



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2022-2023 **Supplementary Questions**

Portfolio Committee No. 1 – Premier and Finance

THE LEGISLATURE

Hearing: Tuesday 6 September 2022

Answers due by: Wednesday 5 October 2022

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THE LEGISLATURE

Questions from the Hon Mark Latham MLC

Broderick Report and its Recommendations

1. In total, how much did the parliament pay for the Broderick Report process, including the final report, extra expenses for Ms. Broderick and her team, the work of the PAG, secretarial support services and any other related costs?

The report produced by Elizabeth Broderick & Co cost \$454,000.

The Parliament's administration does not have an estimate of the cost of the work of Parliament Advisory Group (PAG), as it operated independently.

2. Why was Broderick commissioned by the PAG to produce her report, without the ordinary process of tender or calling for expressions of interest?

Elizabeth Broderick & Co. was commissioned by the Parliamentary Executive Group (PEG) not PAG.

Direct procurement via direct negotiation was selected as the procurement strategy for this engagement on the basis of the highly specialised nature of the work required and the time critical need to begin the work. Elizabeth Broderick & Co. has specialised expertise, international gravitas, unique skills and experience and in prior projects had demonstrated a non-partisan approach to their work.

The direct procurement was undertaken by the *Parliament of NSW Procurement and Contract Management Framework*, section 4.3.13 Direct Sourcing Policies and Guidelines.

- (a) Was this because the committee knew exactly what she would report, and

N/A

- (b) Is their knowledge of the foregone conclusions of the report precisely what was desired by PAG, with zero evidence base of proven or even investigated allegations?

N/A

3. How is the Broderick Report written for our parliament any different from dozens of other reports she has written about other workplaces?

How the Broderick Report was written and the methodology used is a matter for Elizabeth Broderick & Co.

- (a) Why was Broderick paid so much for the same report with the same findings and recommendations?

How the Broderick Report was written and the methodology used is a matter for Elizabeth Broderick & Co.

4. In respect of the Broderick Report's Recommendations:

- (a) Will the recommendation for CCTV cameras in MPs offices be implemented?

This was not a recommendation in the report.

- (b) Will the recommendation for external investigations (such as through the involvement of private detectives) of MPs be implemented?

This was not a recommendation. A recommendation was made to provide appropriate resources for the Independent Complaints Officer who will determine any procedures.

Complaints Officer: Confidentiality and Abuse of Process

5. In light of the fact that Broderick has recommended an end to non-disclosure agreements in our parliament, how will the new Complaints Officer processes respect confidentiality?

The purpose of the Complaints Officer is to investigate and resolve complaints expeditiously and confidentially. The resolution establishing the position requires the Officer to develop an investigation protocol within three months of the appointment, which is required to be considered by the Privileges Committee then tabled in the House. The Broderick recommendation regarding non-disclosure agreements was directed to the parliamentary administration, not the independent complaints officer.

6. In relation to the processes involved in the work of the Complaints Officer:

- (a) How will the political weaponization of these processes be prevented, especially in the lead up to the State election, given the ease with which political rivals can lodge false or vexatious complaints and then leak them to the media?

As indicated in the previous answer, the officer will develop an investigations protocol which is required to be approved by the Privileges Committee, and this should consider how to best protect against vexatious or trivial complaints. The resolution establishing the position at 5 (c) states that “members of the parliamentary community who are not Members of Parliament and who make complaints shall be required to maintain confidentiality concerning complaints and investigations. Others involved in any complaints investigations, for example witnesses, shall be required to maintain confidentiality concerning complaints and investigations.” Section 5 (c) acknowledges that members themselves have the privilege of freedom of speech. If a member abuses parliamentary privilege to raise vexatious allegations against another member this would potentially be a matter for the House to refer to the Privileges Committee for consideration.

While the outcomes of investigations will be generally be expected to remain confidential, section 7 provides a member the right to request that records be made public, which would provides one mechanism to address a vexatious complaint which an investigation proves has no substance.

- (b) Why has Mr. David Blunt for 9 years enthusiastically promoted these patently flawed processes, which are certain to be abused by political opportunists, undermine public trust in our democratic system and bring discredit to our parliament?

In 2013 the Clerk gave a paper at the 44th Presiding Officers and Clerks Conference entitled, “A Parliamentary Commissioner for Standards for New south Wales?” The paper drew upon the work and recommendations of successive Legislative Council Privileges Committees since the mid- 1990s which had expressed interest in the establishment of such a position to deal with complaints about the misuse of entitlements, inadequate disclosure of interests and minor breaches of the Members’

Code of Conduct. The Clerk was particularly concerned to ensure that such matters were able to be dealt with expeditiously without recourse to the Independent Commission Against Corruption. In 2014 the Privileges Committees of the two Houses each recommended a position along these lines be established but those recommendations were not implemented. Following extensive review by the two Privileges Committees of a proposal brought forward by the Leaders of the two Houses in late 2020, both Houses resolved (without division) to establish a position of Independent Complaints Officer. Ms Rose Webb has now been appointed to this position. In addition to the misuse of entitlements, inadequate disclosure of interests and minor breaches of the Code of Conduct, the Independent Complaints Officer has additional responsibilities in relation to the expeditious and confidential resolution of complaints about bullying and harassment. The Clerk has sought to be responsive and assist the Legislative Council Privileges Committee throughout its consideration of these matters.

Obligations to Report Criminal Conduct

7. Given the seriousness of the matter and the obligations of s. 316 of the Crimes Act 1900 (NSW):

- (a) Why doesn't the President know if the parliament has discharged its obligation to report allegations of sexual assault to the NSW Police?

Parliament was not provided with any allegations of sexual assault (see page 68 of the report).

- (b) Do other members of the Executive (such as Messrs. Webb and Blunt) know what has been reported to the Police, whether under s. 316 or otherwise?

See above.

Standards and Conduct of Members

8. Did the Parliamentary Executive watch the ABC's Q&A show on 18 August 2022 when Mr. Stan Grant asked the Hon. Ms. Catherine Cusack about the "boozy culture" in NSW Parliament House, and without a moment of self-awareness Ms. Cusack proceeded to attack everyone else in the building?

The member representation on the PAG was not determined by the parliamentary executive except to appoint the Deputy Speaker as Chair.

- (a) How was this notorious parliamentary drinker allowed onto the PAG Committee assessing "serious misconduct" in the building?
- (b) Hasn't this egregious example of personal and political hypocrisy made a farce of the whole process?

9. What incident or security reports were filed for 27 August 2020 concerning the conduct of the Member for Shellharbour in Parliament House?

There are no incident or security reports for 27 August 2020.

- (a) Specifically, were reports filed concerning her attempt to use her car?

There are no incident or security reports for 27 August 2020.

10. Concerning Supplementary Question No. 9 above, what CCTV footage is available concerning the Member for Shellharbour, specifically in the car park?

As per the Closed Circuit Television (CCTV) and Security Access Control Systems (NSW Parliament House) Policy, CCTV footage is only available for 14 days.

- (a) What does this show?

N/A

11. Given the language in the complaints produced in the report resembles the Greens and Left of the ALP, for example, criticising “old rich white men”, why did the Broderick Report fail to break down the number of complaints made by party affiliation?

The Broderick Report was an independent report commissioned by PEG, the language and report findings are a matter for Elizabeth Broderick & Co.

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12. Given the dubious behaviour of some of the MP members of the PAG, will the Broderick recommendation to give this committee more money be implemented?

PEG is currently developing an implementation plan to address the recommendations of the Broderick Report.

