



**The Hon. Andrew Constance MP**  
Minister for Finance and Services

10 September 2013

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Reverend the Hon Fred Nile MLC  
Chair  
General Purpose Standing Committee No. 1  
Parliament House  
Macquarie Street  
SYDNEY NSW 2000

Dear Chair

I refer to the 2013-2014 Budget Estimates hearing for the portfolio of Finance and Services.

I hereby submit the following documents:

- Answers to questions taken on notice at the hearing.
- Answers to supplementary questions on notice.

Yours sincerely

**Andrew Constance MP**

## **BUDGET ESTIMATES 2013 – FINANCE AND SERVICES**

### **Question 1**

According to the 2011-12 annual report the GM of the Workers Compensation Insurance Division of WorkCover NSW, is paid \$445,150 – is this figure currently correct?

### **Answer**

No. The current Total Remuneration Package (TRP) is \$412,200.00.

### **Question 2**

The position was “regraded” to SES7 in February 2012, why was this considered necessary? Are there any plans to regrade it once more?

### **Answer**

The position was allocated from an SES Level 6 to Level 7, following approval by the New South Wales Public Service Commissioner in February 2012

### **Question 3**

According to the same report the CEO is on \$320,651. Is this still correct?

### **Answer**

No, the CEO is paid 412,200.00

### **Question 4**

Why is the GM position considered such a comparatively high pay scale i.e. higher than the CEO?

### **Answer**

The pay scale for the Chief Executive Officer is determined within the remuneration range determined by the Statutory and Other Offices Remuneration Tribunal each year

### **Question 5**

No new statistics have been released regarding the dispute rate for workers compensation dispute rates since 2011. Considering the significant changes to Workplace legislation last year, what is being done to ensure that access to these statistics is maintained?

### **Answer**

Statistical data is collected by the Workers Compensation Commission. Data is also being collected regarding disputes about Work Capacity Decisions considered by the Merit Review Service. The WorkCover Independent Review Officer also has legislated reporting responsibilities.

### **Question 6**

What are the dispute rates?

### **Answer**

As supplied to Safe Work Australia for use in the Comparative Performance Monitoring report, the dispute rate for the most recent completed year of 2011/12 was 4.2 per cent.

2012/13 data is not yet available.

### **Question 7**

Has any analysis been undertaken of the impact on changes to the insurance industry, particularly the increase in income protection insurance as a result of the changes to workers compensation?

### **Answer**

The impact of the changes to Work Cover on the private insurance industry was not a matter that motivated reform.

### **Question 8**

**What were the return to work rates for injured workers in:**

- a. 2009?
- b. 2010?
- c. 2011?
- d. 2012?
- e. 2013 to date?

### **Answer**

For the calendar year:

- a. 2009 - 26 weeks – 37.36 days
- b. 2010 - 26 weeks – 36.95 days
- c. 2011 - 26 weeks – 37.42 days
- d. 2012 - 26 weeks – 36.65 days
- e. 2013 to date - (May 2013 result) 26 wks – 36.25 days

The Return to Work durations are measured for the first 26 weeks of the claim and include all claims where there has been a minimum of five days of time lost.

**Question 9**

Regarding the Tower Crane fire and partial collapse at UTS on Broadway we have been advised that WorkCover is carrying out an investigation into the incident – what has been the result of this investigation?

**Answer**

WorkCover continues to investigate the cause of the fire through its normal investigative processes and resources, the engagement of forensic engineering expertise and assistance from NSW Fire and Rescue. Due to complexities in determining the cause of the fire, WorkCover expects that the investigation will be completed in late November 2013.

**Question 10**

How many Tower Cranes are registered in NSW?

**Answer**

313 item registrations and 145 design registrations.

**Question 11**

How many tower cranes have been inspected since this incident in late November 2012?

**Answer**

56

**Question 12**

How many Tower Cranes were inspected in the year prior to this incident?

**Answer**

There are approximately 15 types of registrable plant. WorkCover, as part of its high consequence low frequency (HCLF) program, verifies each type of plant, on average, every three years. From May to August 2009, 36 targeted tower crane

inspections were completed with them due to be verified again in 2013. This verification activity was brought forward with inspections being done between January- March 2013 as a consequence of the fire in November 2012.

