



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEES

BUDGET ESTIMATES 2024-2025

Supplementary questions

Portfolio Committee No. 5 – Justice and Communities

**Women, Seniors, Prevention of Domestic Violence and Sexual Assault
(Harrison)**

Hearing: Wednesday 11 September 2024

Answers due by: 5.00 pm Wednesday 9 October 2024

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Questions from Ms Abigail Boyd MLC

Domestic and family violence

(1) What is the NSW Government doing to fund and support domestic, family and sexual violence primary prevention initiatives across educational institutions including TAFE, training colleges and universities to address the underlying gendered drivers of sexual, domestic and family violence?

I am advised:

Under the NSW Primary Prevention Strategy, activity in educational settings includes the expansion of 'All In', an innovative early childhood education prevention initiative; the development of a primary prevention resource hub; transformation and expansion of the current Respect Relationships Education curriculum; and training for teaching staff across NSW.

(2) How will the NSW Government ensure a consistent, coordinated and adequately resourced approach to respectful relationships education across NSW schools, to resolve the current ad hoc approach?

I am advised:

The NSW Primary Prevention Strategy's focus areas for early childhood education and care and schools are:

- expand and transform the content and reach of the online respectful relationships education resource hub to provide material for teachers, parents and carers
- provide professional learning for school teachers and staff on the evidence base for best practice respectful relationships education
- develop and embed a more holistic curriculum approach to respectful relationships education

(3) How will the NSW Government implement the domestic and family violence Common Risk Assessment and Management Framework (CRAMF) in schools, in child protection responses, and in housing and homelessness services to ensure staff have the capability to identify domestic and family violence and assess or manage risk?

I am advised:

The common risk assessment and management framework (CRAMF) will provide guidance about DFV risk assessment across a range of specialist and non-specialist workforces that work with people experiencing DFV. This includes government and non-government organisations working in schools, child protection, housing and homelessness services. It is currently under development.

(4) Following devastating floods and fires in NSW, will the NSW Government work with Gender and Disaster Australia to incorporate the National Gender and Emergency Management Guidelines in NSW disaster planning?

(a) If not, why not?

I am advised:

The National Gender and Emergency Management Guidelines were developed in 2016 by Gender and Disaster Australia (GADAus), supported by the Commonwealth Government's National Emergency Management Projects (NEMP) program.

Currently supported by the Commonwealth Government's National Plan to End Violence Against Women and Children 2022-2032, GADAus has advised that it has trained over 1,000 participants from the emergency services sector, local government, women's health, and disaster-affected communities across the country, including Lismore and Northern NSW, to inform more inclusive disaster risk reduction, resilience, and responses.

The NSW Government is committed to working with individuals and groups, as well as the services that support and advocate for them, to identify action-oriented strategies to increase access, inclusion, and support when planning for and coordinating disaster recovery.

On 28 August 2024, the NSW and Commonwealth Governments announced that GADAus has been successful in securing funding under the latest round of the jointly funded Disaster Ready Fund. The project 'Creating Safe Shelter Spaces - Holding a Gendered Lens on Emergency Management Simulations' aims to assess the safety of emergency shelters through a gendered lens, to help ensure the safety of women, children, and LGBTQIA+ people during disasters.

(5) What is the NSW Government doing to ensure that Aboriginal and Torres Strait Islander women and children who are experiencing domestic and family violence can access specialist and culturally safe services and support?

I am advised:

Under Target 13, DCJ is delivering on a program of work focussing and prioritising co-designed, community-led responses being developed to prioritise self-determination, early intervention, healing and recovery, for Aboriginal families.

This includes:

The development of a dedicated NSW Aboriginal Domestic Family and Sexual Violence Plan, to act as resource for the whole NSW sector across Government, Non-government, Aboriginal Community Controlled Organisations, health services and Peak Bodies.

- Co-development and implementation of an Aboriginal DFV Court Support Program Pilot, to operate alongside the DFV Specialised Court List in Moree and Gunnedah as a Justice cross-government agency initiative. The Coordinator role for the program commenced in May 2024.

- Co-development of an Aboriginal Family Healing model of care and recovery through engagement and implementation of Aboriginal Community Controlled Organisations.

- Creation of identified positions aligning with the existing NSW Health Aboriginal Family Wellbeing and Violence Prevention Strategy as a cross government initiative with Health NSW, specifically Prevention and Response to Violence, Abuse and Neglect (PARVAN).

- Co-design of an Aboriginal Community and Police DFV shared response model in Grafton NSW to enhance the quality of care and response to domestic and family violence, led by Gurehlgam Aboriginal Corporation.

Co-design of a social-reinvestment project to respond to the identified needs of the Toomelah Aboriginal community members through the provision of safe-houses, safe-spaces and community education, training and development to support DFV response.

(6) Does the NSW Government intend to fund primary violence prevention initiatives in NSW which align with Changing the picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children (Our Watch, 2018)?

(a) If not, why not?

I am advised:

The NSW Government will deliver primary prevention activity in line with the best available evidence, including Change the Story.

(7) What additional steps is the NSW Government taking to address domestic and family violence in multicultural communities, particularly in relation to funding, building a workforce of multicultural specialist workers, co-designed and community led primary prevention and early intervention, and access to income support, health care and housing for people on temporary visas?

I am advised:

NSW Multicultural Centre for Women's and Family Safety

The NSW Government has delivered on an election commitment by establishing the NSW Multicultural Centre for Women's and Family Safety. Commencing operations in April 2024, the NSW Government has partnered with Settlement Services International (SSI) and invested \$4.4 million to establish the centre.

The Centre brings women's, children's and family safety expertise and cultural responsiveness expertise together, and consolidates the skills needed to both address immediate safety risks through enhanced service response and create longer term positive change for multicultural communities. This is in line with the National Plan to End Violence against Women and Children 2022-2032 which recognises the need for tailored and culturally responsive approaches to addressing violence in multicultural communities. While based in Southwest Sydney, the Centre will operate statewide and undertake outreach into regional and rural areas.

NSW Primary Prevention Strategy

It is a focus area under the NSW Primary Prevention Strategy to support communities in NSW to be leaders in domestic, family and sexual violence prevention through multi-year delivery partnerships to work with local community organisations on prevention initiatives. The NSW Government will work with communities to ensure primary prevention is being communicated and implemented in a nuanced and relevant way and led by the people known and trusted in those settings and communities.

NSW Workforce Development Strategy

The NSW Government is currently developing a 10-Year Workforce Development Strategy (the Strategy) for the NSW specialist domestic and family violence workforce. The Strategy will include work to increase the attraction and retention to the workforce of workers from culturally and linguistically diverse backgrounds. The Strategy will also consider how to improve the capability of the workforce to provide support to multicultural communities experiencing domestic and family violence.

(8) Will the NSW Government commit to establishing a Domestic and Family Violence Multicultural Committee as part of the NSW Domestic and Family Violence and Sexual Assault Council to inform whole-of-government strategies at the intersections of multiculturalism and domestic and family violence?

(a) If not, why not?

I am advised:

As part of its review of domestic, family, and sexual violence (DFSV) Governance in NSW, the Office of the Women's Safety Commissioner has developed new terms of reference for the Council which it has endorsed.

The group is now known as the NSW Domestic, Family and Sexual Violence Council and its new terms of reference include enhancements to better facilitate opportunities to meet out of session, including by forming sub-committees and working groups.

Disability accessibility of domestic and family violence services

(9) How many Core and Cluster units are fully accessible?

(a) How is this measured?

(b) What does this accessibility entail?

(c) Is there an intention to increase the percentage of accessible units?

I am advised:

All projects in Core and Cluster are required to comply with the functional design brief which includes disability access.

(a) Sites visits are conducted during the development period to ensure the functional design briefs disability access requirements are adhered to.

(b) The Functional Design Brief requires wheelchair accessibility to at least one unit and one bathroom at each site.

(c) There is an intention to increase disability access in the DFV refuge portfolio via the Core and Cluster Refuge Replacement program.

(10) What processes does DCJ have in place to monitor accessibility of domestic and family violence services and programs to ensure they are accessible for victim-survivors with disability?

(a) Is there any consideration given to ensure accessibility and inclusion for victim-survivors with intellectual disability?

I am advised:

Women's domestic and family violence (DFV) refuges are contractually required to provide reasonable access to all clients including those with a disability, and to take reasonable action to ensure that any usual places at which the services will be provided are physically accessible to people with disabilities.

- Under the Core and Cluster program, refuges are required to meet the NSW Department of Planning's Domestic Violence Crisis Accommodation Functional Design Brief as the best practice model. A key objective of the design brief is to ensure equity of access for all people of all ages and levels of mobility and disability, who are experiencing DFV.
- To receive Department of Communities and Justice (DCJ) funding, all providers delivering women's DFV refuges and Core and Cluster refuges must also meet accreditation requirements. The accreditation assessment process looks at accessibility as a whole, as well as the physical access of properties from which services deliver assistance, including whether people with disabilities can be accommodated on site.
- DCJ funded DFV services, including the Integrated DFV Service (IDFVS) and Staying Home Leaving Violence (SHLV), must provide a specialised response to meet the needs of victim-survivor living with a disability, or who are caring for a child living with a disability, to ensure they have equitable access to the program.

(a) DCJ funded services are required to tailor their service delivery to ensure their program is accessible to all victim-survivors, and this may include providing resources in Easy Read format or tailoring group work to provide one-on-one support for victim-survivors with an intellectual disability.