- (a) What are the details?

N/A

13. Why was alcohol use targeted in the Broderick Report but not the Greens' drug use in the building?

The Broderick Report was an independent report commissioned by PEG, the methodology and factors chosen were a matter for Elizabeth Broderick & Co.

14. How credible is the Broderick Report when at page 37 it takes seriously the notion of a staffer feeling unsafe at work because of words spoken by elected MPs in the chamber?

The Broderick Report was an independent report commissioned by PEG, the report findings are a matter for Elizabeth Broderick & Co.

- (a) Shouldn't this staffer be dismissed as a nutter for not realising that in our democracy MPs are elected to speak in Parliament about their beliefs and those of their supporters?

See above.

- (b) Why would such a person seek to work in politics in the first place?

See above.

15. In reference to page 43 the Broderick Report, wherein behaviours that constitute sexual harassment are listed:

- (a) How long must someone stare and/or “loiter nearby” someone else before that conduct constitutes sexual harassment?

The Broderick Report was an independent report commissioned by PEG, the methodology is a matter for Elizabeth Broderick & Co.

- (b) Would a gift of Michelangelo’s “David” statue constitute a form of sexual harassment?

Any gift or donation to Parliament is considered under the Collections Management Policy.

16. Will MPs, staff and other users of the building be notified of the time periods allowable in Supplementary Question No. 15(a) above so they do not cross the line into sexual harassment?

PEG is currently developing an implementation plan to review all the recommendations of the Broderick Report, this includes the recommendation on the provision of best practice training on bullying, sexual harassment, and sexual misconduct.

17. Aren't the Broderick Recommendations about increased "diversity" and correcting "power balances" purely woke political statements, free of any evidence that they could make the parliament house building a safer place?

The Broderick Report was an independent report commissioned by PEG, the methodology and recommendations are a matter for Elizabeth Broderick & Co.

18. What is the evidence base for the Broderick Recommendations referred to in Supplementary Question No. 17 above?

The Broderick Report was an independent report commissioned by PEG, the methodology was a matter for Elizabeth Broderick & Co.

19. Given that Indigenous in NSW have the highest rate of sexual assault, how will the Broderick Recommendations to bring more Indigenous into the building make the workplaces safer?

The Broderick Report was an independent report commissioned by PEG, the methodology and recommendations were a matter for Elizabeth Broderick & Co.

PEG highly values all the Parliament's Aboriginal staff and is committed to having a safe and welcoming work environment for all Aboriginal employees and visitors.

20. In practice, how can “power imbalances” referred to in Supplementary Question No. 17 above be corrected given that MPs, and in particular the executive government, have been elected into relatively powerful positions and other staff have not?

PEG is committed to having a safe work environment for all in the parliamentary community.

21. What will be the cost of the Broderick Report Recommendations concerning:

PEG is currently developing an implementation plan to address the recommendations of the Broderick report, and as such costings have not been developed.

- (a) extra training,
- (b) external investigators,
- (c) trauma counsellors, and
- (d) information campaigns?

22. How will “hotspots” be identified and what will anyone do about them?

PEG is currently developing an implementation plan to address the recommendations of the Broderick report.

Building Works and Related Matters

23. Has the Efficiency Dividend been applied to the Parliament House budgets (as the Government promised two budgets ago)?

The Efficiency Dividend is not applicable for 2021-22 and has not been applied.

- (a) How much has been paid under the Efficiency Dividend and what efficiencies were achieved?

The Efficiency Dividend is not applicable for 2021-22 and has not been applied.

24. What is Mark Webb's annual salary?

The Chief Executive is remunerated as a Public Office Holder under the independent Statutory and Other Offices Remuneration Tribunal. As reported publicly by the SOORT, the base annual salary for the role is \$294,220.

25. Why has Mark Webb turned the building into a permanent construction zone, unbearable in its noise levels for working effectively in political offices?

After a sustained period of under-investment, the PEG has advocated for investment to bring the parliamentary precinct and associated assets up to an acceptable standard. This has resulted in a significant program of works.

Every effort is made to schedule major and noisy works so they do not interfere with sitting days or committee hearings.

26. How often have the office TVs been replaced over the past decade and in each replacement cycle?

Aside from replacing malfunctioning TVs as needed, the office TVs have been replaced twice in the last decade, with the last replacement approximately seven years ago before the recent move to the new internet protocol (IPTV) technology.

- (a) What was the cost?

The recent installation of IPTV compliant TVs cost approximately \$380,000, with \$280,000 for 370 screens and/or set top boxes and \$100,000 for cabling.

27. Why was the Macquarie Room closed for renovation work twice within 6 months and why has a third closure now been notified?

Two projects were undertaken in the Macquarie Room in the past 12 months: the ceiling and building services project and the broadcast project. To minimise disruption, work on the ceiling and building services project was scheduled for December 2021 and January 2022. The scale of work across both projects was too much to fit within that break, so the Macquarie Room broadcast upgrade was deferred to mid-May to ensure the room was available for committee hearings from August 2022.

- (a) What does it involve and how much will it cost?

Additional AV work is scheduled for the Macquarie Room to place permanent speakers in the ceiling and on the walls as well as to bring online new projectors to be used for non-committee events in the room. No closure of the room will be required for these additional works. The project team will undertake this work when the room is available. The cost for the additional work will be under \$60,000.

- (b) How much did the earlier two renovations cost?

The cost of the ceiling and building services project work in the Macquarie Room was \$197,200.

The second renovation was to connect the Macquarie Room to the new broadcast system. The total cost of this phase of work was \$314,355.

- (c) Why wasn't the room closed just once to allow the works to take place efficiently in one time period?

Due to the construction activities for the ceiling project over the Dec-Jan period, the room was not safe to undertake substantial broadcast-related work aside from cabling. Combining both projects into that period would have meant the room would have been unavailable for all of February and possibly into March, which would have affected budget estimates hearings from 28 February.

28. What is the Parliament policy on the placement of political flags and symbols on and near the Legislative Assembly front desk, in a building that should welcome ALL VISITORS with political neutrality?

As a matter of comity, we are unable to answer questions related to the Legislative Assembly.

29. What did the Measurement consultants achieve and what was the final cost of their work?

Measurement Consultants were engaged to undertake detailed analysis of utilisation of the Parliament Precinct during sitting and non-sitting weeks. The cost of that analysis was \$25,500.00 including GST.

30. Over the past 5 years, which

(a) Consultants, and

(b) Other external providers

... have been engaged by the parliament? Moreover:

i. What did each cost, and

ii. What work did they undertake?

Parliament engages a large number of external providers for everything from food and drink supplies through IT & digital upgrades to legal advice to building works.

The main current expenditure by the Department of the LC on consultants is for the costs of engaging independent legal arbiters for disputes of claims of privilege for returns to order and the costs of the company which provides camera operators to film proceedings in the chamber. In each annual report the Department reports on expenditure of consultants in its corporate sections.

Likewise the Department of Parliamentary Services reports on expenditure of disclosable consultants in its annual report in accordance with Treasury circular TC-15-07 Financial and Annual reporting requirements arising from personnel services arrangements.

31. What outcomes is the parliament seeking to achieve under Outcome-Based budgeting in the 2022 budget?

The Legislature's objectives and strategic priorities for 2022 are that The Legislature contributes to and supports the following key objectives:

- the effective functioning of the Parliament and its committees
- members of Parliament are supported to fulfil their parliamentary roles
- the community has access to Parliament and are aware of the role and functions of the Parliament.