**Question 13**

What has been the number of WorkCover staff in the following categories as at 30 June for this year and the preceding four financial years:

- a. Permanent staff
- b. WorkCover Temporary Staff
- c. Agency Temporary staff
- d. Other staff

**Answer**

<b>Summary Employment Category</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Permanent	1,044	1,057	1,051	1,064	1,018
WorkCover Temporary	159	137	121	89	37
Agency Temporary	64	47	53	68	49
Other	22	15	5	0	0

**Question 14**

What categories of staff fall within the “other staff” category?

**Answer**

Graduates, Trainees and Cadets

**Question 15**

How many staff have received Voluntary Redundancies in the current Financial Year to date, and each of the preceding five Financial Years?

**Answer**

<b>Financial Year</b>	<b>2008- 09</b>	<b>2009 -10</b>	<b>2010 - 11</b>	<b>2011 -12</b>	<b>2012 -13</b>	<b>YTD 2013-14</b>
<b>Voluntary redundancy</b>	2	1	7	10	71	22

Note: Data provided is as per the Public Service Commission Annual Workforce profile data.  
The year is based on the census period.

### **Question 16**

Are WorkCover managers permitted to direct an injured member of staff to perform duties contrary to their treating physician's medical certificate?

#### **Answer**

No.

### **Question 17**

What protections are there for any member of staff who feels they have been directed by their supervisor to perform duties contrary to their treating physician's medical certificate?

#### **Answer**

Staff members are able to escalate their concerns to their Manager's manager, or any level of line management, including their Director, General Manager, Chief Human Resource Officer or Chief Executive Officer. Staff members are also able to raise any work health and safety issues with their Health and Safety Representative.

In addition, where the matter relates to workers compensation, the employees and their managers are encouraged to discuss any concerns with the Return to Work Coordinator and where required, to escalate a matter to the Manager, Employee Safety and Wellbeing.

### **Question 18**

Can the Chief Executive provide examples of WorkCover implementing the "behavioural safety approach, particularly with regards to workplace ergonomics" (reported in their annual report) that have taken place?

#### **Answer**

- In 2012, the WorkCover Assistance Service approached the Employee Safety and Wellbeing team to assist in the development of strategies for the prevention of injuries related to the neck and upper limbs. It was noted that historically, a number of claims had arisen in this area and staff generally reported concerns related to overuse. A series of workshops were held to discuss concerns, previous risk management strategies and suggestions for improvement. The consultative process, which is worker driven and solution focused is consistent with 'ownership' and changes in workplace behaviour. Recommendations from the workshops were subsequently implemented in the area.

- Safety, Return to Work and Support has implemented a strategy across all its agencies for workstation ergonomic assessments, whereby individuals are provided with the tools to self-assess and respond to ergonomic concerns in conjunction with their line manager and with the assistance of the Employee Safety and Wellbeing team if further modifications/reasonable adjustments are required.

**Question 19**

The 2011/12 WorkCover annual report notes that there has been a reduction in the number of workers compensation claims from WorkCover staff - Can the Chief Executive provide the claims data as an Incidence Rate (that is claims per 1000 employees) for each of the past five Financial Years?

**Answer**

	Count of claims	Incident rate (per 100 staff)
FY 2008/2009	48	3.76
FY 2009/2010	54	4.26
FY 2010/2011	75	5.92
FY 2011/2012	53	4.11
FY 2012/2013	22	1.66

**Question 20**

Please identify claims by type such as psychological injury, and include the gross costs of claims.

**Answer**

Data provided by SiCorp

	Body Stress Claims		Mental Stress Claims		All Other Claims		Total by Financial Year	
	Count of claims	Net Incurred \$	Count of claims	Net Incurred \$	Count of claims	Net Incurred \$	Count of claims	Net Incurred \$

<b>FY 2009/2010</b>	15	304,864	7	180,985	32	210,165	54	696,014
<b>FY 2010/2011</b>	28	279,593	21	514,286	26	316,882	75	1,110,760
<b>FY 2011/2012</b>	24	188,244	11	597,341	18	169,620	53	955,205
<b>FY 2012/2013</b>	11	65,219	4	27,665	7	49,760	22	142,645

**Question 21**

How many claims for Workers Compensation were made where liability was ultimately declined in:

- a. 2013 to date?
- b. 2012?
- c. 2011?
- d. 2010?