(11) In relation to recommendation 8.24 of the Disability Royal Commission, Ms Campbell in the Budget Estimates hearing on 11 September 2024 indicated that the NSW Government is working with the Commonwealth and other states to work through this recommendation. Will the government be consulting with stakeholders as part of this process, including domestic and family violence stakeholders, disability stakeholders and people with lived experience?

I am advised:

NSW is supportive of disability-inclusive definitions of family and domestic violence. The NSW definition of domestic abuse, which commenced on 1 February 2024, is aligned to the recommendations of the Royal Commission in relation to both the relationships and conduct covered.

- The current definition of 'domestic relationship' in section 5 of the Crimes (Domestic and Personal Violence) Act 2007 (NSW) includes both paid and unpaid carer relationships and relationships between co-residents in same residential setting.
- Since February 2024, the Act includes a new definition of domestic abuse supported by a non-exhaustive list of examples, including physical abuse, sexual abuse, economic abuse, intimidation and stalking. This captures specific forms of violence experienced by people with disability, such as withholding necessary medical or other care, support, aids,

equipment or essential support services from a person, or compelling the person to take medication or undertake medical procedures.

I am further advised that the full recommendation from the Royal Commission was to work towards a nationally consistent definition. This work is being undertaken through the Standing Council of Attorneys General and National Cabinet, and NSW is continuing to work closely with other state and territory governments. This further work will include consideration of consolidated engagement with stakeholders.

Animals and domestic violence

(12) What data does the Department of Communities and Justice hold or collect, or require DCJ-funded services to collect, on the incidence of animal abuse that occurs in the context of domestic and family violence?

I am advised:

The Bureau of Crime Statistics and Research (BOCSAR), an agency of DCJ, holds some data on animal abuse that occurs in the context of domestic and family violence. This includes incidents of coercive control recorded by the NSW Police Force where animal abuse is a type of controlling behaviour, and finalisations in the NSW criminal courts involving charges for animal cruelty offences under the Prevention of Cruelty to Animals Act 1979 and the Crimes Act 1900 that have been recorded as domestic violence related.

Question five (5) of the current Domestic and Family Violence Safety Assessment Tool (DVSAT) asks "Has your partner ever harmed or killed a family pet or threatened to do so?". Safer Pathway service providers, including the Women's Domestic Violence Court Advocacy Services (WDVCAS) and Local Support Services (LSS) are required to complete the DVSAT for DFV victim-survivors and this is recorded in the Central Referral Point and DFV Connect, the databases used by Safer Pathway service providers. In addition, other DCJ funded domestic and family violence services may also complete the DVSAT with a victim-survivor and this may be recorded in CIMS, the database used by Staying Home Leaving Violence, Integrated Domestic and Family Violence Service, and Specialist Homelessness Service providers.

(13) What support is being provided to DFV services to enable them to facilitate and maintain the connection that children victim-survivors have with their animals, particularly in relation to preventing the socio-emotional distress that children often experience when separated from their animals?

I am advised:

DCJ funded DFV services may use brokerage to purchase goods and services to enhance their clients' safety and wellbeing. Service providers can use their discretion to issue limited brokerage on a case-by-case basis to support a client's case management goals or lessen the safety risk for clients in emergencies. Brokerage may be used towards the costs of animal welfare, including shelters and veterinarians for pets of victim-survivors.

(14) What specialist services are being provided to child victim-survivors of DFV who have been exposed to violence against animals in their home, given the significant impact of this on physical and psychological wellbeing?

I am advised:

The Specialist Workers for Children program is available in over 32 DFV women's refuges, covering 80 Local Government Areas with more than 55 workers available to support children aged 0 -18 years who accompany their mothers to DFV refuges. Child specialist workers identify needs and goals of the children to support their recovery from DFV. Where a need for additional psychological and therapeutic interventions is identified, providers may use program funds through flexible brokerage to access specialist clinicians and services to meet the needs of the child and young person.

In addition, Safer Pathway service providers including the Women's Domestic Violence Court Advocacy Services (WDVCAS) and Local Support Services (LSS) work holistically and consider the needs of children who are in the victim-survivor's care. They may provide information on relevant support services or undertake warm referrals for children, where it is safe and practical to do so, due to the impacts of their exposure to violence against animals in their home.

(15) Under the new coercive control offence, abusive behaviour includes 'behaviour that causes injury or death to an animal, or otherwise makes use of an animal to threaten a person'. What resources and funding are being provided to the domestic and family violence sector to enable it to respond effectively to victim-survivors and their animals who have been impacted by violence that occurs in the context of coercive control?

I am advised:

The Department of Communities and Justice (DCJ) has developed an advertising campaign to educate the NSW public about coercive control. The campaign aims to increase awareness and understanding of coercive control and support the implementation of the Crimes Legislation Amendment (Coercive Control) Act 2022.

DCJ is also leading a statewide coercive control training program for domestic and family violence frontline workers in the non-government sector. This includes 76 workshops that commenced in mid-June 2024 and will run through to mid-2025 providing free, face-to-face training in multiple regional and metropolitan locations. During workshops, ANROWS National Risk Assessment Principles which recognise 'abuse of pets and animals' as a high-risk factor for serious injury and lethality are highlighted. Supplementary information is provided linking participants to the RSPCA Community Domestic Violence program.

The NSW Domestic and Family Violence Plan 2022-2027 sets out the NSW Government's policy framework for preventing and responding to domestic and family violence. It recognises that domestic and family violence can include a perpetrator committing threats and harm to animals.

The NSW Government-funded Staying Home Leaving Violence program and Integrated Domestic and Family Violence Service allow brokerage to be used for pet boarding to support emergency accommodation or veterinary costs from domestic and family violence related injuries.

The NSW Government also funds Core and Cluster refuges, which must be pet friendly to allow women and children escaping domestic and family violence to bring their pets with them. Core and Cluster refuges design considerations include pet friendly courtyards and suitability for companion animals.

(16) Is the NSW Government committed to funding safekeeping and veterinary services for animals that are injured or harmed by perpetrators of domestic and family violence?

I am advised:

DCJ funded DFV services including women's DFV refuges may use brokerage to purchase goods and services to enhance their clients' safety and wellbeing and service providers can use their discretion to issue limited brokerage on a case-by-case basis, which may be used towards the costs of animal welfare, including shelters and veterinarians for pets of DFV victim-survivors.

Needle spiking

(17) In the Budget Estimates hearing on 11 September Ms Anne Campbell confirmed that according to BOCSAR data, of the 16 reported incidences of needle spiking in 2023-24, four occurred at a hotel or pub and none occurred in a nightclub. Where were the remaining 12 recorded as occurring at?

I am advised:
This is a question for the Minister for Police.

(18) In the UK following an inquiry into drink and needle spiking, there was an increased effort behind emergency responses to spiking incidents and a push to develop better spiking test kits. Has the NSW Government considered funding a pilot of spiking test kits in licenced venues in NSW?

I am advised:
Specific questions on public health-related responses to needle or drink spiking in NSW should be directed to the Hon Ryan Park MP, Minister for Health.

Specific questions about any related training should be directed to the Minister for Gaming and Racing, who is responsible for Liquor and Gaming NSW.

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

SENIORS

Registration and licence fees

(19) Do self-funded retirees qualify for discounts on registration and licence fees?

I am advised:
This is a question for the Hon. John Graham MP, in his capacity as Minister for Roads.

(20) What is the breakdown of Senior Card holders by postcode?

I am advised:
A breakdown of Seniors Card members by location is not currently available. The database is being upgraded to improve reporting and analysis.

Active Adults Campaign

(21) The Active Adults campaign was created in 2023 and designed to highlight water safety for seniors. The National Drowning report 2024 show 92 adults 65 years or older drowned (28% of the total), the largest number ever. What is the amount of funding the NSW Government has provided to the Active Adults campaign, if any?

(a) Over what period?

I am advised:
This is a question for the Hon. Steve Kamper MP, in his capacity as Minister for Sport.

(22) Based on these recent figures, will the Government be readdressing its campaign?

I am advised:
This is a question for the Hon. Steve Kamper MP, in his capacity as Minister for Sport.

PREVENTION OF DOMESTIC VIOLENCE AND SEXUAL ASSAULT

Women & Children with Disability

(23) Following the Disability Royal Commission, will the NSW Government actively support the development of a five-year Action Plan for Women and Children with Disability to accompany the National Plan to End Violence against Women and Children 2022-2032?

(a) If not, why not?

I am advised:

On 16 August 2023, the Australian Government released the First Action Plan 2023-2027 to drive delivery of the shared commitment under the National Plan to End Violence against Women and Children 2022-2032. Development of the Action Plan drew on extensive consultation with diverse stakeholder groups. These consultations listened to the diverse lived experiences of people from regional and remote areas, Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, LGBTIQ+ people, people with disability, young people and older people.

All state and territory governments, including NSW, have committed to applying a disability lens to the implementation of the 10 actions within the Action Plan under the National Plan, rather than developing a separate five-year Action Plan for women and children with disability. This includes ensuring that policy, program and service reform and change is responsive to the needs of women and girls with disability and that associated communication material and resources are accessible.

To support the actions under the National Plan, the NSW Domestic and Family Violence Plan 2022-2027 and the NSW Sexual Violence Plan 2022-2027 (NSW Plans) acknowledge that rates of violence are higher for people with disability. The NSW plans contain targeted actions across the pillars of prevention, early intervention, response, and recovery and healing that seek to address the higher prevalence rates of violence for people living with disability.

