



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2024-2025

Supplementary questions

Portfolio Committee No. 1 – Premier and Finance

NSW Public Service Commission

Hearing: Wednesday 28 August 2024

Answers due by: 5pm Wednesday 25 September 2024

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SUPPLEMENTARY QUESTIONS

Questions from Hon Mark Latham MLC

- (1) What percentage of NSW public servants have work-from-home arrangements? Is it possible to break this number down to departmental and agency level?
- (2) How have the statistics in (1) above changed since the Premier's 'back to office' order?
- (3) Minister have said there is no further need for the NSW Public Service Commission, that it's a failed experiment from the O'Farrell era. How does the Commission justify its existence?
- (4) Which NSW public service agencies still engage in strictly merit selection for recruitment and promotion?
- (5) Does the Commission have any evidence that diversity hiring improves the performance of agencies? Where has this happened in NSW?
- (6) Has the Commissioner studied how much time is now taken up in public service work places by work political activities and virtue signalling? What did this study find?

Questions from Hon Chris Rath MLC (on behalf of the Opposition)

Public Service Commissioner – Loss of Resources

- (7) Was the Public Service Commissioner consulted by the Premier before they lost their responsibilities for workforce planning and data collection earlier this year?
 - (a) Has the Public Service Commissioner lost any staff or resources as a result of these changes in their responsibilities?
 - (b) Has the Public Service Commissioner received a pay cut as a result of these changes in their responsibilities?

Questions from Ms Abigail Boyd MLC

Public sector employment

- (8) What would the NSW public sector gender pay gap be if it included a consideration of overtime, bonuses and additional payments, as is the case for reported private sector pay gap data?
- (9) What methodology does the PSC use for measuring gender equity outcomes?
- (10) On 8 May 2023 the NSW Public Service Commissioner issued a Direction requiring all NSW Government Sector agencies to implement a sexual harassment policy by 1 March 2024 that complies with the minimum standards, and to require employees of that agency to comply with that policy. Has this been completed across all agencies?
 - (a) How is the PSC overseeing this to ensure every agency is complying?
 - (b) Departments/agencies were directed to outline record-keeping practices for the handling of reports of sexual harassment. How is this overseen and tracked to make sure this is being completed adequately?

Disability employment

- (11) Last Estimates in February 2024 the Public Service Commission indicated that it was putting out a direction this year in relation to setting a consistent standard across the sector in relation to adjustments for people with disability. Is there any progress to date on this?
- (12) In relation to the State of the NSW Public Sector Report 2023, page 22 has “Chart - Estimated representation of senior executives from a racial, ethnic or ethno-religious minority group, who first spoke a language other than English, and who live with a disability, 2019–2023”. What is the process for which this is estimated?
- (13) The NSW Government in their response to the Disability Royal Commission accepted in principle many of the recommendations regarding public sector disability employment, however there wasn’t a clear indication of which parts of the recommendations would be supported or implemented in NSW. Is there any intention for the PSC to collect disaggregated data of employees with disability across entry and graduate levels, executive levels and employees with cognitive disability?
 - (a) Is there any intention for the PSC to report annually on the progress of their public sector disability employment strategies, including progress against overall and disaggregated targets for increasing the percentage of employees with disability?

- (b) What work is being done by the PSC in relation to ensuring people with disability will be included in the development of any new legislative or guidance frameworks for employers, and that if implemented, this data is securely stored and not used in discriminatory ways?