, statutory agency and/or other body in the Minister's portfolio please report:
- a. How much was spent in legal costs in 2018-19?
 - i. For what specific purposes or matters was legal advice sought?
 - b. Have departments, statutory agencies and/or other bodies under your portfolio engaged any consultants to provide the following services or advice in 2018-19:
 - i. Social media
 - ii. Photography
 - iii. Acting training
 - iv. Ergonomics
 - c. What was the cost of these services?
 - i. Social media
 - ii. Photography
 - iii. Acting training

iv. Ergonomics

Answer

357. Please refer to the answer to question 62.

Web Content

358. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. What were the top 20 most utilised (by data sent and received) unique domain names accessed this year?
- b. What were the top 20 most accessed (by number of times accessed) unique domain names accessed this year?

Answer

358. Please refer to the answer to question 63.

Department/Agency Staffing

359. How many redundancies were processed by departments, statutory agencies and/or other bodies within your portfolio responsibilities during 2018-19?

- a. Of these redundancies, how many were:
 - i. Voluntary?
 - ii. Involuntary?

360. What was the total cost of all redundancies?

361. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the department, statutory agency and/or other body 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?

362. Are any staff formerly employed by your ministerial office now employed by departments, statutory agencies and/or other bodies under your portfolio responsibility?

363. How many staff were dismissed from departments, statutory agencies and/or other bodies under your portfolio responsibilities in 2018-19?

- a. What were the reason/s for each dismissal?

364. How much was spent advertising for recruitment for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

Answers

Please refer to the answers to question 64-69.

Smart Phone

365. How many mobile phones are given to staff or board members?

- a. How many new mobile phones were purchased in the last year?

366. What is the total cost of these phones for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

367. How many had to be replaced due to damage?

368. How many were reported as lost?

369. How many tablets are given to staff or board members?

- a. How many new tablets in the last year?

370. What is the total cost of these tablets for the following financial years?

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019?

371. How many phones and tablets had to be replaced due to damage?

372. How many were reported as lost?

373. How many people have both a smart phone and a tablet?

a. What is the lowest ranked official who has both a work smart phone and tablet?

374. How many staff or board members overspent on their phone or tablet data bill?

a. By how much?

b. What was the average cost of data bills for tablets and mobile phones?

c. What was the highest monthly cost?

375. Do the departments, statutory agencies and/or other bodies within your portfolio have an iTunes account?

a. What was the total expenditure in 2018-19 on iTunes?

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

376. Do the departments, statutory agencies and/or other bodies within your portfolio have a Google Play Store account?

a. What was the total expenditure in 2018-19 on through the Google Play Store?

b. What applications/subscriptions/services were purchased through the Google Play Store?

Answer

Please refer to the answers to question 70-81.

Merchant fees

377. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments to a department, statutory agency and/or other body within your portfolio.

378. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions to a department, statutory agency and/or other body within your portfolio.

379. What was the total amount paid in merchant fees on credit and/or debit card payments to departments, statutory agencies and/or other bodies within your portfolio in 2018-19?

Answer

Please refer to the answers to question 82-84.

Advertising and Sponsorships

380. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How much was spent on advertising in the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019?

381. Has your department, statutory agency and/or other body within your portfolio engaged in any corporate sponsorships?

- a. Who were these sponsorships with?
- b. What was the purpose of these sponsorships?
- c. What was the value of these sponsorships, by case and year?
- d. What was the value of these sponsorships in the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-19?

Answer

Please refer to the answers to question 85-86.

Probity Auditor

382. Has your office or department, statutory agency and/or other body within your portfolio 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

382. Please refer to the answer to question 87.

Energy

383. For each department, statutory agency and/or other body within 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?
- e. 2018/19?

384. What proportion of the electricity consumed by each department, statutory agency and/or other body within 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.

385. How much money was spent on electricity for each department, statutory agency and/or other body within your portfolio by name in each of the above financial years?

386. What was the name of the energy supplier to each department, statutory agency and/or other body within your portfolio by name for those financial years?