(24) Following the Disability Royal Commission, will the NSW Government amend its legislative definitions of family and domestic violence to include:

(a) all relationships in which people with disability experience family and domestic violence, including but not limited to carer and support worker relationships disability-based violence and abuse?

i. If not, why not?

(b) all domestic settings, including but not limited to supported accommodation such as group homes, respite centres and boarding houses?

i. If not, why not?

I am advised:

NSW is supportive of disability-inclusive definitions of family and domestic violence.

I am advised that the NSW definition of domestic abuse, which commenced on 1 February 2024, is aligned to the recommendations of the Royal Commission in relation to both the relationships and conduct covered.

- The current definition of 'domestic relationship' in section 5 of the Crimes (Domestic and Personal Violence) Act 2007 (NSW) includes both paid and unpaid carer relationships and relationships between co-residents in same residential setting.

- Since February 2024, the Act includes a new definition of domestic abuse supported by a non-exhaustive list of examples, including physical abuse, sexual abuse, economic abuse, intimidation and stalking. This captures specific forms of violence experienced by people with disability, such as withholding necessary medical or other care, support, aids, equipment or essential support services from a person, or compelling the person to take medication or undertake medical procedures.

I am further advised that the full recommendation from the Royal Commission was for this to be part of working towards a nationally consistent definition. This work is being undertaken through the Standing Council of Attorneys General and National Cabinet.

(25) What additional steps is the NSW Government taking to address domestic and family violence in multicultural communities, particularly in relation to;

- (a) funding,
- (b) building a workforce of multicultural specialist workers,
- (c) co-designed and community led primary prevention and early intervention, and
- (d) access to income support, health care and housing for people on temporary visas?

I am advised:

The NSW Government's Domestic and Family Violence and Sexual Violence Plans 2022-2027 outline an intersectional response to Domestic and Family Violence (DFV) that includes measures to support people in the community who are at increased risk of experiencing DFV and or face barriers to seeking help. The NSW Government's DFV and Sexual Violence Plans include measures to support victims-survivors from culturally and linguistically diverse communities.

Key initiatives include:

- The Multicultural Centre for Women and Family Safety in South-West Sydney.
 - Capability Building for Social Responders – a project to build the capability of faith, community and sporting leaders to intervene early when encountering disclosures of domestic and family violence.
 - Securing the signatures of 70+ prominent faith leaders to support the NSW Interfaith Domestic and Family Violence Declaration.
 - Development of resources on DFV tailored for use by religious leaders.
 - Culturally appropriate support for young people including the Voyage Program for Pacific Islander and Maori young people.
 - Men's Behaviour Change Programs for men from culturally and linguistically diverse backgrounds.
 - Community language resources to support offenders in correctional facilities.
 - Community based DFV projects such as the Jesuit Refugee Service's Finding Safety Program and 2Connct Youth and Community's Rethink! Anti-Violence project.
- Projects funded under the NSW Sexual Violence Project Fund such as Prosper Project Australia's 'We Are Survivors' project and Alhubu Alaman (Safe Love) implemented through the NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors.

(a) I am advised:

The Department of Communities and Justice is funding the following programs in 2024/25:

- Re-Think! Anti-Violent Project: Peer education program for young people from multicultural communities including training and education in schools.
- Finding Safety: Program to increase refugee women's understanding of domestic and family violence.
- From The Ground Up to Equality: Whole of community project for Arabic speaking communities including engaging community leaders, training for the non-government sector and advocacy.
- Pacifika/Voyage Program: A therapeutic and educational program constructed utilising narrative therapy and other therapeutic interventions, is aimed at assisting participants in Cobham Detention Centre to see themselves and others from an authentic perspective using a cultural lens.
- Men's Behaviour Change Program (MBCP): Development grants will open shortly for applicants including CatholicCare Diocese of Broken Bay, SydWest Multicultural Services and Mission of Hope to assist service providers in implementing and testing pilots of the adapted MBCPs tailored to CALD or refugee communities.

For additional information, see response to question 7.

(b) I am advised:

NSW Workforce Development Strategy

The NSW Government is currently developing a 10-Year Workforce Development Strategy for the NSW specialist domestic and family violence workforce. The strategy will include work to increase the attraction and retention to the workforce of workers from culturally and linguistically diverse backgrounds. The strategy will also consider how to improve the capability of the workforce to provide support to multicultural communities experiencing domestic and family violence.

(c) Please see response to question 7.

(d) I am advised:

Access to income support is a Commonwealth Government responsibility.

Access to health care is a question for the Hon. Ryan Park MP, in his capacity as Minister for Health, and Minister for Regional Health

Access to housing for people on temporary visas is a -question is for the Hon Rose Jackson MLC, in her capacity as the Minister for Housing, and Minister for Homelessness.

(26) Will the NSW Government commit to establishing a Domestic and Family Violence Multicultural Committee as part of the NSW Domestic and Family Violence and Sexual Assault Council to inform whole-of-government strategies at the intersections of multicultural and domestic and family violence?

(a) If not, why not?

Please see response to question 8.

(27) Following devastating floods and fires in NSW, will the NSW Government work with Gender and Disaster Australia to incorporate the National Gender and Emergency Management Guidelines into NSW disaster planning?

(a) If not, why not?

I am advised:

The National Gender and Emergency Management Guidelines were developed in 2016 by Gender and Disaster Australia (GADAus), supported by the Commonwealth Government's National Emergency Management Projects (NEMP) program.

Currently supported by the Commonwealth Government's National Plan to End Violence Against Women and Children 2022-2032, GADAus has advised that it has trained over 1000 participants from the emergency services sector, local government, women's health, and disaster-affected communities across the country, including Lismore and Northern NSW, to inform more inclusive disaster risk reduction, resilience, and responses.

The NSW Government is committed to working with individuals and groups, as well as the services that support and advocate for them, to identify action-oriented strategies to increase access, inclusion, and support when planning for and coordinating disaster recovery.

On 28 August 2024, the NSW and Commonwealth Governments announced that GADAus has been successful in securing funding under the latest round of the jointly funded Disaster Ready Fund. The project 'Creating Safe Shelter Spaces - Holding a Gendered Lens on Emergency Management Simulations' aims to assess the safety of emergency shelters through a gendered lens, to help ensure the safety of women, children, and LGBTQIA+ people during disasters.

VOLUNTEERS

(28) How much has been allocated to the Volunteers Strategy in the 2024-25 Budget?

I am advised:

The NSW Volunteering Strategy 2020 – 2030, in the 2024/25 Budget has an allocation of \$200,000

(29) What is the total amount of funding allocated in 2023-24 Budget for peak bodies?
(a) List the peaks funded.

I am advised:

Total funding for DCJ's State Peaks Program is \$12,613,966 (ex GST) for 14 State Peaks in 2023/24 across the areas of Out of Home Care, Domestic Violence, Volunteering, Youth and Housing Services.

(a) I am advised:

Peaks funded under the State Peaks Program a 2023/24

Faith Housing Alliance
Local Community Services Association
Yfoundations
Homelessness NSW
Youth Action & Policy Association
CREATE Foundation Inc
Fams
The Centre for Volunteering
Shelter NSW
Community Housing Industry Association NSW
Domestic Violence NSW
AbSec
Association of Children's Welfare Agencies
Council of Social Service of NSW

(30) What is the total amount of funding allocated in 2024-25 Budget for peak bodies?

I am advised:

Total funding for DCJ's State Peaks Program is \$14,188,966 (ex GST) for 14 State Peaks in 2024/25 across the areas of Out of Home Care, Domestic Violence, Volunteering, Youth and Housing Services.

(a) I am advised:

Peaks funded under DCJ's State Peaks Program for 2024/25 are the same as listed in Question 29a.

(31) How much has been allocated in the 2024-25 Budget for the Volunteering Diversity and Inclusion Grants Program?

(a) Over what timeframe is the allocation?

(b) How much is each grant worth?

(c) How will these funds be distributed?

I am advised:

Volunteering Diversity and Inclusion Grants Program was a one off pilot. No funds were allocated in the 2024/25 Budget.

(32) In response to a question in Budget Estimates about the volunteer budget, the committee was advised there was "\$22 million for additional resources". What are these resources?

I am advised:

The reference to \$22 million for additional resources is an error. The NSW Volunteering Strategy Budget is a total of \$200,000, and the amount allocated within the budget to the development and rollout of additional resources is \$22,000. These resources include the NSW Volunteer Charter, the NSW Youth Volunteering Guidelines, and the Disability Inclusion Volunteering Guidelines (currently under development).

(33) How much of has been allocated in the 24-25 budget to support to recruit, train and recognise Indigenous volunteers in New South Wales?

I am advised:

The NSW Volunteering Strategy budget of \$200,000 has a number of initiatives that support the recruitment, training and recognition of volunteers, including Indigenous volunteers. These include the: NSW Volunteer Recruitment Portal; NSW Volunteer Charter; NSW Youth Volunteering Guidelines; NSW State of Volunteering Research Initiative; sponsorship of the annual NSW Volunteering Conference; and the NSW Volunteer of the Year Awards.

(34) What programs or initiatives does your government run to recruit, train and recognise Indigenous volunteers in New South Wales?

Please see response to question 33.

(35) How much has been allocated in the 24-25 budget to support to recruit, train and recognise young volunteers in New South Wales?