**Answer**

Numbers are provided by financial year by Allianz TMF

- a. 2013 to 30 August = 1
- b. 2012 FY 2012/13 = 4
- c. 2011 FY 2011/12 = 10
- d. 2010 FY 2010/11 = 12

**Question 22**

How many people approached WIRO for assistance in:

- a. 2013 to date?
- b. 2012?
- c. 2011?
- d. 2010?

**Answer**

- a. As of 30 August 2013, 729 people had approached WIRO for assistance.
- b. WIRO became operational on 1 October 2012. From 1 October to 31 December 2012, 91 people approached WIRO for assistance.



c. WIRO became operational on 1 October 2012.

d. WIRO became operational on 1 October 2012.

**Question 23**

Will the new water plan for the Lower Hunter (Budget Paper number three, page 5-3 2013-14 Budget Highlights, Policy Reform) include Tillegra Dam, or a version thereof, as part of the proposed plan? Or has damming the Williams River been excluded as part of this plan?

**Answer**

The NSW Government previously rejected Tillegra Dam. No new dams are included in the potential portfolios for this plan.

**Question 24** What community consultation will take place as part of the new water plan for the Lower Hunter?

**Answer**

Community workshops have already been held across the region in December 2012, February 2013 and April/May 2013. A further workshop was scheduled for 4-6 September 2013. In addition, online engagement has occurred via the NSW Governments website at [www.haveyoursay.nsw.gov.au](http://www.haveyoursay.nsw.gov.au).

**Question 25**

Will a review of the Water Industry Competition Act (Budget Paper number three, page 5-3 2013-14 Budget Highlights, Policy Reform) include a review of the activities of Australian Water Holdings and any principles from that organisation (Arthur Sinodinos, Eddie Obied, Nicholas Di Girolamo)?

**Answer**

The matters are unrelated. Australian Water Holdings' request for Government intervention was unsuccessful and they were referred back to Sydney Water.

**Question 26**

How much energy and revenue is generated from the wind turbines at Lake George for Sydney Water?

**Answer**

Nil.

**Question 27**

How much energy and revenue is generated from the sewerage methane plants for Sydney Water?

**Answer**

In 2012/13, Sydney Water's biogas (sewage methane) generators produced 53.0 gigawatt hours (GWh) of electricity.

The value of the electricity generated was \$5,517,514 and made up of;

- \$5,183,600 savings from avoided electricity costs (electricity used on site), and
- \$333,914 revenue from electricity exported to the grid.

## **Question 28**

What has the government done to improve water efficiency rates in residential and commercial properties?

### **Answer**

#### DFS

The current Metropolitan Water Plan for greater Sydney highlights water efficiency as an important strategy in managing demand on drinking water supplies. Since 1999, Sydney has reduced its annual demand for drinking water by about 100 billion litres a year through wise water use.

Water Wise Rules remain in force for residents throughout greater Sydney, the Illawarra and the Blue Mountains. These common sense rules include the requirement that all hoses have a trigger nozzle and that watering is only allowed before 10am and after 4pm on any day – to avoid the heat of the day.

The NSW Government, through the Department of Finance and Services, contributes in-kind and financial support to the federal Water Efficiency Labeling and Standards (WELS) scheme. The WELS scheme researches and labels products to provide information to the consumer regarding water consumption. The scheme currently covers items such as dishwashers, clothes washers and toilets. Research into new products, including those for commercial use is ongoing.

The Building and Sustainability Index (BASIX) mandates all new dwellings or dwellings undergoing significant renovations in NSW must meet demand reduction targets for water and energy (from a historical base line). Since its introduction in 2004 BASIX, has delivered water and energy savings of up to 40% in 120,000 new dwellings. It is predicted these households in the first five years had saved 24.8 billion litres of water and emitted 693,000 fewer tonnes of greenhouse gases.

In response to the outcomes of the 2010 post-implementation review and the results of the BASIX ongoing performance monitoring program, the Department of Planning is now conducting a review of the current targets and underlying policy settings.

Over more than a decade, Sydney Water Corporation has implemented some of the world's largest demand management programs aimed at increasing the water use

efficiency of its residential and business customers. The savings from these programs are over 43 billion litres a year.

The NSW Government via the Climate Change Fund implemented further programs which increased water use efficiency as well as provided recycled water and harvested stormwater. These Climate Change Fund programs saved nearly 20 billion litres a year across the State.

