

Director – Budget Estimates Secretariat
NSW Parliament House
6 Macquarie Street
SYDNEY NSW 2000

Dear Director

Please find attached the Budget Estimates post-hearing responses in relation to the hearing on 26 February 2025 for the portfolio of Premier – independent agencies afternoon panel.

Please find enclosed answers to the question on notice and supplementary questions on notice directed to myself. I have no corrections for the transcript.

A hard copy will be delivered to your office shortly.

Yours sincerely

Kathrina Lo
Public Service Commissioner
Date: 20 March 2025

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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?

ANSWER

Public Service Commissioner Direction No 1 of 2023 requiring agency heads to implement a workplace sexual harassment prevention policy was issued on 8 May 2023, with a deadline of 1 March 2024 for compliance.

The Office of the Public Service Commissioner has requested that agencies provide a copy of their policy and is currently reviewing the policies received to date to ensure they meet the minimum standards in the direction.

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?

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ANSWER

This question should be directed to Women NSW (via the Minister for Women) who are responsible for policy and guidance associated with Gender Equality Action Plans.

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?

ANSWER

This question should be directed to the Department of Communities and Justice (via the Minister for Disability Inclusion) who are responsible for policy and guidance associated with Disability Inclusion Action Plans.

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?

ANSWER

The former Public Service Commission (PSC) developed the training in consultation with the sector and people with lived experience of disability. Departments and agencies are

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responsible for providing their employees with appropriate training on diversity and inclusion and are not limited to the training developed by the former PSC or the current Office of the Public Service Commissioner.

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?

ANSWER

Public Service Commissioner Direction No 1 of 2024 requiring agency heads to implement a workplace adjustment policy was issued on 25 November 2024, with a deadline of 1 November 2025 for compliance.

Agencies are required to confirm implementation of their workplace adjustment policy by 1 November 2025 to the Office of the Public Service Commissioner.

Work is underway to implement the recommendations made by the Disability Royal Commission. Recommendation 7.18, establish specific and disaggregated targets for disability employment in the public sector, includes employees with cognitive disability.

Current work to progress the election commitment on disability employment is aimed at supporting all types of disabilities.

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

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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?

ANSWER

The Premier's Department is responsible for Workforce Profile data, including collecting data on the number of public sector employees who identify as having disability. The Office of the Public Service Commissioner and Premier's Department are working together to explore how disaggregated data could be effectively captured and reported.