I am advised:

The NSW Volunteering Strategy budget of \$200,000 has a number of initiatives that support the recruitment, training and recognition of volunteers, including young volunteers. These include the: NSW Volunteer Recruitment Portal; NSW Volunteer Charter; NSW Youth Volunteering Guidelines; NSW State of Volunteering Research Initiative; sponsorship of the annual NSW Volunteering Conference; and the NSW Volunteer of the Year Awards.

(36) What programs or initiatives does your government run to recruit, train and recognise young volunteers in New South Wales?

Please see response to question 35.

(37) In the Volunteering Strategy Second Report Card, one of the ongoing projects is Sector Networks. What are the "sector" you are working with?

I am advised:

Volunteering in NSW is a sector in its own right. The Report Card refers to building networks and relationships across the NSW Volunteering Sector which is a dynamic and diverse array of stakeholders and organisations, spanning a wide range of focus areas such as sport, health, education, community services, emergency services, arts and culture, environment and heritage, veterans, tourism, transport, youth, aged care, agriculture and so on. In addition the NSW Department of Communities and Justice networks with relevant State and Territory Government agencies, and the state Peak, The Centre for Volunteering.

(38) What is the 2024 State of Volunteering Focus Group Supplements Initiative?

I am advised:

The 2024 NSW State of Volunteering Focus Group Supplements are part of the NSW State of Volunteering Research Initiative. The NSW State of Volunteering Research Initiative is an ongoing initiative under the NSW Volunteering Strategy 2020 – 2030. Every two years a NSW State of Volunteering Survey is conducted and a report released. In the alternate year, focus groups are conducted and supplement reports are released. To date the following have been conducted and released: 2022 NSW State of Volunteering Focus Group Supplement – Multicultural; 2024 NSW State of Volunteering Focus Group Supplement Reports – five reports spanning Volunteering in Sport, Older Persons and Volunteering, Volunteering and Youth, Rural and Regional Volunteering, and Women in Volunteering.

(39) When will five reports from the focus groups meetings be released?

I am advised:
The five 2024 NSW State of Volunteering Focus Group Supplement Reports were launched at Parliament House on 16 September 2024.

(40) How many volunteers were there in NSW for the following years:
(a) 1 January 2022-23
(b) 1 January 2023-24

I am advised:
Data is not calculated or compiled on a financial year basis. A NSW State of Volunteering Research Survey is conducted every two years. Data compiled to date is as follows: in 2021, the 2021 NSW State of Volunteering Report calculated that there were 5.1 million volunteers in NSW; in 2023, the 2023 NSW State of Volunteering Report calculated that there are 4.3 million volunteers in NSW.

CARERS

(41) How much has been allocated to the Carers Strategy in the 2024-25 Budget?

I am advised:
\$5.3 million budgeted in 2024-25.

(42) How many carers were there in NSW for the following years?
(a) 1 January 2023
(b) 1 January 2024

I am advised:
Data is not available on a yearly basis. The most recent available data is from the 2022 ABS Survey of Disability Ageing and Carers. In 2022, there were 956,500 unpaid carers in NSW.

(43) How many people had a Companion Card in the following years?
(a) 1 January 2023
(b) 1 January 2024

I am advised:
(a) Approximately 49,600 people had a companion card.
(b) Approximately 55,300 people had a companion card.

(44) What research projects have Carers NSW and the Institute for Public Policy and Governance at the University of Technology Sydney undertaken since June 2023, under the Carers Knowledge Exchange?

I am advised:
The Carers Knowledge Exchange does not conduct research projects. Carers NSW and the Institute for Public Policy and Governance at the University of Technology Sydney delivered the Carer Knowledge Exchange for three years from July 2021 to June 2024. The Carer Knowledge Exchange is a research translation project that aims to improve outcomes for carers by connecting research to practice. Project activities from June 2023 included regular events, newsletters, and maintaining and promoting the Carer Knowledge Exchange digital platform and Research Library.

(45) How is the "Being a carer, being a student, being a kid." promoted in state schools?

This is a question for the Hon. Prue Car MP, in her capacity as Deputy Premier, Minister for Education and Early Childhood Learning.

(46) How many young carers were there in NSW for the following years?
(a) 2022-23
(b) 2024-25

I am advised:

Data is not available on a yearly basis. The most recent available data is from the 2022 ABS Survey of Disability Ageing and Carers. In 2022, there were 131,400 young carers in NSW.

(47) What data has been collected on the needs of carers engaging with the NSW Health?

This is a question for the Hon. Ryan Park MP, in his capacity as Minister for Health, and Minister for Regional Health.

(48) What programs or initiatives have been implemented to support carers engaging with NSW Health?

This is a question for the Hon. Ryan Park MP, in his capacity as Minister for Health, and Minister for Regional Health.

Disability Commissioner

(49) How much funding is there for the Ageing and Disability Commission in this year's Budget?

(a) How much was spent on the Commissioner's recruitment process, and other recruitment processes?

I am advised:

The Ageing and Disability Commission (ADC) has a baseline budget of \$5 million plus escalation. The Department of Communities and Justice (DCJ) has reprioritised additional funding to mitigate the shortfall faced by the ADC bringing their total available funding to \$7.03 million in 2024/25. DCJ will continue to work with the ADC to mitigate their funding pressures.

(a) I am advised:

The recruitment expenses for the Ageing and Disability Commissioner's recruitment was a total estimate of \$1,100 excl GST. This includes advertising on SEEK, HR scribe and recommendation report. These costs were minimal as the end-to-end recruitment for the role was managed by the internal DCJ Recruitment team.

Volunteering

(50) What programs or initiatives does the NSW Government run to recruit, train and recognise indigenous volunteers in NSW?

I am advised:

The NSW Volunteering Strategy has a number of initiatives that support the recruitment, training and recognition of volunteers, including Indigenous volunteers. These include the: NSW Volunteer Recruitment Portal; NSW Volunteer Charter; NSW Youth Volunteering Guidelines; NSW State of Volunteering Research Initiative; sponsorship of the annual NSW Volunteering Conference; and the NSW Volunteer of the Year Awards.

(51) In 2023-24, what was the total amount of funding spent on these initiatives and programs?

I am advised:

The NSW Volunteering Strategy budget of \$200,000 has a number of initiatives that support the recruitment, training and recognition of volunteers, including Indigenous volunteers. These include the: NSW Volunteer Recruitment Portal; NSW Volunteer Charter; NSW Youth Volunteering Guidelines; NSW State of Volunteering Research Initiative; sponsorship of the annual NSW Volunteering Conference; and the NSW Volunteer of the Year Awards.

(52) In 2024-25, what was the total amount of funding allocated on these initiatives and programs?

I am advised:

The NSW Volunteering Strategy budget of \$200,000 has a number of initiatives that support the recruitment, training and recognition of volunteers, including Indigenous volunteers. These include the: NSW Volunteer Recruitment Portal; NSW Volunteer Charter; NSW Youth Volunteering Guidelines; NSW State of Volunteering Research Initiative; sponsorship of the annual NSW Volunteering Conference; and the NSW Volunteer of the Year Awards.

Union membership

(53) Are you a member of a union?
(a) If yes, what union?

I am advised:

The Constitution (Disclosures by Members) Regulation 1983 (the Regulation) sets out Members' obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament. Clause 13 of the Regulation relevantly requires the disclosure of the name of each trade union and each professional or business association 'in which he or she held any position' as at specified dates. The Regulation does not require Members to disclose membership of a trade union. Membership of Unions can be disclosed on a discretionary basis. The Clerk of the Parliaments has confirmed that this view is consistent with guidance provided to Members.

TikTok

(54) Are you on TikTok?
(a) If yes, do you access TikTok from a NSW Government device?

I am advised:

The Circular DCS-2023-01 Cyber Security NSW Directive - Protecting NSW Government Information on government-issued devices sets out how NSW Government agencies are to manage the risk of using TikTok. More information is available at: <https://arp.nsw.gov.au/dcs-2023-01-cyber-security-nsw-directive-protecting-nsw-government-information-on-government-issued-devices/>.

Land audit – Department(s)/Agency(s)

(55) Has your portfolio department(s)/agency(s) undertaken a land audit of surplus government property in any of the following postcodes:

- (a) 2077?
- (b) 2079?
- (c) 2080?
- (d) 2081?
- (e) 2082?
- (f) 2083?
- (g) 2117?
- (h) 2118?
- (i) 2119?
- (j) 2120?
- (k) 2121?
- (l) 2125?
- (m) 2126?
- (n) 2151?
- (o) 2154?
- (p) 2156?

(q) 2157?

(r) 2158?

(s) 2159?

(t) 2756?

(u) 2775?

i. If yes to (a) to (u), how many properties have been identified?

I am advised:

The NSW Government has been conducting an audit of government land to identify surplus sites that are suitable for social, affordable or market housing. The locations of an initial set of 44 sites identified by the audit will be made public over the coming weeks and months as they are transferred to housing delivery agencies or brought to market.

Signal

(56) Are you on Signal?

(a) If yes, do you access Signal from a NSW Government device?

I am advised:

Like the former Coalition Government, a range of communications are used by the NSW Government. I comply with the State Records Act 1998 and I expect all staff members to comply with their obligations under the State Records Act 1998.

CFMEU membership

(57) Have you ever been a member of the Construction, Forestry and Maritime Employees Union (CFMEU)?

(a) If yes, when?