The Government is also currently developing a new Lower Hunter Water Plan. Water efficiency measures feature as an option in all portfolios or combinations of water supply and demand measures being considered for the plan.

In addition, NSW is part of the NABERS national rating system that measures the energy efficiency, water usage, waste management and indoor environment quality of a building or tenancy and its impact on the environment.

For over 10 years, NABERS has helped property owners, managers and tenants across Australia to improve their sustainability performance, reaping financial benefits and building their reputation.

### Sydney Water

Sydney Water has made a sustained effort over the last decade to achieve water savings. Sydney Water's current focus for water efficiency is to maintain the savings already made, seek opportunities to provide valued water solutions, improve leak management and expand recycling.

Residential demand accounts for almost 75% of total water use and non-residential properties use about 25%.

The key residential water efficiency programs include:

- PlumbAssist Program - This program provides essential plumbing services to customers with high water usage or who require financial assistance.
- WaterFix Service – The service offers tap and toilet leak repairs, installation of WELS 3-star showerheads, installation of WELS 4-star dual flush toilets, WELS 3-star flow regulating aerators and WELS 4-star in body flow regulators. The service is offered to customers on a 'cost-recovery basis.'
- Sydney Water's website also lists many water efficiency tips and suggestions for residential customers.

In 2012-13, Sydney Water has achieved 516 million litres of non-residential water savings through Business Programs and Council Partnership Projects by working with businesses to improve water efficiency. Sydney Water has met with 636 businesses, monitored water consumption for business customers since February 2013 and contacted 53 customers to discuss their water consumption anomalies.

Sydney Water is also working in conjunction with external contractors to monitor, audit and conduct re-use studies with various businesses over 2012-13.

### Hunter Water

In the last two years Hunter Water's water efficiency programs have achieved or identified cost effective water savings in excess of 700ML/yr.

The key contributors to these savings include:

- Audits of Hunter Water waste water treatment plants and pump stations = 380ML/yr
- Large customer audits = 120ML/yr, with five audits currently in progress.
- Hunter Business Water Savers Program = 60ML/yr saving at 47 sites
- Irrigation Efficiency Audits which resulted in Hunter Sports Centre at Glendale piloting a new way of reducing water consumption and improving the playing surface in all weather conditions.
- Showerhead exchange program which exchanged almost 5,000 showerheads = 46ML/yr
- Hunter Region No Interest Loans scheme which is helping low income households buy new water efficient washing machines.
- Community education and awareness programs including real time monitoring of water consumption now in 65 schools.

### **Question 29**

Is the review of the State Records Act complete?

- a. What were the review's processes and consultations?
- b. What were the review's findings?
- c. If the findings are not yet public, when will they be made available?

### **Answer**

- a. The review of the State Records Act is ongoing, with the review being undertaken via a series of case studies. This has entailed using cloud pilot projects from a number of agencies plus case studies on e-commerce, information sharing, business automation and case management. In addition, the review will be informed by frameworks in other jurisdictions. A steering committee comprising State Records, Info & Privacy Commission, Attorney-General's and DFS has been established and meets regularly to monitor progress.
- b. The review is still underway.
- c. It is expected that the review will be available in late 2014.

### **Question 30**

- a. What justification was given for axing the funding for the digital archive repository project and only retaining the Open Government site?

**b.** What assurances are there that important information won't be lost given that the Open Government site is less comprehensive than the archive system that was originally intended?

**Answer**

**a.** Funding for the Digital Archive was not axed. The project funding provided from the reinvestment pool of \$3.62 million was for a fixed term.

**b.** The Digital Archive and Open Government site are two different initiatives. Open Government contains only published material and not archival material.

**Question 31**

The Bridge Street building has been flagged for sale by the government. Besides a one off budgetary boost the sell-off of the building seemingly provides little gain with the potential to actually cost the government more funds as it has to house the officers of the department somewhere else.

**a.** Can the Treasurer explain the projected benefits of the sale of the building versus the projected ongoing costs of housing NSWDEC staff in rented premises elsewhere?

**b.** Will NSWDEC staff continue to be located within the Sydney CBD?

**c.** Has the government considered any conditions for sale relating to the retention and protection of the historical significance of the Bridge Street building in establishing public education in NSW and Australia?