387. How much electricity is it estimated that each department, statutory agency and/or other body within your portfolio will consume in:

- a. 2019-20?
- b. 2020-21?
- c. 2021-22?

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

389. For each department, statutory agency and/or other body within your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?

390. What is the name of the energy supplier to each department, statutory agency and/or other body within your portfolio for each of:

- a. 2019-20?
- b. 2020-21?
- c. 2021-22?

Answer

Please refer to the answers to questions 88-95.

General Costs

391. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. Any gardening services used for indoor or outdoor pot plants/flowers maintenance?
 - i. Who are the contracts with?
 - ii. How much does each contract cost?
 - iii. How often do they visit?
 - iv. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18
 - 2018-19?
- b. Any floral displays or indoor plants or pot plants hired or leased for display in any offices?
 - i. Who were the contracts with?
 - ii. How much was each contract cost?
 - iii. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18
 - 2018-19?

Answer

Please refer to the answer to question 96.

Domestic Violence Leave Policies, Awareness and Usage

392. For each department, statutory agency and/or other body 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?
- i. What training has been undertaken with management and administration for those involved in approving and/or processing domestic violence leave on issues such as?
 - i. Privacy and confidentiality of information about domestic violence
 - ii. Access to emotional, psychological, financial and medical support which may be required

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

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

395. 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?

Answers

Please refer to the answers to 97-100.

Sexual harassment and Anti-bullying training and awareness programs

396. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.
 - i. Whether or not all employees and/or contractors have received such training?
 - ii. Is this course mandatory for all employees/ contractors?
 - iii. How long for each session, how many sessions?
 - iv. Who delivers it?
 - v. Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
 - How?
- b. What percentage of staff in each department, statutory agency and/or other body within your portfolio have undertaken sexual harassment and anti-bullying training and awareness programs?
- c. How many complaints have been initiated in relation to:
 - i. Sexual harassment
 - ii. Bullying
 - iii. Workplace violence

Answer

Please refer to the answer to question 101.

Participation of women in Government

397. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. What number and percentage of women are employed within the department, statutory agency and/or other body within your portfolio?

- b. What number and percentage of women are employed within the management levels of the department, statutory agency and/or other body within your portfolio?
- c. What number and percentage of women are employed in the top ten leadership positions of the department, statutory agency and/or other body within your portfolio?
- d. What strategies does the department, statutory agency and/or other body within your portfolio use to encourage women in to management and leadership positions?
- e. What is the gender pay gap within your department, statutory agency and/or other body within your portfolio?
- f. Does the department, statutory agency and/or other body within your portfolio report participation of women figures to Women NSW on a regular basis?

Answer

Please refer to answer to question 102.

Professional Photography

398. How much has been spent on professional photography for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

Answer

398. Please refer to the answer to question 103.

Unmanned Aerial Services

399. How much has been spent on Unmanned Aerial Services for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

Answer

399. Please refer to the answer to question 104.

Seconded Staff

400. How many staff from your department, statutory agency and/or other body within your portfolio have been seconded to your Ministerial Office, for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

401. Please provide their names, their substantive work title, and their seconded work title.

Answer

Please refer to the answers to question 105-106.

Consultant Costs

402. For each department, statutory agency and/or other body in the Minister's portfolio please report, the total expenditure on consultants by financial year:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

403. What are names and values of the five most expensive reports produced by consultancies for each department, statutory agency and/or other body in the Minister's portfolio by financial year:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

Answer

Please refer to the answers to questions 107-108.

GIPA Questions to the CEOs/ Department Secretaries

404. Since March 30, how many formal GIPAs have your cluster/ department received?

405. Out of the received formal GIPAs, how many have you determined to:

- a. Grant full access to the information?
- b. Grant partial access to the information?
- c. Not grant access to the information?

406. Out of the GIPA where partial information or no information was granted, how many have decided to appeal?

- a. Out of those who have decided to appeal, how many have decided to use:
 - i. The agency's internal appeals' mechanism?
 - ii. Review by the Information Commissioner?
 - iii. Review by NCAT?
- b. How many of those GIPAs have been overturned on appeal?
 - i. Internal appeals' mechanism?
 - ii. Review of the Information Commissioner?
 - iii. Review by NCAT?

