



LEGISLATIVE COUNCIL

PORTFOLIO COMMITTEE NO. 1 – PREMIER AND FINANCE

BUDGET ESTIMATES 2024-2025

Supplementary questions

Portfolio Committee No. 1 – Premier and Finance

Office of the Public Service Commissioner (OPSC)

Hearing: Wednesday 26 February 2025

Answers due by: 5.00 pm Tuesday 25 March 2025

Budget Estimates secretariat

Phone (02) 9230 2991

BudgetEstimates@parliament.nsw.gov.au

BUDGET ESTIMATES 2024-2025

SUPPLEMENTARY QUESTIONS

Questions from Ms Abigail Boyd MLC

Sexual harassment policies

- (1) In relation to the OPSC's review of public sector agencies' sexual harassment policies, which agencies have provided a policy, and which have not?
- (2) Can you provide a breakdown of how each agency's policy ranks against the minimum standards set by the OPSC's Direction issued 8 May 2023?
- (3) Are there any agencies that have been identified as having a particularly strong policy?
- (4) Are there any agencies that have been identified as having a particularly poor policy that needs improvement?

Gender equity and gender pay gap

- (5) In relation to the development of Gender Equality Action Plans by NSW Government departments, due for publication in 2025, which departments have developed a plan, and which have not?
 - (a) Can you provide a timeframe for when these will be published?
 - (b) How is the PSC monitoring this across departments?

Public sector Disability Inclusion Action Plans (DIAPs)

- (6) What is the progress on ensuring all NSW Government departments and agencies develop a DIAP?
 - (a) Which departments and agencies are in the process of developing or updating a DIAP?
 - (b) Which departments and agencies do not have an updated DIAP?
- (7) What monitoring and oversight is undertaken by the OPSC to ensure departments and agencies update their DIAPs in a timely manner?
 - (a) Does the OPSC monitor whether departments and agencies carry out adequate consultation when developing DIAPs, including which stakeholders are engaged and given the opportunity to provide input?

(8) Transport for NSW has been making assurances it will have an updated DIAP for over a year, however it has not done so. What action is taken by the OPSC in instances like this?

(a) Can you advise when Transport for NSW will publish an updated DIAP?

Disability training for public departments

(9) In a previous Budget Estimates hearing, Transport for NSW informed the committee that “by the end of 2023, Transport for NSW will also provide further training for leaders which was developed by the NSW Public Service Commission, after cross-government consultation, including those with lived experience, which covers all aspects of disability.”

How was this training developed, and to which sectors has it been rolled out to?

Disability public sector employment

(10) In relation to the OPSC’s Direction regarding workplace adjustment policies, which agencies already have a policy, and which do not?

(a) Can you provide a breakdown of how each agency’s policy ranks against the minimum standards set by the OPSC’s Direction?

(b) Are there any agencies that have been identified as having a particularly strong policy?

(c) Are there any agencies that have been identified as having a particularly poor policy that needs improvement?

(d) How is this being monitored to ensure all agencies are able to meet the timeline of 1 November 2025?

(11) In relation to the NSW Government’s commitment to increase the roles held by people with disability in the public sector to 5.6%, is the PSC undertaking any work in relation to increasing the percentage of people with intellectual disability employed by the public sector?

Disability Royal Commission public sector employment recommendations

(12) In response to Question 13 of supplementary questions for the August 2024 Budget Estimates hearing, the OPSC advised that it was exploring options to implement recommendations from the Disability Royal Commission relating to public sector employment. Has there been any progress made by the PSC in relation to collecting disaggregated data of employees with disability across entry and graduate levels, executive levels and employees with cognitive disability?

(a) Has there been any progress made by the PSC in relation to reporting annually on the progress of their public sector disability employment strategies, including progress

against overall and disaggregated targets for increasing the percentage of employees with disability?