32. What is the total cost of the Fountain Court ceiling “upgrade”?

The estimated cost for restoring the Fountain Court ceiling and building services is \$1.2 million.

33. Over the past 5 years:

(a) What DPS training programs have been undertaken,

- Vital Information Series 2020-2022
- Interview Skills One on One Coaching (2021)
- Writing Job Applications and Interview Skills (2021)
- Building Resilience & Managing Stress (2021)
- Strengthening Skills for Sensitive Interactions with Constituents (2021/2020)
- Best Practice Support for Suicide Threats in the Workplace (2021)
- Writing for NSW Parliament (2021)
- Great Managers Academy (2017-2022)
- Great Managers Springboard (2021-2022)
- Our Human Centred Workplace Program (2022)
- Human Centred Design for Service Excellence and Innovation Program
- Induction - Parliamentary Staff & Members' Staff - 2017 – 2022
- Induction - Ministerial Staff – 2021
- Workplace Behaviour
- Executive Team Relationship Bonding Development - How we work together (2021)
- Executive Team Future Focus (What we will work on)/ DPS Leadership Team (What will we do and how will we get there) (2021)
- PDP Training - Parliamentary Staff
- PDP Training for Managers
- ICAC workshop - Strategic Approaches to Corruption Prevention (2022)
- ICAC workshop - Corruption Prevention in Procurement and Contract Management (2022)
- ICAC workshop - Corruption Prevention Workshop for Managers (2022)
- Become a Media Champion (2021-2022)
- Leadership in the House - Exec Development Program Coaching sessions (2021)
- Managing Challenging Interactions (2022)
- Sexual Harassment Management & Prevention Training for Catering Staff (2021)
- Sexual Harassment Management & Prevention Training for Leadership Parliamentary Catering Team (2021)
- Responding to Sexual Harassment for Human Services Team (2021)
- Thriving in your Parliamentary Role (2020/2022)
- SEOS Essentials (2022)
- Flourishing During Turbulent Times (2020)
- Customer Service Excellence Workshops (2020)
- Project Management Fundamentals (2019)
- Writing Workshop (2019)
- Unconscious Bias (2019)
- Mercer Job Evaluation (2019)
- Recruitment Information Session (2018)
- DPS Culture Workshops (2018)

(b) What was the cost of those programmes?

- Vital Information Series 2020-2022 – No cost

- Interview Skills One on One Coaching (2021) - \$3,080
- Writing Job Applications and Interview Skills (2021) - \$2,255
- Building Resilience & Managing Stress (2021) - \$5,335
- Strengthening Skills for Sensitive Interactions with Constituents (2021/2020) - \$3,300
- Best Practice Support for Suicide Threats in the Workplace (2021) - \$1,500
- Writing for NSW Parliament (2021) - \$5,346
- Great Managers Academy (2017-2022) - \$47,715
- Great Managers Springboard (2021-2022) - \$36,327
- Our Human Centred Workplace Program (2022) - \$79,000
- Human Centred Design for Service Excellence and Innovation Program – Delivered by DPS Corporate Services
- Induction - Parliamentary Staff & Members' Staff - 2017 – 2022 – Delivered by DPS Training
- Induction - Ministerial Staff – 2021 – Delivered by DPS Training
- Workplace Behaviour – Delivered by DPS Training
- Executive Team Relationship Bonding Development - How we work together (2021) - \$16,126
- Executive Team Future Focus (What we will work on)/ DPS Leadership Team (What will we do and how will we get there) (2021) - \$32,945
- PDP Training - Parliamentary Staff - \$3,245
- PDP Training for Managers - \$3,245
- ICAC workshop - Strategic Approaches to Corruption Prevention (2022) – No cost
- ICAC workshop - Corruption Prevention in Procurement and Contract Management (2022) – No cost
- ICAC workshop - Corruption Prevention Workshop for Managers (2022) – No cost
- Become a Media Champion (2021-2022) - \$5,830
- Leadership in the House - Exec Development Program Coaching sessions (2021) - \$65,000
- Lifeline: Managing Challenging Interactions (2022) – No cost
- Sexual Harassment Management & Prevention Training for Catering Staff (2021) - \$1,800
- Sexual Harassment Management & Prevention Training for Leadership Parliamentary Catering Team (2021) - \$3,000
- Responding to Sexual Harassment for Human Services Team (2021) - \$4,500
- Thriving in your Parliamentary Role (2020/2022) - \$4,200
- SEOs Essentials (2022) - \$4,200
- Flourishing During Turbulent Times (2020) - \$6,200
- Customer Service Excellence Workshops (2020) - \$750
- Project Management Fundamentals (2019) - \$5,445
- Writing Workshop (2019) - \$5,346
- Unconscious Bias (2019) – \$1,875
- Mercer Job Evaluation (2019) - \$15,730
- DPS Culture Workshops (2018) - \$38,257
- Recruitment Information Session (2018) – Delivered by DPS Training

(c) What was the purpose of those programmes?

- Vital Information Series 2020-2022: Providing information on dealing with Public Sector agencies on behalf of constituents
- Interview Skills One on One Coaching (2021): Individual coaching session on preparing for

interviews

- Writing Job Applications and Interview Skills (2021): Providing participants with knowledge & skills in preparations and writing job applications and attending interviews
- Building Resilience & Managing Stress (2021): Help employees manage their current stress levels at workload and self-care strategies
- Strengthening Skills for Sensitive Interactions with Constituents (2021/2020): Supporting members' staff to better understand and deal with Vicarious Trauma in the workplace and provide them with skills and strategies to best manage sensitive interactions to minimise the risk to their wellbeing.
- Best Practice Support for Suicide Threats in the Workplace (2021): Equip staff with skills on how to best recognise a threat for self harm and how to respond in alignment with best practice.
- Writing for NSW Parliament (2021): Improve the writing skills of staff for formal documentation/submissions
- Great Managers Academy (2017-2022): Development of strategies in the competency areas of Personal Leadership, Team Leadership, and Business Leadership for senior and mid-level managers.
- Great Managers Springboard (2021-2022): Development of strategies in the competencies of Personal Leadership and Team Leadership for supervisors, team leaders and aspiring leaders.
- Great Managers Skills Bootcamp: A refresher workshop to extend some of the key skills learnt from the Great Managers program
- Our Human Centred Workplace Program (2022): To support continued creation of a psychologically safe workplace, through an aligned understanding, with a focus on inclusion, collaboration and helpfulness, open and respectful conversations, and learning through failure. The results from the 2021 People Matter Employee Survey highlighted areas of concern (e.g. learning and development, grievance handling, communication and change management, teamwork and collaboration, feedback and performance management) that are addressed by the Our Human-Centred Workplace Program
- Human Centred Design for Service Excellence and Innovation Program: To build Design Thinking skills adopting a Human Centred Approach. To support our team to be comfortable with change and creating opportunities to innovate in the workplace with the aim of improving the customer experience.
- Induction - Parliamentary Staff & Members' Staff - 2017 – 2022: Inducting new staff into Parliament
- Induction - Ministerial Staff – 2021: Providing information to Ministerial staff on policies and procedures and information on the Parliament Precinct.
- Workplace Behaviour: Information session on what is inappropriate and appropriate workplace behaviour
- Executive Team Relationship Bonding Development - How we work together (2021): Bringing together a newly formed Executive Team
- Executive Team Future Focus (What we will work on)/ DPS Leadership Team (What will we do and how will we get there) (2021): Engages both the executive and senior manager leadership teams into setting the direction of what our future state looks like and what will we do in the next 12 months to get there.
- PDP Training - Parliamentary Staff: The Parliament's Performance Development Program provides a platform for staff to receive objective feedback and clarity of their role, performance and areas for further development and to support staff in this process
- PDP Training for Managers: Assists managers and team leaders in providing motivating feedback to their staff on a regular on-going basis, and to facilitate effective performance planning and development discussions.
- ICAC workshop - Strategic Approaches to Corruption Prevention (2022): A workshop for public service senior executives (PSES) and equivalent high-level managers who have operational responsibility for work areas with significant risk for corruption. It focuses on making the organisational changes needed to leverage the control inherent in well-designed and managed

operational arrangements.