**Answer**

**a.** In accordance with the Property Asset Utilisation Taskforce (PAUT) recommendations, asset management policy should ensure that government only holds real property assets when, and in the form necessary, to support core service delivery. Government owned properties that do not meet this test should be released or relinquished to unlock trapped capital for better use.

As well as this capital reallocation into Government service delivery, financial benefits are also realised through the savings in capital expenditure which will be worn by the purchaser.

**b.** Government policy objectives such as the 'Decade of Decentralisation' are likely to be considered regarding NSWDEC's office accommodation needs.

**c.** The Department of Education Building is listed on major state heritage registers and is heritage protected under Sections 170 and 170A of the *Heritage Act 1977*. The building is subject to the highest level of heritage protection that exists in NSW and a Conservation Management Plan is being finalised for this property to ensure the potential new owner has a clear plan to manage the heritage aspects of this properties.

**Question 32**

How many re-insurers are available to so called competitors in the Compulsory Third party insurance market?

**Answer**

The prudential regulation of insurance and insurers in Australia, including re-insurance, is the responsibility of the Australian Prudential Regulatory Authority.

**Question 33**

Last year, premiums collected from employers for workers compensation were said to be \$2.5 billion. When former Minister Pearce announced the most recent Insurance Premium Orders he stated that no employer would receive a base increase in workers compensation premiums and employers overall would receive a premium reduction of, on average, 7.5 per cent: Legislative Council, Hansard, 2 May 2013. What was the exact amount collected in workers' compensation premiums for 2012-2013?

**Answer**

The audited amount collected for 2012/13 is \$2.5 billion

**Question34**

What is the estimated amount to be collected in workers' compensation premiums in 2013-2014?

**Answer**

Based on the December 2012 Scheme Valuation Report provided by the Scheme actuary, the amount anticipated to be collected for the 2013/14 year is \$2.5 billion.

**Question 35**

For each category in the Insurance Premiums Order for 2013-2014, what is the accident and injury rate for the 2011-2012 and 2012-2013 financial years?

**Answer**

2012/13 statistics are not available.

The following table for 2011/12, is based on ANZSIC industry codes which are the basis for the Insurance Premium Order. Please note that ANZSIC codes were altered for the 2011/12 year and a full comparison is not available (marked with \*).

Industry	Incident rate 2010-2011	Incidence rate 2011-2012	Difference	Frequency rate 2010-2011	Frequency rate 2011-2012	Difference
Agriculture, Forestry and	21	26	23%	10	12	29%

Fishing	.5	.5			.9	
Mining	17 .7	20 .5	16%	7. 9	9. 2	16%
Manufacturing	21 .9	25 .4	16%	7. 9	12 .8	62%
Electricity, Gas, Water and Waste Service	7. 3	11 .7	60%	3. 7	5. 9	59%
Construction	21 .2	19 .2	-9%	10 .6	9. 5	-10%
Wholesale	14 .5	12 .3	-15%	7. 6	6. 4	-16%
Retail	8. 2	8. 4	2%	5. 8	6	3%
Accommodation and Food Services	13 .3	10 .4	-22%	10 .5	8. 1	-23%
Transport, Postal and Warehousing	21 .4	19 .4	-9%	11 .2	10 .6	-5%
Information Media and Telecommunicat ions	4. 6	4. 7	2%	2. 6	2. 5	-4%
Finance and Insurance	5. 1	8. 6	69%	2. 6	4. 5	73%
Property and Business Services*	6. 2	N/ A	N/ A	3. 4	N/ A	N/A
Rental, Hiring and Real Estate Services*	N/ A	21 .9	N/ A	N/ A	11 .9	N/A
Professional, Scientific and Technical Services*	N/ A	3. 1	N/ A	N/ A	1. 6	N/A

Administrative and Support Services*	N/A	10.6	N/A	N/A	6.5	N/A
Public Administration and Safety	19.5	12.8	-34%	11.7	7.4	-37%
Education and Training	7	8.4	20%	4	5.5	38%
Health Care and Social Assistance	14	14.5	4%	10	9.7	-3%
Arts and Recreation Services	9	11.1	23%	6.4	8.5	33%
Other Services	21.5	16.2	-25%	13.3	9.2	-31%

**Question 36**

Evidence to last year’s Joint Select Committee on Workers Compensation disclosed that ‘price signals’ in terms of premium prices were important in promoting better observance of work safety legislation by employers (i.e. poor OHS performance should lead to higher premiums for those employers not properly observing the law). By what percentage has the accident or injury rate in the IPO

- a. Increased;
- b. Decreased, or
- c. Was unchanged for each category in the Insurance Premiums Order for the 2012-13 year compared to the 2011-12 year?