407. GIPAs that have been granted full or partial access, how many appear on the agency's disclosure log?

- a. What is the rationale for not putting GIPAs on the agency's disclosure log (excluding GIPAs asking for personal information)?

408. Has any GIPAs that appeared on the agency's disclosure log been taken down?

- a. For what reason/s?

Answers

Please refer to the answers to questions 109-113.

WESTERN SYDNEY

Questions from the Hon Mark Buttigieg MLC (on behalf of the NSW Labor Opposition)
--

Western Airport, Aerotropolis and Parkland

409. By the time the Western Sydney Airport opens in 2026:

- a. How many new public primary schools will be built in the aerotropolis/Western Parkland City?
- b. How many new public high schools will be built in the aerotropolis/Western Parkland City?
- c. How many new private/independent primary or high schools will be built in the aerotropolis/Western Parkland City?
- d. How many new hospitals will be built in the aerotropolis/Western Parkland City?

410. By the year 2036, when the population of the Western Parkland City is predicted to eclipse 1.1 million:

- a. How many new public primary schools will be built in the aerotropolis/Western Parkland City?
- b. How many new public high schools will be built in the aerotropolis/Western Parkland City?
- c. How many new private/independent primary or high schools will be built in the aerotropolis/Western Parkland City?
- d. How many new hospitals will be built in the aerotropolis/Western Parkland City?

411. By the year 2056, when the population of the Western Parkland City is predicted to eclipse 1.5 million:

- a. How many new public primary schools will be built in the aerotropolis/Western Parkland City?
- b. How many new public high schools will be built in the aerotropolis/Western Parkland City?
- c. How many new private/independent primary or high schools will be built in the aerotropolis/Western Parkland City?

d. How many new hospitals will be built in the aerotropolis/Western Parkland City?

412. During budget estimates on Wednesday, September 11, you said “what we have done as part of the Western Sydney City Deal is create a target to generate an additional 200,000 jobs in the next 20 years.

a. Not including those additional 200,000 jobs, how many new jobs does the government expect to be created in the aerotropolis by 2026?

b. Not including those additional 200,000 jobs, how many new jobs does the government expect to be created in the Western Parkland City by 2026?

c. Not including those additional 200,000 jobs, how many new jobs does the government expect to be created in the aerotropolis by 2036?

d. Not including those additional 200,000 jobs, how many new jobs does the government expect to be created in the Western Parkland City by 2036?

e. How many of those 200,000 additional jobs will be located in the aerotropolis/Western Parkland City?

f. What measures is (or has) the government putting in place to ensure those job targets will be met?

g. What is plan B if those job targets are not met?

413. Have you held discussions with any ministers regarding the relocation of government sector jobs to the Western Parkland City/aerotropolis?

414. What year can Campbelltown residents expect to be able to catch a direct train from Campbelltown to the Western Sydney Airport?

415. When is construction on the M12 expected to start?

a. Is the M12 still expected to open before the operations at Western Sydney Airport commence?

b. Will there be a toll on the M12?

c. What stage is the relocation of the Wylde Mountain Bike Trail up to?

Answers

409:

- a) This question would be more appropriately directed to the Minister for Education, the Hon. Sarah Mitchell MLC, who is responsible for the NSW School Infrastructure Plan.
- b) Refer to the response provided for Question 409 (a).
- c) Refer to the response provided for Question 409 (a).
- d) This question would be more appropriately directed to the Minister for Health and Medical Research, the Hon. Brad Hazzard MP, who is responsible for infrastructure spending within the Health portfolio.

410:

- a) Refer to the response provided for Question 409 (a).
- b) Refer to the response provided for Question 409 (a).
- c) Refer to the response provided for Question 409 (a).
- d) Refer to the response provided for Question 409 (d).