- ICAC workshop - Corruption Prevention in Procurement and Contract Management (2022): This workshop is designed for staff with procurement duties, contract management roles or responsibility for overseeing these functions
- ICAC workshop - Corruption Prevention Workshop for Managers (2022): A workshop designed for managers, supervisors, risk managers, corruption prevention, governance staff and auditors. It focuses on developing an understanding of corrupt conduct, why it happens and what managers can do to prevent it.
- Become a Media Champion (2021-2022): Write effective media releases and newsletters and enhance engagement through social media platforms.
- Leadership in the House - Exec Development Program Coaching sessions (2021): A program for new directors and aspiring ones
- Managing Challenging Interactions (2022): Learn the skills and knowledge to handle challenging interactions in an objective and empathetic way
- Sexual Harassment Management & Prevention Training for Catering Staff (2021): Assist staff to identify and manage poor behaviours focusing heavily on the risks of predatory behaviour and alcohol in the workplace
- Sexual Harassment Management & Prevention Training for Leadership Parliamentary Catering Team (2021): Provide guidance to Parliamentary Catering Leaders on Responding to Sexual Harassment
- Responding to Sexual Harassment for Human Services Team (2021): Provide guidance to HR team on how to respond to sexual harassment
- Thriving in your Parliamentary Role (2020/2022): Training for Electorate Officers on how to manage the stress associated with challenging behaviours and normal work-life pressures.
- SEOS Essentials (2022): Train Senior Electorate Officers on how to boost clarity, collaboration and coaching amongst staff
- Flourishing During Turbulent Times (2020): Training to assist staff to manage their health and productivity during the unique setting of the COVID-19 Pandemic.
- Customer Service Excellence Workshops (2020): Enable individuals to explore and leverage personal attributes to contribute to creating positive customer service environments
- Project Management Fundamentals (2019): This course uses the project lifecycle as a framework and is focused on providing learners with practical project management tools and techniques.
- Writing Workshop (2019): In-house writing workshop on Writing Briefs for Capital Works Projects/Writing for Parliament
- Unconscious Bias (2019): Fundamental skills for managers, supervisors and staff to make optimum decisions around unconscious bias and how it potentially impacts many of our day-to-day decisions.
- Mercer Job Evaluation (2019): To obtain in house certification to value roles using Mercer/CED Job Evaluation methodology
- DPS Culture Workshops (2018): Working together productively while working within DPS values
- Recruitment Information Session (2018): Update staff on recruitment practices whilst providing a brief overview of the recruitment functions and policies

(d) How long did staff spend at each training activity associated with those programmes?

- Vital Information Series 2020-2022 – 1 hour
- Interview Skills One on One Coaching (2021) – 50 minutes
- Writing Job Applications and Interview Skills (2021) – 3 hours
- Building Resilience & Managing Stress (2021) – 3.5 hours

- Strengthening Skills for Sensitive Interactions with Constituents (2021/2020) – 2.5 hours
- Best Practice Support for Suicide Threats in the Workplace (2021) – 1.5 hours
- Writing for NSW Parliament (2021) – 7 hours
- Great Managers Academy (2017-2022) – 27.5 hours
- Great Managers Springboard (2021-2022) – 24.5 hours
- Our Human Centred Workplace Program (2022) – 13.5 hours
- Human Centred Design for Service Excellence and Innovation Program – 9 hours
- Induction - Parliamentary Staff & Members' Staff - 2017 – 2022 – 2.75 hours
- Induction - Ministerial Staff – 2021 – 2.25 hours
- Workplace Behaviour -
- Executive Team Relationship Bonding Development - How we work together (2021) – 7 hours
- Executive Team Future Focus (What we will work on)/ DPS Leadership Team (What will we do and how will we get there) (2021) – 7 hours
- PDP Training - Parliamentary Staff – 3 hours
- PDP Training for Managers – 3 hours
- ICAC workshop - Strategic Approaches to Corruption Prevention (2022) – 3 hours
- ICAC workshop - Corruption Prevention in Procurement and Contract Management (2022) – 3 hours
- ICAC workshop - Corruption Prevention Workshop for Managers (2022) – 3.5 hours
- Become a Media Champion (2021-2022) – 3 hours
- Leadership in the House - Exec Development Program Coaching sessions (2021) – 14 hours
- Managing Challenging Interactions (2022) – 3 hours
- Sexual Harassment Management & Prevention Training for Catering Staff (2021) – 2 hours
- Sexual Harassment Management & Prevention Training for Leadership Parliamentary Catering Team (2021) – 3.25 hours
- Responding to Sexual Harassment for Human Services Team (2021) – 3 hours
- Thriving in your Parliamentary Role (2020/2022) – 6.5 hours
- SEOs Essentials (2022) – 6.5 hours
- Flourishing During Turbulent Times (2020) – 1 hour
- Customer Service Excellence Workshops (2020) – 1.5 hours
- Project Management Fundamentals (2019) – 7 hours
- Writing Workshop (2019) – 6.5 hours
- Unconscious Bias (2019) – 3 hours
- Mercer Job Evaluation (2019) – 14 hours
- DPS Workshops – working together effectively with values (2018) – 4 hours
- Recruitment Information Session (2018) – 1 hour

34. In Supplementary Question No. 33 above, in each case, was there a competitive process for awarding the training work?

All training providers are procured under normal procurement process, the total cost of the training will determine whether a competitive process is required.

35. What is the projected cost of the works to be undertaken inside the Legislative Assembly and the Legislative Council Chambers? Furthermore:

Conservation work to both chambers is part of the \$22 million critical maintenance program and within the program \$3 million has been allocated towards the chambers.

- (a) What does it involve and why is it necessary, including the recent scaffolding?

The scaffolding was used to inspect the condition of the ceilings and walls at a high level, the inspection process informs the proposed scope of works. The project seeks to address mould and indoor air quality of the chambers, along with conservation and preservation of the walls and ceiling. Renewal of the carpets, replacement of the bench's upholstery, cushioning and support

- (a) When will all of these works be finished?
End of April 2023

36. What is the cost of the water tower to be installed on Tower Block?

The cost of the replacement Tower Block cooling tower cost \$640,000.00 including GST

37. What is the cost of the new display cabinets near the Legislative Assembly front desk and why were they necessary?

The new display cabinets are on hire for six months, at a cost of \$3,900.00 including GST.

The purpose is to showcase items from the Parliament's unique collection and artefacts and enhance visitor experience.

38. What is the projected cost of the new ceilings on Levels 6 and 7?

The projected cost of the new ceilings on Levels 6 & 7 is \$2.5 million, not including the level 7 Fountain Court which is estimated at 1.2 million please see question 32

39. What is the cost to “install new flooring across the building which is more resilient against wear and tear”?

The cost of the new vinyl floor in level 6 goods lift lobby / Hospital Road entrance was \$33,000 excluding GST. At this stage there are plans to replace more vinyl floors in the building, this financial year.