**Answer**

Statistics are not yet available for the 2012/13 year to enable this comparison.

**Question 37**

By what percentage has the accident or injury rate

- a. Increased;
- b. Decreased, or
- c. Was unchanged



for each category in the Insurance Premiums Order for the 2011-12 year compared to the 2010-11 year?

**Answer**

See table provided in response to question 35.

**Question 38**

Evidence to last year's Joint Select Committee disclosed that delays in the referral of injured workers to appropriate treatment had had a compounding, multiplier effect on costs to the scheme and that addressing this would substantially improve health outcomes for workers, and overall scheme performance. What action has been taken to ensure injured workers receive treatment earlier?

**Answer**

Referral of injured workers to appropriate treatment is one of the key responsibilities of the nominated treating doctor and/or specialist. A number of educational forums have been conducted over the past 10 months with doctors via webinars and face to face presentations (largely through the Australian Medical Association and the Royal Australian College of General Practitioners). One of the key aims of these forums has been to increase the awareness of medical practitioners of the importance of early intervention on the achievement of positive outcomes for injured workers.

Once a referral for treatment is provided, many services do not require pre-approval from the insurer. These "exemptions from prior approval for medical and hospital treatment" are listed on pages 28 - 30 of the *WorkCover Guidelines for Claiming Compensation Benefits (1 October 2012)*.

In response to feedback from medical specialists, this list of exemptions is to be expanded to include the treatment provided within the first consultation for the injury with a specialist medical practitioner. This will be clarified in the next version of the *WorkCover Guidelines for Claiming Compensation Benefits*.

The Government's reforms in this area focus on getting injured workers back to work as soon as possible.

**Question 39**

How does any action taken sit with s60 (2A) of the Workers' Compensation Act 1987 that requires insurer pre-approval of medical expenses?

**Answer**

For treatment that requires insurer pre-approval, section 279 of the *Workplace Injury Management and Workers Compensation Act 1998* applies.

This legislation states that "within 21 days after a claim for medical expenses compensation is made the person on whom the claim is made must determine the claim by accepting or disputing liability". This timeframe would be dependent on the insurer having sufficient information on which to base the decision.

#### **Question 40**

By what date will the WorkCover Guidelines for Claiming Compensation Benefits be amended to make clear that treatments and services that are the subject of a determination by the Workers' Compensation Commission fall within the prescribed exemptions under s60(2A)?

#### **Answer**

The amendments in section 60(2A) of the *Workers Compensation Act 1987* should be read in the context of the capacity of the Commission to make appropriate determinations in workers compensation disputes, including those relating to reasonably necessary medical treatment. WorkCover is undertaking a review of the *WorkCover Guidelines for Claiming Compensation Benefits* to make it clear that treatments and services that are the subject of a determination by the Commission, or the subject of an interim payment direction by the Registrar, fall within the prescribed exemptions under section 60(2A). Revised Guidelines dealing with this and other issues currently under review by WorkCover, are proposed to be published as soon as practicable.

#### **Question 41**

Further evidence to last year's Joint Select Committee disclosed that most employers do not want injured workers back in the workplace, and also that there is a very high rate of terminations of employment of injured workers by the employer. Relatedly, employers generally do not hire as a new employee a person they know to have been injured at work. What action has been taken to ensure employers actually take back into their workplaces injured workers?

#### **Answer**

- For Small Employers – Return to Work Incentive and Employer Safety Incentive premium incentive schemes have been implemented to encourage small employers return injured workers to work (4 weeks and 13 weeks post injury).
- The Return to Work Assist Vocational Program has been implemented to assist micro-employers (less than five employees with basic tariff premium of less than \$30,000) return injured workers to work (within first 13 weeks post injury).
- WorkCover inspectors have new powers under the legislation and can formally request an employer provide suitable employment for a worker deemed fit to return to work. Inspectors are authorised to issue legally binding notices to employers when they are not meeting their obligations to an injured worker. Penalties of up to \$11,000 apply for businesses that fail to meet injury management and return to work obligations.