411:

- a) Refer to the response provided for Question 409 (a).
- b) Refer to the response provided for Question 409 (a).
- c) Refer to the response provided for Question 409 (a).
- d) Refer to the response provided for Question 409 (d).

412:

- a) As part of the commitment by three levels of Government through the Western Sydney City Deal, 200,000 jobs will be created in the Western Parkland City (which includes the Aerotropolis) over the next 20 years.

The Aerotropolis will be the catalyst for employment growth in the metropolitan centres of Liverpool, Penrith and Campbelltown, and the broader Western Parkland City.

The jobs will also be realised through the Aerotropolis' three key precincts: Aerotropolis Core, Agribusiness Precinct and the Northern Gateway.

- b) Refer to the response provided for Question 412 (a).

- c) Refer to the response provided for Question 412 (a).
- d) Refer to the response provided for Question 412 (a).
- e) Refer to the response provided for Question 412 (a).
- f) The Western City & Aerotropolis Authority has taken a deliberate approach to attracting national and international investment, ensuring that both government and industry are committed to realising the vision and jobs target of the Western Parkland City.
- g) Refer to the response provided for Question 412 (f).

413:

The Government will continue to explore opportunities for the relocation of government sector jobs to Western Sydney.

Additionally, the Government's partnerships with a range of Australian and international companies that will be located within the Aerotropolis will help to realise the vision of a '30 minute city', by creating high-value jobs closer to home for the population of the Western Parkland City.

414:

This question would be more appropriately directed to the Minister for Transport and Roads, the Hon. Andrew Constance MP.

415:

- a) This question would be more appropriately directed to the Minister for Transport and Roads, the Hon. Andrew Constance MP.
- b) Refer to the response provided for Question 415 (a).
- c) Refer to the response provided for Question 415 (a).
- d) Refer to the response provided for Question 415 (a).

TAFE

416. The government has signalled its intentions to create a "mega TAFE" in Western Sydney.

- a. Where will that mega TAFE be located?
- b. As the Minister for Western Sydney, can you guarantee no other TAFEs will be closed down to make way for the mega TAFE?

- c. Have you had discussions with any ministerial colleagues about the closure of Western Sydney TAFEs
- d. Have you had discussions with any ministerial colleagues about selling off the land Western Sydney TAFE campuses are located on?

Answer

416:

- a) This question would be more appropriately directed to the Minister for Skills and Tertiary Education, the Hon. Geoff Lee MP .
- b) Refer to the response provided for Question 416 (a).
- c) No
- d) No

Western Sydney Airport – cycling and pedestrian

417. What plans does the Government have to ensure cycling and pedestrian links are included in plans for the Western Sydney Aerotropolis?

Answer

417. The Western Sydney Aerotropolis will be a smart city that enhances liveability for all residents of the Western Parkland City. Integrated land use and transport will create walkable and 30-minute cities, ensuring that the principles of environmental protection and sustainability underpin the creation of a smarter, more efficient city.

The Western City & Aerotropolis Authority is currently in the initial stages of contemplating delivery of the liveability targets set by the Western Sydney City Deal.

Flexible Work

418. Minister, the Premier announced on International Women’s Day that the public service would all have access to flexible working arrangements by 2019.

- a. What numbers of staff within your Department currently have flexible working arrangements?
- b. Do you centrally register staff, who have flexible working arrangements?
- c. What measures are currently in place to implement this?

Answer

Please refer to the answer to question 28.

Ministerial Travel/Meal Allowance

419. How many nights travel were claimed by the Minister during the 2018-19 period?
420. How many nights travel were claimed by the Minister's spouse during the 2018-19 period?
421. What was the total amount of travel allowances claimed by the Minister and their spouse (if applicable) during 2018-19?
422. What is the total amount of meal allowances claimed by the Minister and their spouse (if applicable) during 2018-19?

Answer

Please refer to the answer to questions 29-32.