- (a) What is the evidence to say the current flooring is inadequate?

The flooring was over 42 years old and was causing potential Workplace Health & Safety issues. In some instances, joins in the vinyl was held together with duct tape and presenting a trip hazard

- (b) What complaints have been received about the current flooring, something busy MPs don't seem to notice?

We are not aware of members complaining about the state of the vinyl floor on level 6.

40. Which DPS staff have duties that include the promotion of “diversity and inclusion”?

The NSW Public Sector Capability Framework is embedded in role descriptions for employees of DPS. One of the capabilities under “Personal Attributes” is *Value Diversity and Inclusion*. There are 5 levels of capability. The promotion of diversity and inclusion is specified or implied in the 3 higher levels of capability (Adept, Advanced, Highly Advanced). As such any employee with a role description which contains an Adept, Advanced or Highly Advanced level for the capability of *Value Diversity and Inclusion*, whilst not necessarily having a specified accountability to promote diversity and inclusion, has a behavioural expectation as specified by the capability set.

(a) How much are they paid and what have they achieved?

As it is an embedded capability for employees, there is no quantifiable cost, and it is not necessarily inherently linked to measurable outcomes.

Composition of PAG and Social Media Comments by Former Member

41. Is the President and Parliamentary Executive aware that Ms. Catherine Cusack is claiming on social media to still be a member of the PAG, even though she has resigned from parliament?

The member representation on the PAG was not determined by the parliamentary executive except to appoint the Deputy Speaker as Chair.

- (a) How can this keen drinker who brought so much adverse comment to the parliament be part of a committee passing judgement on the behaviour of others?

See above.

THE LEGISLATURE

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

Independent Complaints Officer

42. Will the Independent Complaints Officer Rose Webb be based onsite at Parliament House or at an offsite location?

The Independent Complaints Officer will have a parliamentary email address, and when she visits the parliamentary building for meetings will be provided temporary accommodation as required but will be based offsite. Similar arrangements have existed for the Parliamentary Ethics Adviser for many years.

Staffing levels

43. In the current financial year, have any budget cuts been made to the Parliamentary library?

No. There have been no budget cuts to the library.

44. What is the current number of full-time equivalent staff in the Parliamentary library?

There are 13 full-time equivalent staff in the library.

45. Are there any current vacancies in the Parliamentary library?

No. There are no current vacancies in the Parliamentary Library.

46. Over the past 5 financial years, have the staffing levels in the Financial Services department of Parliament changed?

Yes, in 2020 under the restructure of DPS, a Project Finance & Reporting Analyst, and Financial System Analyst were added to the structure.

(a) If yes, please explain the reasons for any changes.

Additional roles were added to address the needs of parliament in delivering projects.

47. Over the past 5 financial years, what were the number of full-time equivalent staff in the Financial Services department of Parliament?

The FTE equivalent numbers have been between 17.6 and 19.9 between 2018 and 2022.

48. Over the past 5 financial years, have any positions within the Financial Services division been made redundant?

No

(a) If yes, how many?

(b) If yes, why were the positions made redundant?

49. What proportion of staff in the Financial Services department of Parliament are on temporary contracts or in casual positions currently compared to 5 years ago?

Currently staff on temporary contracts represent 21% of staff (4 staff members), compared to Nil 5 years ago.

- One position is a temporary role linked to time-limited project funding
- The three staff members filling the remaining three positions on a temporary basis are backfilling ongoing roles. The ongoing roles were vacated by staff taking up other opportunities within Corporate Services and difficulties filling those roles in the current market necessitated temporary appointments. These roles are in the process of being filled on an ongoing basis through a merit-based recruitment process.

Closed-circuit television and security access control systems policy

50. Has the review into the Closed Circuit Television and Security Access Control Systems (NSW Parliament House) Policy commenced?

Yes.

Budget

51. How much of this financial year's allocated budget has been spent to date?

Parliament has spent 13.7% of its Net Cost Of Service (NCOS) budget, this is represented by \$29.147 million in costs against a \$212,648 million Net Cost Of Service budget.

52. What was the outcome of the bicentenary budget bid?

The recurrent funding bid for the Bicentenary, including the costs of hosting the 2024 CPA Conference, was successful.

- (a) In the March 2022 Budget Estimates Hearing for this portfolio, the President advised that, “In the vicinity of \$20 million is what we are looking at for the capital side in order to address all the issues”, was this amount allocated?

The capital budget allocation for critical works including to the Rum Hospital is \$22.027 million.

53. In the March 2022 answers to Questions on Notice for this portfolio, it was advised that 56% of the 2021-22 Financial Year recurrent budget had been spent as of 31 January 2022, and it was on track to be fully spent by 30 June 2022. Was the full budget spent?

The revised 2022 budget as approved by Treasury for expenditure was \$201.105 million. The final unaudited result for expenditure was \$200.561 million, representing a small difference of \$544,000.

54. What minor works are planned for this financial year?

Minor Works projects planned for this year include:

Parliament House Precinct maintenance and critical works

Electorate Office upgrades and fitouts

Asset replacements

Software Improvements

55. What digital transformation projects are planned for this financial year?

Digital Parliament Program continues into year 3 and includes the delivery of these FY23 initiatives

- HR Onboard
- SAP Enhancements
- Room Booking
- Car Space Booking
- Flex-timesheets
- Catering Events Management and Point of Sale
- Service Management
- Identity and Access Management I: Drive Rationalisation
- Migration to SharePoint
- Cloud migration – Microsoft Teams Governance Structure
- Cloud migration – Electorate Office Router deployment
- Replacing Citrix with Intune MDM platform
- Various additional functionality in the Parliamentary Information Management System (PIMS) and the Parliamentary Portal
- A modernised and improved replacement website for the Parliament
- Digitisation and publishing on the website of historical parliamentary papers
- Decommissioning of obsolete Lotus Notes software

56. What proportion of items procured for the Parliament have been sourced in New South Wales this financial year to date?

In line with the procurement guidelines for Parliamentary Catering we endeavour to procure all our ingredients from NSW and where possible utilise NSW companies/manufacturers and suppliers. All wines are from across NSW. In addition:

- Gift shop items now have a regional and indigenous focus
- Food suppliers of fish, beef, poultry, eggs, milk, coffee, tea (50%) and vegetables are all NSW based and are instructed to procure locally where price and availability allow.

The guidelines outline the five principles of our procurement of goods and services. These include Food safety, Price, Origin, Logistics and Transparency.

The catering procurement guidelines provide more detail and can be available to upon request to the Senior Manager, Parliamentary Catering.

In respect of technology items procured by IT or the Digital and Audiovisual programs, these are almost all only manufactured overseas.

In respect to physical works in the building, preference is given to NSW materials where possible. Recent Australian made procurements include:

- Carpet - manufactured in NSW.
- Precast concrete walls and pavers, including stone aggregate from Coffs Harbor - manufactured in NSW.
- Storm water pits and lids - manufactured in NSW.
- Tower Block membrane engineered screed - NSW
- Tower Block membrane pipe supports - NSW.
- Fan coil units - assembled in NSW.
- Workplace sit to stand desks - assembled in NSW.
- Furniture for new workspaces - NSW.
- Furniture for new Library client area - made in NSW & VIC.
- Toilets and tapware - made in NSW & South Australia.
- Resilient flooring - NSW

Disability inclusion

57. How many people with disabilities are employed by the Parliament currently?

People with disability

- DPS: 2
- DLC: 3
- LC members staff: 6

People with disability requiring work-related adjustment:

- DPS: 1
- DLC: 1
- LC members staff: 1

Note – disclosure of having a disability is not mandatory.