- Vocational programs, such as the JobCover Placement Program, have been enhanced to encourage a new employer to employ an injured worker. This can include an up to \$27,400 incentive payment over 12 months to a new employer. In addition, injured worker's wages are not included in the calculation of the new employer's workers compensation premium for two years, and the new employer is protected against further costs associated with the existing injury for up to two years.
- The Government's reforms focus on getting injured workers back to work as soon as possible.

#### **Question 42**

What are the return-to-work rates for injured workers for each of the 2011-12 and 2012-13 financial years? What is the target for the current financial year?

#### **Answer**

2011/12 - 26 wks – 37.83 days

2012/13 - 26 wks – 36.25 days

Estimate for current financial year - 26 wks - 36.21

#### **Question 43**

What percentage of injured workers have had their employment terminated in each of the 2011-12 and the 2012-13 financial years?

#### **Answer**

WorkCover does not keep these statistics.

#### **Question 44**

What action is being taken to reduce or prevent employers from terminating the employment of employees injured at work?

#### **Answer**

See answer to question 41.

#### **Question 45**

What action has been taken to address incidents of discrimination in hiring against persons who have been injured at work?

#### **Answer**

Education and information sessions for employers have taken place through the Focus On Industry Program, as well as through the legislative reform process, with an emphasis on employer obligations.

An employer engagement strategy is also under development in partnership with New South Wales Business chambers that aims to address such issues.

**Question 46**

What was the actual expenditure for the Workcover Independent Review Office (WIRO) for 2012-2013?

**Answer**

\$4,076,409

**Question 47**

What is the proposed budget for the WIRO for 2013-14?

**Answer**

\$54,726,910

Included in this figure is \$46 million for the Independent Legal Assistance Review Service (ILARS) payments that are grants payable to an approved legal service provider for the provision of legal advice and obtaining the necessary reports to support a client's application.

**Question 48**

What is the FTE staffing for the WIRO in 2013-14?

**Answer**

Budget of 45

**Question 49**

How many applications from injured workers for legal assistance were received by WIRO since its creation?

**Answer**

In the period, 1 October 2012 to 31 August 2013, WIRO has received 8694 applications for legal assistance

**Question 50**

How many applications were granted?

**Answer**

WIRO has approved 5801 applications for legal assistance with a further 2185 applications pending approval.

**Question 51**

In relation to applications for review of work capacity testing under s44(1)(c) of the Workers' Compensation Act 1987:

- a. How many applications have been received by WIRO by or on behalf of injured workers?
- b. How many reviews have been completed by WIRO?
- c. How many reviews resulted in no change to the insurer decision under review?
- d. How many reviews resulted in a more beneficial outcome for the injured worker?

**Answer**

- a. 24
- b. 14
- c. 0
- d. 14

**Question 52**

It can take 6-8 months between the filing of an application in the Workers' Compensation Commission and the first teleconference to resolve a dispute. Do you agree that a 6-8 months wait for a first teleconference in a workers' compensation dispute is unacceptable and can seriously disadvantage injured workers?

**Answer**

The staged introduction of the workers compensation legislative reforms enabled workers to lodge disputes in the Commission under the previous provisions until 2 April 2013.

The number of applications lodged in the period July 2012 to 2 April 2013 were 50 per cent greater than for the same period in the preceding financial year. Given these circumstances, there will be short term deterioration in the timeliness of resolution of disputes and in particular, from filing an application to first teleconference.

Given the Opposition's clear position to reject reforms designed to speed up the process for injured motorists through CTP claims, it is surprising to note their interest in these timeframes.

**Question 53**

What steps have you taken to ensure the Workers' Compensation Commission is adequately resourced to undertake its workload in a shorter timeframe?

**Answer**

The Government appointed an additional five sessional arbitrators to the Commission for the period August 2013 to 30 June 2014.

In addition, the Commission has increased the number of cases allocated to existing arbitrators and amended Commission procedures to enable early access to subpoenaed documents to facilitate early settlement. The Commission has also increased its utilisation of expedited assessment procedures in appropriate cases.

#### **Question 54**

What timeframe do you intend to be achieved for a first teleconference and by what point in time?