Efficiency dividends

423. What was the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in 2018-19?
424. What is the forecast efficiency dividend saving for each department, statutory agency and/or other body within your portfolio in
- a. 2019-20?
 - b. 2020-21?
 - c. 2021-22?
425. What was the total efficiency dividend that was achieved for each department, statutory agency and/or other body within your portfolio between 2011-12 and 2018-19 inclusively?

Answer

Please refer to the answers to questions 33-35.

Ministerial Office Administration

426. How many staff are in your ministerial office?
- a. What was the average salary for staff members in your office during 2018-19?
 - b. What is the estimated average salary for a ministerial staffer in your office in 2019-20 based on current appointments?

427. How many iPhone/smart phones are assigned to your staff?
- For each phone, how much was each bill in 2018-19?
 - How many phones have been lost or replaced due to damage in your office?
 - What is the cost of replacing those phones?
428. How many iPads or tablets has DPC assigned to your Ministerial office and to whom have they been issued?
- What was the cost of providing iPads or tablets to your Ministerial Office in 2018-19?
 - How many iPads or tablets have been replaced due to lost or damage in 2018-19?
 - What was the cost of replacing these devices?
429. Has any artwork been purchased or leased for display in your ministerial office in 2018-19?
- What is the cost of this?
430. Have any floral displays or indoor plants or pot plants been hired or leased for display in your ministerial office in 2018-19?
- If so, what was the cost of these items?
431. Have any floral displays or indoor plants or pot plants been purchased for display in your ministerial office in 2018-19?
- If so, what was the cost of these items?
432. What was the total cost of all subscriptions by you and your staff to news services, newspapers, magazines, journals and periodicals (including online services) in 2018-19?
- What are these services/newspapers/magazines/journals/periodicals?
 - Who is the subscriber for each of these?
433. What was the total value of all gifts purchased for use by you and your office in 2018-19?
- What were the gifts purchased?
 - Who were they gifted to?
434. Do you purchase bottled water or provide water coolers for your office?
- What is the monthly cost of this?
435. How much did your ministerial office spend on hospitality, including catering and beverages, in 2018-19?

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

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

437. What was the total bill for your office in 2018-19 for:

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

438. Were any planes or helicopters chartered by you or your office and paid for with public money in 2018-19?

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

439. 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 2018-19?

Answers

Please refer to the answers to questions 36-49.

Agile Workspaces/Activity Based Working/Hot-desking

440. Have any of your departments, statutory agencies and/or other bodies 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 2019-20?

441. How much have your departments, statutory agencies and/or other bodies spent in the roll-out of the agile working environment including laptops, furniture, lockers and other equipment in 2018-19?

Answers

Please refer to the answers to question 50-51.

Hospitality

442. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How much was spent on hospitality, including catering and beverages, in 2018-19?
- b. Whether the department, statutory agency and/or other body has coffee machines? And if so:
 - i. How many?
 - ii. What was their purchase cost?
 - iii. What is their maintenance cost?
 - iv. Who has access to them?
 - v. Which staff have access to the machines?

Answer

Please refer to the answer to question 52.

Labour Hire Firms

443. Do any departments, statutory agency and/or other bodies within your portfolio responsibilities utilise the services of Labour Hire Firms? If yes, please advise in table form for 2018-19:

- 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
- h. Who authorised the use of labour hire companies?
- i. Do staff under these labour hire arrangements receive as much training and security clearance as permanent staff?

Answer

Please refer to the answer to question 53.

Stationery

444. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. What was the cost of stationary for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- b. What brand of paper is used?
 - i. Is this paper Australian made?

Answer

Please refer to the answer to question 54.