58. How many members of staff who work in the Parliament in senior management identify as having a disability currently?

There are currently no Senior Managers in DPS who identify as having a disability.

There is currently one Senior Manager in the LC who identifies as having disability but not requiring adjustment in the workplace.

59. Mr Webb indicated at the last Budget Estimates that engineering studies were underway to assess what could be done regarding the accessibility of the stairs between the level 9 lift lobby and the Fountain Court building. What was the outcome of the engineering studies?

DPS works continuously to improve access for people with a disability, both through major projects and by making modifications to address individual needs. To ensure the precinct is more aligned with the Disability Discrimination Act (DDA), DPS has actioned investigative works, design, and cost plans for projects to improve the experience of people with a disability.

Preliminary Engineering studies were undertaken on the design options and cost estimates. The matter continues to be investigated.

- (a) Mr Webb also advised that a budget bid would need to be made regarding works on the level 9 stairs, was a budget bid successfully won?

See above

- i. If yes, is there a timeframe for these works to be completed?

See above.

60. Have engineering studies commenced regarding the accessibility of the Parliament gym for people with disabilities?

Previous studies to renovate the whole area have been undertaken, the indicative cost estimates are part of the parliament's 10 year capital investment strategy which is submitted to Treasury annually.

- (a) If no, has any funding been allocated to undertake these engineering studies this financial year?

There are no plans to undertake engineering studies this financial year.

- (b) If yes, Mr Webb indicated at the March 2022 Budget Estimates Hearing for this portfolio that the works would need to include a ramp to enter the gym, refurbishment of the gym bathrooms and consideration of the placement and type of gym equipment available. Is this consistent with the findings of the engineering studies?

As previously stated, studies to renovate the whole area have been included in the Parliament's 10 year capital investment strategy.

- (c) If yes, has any funding been allocated for works to make the gym accessible for people with disabilities?

No funding has been allocated this financial year.

Staff training

61. At the Budget Estimates Hearing for this portfolio in March 2022, Mr Webb said he would consider offering relief staff for members' staff undertaking training paid for under the Skills Development Allowance. Has there been any progress on offering relief for members' staff attending training paid with the Skills Development Allowance?

Requests for relief staff in relation to attendance at training are considered on a case by case basis by the Chief Executive, DPS.

Technology

62. Have there been any developments on securing additional laptops for Members' staff who job-share?

There is currently no plan to provide additional laptops for MLC staff. Specific requests for additional laptops for job share arrangements can be requested through the normal channels, and will be accommodated if stock is available. If demand exceeds availability DPS will seek funds through other internal channels.

- (a) Has a submission to Treasury been made?

See above

- (b) If not, why not?

See above.

63. Are you able to provide an update on the project into establishing an eReturns platform?

(a) What is the cause of the delay?

The first two of three stages of the eReturns project are complete. While stage three has commenced, the final timeline will depend on the current Procedure Committee review of the operation of standing order 52.

A number of procedural and practical questions were raised at the Orders for Papers Round Table held on 3 November 2020. Further procedural and security matters were raised by the Department of Premier and Cabinet earlier this year. These include how the data is protected from cyber security threats; automatic publication of non-privileged material and the potential for disclosure of personal information; and long-standing concerns regarding privilege claims. The Clerk wrote to the Procedure Committee about these matters and the status of the eReturns project in August 2022. These issues will be further considered by the standing order 52 inquiry.

64. In the March 2022 Supplementary Questions for this portfolio, it was advised that the LC eDivisions item was placed on the Digital Parliament Applications “products for prioritisation” list at the 6 December 2021 Digital Parliament Applications Board Meeting. Has there been any further developments on this item?

(a) Has a timeline been developed to determine when eDivisions can be delivered?

A project to develop e-divisions for the Legislative Council similar to that operating in the Assembly is not currently in scope given other priorities in the digital parliament applications roadmap but may be considered at the end of the current 'roadmap' for digital projects. The project was descoped following a re-prioritisation exercise to ensure we could meet other department priorities such as My Day and E-returns.

65. Have countdown clocks been made available for all Budget Estimates Hearings?

A countdown clock will be installed in the Macquarie Room for Supplementary Budget Estimates hearings from 24 October. If that clock meets the requirements, a clock for the Jubilee Room will be installed, subject to heritage assessment.

Stroom

66. Why was the Stroom platform chosen?

A new media monitoring platform was considered after many years of concerns expressed by members and staff about iSentia. The Stroom platform offers an intuitive dashboard and interface, has real time updating capacity and also retains television and radio broadcast clips for 12 months. The quality of its real time access to content was a primary factor in the selection of Stroom over other competitors (iSentia and Meltwater). This was a major concern about iSentia, particularly in regional areas where members often waited hours for the content as the metropolitan news was prioritised. There were also concerns about the search function of iSentia Mediaportal, which was considered hard to use. Another feature of the Stroom platform was its access to social media content and easy to use social media analytics.

(a) Were Members and Members staff consulted?

The need to review the library's media monitoring services followed concerns expressed by members and their staff about the iSentia service over recent years. Members and their staff also identified problems with the iSentia platform in the context of the Library Review. These issues emerged during interviews with members and their staff, conducted by the independent consultant. The need for an easy to use, self-serve option for customising access to media and media clips was also identified as a priority for library clients during the Review.

67. There is a limit of 360 downloads of TV and Radio clips annually across all Stroom users in Parliament. With 135 Members in total, this means that each Member wouldn't even be able to download 3 TV or Radio clips each per year on average. Of course, if a member or group of members downloads a disproportionately higher volume of clips then this leaves limited capacity for everyone else. On the previous platform there were no restrictions on the number of TV and Radio downloads allowed per year. What will be done to address this issue?

At this time, the amount of downloads is tracking as per expectations. If the current download trends continue the Parliament won't exceed the total of 360 clips. Also, all media clips can be shared using the link rather than the download function. There is no limit on the use of this function.

(a) Is there any plan to extend the download limit?

No. As Stroom pay royalties to the content provider for each download an increase in download limit would include an increase in the cost of the system

(b) If yes, what is the timeframe for this?

Not applicable

(c) If not, why not?

Please refer to response to Q 67a for an explanation of why the download limit will not be extended.

68. If you are fortunate enough to have not exceeded the download limit, then there is further restrictions on being able to share the content without express permission from Stroom. This is extremely restrictive as part of the role of modern-day politicians is to communicate with their electorate about what they are doing on social media. Will there be consideration about subscribing to a service that is not so restrictive?

The selection of a new media monitoring provider has not altered these restrictions, as both the iSentia and Stroom providers are subject to copyright. For further information, the copyright notices from both iSentia and Stroom are provided below:

iSentia

Please note that information obtained via Mediaportal is subject to copyright.

Copyright allows you to use the media item within the organisation. Any external use, however, requires permission from the original broadcaster or publisher.