I am advised:

The Constitution (Disclosures by Members) Regulation 1983 (the Regulation) sets out Members' obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament. Clause 13 of the Regulation relevantly requires the disclosure of the name of each trade union and each professional or business association 'in which he or she held any position' as at specified dates. The Regulation does not require Members to disclose membership of a trade union. Membership of Unions can be disclosed on a discretionary basis. The Clerk of the Parliaments has confirmed that this view is consistent with guidance provided to Members.

Department(s)/Agency(s) Annual Reports

(58) In what month will the 2023-24 annual reports for each department / agency in your portfolio be published?

I am advised:

The annual report of a reporting GSF agency is to be prepared, submitted and tabled in accordance with requirements under the Government Sector Finance Act 2018 and Treasurer's Direction 23-11.

(59) Will the 2023-24 annual reports for the department / agency in your portfolio include a printed copy?

(a) If yes, how much is budgeted for printing in 2024-25?

I am advised:

As per the NSW Treasury Policy and Guidelines - Annual Reporting Requirements TPG23-10, agencies in the portfolio will be providing two printed copies of the annual report (via in house printing) to the Premier for tabling in both houses of Parliament. Parliamentary Counsel Office has budgeted \$200 for printing.

ETU membership

(60) Have you ever been a member of the Electrical Trades Union (ETU)?
(a) If yes, when?

I am advised:

The Constitution (Disclosures by Members) Regulation 1983 (the Regulation) sets out Members' obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament. Clause 13 of the Regulation relevantly requires the disclosure of the name of each trade union and each professional or business association 'in which he or she held any position' as at specified dates. The Regulation does not require Members to disclose membership of a trade union. Membership of Unions can be disclosed on a discretionary basis. The Clerk of the Parliaments has confirmed that this view is consistent with guidance provided to Members.

Paper shredder

(61) Does your ministerial office have a paper shredder?

I am advised:

When the NSW Government was elected in 2023, shredders used by the former Liberal and National Government were left in Ministerial and Parliament offices. Office equipment is purchased in line with NSW Government procurement rules.

Department(s)/Agency(s) in Portfolio

(62) What department(s)/agency(s) are included in your portfolio?

I am advised:

Please refer to the Department of Communities and Justice agency portfolio <https://dcj.nsw.gov.au/documents/about-us/about-dcj/dcjagency-portfolio.pdf>. The Cabinet Office publishes a Governance Arrangements Chart containing information about Ministers, NSW Government agencies established under Schedule 1 to the Government Sector Employment Act 2013 and State Owned Corporations established under Schedule 5 to the State Owned Corporations Act 1989. The Governance Arrangements Chart outlines the agencies in the Premier and Cabinet portfolio. The Governance Arrangements Chart may be accessed via The Cabinet Office's website at <https://www.nsw.gov.au/sites/default/files/noindex/2024-08/20240807-Governance-Arrangements-Chart.pdf>. The Government Sector Employment Act 2013 and Administrative Arrangements Orders made under Part 7 of the Constitution Act 1902, are available on the NSW Legislation website (www.legislation.nsw.gov.au)

Former Ministerial Employees

(63) Are there any former employee from your ministerial office now employed by any department/agency within your portfolio responsibilities?

(a) If yes, how many?

I am advised:

The employment of former Ministerial office staff is not tracked. Under the Government Sector Employment Act 2013, the Secretary of a Department exercises the employer functions of the Government in relation to departmental employees. The Secretary is not subject to the direction or control of a Minister in the exercise of those functions. Similarly, the head of a Public Service agency exercises the employer functions of the Government in relation to non-Public Service senior executives of the agency. A head of a Public Service agency is not subject to the direction or control of a Minister in the exercise of those functions. All NSW government sector employees must comply with the Code of Ethics and Conduct for NSW government sector employees. Employees must also have regard to their relevant agency's code of conduct. Ministerial office staff must comply with their ethical obligations under the NSW Office Holder's Staff Code of Conduct, including after the cessation of employment.

Qantas Chairman's Club

(64) Are you a Member of the Qantas Chairman's Club?
(a) If no, have you ever previously been a member?
(b) If yes, when did you cease to be a member?
(c) If yes, when did you initially become a member?
(d) If yes, when did you make a declaration to The Cabinet Office?
(e) If yes, how many times since 28 March 2023 have you used the Qantas Chairman's Club?

I am advised:
The Constitution (Disclosures by Members) Regulation 1983 (Regulation) sets out Member's obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament. The Legislative Assembly Standing Committee on Parliamentary Privilege and Ethics Report on Review of the Code of Conduct, Aspects of Disclosure of Interests, and Related Issues (December 2010) notes that: "Advice has been received from the Crown Solicitor that use of the Chairman's Lounge by invitation is not a gift for the purposes of clause 10 of the Regulation, as it does not involve disposition of property. However, when the membership leads to an upgrade valued at more than \$250, it becomes disclosable as a contribution to travel, and should be reported under clause 11 of the Regulation." Clause 16 of the Regulation allows a Member to, at their discretion, disclose any direct or indirect benefit, advantage or liability, whether pecuniary or not. Relevant disclosures have been made to the Cabinet Office and to the Parliament.

Ministerial Staff – Local Government Councillors

(65) As at 30 June 2024, how many of your ministerial staff were local government councillors?

I am advised:
Ministerial staff are employed by Ministers, on behalf of the State, in their capacity as "political office holders" under Part 2 of the Members of Parliament Staff Act 2013 (Act). All Ministerial staff are required to comply with the NSW Office Holder's Staff Code of Conduct, including obligations to seek approval for secondary employment, and to take reasonable steps to avoid, and in all cases disclose, any actual or potential conflicts of interest (real or apparent).

(66) What local government(s) did they serve?

I am advised:
Ministerial staff are employed by Ministers, on behalf of the State, in their capacity as "political office holders" under Part 2 of the Members of Parliament Staff Act 2013 (Act). All Ministerial staff are required to comply with the NSW Office Holder's Staff Code of Conduct, including obligations to seek approval for secondary employment, and to take reasonable steps to avoid, and in all cases disclose, any actual or potential conflicts of interest (real or apparent).

ETU meetings

(67) Given ministerial diary disclosures do not include all meetings and provide exceptions to disclosures, since 28 March 2023, have you met with the ETU?

I am advised:
In accordance with the Premier's Memorandum 2015-05, all Ministers publish extracts from their diaries summarising details of scheduled meetings held with stakeholders, external organisations, third-party lobbyists and individuals. Ministers are not required to disclose details of the following meetings: (1) meetings involving Ministers, ministerial staff, parliamentarians or government officials (whether from NSW or other jurisdictions) (2) meetings that are strictly personal, electorate or party political (3) social or public

functions or events (4) meetings held overseas (which must be disclosed in accordance with regulation 6(1)(b) of the Government Information (Public Access) Regulation 2018 and Attachment B to the Memorandum), and (5) matters for which there is an overriding public interest against disclosure. Ministers' diary disclosures are published quarterly on The Cabinet Office's website (<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/ministers-diary-disclosures>).

State Records Act

(68) Have you and your ministerial office had training and/or a briefing about the State Records Act from State Records NSW and/or The Cabinet Office and/or Premier's Department?

(a) If yes, when?

I am advised:

The Ministers' Office Handbook provides guidance in relation to these obligations to assist each Minister's office. The Premier's Department and The Cabinet Office also provide guidance, advice, training and support on these obligations for all Ministers' offices.

Legal Costs

(69) How much did the Department/agencies within your portfolio responsibilities spend in legal costs since 28 March 2023?

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

I am advised:

Legal costs are included in the Other Operating Expenses of an agency's financial statement and further categorised in the note to Other Operating Expenses in accordance with the guidance in TPG24-05 Policy and Guidelines: Financial Reporting Code for NSW General Government Sector Agencies. The practice of the Cabinet Office is to include legal costs within the fees for services rendered category. Details are also outlined in the Department of Communities and Justice Annual Reports: <https://dcj.nsw.gov.au/resources/annual-reports.html>

Media releases and statements

(70) Are all the ministerial media releases and statements issued by you publicly available at <https://www.nsw.gov.au/media-releases>?

(a) If no, why?

I am advised:

The Department of Customer Service (DCS) is responsible for managing www.nsw.gov.au/media-releases and the publication of media releases.