Credit Cards

445. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How many credit cards are currently on issue for staff?
 - i. Please provide a break-down of this information by grade.
- b. What was the value of the largest reported purchase on a credit card for the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- c. What was each largest reported purchase for?
- d. How much interest was paid on amounts outstanding from credit cards for the following financial years:
 - i. 2015-16
 - ii. 2016-17

- iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- e. How much was paid in late fees on amounts outstanding from credit cards for the following financial years
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present
- f. What was the largest amount outstanding on a single card at the end of a payment period and what was the card holder's employment grade?
- g. How many credit cards have been reported lost or stolen?
 - i. What was the cost to replace them?
- h. How many credit card purchases were deemed to be illegitimate or contrary to agency policy?
 - i. What was the total value of those purchases?
 - ii. How many purchases were asked to be repaid on the basis that they were illegitimate or contrary to agency policy and what was the total value thereof?
 - iii. Were all those amounts actually repaid?
 - iv. If no, how many were not repaid, and what was the total value thereof?
- i. What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid, and what was the cardholder's employment grade?
 - i. What that amount actually repaid, in full?
 - ii. What amount was left unpaid?
- j. Are any credit cards currently on issue connected to rewards schemes?
 - i. Do staff receive any personal benefit as a result of those reward schemes?
- k. Can a copy of the staff credit card policy please be provided?

Answer

Please refer to the answer to question 55.

Media and Public Relations

446. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How many media/communications/public relations advisers are employed?
 - i. What is the total salary cost for media/communications/public relations advisers in 2018-19?
- b. What is the forecast for the current financial year for the number of media/communications/public relations advisers to be employed and their total cost?
- c. What is the total cost of media monitoring services?
 - i. Please provide a breakdown by department, statutory agency and/or other body.
- d. Are any media or public relations advisers currently engaged as contractors?
 - i. Who are these contracts with?
 - ii. What is the value of these contracts?
- e. How much was spent on media or public relations advisors in financial year:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-2019
 - v. 2019-present?

Answer

Please refer to the answer to question 56.

Facebook

447. How much did your ministerial office spend on Facebook advertising or sponsored posts in 2018-19?

448. How much did your department, statutory agency and/or other body in the Minister's portfolio spend on Facebook advertising or sponsored posts in 2018-19?

Answers

Please refer to the answers to question 57-58.

Overseas Trips

449. 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?
- b. Have you undertaken any official overseas travel that was privately funded?
- c. If so, what was the nature of these trips?
- d. Who paid for these trips?

Answer

Please refer to the answer to question 59.

Department/Agency Travel

450. What was the total expenditure in 2018-19 by departments, statutory agencies and/or other bodies within your portfolio on:

- a. Taxi hire
- b. Limousine
- c. Private car hire
- d. Hire car rental
- e. Ridesharing services
- f. Chartered flights?

Answer

Please refer to the answer to question 60.

Drivers

451. Are any of the senior executives in the relevant department, statutory agency and/or other body 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, statutory agency and/or other body?
- c. What is the total cost of drivers for senior executives in the department, statutory agency and/or other body?

Answer

Please refer to the answer to question 61.

Consulting

452. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How much was spent in legal costs in 2018-19?
 - i. For what specific purposes or matters was legal advice sought?
- b. Have departments, statutory agencies and/or other bodies under your portfolio engaged any consultants to provide the following services or advice in 2018-19:
 - i. Social media
 - ii. Photography
 - iii. Acting training
 - iv. Ergonomics
- c. What was the cost of these services?
 - i. Social media
 - ii. Photography
 - iii. Acting training
 - iv. Ergonomics

Answer

Please refer to the answer to question 62.

Web Content

453. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. What were the top 20 most utilised (by data sent and received) unique domain names accessed this year?
- b. What were the top 20 most accessed (by number of times accessed) unique domain names accessed this year?

Answer

Please refer to the answer to question 63.

Department/Agency Staffing

454. How many redundancies were processed by departments, statutory agencies and/or other bodies within your portfolio responsibilities during 2018-19?

- a. Of these redundancies, how many were:
 - i. Voluntary?
 - ii. Involuntary?

455. What was the total cost of all redundancies?

456. Have any staff who received a redundancy in the last two years undertaken any paid work or provided any paid services for the department, statutory agency and/or other body 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?

457. Are any staff formerly employed by your ministerial office now employed by departments, statutory agencies and/or other bodies under your portfolio responsibility?

458. How many staff were dismissed from departments, statutory agencies and/or other bodies under your portfolio responsibilities in 2018-19?