Stroom



You/NSW Parliamentary Library, agree not to post, share, email or otherwise distribute this TV/Radio Media Item outside of your organisation, including to Facebook, Twitter, LinkedIn or any other social media network. The sharing of content outside your organisation is a breach of copyright and will result in termination of your license agreement and any relevant indemnities provided by Stroom to NSW Parliamentary Library

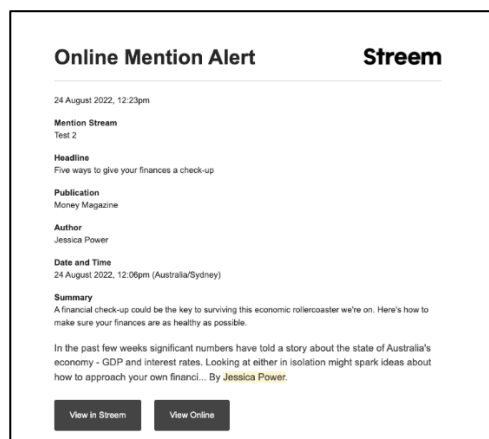
The act of sharing downloads from any media aggregator on a social media platform breaches copyright laws. In essence, the content is owned by the broadcaster, so while copyright licensing allows for users to share the downloadable item internally, they are required to seek permission from the broadcaster directly in order to share it externally or on any public facing platforms.

69. Several other issues have also been raised regarding Stroom including, the less efficient search engine, the inability for staff to receive instant email notifications on media mentions, the lack of summaries included in the items listed on email notifications and the inability to filter results via geography. What will be done to address these issues?

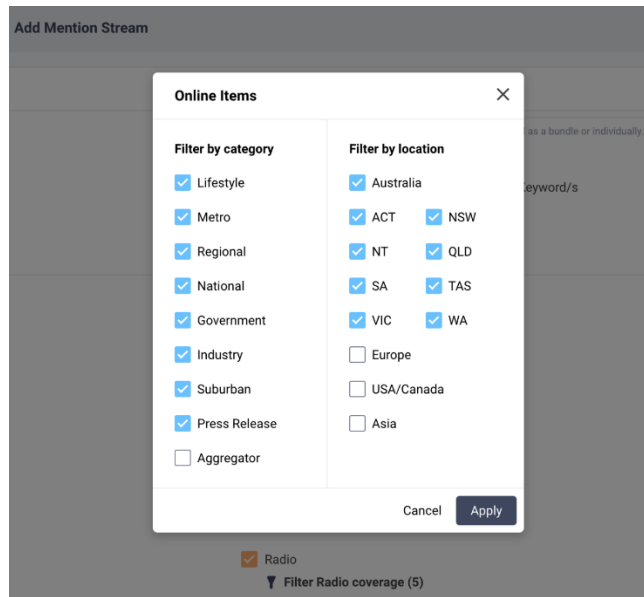
Stroom has numerous ways of searching for content including using [filters](#), the [Search Coverage or Journalist](#) bar, or setting up a [Custom Mention Stream](#)). There is also the option to use boolean searching which is a very powerful way to search databases.

The Stroom platform has the ability to turn on [Live email or Mobile notifications](#) which are connected directly to the email associated with the relevant Stroom account.

With regards to summaries, please see an example below where the summary is included.



Filtering results geographically can be achieved using category and location filters or by using Boolean operators.



Stream offer regular training sessions for the platform or one on one sessions can be arranged for specific issues. These can be arranged through the library at any time.

NSW Parliament Policies

70. How many NSW Parliament policies have been reviewed in the last year?

8 policies have been reviewed and published.

A further 34 are at various stages of the review process.

(a) Please provide a list of policies that have been reviewed?

- Performance Development Program Policy
- Recruitment Policy
- IT Access & Use Policy
- IT Operations Policy
- Parliamentary and Members' Staff Contesting Federal, State and Local Elections Policy
- Asset Management Policy
- Cyber Security Policy
- Fatigue Management Policy

i. Which of these policies have an impact on Members' staff?

- IT Access & Use Policy
- Parliamentary and Members' Staff Contesting Federal, State and Local Elections Policy
- Asset Management Policy
- Cyber Security Policy

71. Is there a way to easily find out when policies have been reviewed and how they may have changed in the review process?

Via the notification process detailed below.

- (a) How are these changes communicated to Members and staff?

Notification email to impacted groups from Policy.Review@parliament.nsw.gov.au when a policy is published.

Date of issue and changes are noted in Document Control section of each policy.

Questions about the policy changes can be made to the contact/s listed under Further information section of each policy or to Policy.Review@parliament.nsw.gov.au

72. Last estimates it was discussed that an undertaking was made by Mark Webb and DPS to take any policies with a staffing impact to the JCC for consultation, prior to them being reviewed. How many policies have been through this process since this undertaking was made?

An undertaking was made to discuss this concept with the Joint Consultative Committee (JCC) and it was subsequently agreed that this question would be taken to the Policy Review Steering Committee (PRSC) for comment. The following advice was provided:

“The PRSC has a commitment to improve, refine and expedite the policy review process and is committed to consultation with relevant stakeholders where a new policy or changes to existing policies will have a significant impact on employees. It should be noted that there are some policies that do not significantly impact employees' work and do not require broad consultation. In addition, there are existing consultation mechanisms and legislative requirements for policies that have a direct workplace health and/or safety impact on employees; this consultation occurs through the WHS committee.”

Parking in NSW Parliament

73. How many parking spots are there overall downstairs in NSW Parliament?

2P25

(a) How many are permanently held by Members or Staff?

55 for Members of Parliament, which are managed by DPS
31 for Parliamentary Staff, which are managed by DPS
23 for the Ministry, managed by DPC
34 for Ministerial staff, managed by DPC
15 bays for DPC Transport Services, managed by DPC.

(b) How many are currently set aside for contractors?

23

(c) How many are provided to Ministerial staff?

34, managed and allocated by DPC

(d) How many are casual visitor spots?

11

74. What proportion of the parking downstairs in NSW Parliament is in the full control of NSW Parliament?

153

- (a) Has any of the parking in NSW Parliament been leased or sold to the executive government?

72 bays are allocated to DPC as dedicated parking for the Ministry, Ministerial Staff and DPC Transport Services.

- (b) If yes, what proportion of the parking is subject to this arrangement?

32% of the total car park.

- (c) If yes, how much income does the NSW Parliament receive from this arrangement?

For FY22/23, DPC will receive \$189,360.

75. What is the current waitlist for a staff member to have a paid parking space in NSW Parliament?

16

76. What is the annual cost of a parking space in NSW Parliament?

For FY 22/23, it is \$2,630 for a dedicated space which is the cost of the Parking Levy.

77. How many staff members currently have access to a permanent parking space in NSW Parliament?

31 Parliamentary staff and 34 Ministerial staff.

78. How many disabled parking spaces are available in NSW Parliament?

3. Another 3 separate bays have been allocated as dedicated parking to staff (either Ministerial or Parliamentary) that have a valid disabled parking permit.

(a) If those are full, can staff or guests with a valid disability permit be accommodated in the building without incurring additional charges?

Yes.

Fitness Passport

79. How many people filled out the survey for the fitness passport program?

There were 313 responses to the survey for the Fitness Passport program.

80. How many have signed up to the fitness passport program?

As at 19 September 2022, there are 93 total memberships. It is noted that couple and family memberships are available and so there are a total of 148 people on the Fitness Passport program under those memberships.

81. How were facilities under the program chosen?

The facilities are chosen by Fitness Passport themselves, separately from the Parliament's administration.

We are informed that voting for a particular gym or pool did not automatically mean it was added to the program. It needed to be sufficiently popular amongst members and staff, and the facilities needed to be willing to negotiate and partner with Fitness Passport. Facilities already partnered with Fitness Passport, have the option to opt in/out of employer programs, and this is often based on capacity.

82. How many preferred facilities that staff indicated they wanted to use under the plan were not included in the eventual fitness passport offering?

From the 313 survey responses, there were a total of 751 facilities requested to be included in the program. Out of the 751 requested facilities;

- 327 facilities were included in the eventual Fitness Passport offering
- 424 facilities were not included in the eventual Fitness Passport offering.