Advertising

(71) How much has each Department/agency within your portfolio responsibilities spent on advertising or sponsored posts since 28 March 2023 on the following social media platforms:

- (a) Facebook
- (b) Instagram
- (c) LinkedIn
- (d) TikTok
- (e) YouTube
- (f) X (formerly known as Twitter)

I am advised:

Department and agency expenditure is published in Annual Reports and on OpenGov NSW and data.nsw.gov.au

Catering
(72) How much of your ministerial budget was spent on catering in 2023-24?
I am advised: Catering provided for official purposes may be funded from the Ministerial office budget. Catering costs for the period 1 July 2023 to 30 June 2024 will form part of the Premier's Department Agency Annual Report 2023-24. As Members of Parliament, Ministers have credit facilities extended to them for dining and hospitality at Parliament House. The facilities may be used for business or private purposes.
(73) Was catering used for external stakeholders? (a) If yes, who were these external stakeholders?
I am advised: Catering provided for official purposes may be funded from the Ministerial office budget. As Members of Parliament, Ministers have credit facilities extended to them for dining and hospitality at Parliament House. The facilities may be used for business or private purposes.
Parliamentary Secretary
(74) Does your Parliamentary Secretary have pass access to your ministerial office?
Not applicable.
(75) Does your Parliamentary Secretary have a desk in your ministerial office?
Not applicable.
(76) Did any catering costs in 2023-24 include expenditure on alcohol?
I am advised: The NSW Office Holder's Staff Code of Conduct, which is Attachment B to the Ministers' Office Handbook, provides that all office holder staff must use State resources for the effective conduct of public business in a proper manner. Office holder staff must be economical and efficient in the use and management of public resources. The Handbook can be found here: https://www.nsw.gov.au/departments-and-agencies/premiers-department/ministers-office-handbook .
Gin
(77) Since 28 March 2023, have you or your ministerial office purchased 'gin' using your ministerial budget?
I am advised: The NSW Office Holder's Staff Code of Conduct, which is Attachment B to the Ministers' Office Handbook, provides that all office holder staff must use State resources for the effective conduct of public business in a proper manner. Office holder staff must be economical and efficient in the use and management of public resources. The Handbook can be found here: https://www.nsw.gov.au/departments-and-agencies/premiers-department/ministers-office-handbook .
Ministerial Vehicles and Driving Offences
(78) Since 28 March 2023, have you personally driven your ministerial vehicle?
I am advised: Ministers, the Leader of the Opposition, other nominated public office holders, and certain former office holders are provided with official cars and drivers. Office holders may drive themselves whenever they choose. Cars should be driven only by the office holder, officially employed drivers, the office holder's spouse or approved relative and any other

person authorised by the office holder in those circumstances considered to be appropriate.

(79) As a driver since 28 March 2023:

- (a) Have you been pulled over by the NSW Police Force?
 - (b) Have you been fined for speeding?
 - (c) Have you been fined for school zone related offence?
 - (d) Have you been fined for red light related offence?
 - (e) Have you been involved in an accident that included the NSW Police attending the scene?
- i. If yes to a) to e), did this include whilst driving your ministerial vehicle?

I am advised:

Ministers, like all members of the community are subject to the laws of New South Wales, including Road Rules 2014. Where a fine is incurred, the payment of the fine is the responsibility of the driver of the vehicle.

Speeches

(80) Does your portfolio department(s) / agency(s) draft and write speeches for you?

I am advised:

Department and agency staff may contribute to factual information for speaking notes as part of their duties in line with longstanding practices in place under successive governments.

(81) How many public servants have undertaken writing speeches in your portfolio department(s) / agency(s)?

I am advised:

Department and agency staff may contribute to factual information for speaking notes as part of their duties in line with longstanding practices in place under successive governments.

Hard hats and/or vests

(82) Do you have a hard hat and/or vest for visiting infrastructure sites?

(a) If yes, was it paid from your ministerial budget?

I am advised:

Ministers are to comply with the appropriate use of personal protective equipment as per Work Health and Safety Regulation 2017. The NSW Office Holder's Staff Code of Conduct, which is Attachment B to the Ministers' Office Handbook, provides that all office holder staff must use State resources for the effective conduct of public business in a proper manner. Office holder staff must be economical and efficient in the use and management of public resources. State resources are not to be subject to wasteful or extravagant use.

Ministerial Advisers

(83) How many staff members were employed in your ministerial office in 2023-24 FY?

I am advised:

Ministerial Staffing information is proactively published on the NSW website - <https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/premier-and-ministers-staff-numbers>.

(84) What is the average salary for staff members in your ministerial office in 2023-24 FY?

I am advised:

Ministerial Staffing information is proactively published on the NSW website - <https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/premier-and-ministers-staff-numbers>.

Ministerial disclosures to The Cabinet Office

(85) On what date did you last update/make a ministerial disclosure to The Cabinet Office?

I am advised:
The Ministerial Code of Conduct (Ministerial Code) requires Ministers to make certain disclosures to the Premier and the Secretary of The Cabinet Office. I comply with my obligations under the Ministerial Code.

GIPA Applications / Standing Order 52 – Ministerial Office

(86) Does your ministerial office have staff member(s) to undertake Government Information (Public Access) Act application(s) and/or Standing Order 52 requests?
(a) If yes, has that ministerial staffer(s) received formal training about their legal obligations?

I am advised:
The Cabinet Office provides training for Ministerial staff on their obligations under the Government Information (Public Access) Act 2009 (GIPA Act) and the requirements for responding to orders for papers under Standing Order 52 of the Legislative Council.

(87) How many GIPA Applications have been received by your ministerial office since 28 March 2023?

I am advised:
Information concerning the obligations of a Minister's office as an agency under the Government Information (Public Access) Act 2009 (the Act) is required to be submitted to the Attorney General in accordance with section 125(2) of the Act. The information is included in the annual report of the Department of Communities and Justice in accordance with sections 125(3) and (5) of the Act.

Police Commissioner Gin

(88) Have you received gin from the Police Commissioner?

No.

Cabinet Sub Committees

(89) What cabinet sub committees are you a member of?

I am advised:
Details of individual Cabinet committee members and the work of Cabinet committees are not generally made public. This reflects the longstanding Cabinet conventions of confidentiality and collective Ministerial responsibility, which are central to the Westminster system of government. The NSW Cabinet Practice Manual is publicly available on the NSW Government website (www.nsw.gov.au) and provides information on operation of Cabinet and committees in NSW.

E-Toll

(90) Does your ministerial vehicle have an E-Toll?
(a) If yes, is expenditure paid by you by your ministerial budget?

I am advised:
Ministers, the Leader of the Opposition, other nominated public office holders, and certain former office holders are provided with official cars and drivers. All costs associated with

these vehicles need to be paid from the relevant approved budget. Costs for e-tolls form part of the Premier's Department Annual Report.

Department(s)/Agency(s) Gifts and Hospitality Register

(91) Does your portfolio department(s)/agency(s) have a gifts and/or hospitality register?
(a) If yes, is it available online?
i. If yes, what is the URL?

I am advised:
The Department of Communities and Justice has a Gifts, Benefits and Bequests register available here: <https://dcj.nsw.gov.au/resources/policies/gifts-benefits-and-bequests.html>
The Cabinet Office gifts and hospitality register is available at:
<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/gifts-and-hospitality-register>

Workplace complaints

(92) Have you been the subject of any workplace complaints, including bullying, harassment, and sexual harassment since 28 March 2023?

I am advised:
Any complaint or disclosure made under the Respectful Workplace Policy is confidential. The Respectful Workplace Policy applies to all Ministerial Offices and staff. As noted in the Goward review, a key aspect of effective workplace complaint policies is confidentiality in the complaint and investigation process. Confidentiality ensures that staff feel safe about raising concerns and confident that action will be taken in response.

(93) Has any member of your ministerial staff been the subject of any workplace complaints, including bullying, harassment, and sexual harassment since 28 March 2023?

I am advised:
Any complaint or disclosure made under the Respectful Workplace Policy is confidential. The Respectful Workplace Policy applies to all Ministerial Offices and staff. As noted in the Goward review, a key aspect of effective workplace complaint policies is confidentiality in the complaint and investigation process. Confidentiality ensures that staff feel safe about raising concerns and confident that action will be taken in response.

Ministerial staff disclosure of gifts and/or hospitality

(94) Does your ministerial office keep a register of gifts and/or hospitality for staff to make disclosures?

I am advised:
All Ministerial staff are required to comply with the Gifts, Hospitality and Benefits Policy for Office Holder Staff attached to the Ministers' Office Handbook and available on the NSW Government website.

(95) Have any staff members in your office been the recipient of any free hospitality?
(a) What was the total value of the hospitality received?
(b) Are these gifts of hospitality declared?

I am advised:
All Ministerial staff are required to comply with the Gifts, Hospitality and Benefits Policy for Office Holder Staff and I expect them to do so. A breach of the Policy may be a breach of the Office Holder's Staff Code of Conduct. The Policy includes disclosure obligations for Ministerial staff in respect of gifts, hospitality and benefits over \$150. If a Ministerial staff member is required by their role to accompany their Office Holder at an event that the Office Holder is attending as the State's representative, or where the Office Holder has

asked the staff member to attend, then attendance at that event would not constitute a gift or benefit for the purposes of the Policy.

Ministerial Code of Conduct

(96) Since 28 March 2023, have you breached the Ministerial Code of Conduct?
(a) If yes, what was the breach?

I am advised:

All Ministers are expected to comply with their obligations under the NSW Ministerial Code of Conduct (Ministerial Code) at all times. The Ministerial Code sets the ethical standards of behaviour required of Ministers and establishes practices and procedures to assist with compliance. Among other matters, the Ministerial Code requires Ministers to: (1) disclose their pecuniary interests and those of their immediate family members to the Premier (2) seek rulings from the Premier if they wish to hold shares, directorships, other business interests or engage in secondary employment (known as prohibited interests) (3) identify, avoid, disclose and manage conflicts of interest (4) disclose gifts and hospitality with a market value over \$500 (5) A substantial breach of the Ministerial Code (including a knowing breach of any provision of the Schedule) may constitute corrupt conduct for the purposes of the Independent Commission Against Corruption Act 1998.

CFMEU meetings

(97) Given ministerial diary disclosures do not include all meetings and provide exceptions to disclosures, since 28 March 2023, have you met with the CFMEU?

I am advised:

In accordance with the Premier's Memorandum 2015-05, all Ministers publish extracts from their diaries summarising details of scheduled meetings held with stakeholders, external organisations, third-party lobbyists and individuals. Ministers are not required to disclose details of the following meetings: (1) meetings involving Ministers, ministerial staff, parliamentarians or government officials (whether from NSW or other jurisdictions) (2) meetings that are strictly personal, electorate or party political (3) social or public functions or events (4) meetings held overseas (which must be disclosed in accordance with regulation 6(1)(b) of the Government Information (Public Access) Regulation 2018 and Attachment B to the Memorandum), and (5) matters for which there is an overriding public interest against disclosure. Ministers' diary disclosures are published quarterly on The Cabinet Office's website (<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/ministers-diary-disclosures>).