- a. What were the reason/s for each dismissal?

459. How much was spent advertising for recruitment for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019

- e. 2019-present?

Answers

Please refer to the answers to question 64-69.

Smart Phone

460. How many mobile phones are given to staff or board members?

- a. How many new mobile phones were purchased in the last year?

461. What is the total cost of these phones for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

462. How many had to be replaced due to damage?

463. How many were reported as lost?

464. How many tablets are given to staff or board members?

- a. How many new tablets in the last year?

465. What is the total cost of these tablets for the following financial years?

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019?

466. How many phones and tablets had to be replaced due to damage?

467. How many were reported as lost?

468. How many people have both a smart phone and a tablet?

- a. What is the lowest ranked official who has both a work smart phone and tablet?

469. How many staff or board members overspent on their phone or tablet data bill?

- a. By how much?

- b. What was the average cost of data bills for tablets and mobile phones?
- c. What was the highest monthly cost?

470. Do the departments, statutory agencies and/or other bodies within your portfolio have an iTunes account?

- a. What was the total expenditure in 2018-19 on iTunes?
- b. What applications/subscriptions/services were purchased through iTunes?

471. Do the departments, statutory agencies and/or other bodies within your portfolio have a Google Play Store account?

- a. What was the total expenditure in 2018-19 on through the Google Play Store?
- b. What applications/subscriptions/services were purchased through the Google Play Store?

Answer

Please refer to the answers to question 70-81.

Merchant fees

472. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments to a department, statutory agency and/or other body within your portfolio.

473. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions to a department, statutory agency and/or other body within your portfolio.

474. What was the total amount paid in merchant fees on credit and/or debit card payments to departments, statutory agencies and/or other bodies within your portfolio in 2018-19?

Answer

Please refer to the answers to question 82-84.

Advertising and Sponsorships

475. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. How much was spent on advertising in the following financial years:
 - i. 2015-16

- ii. 2016-17
- iii. 2017-18
- iv. 2018-2019?

476. Has your department, statutory agency and/or other body within your portfolio engaged in any corporate sponsorships?

- a. Who were these sponsorships with?
- b. What was the purpose of these sponsorships?
- c. What was the value of these sponsorships, by case and year?
- d. What was the value of these sponsorships in the following financial years:
 - i. 2015-16
 - ii. 2016-17
 - iii. 2017-18
 - iv. 2018-19?

Answer

Please refer to the answers to question 85-86.

Probity Auditor

477. Has your office or department, statutory agency and/or other body within your portfolio 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 87.

Energy

478. For each department, statutory agency and/or other body within 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?

e. 2018/19?

479. What proportion of the electricity consumed by each department, statutory agency and/or other body within 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.

480. How much money was spent on electricity for each department, statutory agency and/or other body within your portfolio by name in each of the above financial years?

481. What was the name of the energy supplier to each department, statutory agency and/or other body within your portfolio by name for those financial years?

482. How much electricity is it estimated that each department, statutory agency and/or other body within your portfolio will consume in:

a. 2019-20?

b. 2020-21?

c. 2021-22?

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

484. For each department, statutory agency and/or other body within your portfolio by name, please provide the estimated proportion of energy to be used from each kind of energy (coal, gas, solar, wind etc.)?

485. What is the name of the energy supplier to each department, statutory agency and/or other body within your portfolio for each of:

a. 2019-20?

b. 2020-21?

c. 2021-22?

Answer

Please refer to the answers to questions 88-95.

General Costs

486. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. Any gardening services used for indoor or outdoor pot plants/flowers maintenance?
 - i. Who are the contracts with?
 - ii. How much does each contract cost?
 - iii. How often do they visit?
 - iv. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18
 - 2018-19?
- b. Any floral displays or indoor plants or pot plants hired or leased for display in any offices?
 - i. Who were the contracts with?
 - ii. How much was each contract cost?
 - iii. How much was spent on this service in financial year:
 - 2015-16
 - 2016-17
 - 2017-18
 - 2018-19?