N.B. Fitness Passport provided additional and existing facilities to the program as part of their establishment.

83. What proportion of the fitness facilities included in the eventual fitness passport offering were previously nominated by staff as preferred facilities in the survey?

Out of the 751 voted facilities by members and staff, 327 facilities were included in the eventual program offering (43.54%). Confirmed facilities are subject to prior negotiations with Fitness Passport directly, as well as organisational preferences. Organisations cannot dictate their eventual program.

Microsoft Teams

84. What percentage of DPS staff and Members have access to Microsoft teams?

With the rollout of Microsoft 365 (M365), everyone in Parliament and Electorate Offices now has access to Microsoft Teams

85. Are Members and staff able to use Microsoft Teams for video conferencing with people/constituents external to the NSW Parliament organisation or people/constituents without a Microsoft Teams account?

Yes, you can do videoconferencing with external parties (non-Parliament) and parties without a Microsoft Teams account.

(a) If not, why not?

N/A

86. How much did the implementation of Microsoft Teams cost?

The Microsoft Teams cost is covered under the Microsoft Enterprise (E3) license which is \$342.50 per user per annum. The implementation costs are absorbed within the continuing cloud migration project and have not been separately itemised.

(a) How many training sessions has DPS conducted regarding Microsoft Teams?

No tailored training has been provided on Microsoft Teams as yet but this is something we are planning to do as we progress the MS Teams Governance and Structure rollout. Given the volume of work and potential call on members' and staff time, we decided to phase the work: concentrating on the Microsoft 365 upgrade and cloud migration first, then personal computer upgrades, and lastly the additional features and functions such as Teams and SharePoint.

i. Who was invited to these sessions?

n/a

Wage Overpayment or Underpayment

87. How many staff have had their wages or salaries underpaid in any way in the following years:

(a) FY 2019/20?

Underpayments are infrequent occurrences that are dealt with as soon as the issue is raised with the Human Services team. Historical records are not kept.

(b) FY 2020/21?

See above

(c) FY 2021/22?

See above

(d) FY 2022/23 (to date)?

1

89. How many staff have had their wages or salaries overpaid in any way in the following years:

(a) FY 2019/20?

13

(b) FY 2020/21?

8

(c) FY 2021/22?

20

(d) FY 2022/23 (to date)?

2

90. What was the total value of those underpayments for each financial year:

(a) FY 2019/20?

See Q87.

(b) FY 2020/21?

See Q87.

(c) FY 2021/22?

See Q87.

(e) FY 2022/23 (to date)?

\$1909.33

91. What was the total value of those overpayments for each financial year:

a. FY 2019/20?

\$14,894.92

b. FY 2020/21?

\$30,720.75

c. FY 2021/22?

\$20,777.73

d. FY 2022/23 (to date)?

\$733.15

92. How many of these underpayments between FY 2019/20 and FY 2022/23 (to date) were identified and staff notified within:

(a) 1 month of occurring?

1

(b) 1-6 months of occurring?

(c) 6-12 months of occurring?

(d) 12 – 24 months of occurring?

(e) Greater than 2 years of occurring?

93. How many of these overpayments between FY 2019/20 and FY 2022/23 (to date) were identified and staff notified within:

(a) 1 month of occurring?

21

(b) 1-6 months of occurring?

22

(c) 6-12 months of occurring?

0

(d) 12 – 24 months of occurring?

0

(e) Greater than 2 years of occurring?

0

94. What is the average time it takes for a staff member to be notified (from the date of underpayment occurring) of an underpayment in the past 10 years?

There is no average time – however, staff members usually notify HR immediately they become aware of it and the HR team will notify the staff member as soon as they become aware of it also.

- (a) What was the longest time period it took (from the date of underpayment occurring) for a staff member to be notified of an underpayment?

Insufficient data as a register of underpayments is not kept.

95. What is the average time it takes for a staff member to be notified (from the date of overpayment occurring) of an overpayment in the past 10 years?

The average time varies between less than one month to up to 6 months.

- (a) What was the longest time period it took (from the date of overpayment occurring) for a staff member to be notified of an overpayment?

The longest time is about 6 months – this is because the overpayments sometimes go undetected. Once discovered, the employee is notified within a day or two

One Drive

96. What is the capacity (in GB) of individual staff One Drive storage?

The capacity per individual staff for One Drive is 1024 GB (equivalent of 1 Terabyte)

97. What is the capacity (in GB) of individual Members' One Drive storage?

The capacity per individual Members' for One Drive is 1024 GB (equivalent of 1 Terabyte)

98. What is the capacity (in GB) of individual Members' Offices and Electorate Offices One Drive storage?

Individual Members' Offices and Electorate Offices all have the same 1024 GB storage

99. Will the individual's or Office's One Drive capacity be increased if it is exceeded?

IT Services will review each case by case, in accordance with the current Use Policy and Guidelines

100. What is the total annual cost of One Drive storage for DPS?

Currently we pay \$479,500 p.a. (1400 E3 Licenses @ \$342.50 per user) which includes 1024GB of storage per user.

360° Virtual Tour

101. What was the total cost of the new 360° Virtual Tour?

The total cost is \$2,750.

However, there will be further costs over the coming years as changes to the Chambers and heritage rooms need to be reflected in the virtual tour— for example the new Bust in the Legislative Council of the Hon Virginia Chadwick has yet to be included and the Parkes Room is currently being conserved and will be incorporated once the works are completed.

102. How many people have accessed the tour so far?

The Virtual Tour was loaded on to the Parliament's webpage in mid July and as anticipated some initial issues had to be addressed when the tour went live.

The promotion started in August. During the month of August, 82 people have engaged with the Virtual tour and most of these came to the tour via the Education website indicating visitors are teachers and students.

With additional promotion, especially during the critical maintenance work over Christmas period and into the first few months of next year, engagement will increase as the public cannot access the Chambers.

During the covid lockdown engagement with the Parliament's website and the Education page increased by 80%.

103. Could invoices for expenditure relating to the tour be provided?

The costs are provided in answer to question 101 above.

104. Which company was contracted to complete the tour?

After a number of months of research into potential companies, interviews and conversations with our neighbouring cultural institutions, Walkthru was chosen. Walkthru offered the most reasonable quote and they come highly recommended from the Art Gallery of NSW. Staff from all three parliamentary departments participated in the development process.

105. Was extra website development needed to accommodate the tour?

No. Our website manager placed it on the website without any additional changes or modifications.

106. Was an external company engaged to complete this work?

See answer to Question to 104

(a) What was the total cost of this?

See answer to Question 101

107. Has there been any changes to the schedule or frequency of in-person tours since the virtual tour has been launched?

There has been no change to the public tours over 2022, in fact the numbers of public tours have doubled, and during the school holidays the tours are now offered a couple of times on each week day.

The aim of the virtual tour is to encourage visitors to visit the Parliament. However, it also provides a view of the historic chambers and heritage rooms for those in the community who cannot make it to Sydney to visit the oldest Parliament in Australia.

(a) Are there any changes planned in future to the schedule or frequency of in-person tours?

The plan is to continually increase the number of public tours and community engagement events in order to reach different audiences.

Surveys are currently being developed to help identify the groups in the community who are not visiting or engaging directly with the Parliament. This will enable us to offer a broader range of programs and events to capture as many NSW citizens as possible.

i. Who will be consulted if changes are proposed?

The Engagement Board consisting of representatives from all three parliamentary departments discuss changes to public tours and community engagement events and programs.