Credit Cards

(98) Have you ever been issued with a credit card by a NSW Government department(s) and/or agency(s) since 28 March 2023?
(a) If yes, under what circumstance?
(b) If yes, what items and expenditure was undertaken?

I am advised:

Ministers and Ministerial Staff are not eligible to receive Departmental credit cards except in the case of overseas travel. In cases of overseas travel, short-term cards will be issued and returned at the completion of official travel together with a travel diary for fringe benefit tax purposes. Where an NSW Government-issued credit card is provided, the credit card must only be used for official overseas business trips and official business purposes, this includes for transport to/from the airport when departing/returning from the trip. NSW Government-issued credit cards for official business trips overseas will be held with government contract bankers and used within credit limits imposed. Credit cards are a useful means of expenditure control, but their use should never be for personal purposes.

Costs associated with overseas travel are published on the NSW Government website in line with M2015-05.

(99) For each department, agency and/or other body in the Minister's portfolio please report:

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

(c) What was each largest reported purchase for?

(d) What was the largest amount outstanding on a single card at the end of a payment period?

(e) And what was the card holder's employment grade?

(f) How many credit cards have been reported lost or stolen?

(g) What was the cost to replace them?

(h) How many credit card purchases were deemed to be illegitimate or contrary to agency policy?

i. 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?

ii. Were all those amounts repaid?

(i) 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?

ii. Can a copy of the staff credit card policy please be provided?

I am advised:

Cards are issued to staff according to business needs and are managed in accordance with Treasury Policy TPP 21-02 Use and Management of NSW Government Purchasing Cards. The policy is available at <https://arp.nsw.gov.au/assets/ars/attachments/TPP21-02-Use-and-Management-of-NSW-Govt-Purchasing-Cards.pdf>.

Department(s)/agency(s) desk or office

(100) Do you have a desk or office in your portfolio department(s)/agency(s) building(s)?

I am advised:

I made use of an office in 52 Martin Place, NSW Parliament and my Electorate office. When travelling, Ministers may make ad hoc arrangements to work for periods in departmental offices.

Senior Executive Drivers

(101) How many senior executives in your portfolio department(s) / agency(s) have a driver?

I am advised:

No senior executives in my portfolio departments/agencies have a driver.

Mobile phones

(102) How many mobile phones has your ministerial office been allocated as at 1 July 2024?

I am advised:

Ministers' Staff Acceptable Use of Communications Devices Policy provides guidance on the use, loss, theft and return of communication devices provided for business purposes. Minister's staff may use mobile telephones for business and (reasonable use) private purposes. Under the current mobile plans all local and Australia-wide calls to land lines/mobiles and texts are included in the plan. Premium service calls, international calls and global roaming services are outside of the plan and may still be chargeable based on the principles below. Ministers' staff mobile phone charges are paid from the Ministers'

office budget except for the items listed below, which need to be paid as a private expense: (1) Personal information calls from within Australia (2) Personal travel related global roaming charges (3) Personal premium number service calls. Any personal calls which are outside the plan need to be declared and paid monthly. Declarations are not required otherwise. The purchasing of technology items is in accordance with standard procurement arrangements. The costs form part of the Premier's Department Annual report.

(103) How many mobile phones in your ministerial office have been lost or stolen since 28 March 2023?

Please see response to question 102.

Efficiency dividends

(104) Was an efficiency dividend applied to your portfolio department(s) / agency(s) within your portfolio responsibilities in:

(a) 2023-24?

(b) 2024-25?

i. If so, what was the efficiency dividend applied to each department/agency?

ii. What measures are being considered to achieve this efficiency dividend?

I am advised:

The Budget papers include detailed information on budgeted expenses, revenue and capital expenditure. This includes detailed financial statements for individual agencies as well as for government as a whole. The budget papers also outline the financial impact of measures in the budget on individual portfolios as well as for government as a whole.

Stationery

(105) How much of your ministerial budget was spent on stationery in 2023-24?

I am advised:

Spending on office stationery is in accordance with standard procurement arrangements. The costs of stationery are contained within the Premier's Department Annual Report.

(106) Did your stationery expenditure include gifts for external stakeholders?

(a) If yes, what was the gift(s)?

(b) If yes, who received the gift(s)?

I am advised:

The Ministers' Office Handbook outlines that the decision to present a gift is at the discretion of the Minister, having regard to both appropriateness and economy. Gifts may be appropriate, for example, where given as a memento of an official visit or as a small token of appreciation. However, gifts should not be given with the purpose, or in circumstances where they could be perceived as having the purpose, of inducing favourable treatment. Gifts may be purchased as needed on an occasional basis or purchased and stored for future use. Gifts need to be purchased in accordance with NSW Government procurement policy.

Consultants

(107) Since 28 March 2023, how many consultancy contracts have been signed in your portfolio agencies, broken down by agency?

(a) What was the individual amount of each contract?

(b) What is the purpose of each contract?

(c) Who was the contract with?

(d) Did the contract go through a competitive tender?

I am advised:

Consultancy expenditure, including details of consulting engagements over \$50,000, are included in the annual reports of agencies and departments in accordance with the NSW Treasury Policy and Guidelines TPG23-10 - Annual Reporting Requirements

GIPA Applications – Department(s)/Agency(s)

(108) Since 28 March 2023, have you and/or your ministerial office given instructions to your portfolio department(s)/agency(s) in relation to Government Information (Public Access) Act application(s)?

I am advised:

The Government Information (Public Access) Act 2009 provides that agencies are not subject to the direction or control of any Minister in the exercise of the agency's functions in dealing with a particular access application under the Act (subsection 9(2)). The Act also contains offences prohibiting agency officers from acting unlawfully, and prohibiting persons from directing agencies to make an unlawful decision in relation to an access application (sections 116 and 117 of the Act). It is, however, generally appropriate for agencies to inform the responsible Minister where documents are to be released under the Act, for the Minister's information.

Department(s)/Agency(s) Travel

(109) As Minister, do you approve overseas travel for public servants in your portfolio department(s) / Agency(s)?

(a) If yes, how many overseas trips have you approved since 28 March 2023?

I am advised:

The NSW Government Travel and Transport Policy provides a framework for NSW Government travelling employees and covers official air and land travel by public officials using public money. Section 2.1 of that Policy sets out approvals required in relation to overseas travel. Further information in relation to the Policy can be found here: <https://www.info.buy.nsw.gov.au/policy-library/policies/travel-and-transport-policy>. NSW Treasury Policy and Guidelines - Annual Reporting Requirements (TPG-10) requires agencies to include information on overseas visits by officers and employees in agency annual reports. Information for the period prior to 30 June 2023 is available in agencies' 2022-23 annual reports. Information for the period between 1 July 2023 and 30 June 2024 will be available in agencies' 2023-24 annual reports.

(110) Since 28 March 2023, how much has been spent on charter air flights by your portfolio agencies, broken down by agency?

I am advised:

Charter air flights are contained within the travel costs category in the Other Operating Expenses note of the audited financial statements within the Department/Agency's Annual Report. This is in accordance with the Treasury Direction TD23-11 Annual reporting requirements. The travel costs for the period prior to 30 June 2023 form part of the Department of Premier and Cabinet/Agency Annual Report 2022-23. Travel costs for the period 1 July 2023 to 30 June 2024 will form part of the Department/Agency Annual Report 2023-24.

(111) Since 28 March 2023, how much has been spent on domestic flights by your portfolio agencies, broken down by agency?

(a) Of these, how many flights were taken in business class?

I am advised:

Domestic travel is contained within the travel costs category in the Other Operating Expenses note of the audited financial statements within the Department/Agency's Annual Report. This is in accordance with the Treasury Direction TD23-11 Annual reporting requirements. The travel costs for the period prior to 30 June 2023 form part of the

Department Annual Report 2022-23. Travel costs for the period 1 July 2023 to 30 June 2024 will form part of the Department/Agency Annual Report 2023-24. Official travel is taken in accordance with the NSW government travel policy.

(112) Since 28 March 2023, how much has been spent on international flights by your portfolio agencies, broken down by agency?

(a) Of these, how many flights were taken in business class?

(b) Of these, how many flights were taken in first class?

I am advised:

The NSW Government Travel and Transport Policy provides a framework for NSW Government travelling employees and covers official air and land travel by public officials using public money. Further information in relation to the Policy can be found here: <https://www.info.buy.nsw.gov.au/policy-library/policies/travel-and-transport-policy>. The travel costs for the period prior to 30 June 2023 form part of the Department Annual Report 2022-23. Travel costs for the period 1 July 2023 to 30 June 2024 will form part of the Department/Agency Annual Report 2023-24.

(113) What was the total expenditure since 28 March 2023 by each Department/agency within your portfolio responsibilities on:

(a) Taxi hire?

(b) Ridesharing services?

(c) Limousine/private car hire?

(d) Hire car rental?

I am advised:

The items are contained within the travel costs category in the Other Operating Expenses note of the audited financial statements within the Department/Agency's Annual Report. This is in accordance with the Treasury Direction TD23-11 Annual reporting requirements. The travel costs for the period prior to 30 June 2023 form part of the Department of Premier and Cabinet/Agency Annual Report 2022-23. Travel costs for the period 1 July 2023 to 30 June 2024 will form part of the Department/Agency Annual Report 2023-24.