Answer

Please refer to the answer to question 96.

Domestic Violence Leave Policies, Awareness and Usage

487. For each department, statutory agency and/or other body 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?
- i. What training has been undertaken with management and administration for those involved in approving and/or processing domestic violence leave on issues such as?
 - i. Privacy and confidentiality of information about domestic violence
 - ii. Access to emotional, psychological, financial and medical support which may be required

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

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

490. 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?

Answers

Please refer to the answers to questions 97-100.

Sexual harassment and Anti-bullying training and awareness programs

491. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. Date of introduction of sexual harassment and anti-bullying training and awareness programs and a copy of such documentation.
 - i. Whether or not all employees and/or contractors have received such training?
 - ii. Is this course mandatory for all employees/ contractors?

- iii. How long for each session, how many sessions?
- iv. Who delivers it?
- v. Is the program tailored to take into consideration specific needs of LGBTQIA, ATSI and CALD or other at risk groups?
 - How?
- b. What percentage of staff in each department, statutory agency and/or other body within your portfolio have undertaken sexual harassment and anti- bullying training and awareness programs?
- c. How many complaints have been initiated in relation to:
 - i. Sexual harassment
 - ii. Bullying
 - iii. Workplace violence

Answer

Please refer to the answer to question 101.

Participation of women in Government

492. For each department, statutory agency and/or other body in the Minister's portfolio please report:

- a. What number and percentage of women are employed within the department, statutory agency and/or other body within your portfolio?
- b. What number and percentage of women are employed within the management levels of the department, statutory agency and/or other body within your portfolio?
- c. What number and percentage of women are employed in the top ten leadership positions of the department, statutory agency and/or other body within your portfolio?
- d. What strategies does the department, statutory agency and/or other body within your portfolio use to encourage women in to management and leadership positions?
- e. What is the gender pay gap within your department, statutory agency and/or other body within your portfolio?
- f. Does the department, statutory agency and/or other body within your portfolio report participation of women figures to Women NSW on a regular basis?

Answer

Please refer to the answer to question 102.

Professional Photography

493. How much has been spent on professional photography for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

Answer

Please refer to the answer to question 103.

Unmanned Aerial Services

494. How much has been spent on Unmanned Aerial Services for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

Answer

Please refer to the answer to question 104.

Seconded Staff

495. How many staff from your department, statutory agency and/or other body within your portfolio have been seconded to your Ministerial Office, for the following financial years:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

496. Please provide their names, their substantive work title, and their seconded work title.

Answer

Please refer to the answers to question 105-106.

Consultant Costs

497. For each department, statutory agency and/or other body in the Minister's portfolio please report, the total expenditure on consultants by financial year:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

498. What are names and values of the five most expensive reports produced by consultancies for each department, statutory agency and/or other body in the Minister's portfolio by financial year:

- a. 2015-16
- b. 2016-17
- c. 2017-18
- d. 2018-2019
- e. 2019-present?

Answer

Please refer to the answers to question 107-108.

GIPA Questions to the CEOs/ Department Secretaries

499. Since March 30, how many formal GIPAs have your cluster/ department received?

500. Out of the received formal GIPAs, how many have you determined to:

- a. Grant full access to the information?
- b. Grant partial access to the information?
- c. Not grant access to the information?

501. Out of the GIPA where partial information or no information was granted, how many have decided to appeal?

a. Out of those who have decided to appeal, how many have decided to use:

i. The agency's internal appeals' mechanism?

ii. Review by the Information Commissioner?

iii. Review by NCAT?

b. How many of those GIPAs have been overturned on appeal?

i. Internal appeals' mechanism?

ii. Review of the Information Commissioner?

iii. Review by NCAT?

502. GIPAs that have been granted full or partial access, how many appear on the agency's disclosure log?

a. What is the rationale for not putting GIPAs on the agency's disclosure log (excluding GIPAs asking for personal information)?

503. Has any GIPAs that appeared on the agency's disclosure log been taken down?

a. For what reason/s?

Answers

Please refer to the answer to questions 109-113.