Union membership fees

(114) What was the expenditure for you to join a union in:

(a) 2022-23?

(b) 2023-24?

(c) 2024-25?

I am advised:

The Constitution (Disclosures by Members) Regulation 1983 (the Regulation) sets out Members' obligations to disclose relevant pecuniary and other interests in periodic returns to Parliament. Clause 13 of the Regulation relevantly requires the disclosure of the name of each trade union and each professional or business association 'in which he or she held any position' as at specified dates. The Regulation does not require Members to disclose membership of a trade union. Membership of Unions can be disclosed on a discretionary basis. The Clerk of the Parliaments has confirmed that this view is consistent with guidance provided to Members.

Training

(115) Since 28 March 2023, have you had training from an external stakeholder that included an invoice and payment paid for using your ministerial budget?

(a) If yes, what is the description of training?

(b) If yes, how much?

I am advised:

Ministers have undertaken a program of Ministerial induction training. Ministers have undertaken Respectful Workplace Policy Training. Members of Parliament are provided with a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal Annual Determination.

Cabinet documents

(116) Since 28 March 2023, have you shared Cabinet documents with your Parliamentary Secretary?

I am advised:

The conventions and practice for access to Cabinet documents are outlined in Premier's Memorandum M2006-08 - Maintaining Confidentiality of Cabinet Documents and Other Cabinet Conventions (M2006-8). M2006-08 provides that the unauthorised and/or premature disclosure of Cabinet documents undermines collective ministerial responsibility and the convention of Cabinet confidentiality. It is essential that the confidentiality of Cabinet documents is maintained to enable full and frank discussions to be had prior to Cabinet making decisions.

Website usage

(117) What were the top 20 most utilised (by data sent and received) unique domain names accessed by your ministerial office since 28 March 2023?

I am advised:

All acceptable use of IT services must be lawful, appropriate and ethical. The Ministers' Staff Acceptable Use of Network Services Policy is available in the Ministers' Office Handbook.

(118) What were the top 20 most accessed (by number of times accessed) unique domain names accessed by your ministerial office since 28 March 2023?

I am advised:

All acceptable use of IT services must be lawful, appropriate and ethical. The Ministers' Staff Acceptable Use of Network Services Policy is available in the Ministers' Office Handbook.

Department(s)/Agency(s) Employees

(119) How many senior executive service employees were employed by each Department/agency within your portfolio responsibilities on:

- (a) 28 March 2023?
- (b) 1 July 2023?
- (c) 1 January 2024?
- (d) 1 July 2024?

I am advised:

The number of senior executives are publicly reported within Annual Reports.

(120) How many public servants within your portfolio department(s)/agency(s) were paid more than the Premier in 2023-24?

I am advised:

The remuneration of public service senior executives is published in the respective Department(s)/Agency(s) Annual reports.

(121) How many redundancies were processed by each Department(s)/agency(s) within your portfolio responsibilities since 28 March 2023?

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

(b) What was the total cost of all redundancies in each Department/agency within your portfolio responsibilities?

I am advised:

Redundancies are published in the respective Department(s)/Agency(s) Annual Reports under employee related expenses.

Ministerial visits

(122) Since 28 March 2023, have you visited any of these postcodes:

- (a) 2077?
- (b) 2079?
- (c) 2080?
- (d) 2081?
- (e) 2082?
- (f) 2083?
- (g) 2117?
- (h) 2118?
- (i) 2119?
- (j) 2120?
- (k) 2121?
- (l) 2125?
- (m) 2126?
- (n) 2151?
- (o) 2154?
- (p) 2156?
- (q) 2157?
- (r) 2158?
- (s) 2159?
- (t) 2756?
- (u) 2775?

i. If yes to (a) to (u):

1. What was the purpose of the visit(s)?
2. Did you make a funding announcement(s)?

I am advised:

Ministers' diary disclosures are publicly available. Premier's and Ministers' domestic travel information is published on the Premier's Department website at:
<https://www.nsw.gov.au/departments-and-agencies/premiers-department/access-to-information/premier-and-ministers-domestic-travel>.

Camera, video recorder and microphones

(123) Does your ministerial office have the following paid by your ministerial budget:

- (a) Handheld camera?
- (b) Handheld video recorder?
- (c) Microphone?

i. If yes to (a) to (c), how much is each worth when purchased?

I am advised:

Ministers' Staff Acceptable Use of Communication Devices Policy provides guidance on the use, loss, theft and return of communication devices provided for business purposes. The purchasing of technology items is in accordance with standard procurement arrangements. The costs form part of the Premier's Department Annual Report.

Questions from Hon Tania Mihailuk MLC

Women and girls indoor and outdoor activities

(124) As the Minister for Women, since the last Budget Estimates hearing on 27th February 2024, have you met with any women's organisations, women's advocates or others to discuss with them the issues arising from trans women and trans girls participating in women and girls sports, one-on-one or team?

(a) If so, what issues were raised with you?

(b) If so, were any specific actions to be taken requested of you?

i. If so, what were they?

ii. If so, have you followed through with the actions in whole or in part?

No.

(125) Regarding the 2024 Sydney Premier League Women's Division Soccer competition and the participation of the team known as the Flying Bats, that included five trans women, did you, as the Minister for Women, receive a detailed briefing about some parents withdrawing their daughters from games over safety concerns?

(a) If not, why not?

(b) If so, when was the detailed briefing provided?

(c) If so, who provided the detailed briefing?

(d) If so, who attended the detailed briefing?

(e) If so, what was contained in the detailed briefing?

(f) If so, what was recommended to you as the appropriate response and action to take regarding the safety concerns?

No.

(126) Regarding the 2024 pre-season Beryl Ackroyd Cup soccer tournament played in Sydney earlier this year the team known as the Flying Bats, that included five trans women won every game they played over the course of the four-week competition, winning the grand final and taking home the \$1000 jackpot. There were huge winning margins in some games, with one trans woman player from the Flying Bats team scoring six goals in a 10-0 victory. As the Minister for Women, did you receive a detailed briefing about the opportunity denied to an all-biological women's team winning the \$1000 jackpot because they had to compete against a team that included five trans women players?

(a) If not, why not?

(b) If so, when was the detailed briefing provided?

(c) If so, who provided the detailed briefing?

(d) If so, who attended the detailed briefing?

(e) If so, what was contained in the detailed briefing?

(f) If so, what was recommended to you as the appropriate response and action to take regarding the denial of biological women's teams winning tournament prize money or trophies because they have to compete against a team that includes trans women players?

No.

(127) As the Minister for Women, have you initiated a meeting(s) with the Minister for Sport to discuss the issues arising from trans women and trans girls participating in women and girls sports, one-on-one or team?

(a) If not, why not?

(b) If so, when was the meeting(s) held?

(c) If so, who attended the meeting(s)?

(d) If so, what issues were discussed at the meeting(s)?

(e) If so, what was recommended to you as the appropriate response and action to take regarding the issues arising from trans women and trans girls participating in women and girls sports, one-on-one or team?

No.

(128) As the Minister for Women, have you read the report titled *A Fair Playing Field: Protecting Women's Single-Sex Sport* by Women's Forum Australia dated 2022?

No.

(129) As the Minister for Women, have you read the book titled *Women's Sport and Transgender Inclusion: The Counter Biological Argument* written by Australian academics, Helen E. Parker, Beth Hands and Elizabeth Rose dated 2024?

No.

Biological women only spaces

(130) As the Minister for Women, with respect to the *Equality Legislation Amendment (LGBTIQA+) Bill 2023* currently before the Legislative Assembly, have you, any of your staff or your Department sought and obtained legal advice regarding the implications of the whole bill on women and girls in NSW?

(a) If not, why not?

(b) If so, when was the legal advice sought and obtained?

(c) If so, who provided the legal advice sought and obtained?

(d) If so, what was contained in the legal advice sought and obtained?

(e) If so, what was recommended to you as the appropriate response and action to take regarding the bill?

I am advised:

The NSW Government made a submission to the Committee on Community Services inquiry relating to the Equality Legislation Amendment (LGBTIQA+) Bill 2023 and is now carefully considering the findings and recommendations of the Committee report. The Government considers any relevant policy or legal advice in preparing responses to Committee reports.

(131) As the Minister for Women, with respect to Schedule 2 of the *Equality Legislation Amendment (LGBTIQA+) Bill 2023*, have you, any of your staff, or your Department sought and obtained specific legal advice regarding the implications of Schedule 2 on women and girls in NSW?

(a) If not, why not?

(b) If so, when was the specific legal advice sought and obtained?

(c) If so, who provided the specific legal advice sought and obtained?

(d) If so, what was contained in the specific legal advice sought and obtained?

(e) If so, did the specific legal advice seek to establish that with respect to males who altered their sex descriptor to female on their birth certificates, will they be legally entitled to access female only spaces including toilets, restrooms, showers, change rooms, spas, gyms etc.?

(f) If so, what was recommended to you as the appropriate response and action to take regarding Schedule 2?

I am advised:

The NSW Government made a submission to the Committee on Community Services inquiry relating to the Equality Legislation Amendment (LGBTIQA+) Bill 2023 and is now carefully considering the findings and recommendations of the Committee report. The Government considers any relevant policy or legal advice in preparing responses to Committee reports.