#### **Answer**

Prior to the legislative amendments in June 2012, the Commission's standard timeframe for listing the first teleconference was approximately five weeks from registration of an application. Based on the current work in progress and projected new lodgements, the Commission, it is hoped, will return to the five week listing timeframe in the first quarter of 2014.

#### **Question 55**

What timeframes or time standards currently exist for matters to be finalised in the Workers' Compensation Commission, from filing

#### **Answer**

To first teleconference - average 28 weeks

From teleconference to hearing - average additional 17 weeks

To final decision by the Commission - average additional three weeks

#### **Question 56**

In 2010, former Minister Daley asked then Chief Executive Lisa Hunt to conduct or have conducted a report on bullying inside WorkCover. Where is that report?

#### **Answer**

On 28 September 2010, the Department of Premier and Cabinet engaged PricewaterhouseCoopers (PwC) to undertake an independent review into bullying at WorkCover.

The report is available on the Department of Premier and Cabinet's website.

#### **Question 57**

Who conducted it?

#### **Answer**

As above.

**Question 58**

Has it ever been released?

**Answer**

As above.

**Question 59**

If not, will you release it?

**Answer**

N/A

**Question 60**

Will it be provided to the Legislative Council Select Committee Inquiry into allegations of bullying in WorkCover NSW?

**Answer**

The report is a public record.

**Question 61**

How many field-based inspectors were there as at April 2011?

**Answer**

WorkCover has 315 inspectors.

**Question 62**

Where were they based, by location?

**Answer**

Tweed Heads, Ballina, Coffs Harbour, Newcastle, Maitland, Tamworth, Narrabri, Dubbo, Orange, Wagga Wagga, Goulburn, Albury, Griffith, Bega, Wollongong, Nowra, Port Macquarie, Hurstville, Chatswood, Parramatta, Blacktown, Londonderry, Liverpool, Surry Hills and Gosford.

**Question 63**

How many at today?

**Answer**

WorkCover has an establishment of 315 inspectors.

**Question 64**

Where are they based, by location?

**Answer**

Ballina, Coffs Harbour, Newcastle, Tamworth, Narrabri, Dubbo, Orange, Wagga Wagga, Goulburn, Albury, Griffith, Bega, Wollongong, Nowra, Port Macquarie, Hurstville, Parramatta, Blacktown, Londonderry, Liverpool, Surry Hills and Gosford.

**Question 65**

How many workplace visitations were undertaken by inspectors in each of the 2011-2012 and the 2012-13 years?

**Answer**

In 2011/12, WorkCover undertook 19,545 inspections. In total, WorkCover had approximately 256,352 interactions with the New South Wales business community including 140 workshops, webinars regarding the new work health and safety legislation that over 6,000 people attended with a further 10,000 receiving training through the grants program and approximately 17,500 calls per month to the WorkCover Assistance Service.

In 2012/13, WorkCover undertook 19,633 inspections. In total, WorkCover had approximately 230,416 interactions with the New South Wales business community including 183 workshops, webinars to increase awareness of work health and safety that over 4,800 people attended and approximately 17,200 calls per month to WorkCover Assistance Service.

**Question 66**

How many were proactive visits and how many were in response to incident notifications?

**Answer**

WorkCover's interactions with workplaces are centred on a risk-based targeting model. Visits are initiated by industry-based programs of work to address the highest risk industries, based on workers compensation data and industry verification consultation, requests for service from workplaces employees or members of the public and incident notifications.

In 2011/12, 33 per cent of these visits were proactive. In 2012/13 this rose to 45 per cent.

**Question 67**

How many prosecutions under the *Occupational Health and Safety Act 2000* were initiated in each of 2010-2011, 2011-2012 and 2012-13?

**Answer**

2010/11- 52

2011/12 –51



2012/13 –56

**Question 68**

How many prosecutions were initiated under the *Work Health and Safety Act 2011* in 2011-12 and 2012-13?

**Answer**

Nil in 2011/12

Two prosecutions in 2012/13.

**Question 69**

How many are expected to be initiated in 2013-14?

**Answer**

Unknown

**Question 70**

How many have been initiated in 2013-14 to date?

**Answer**

To 12 August 2013, 10.

**Question 71**

How many prosecutions have been finalised over the same periods in 35-38 above?

**Answer**

2010/11 –50

2011/12 – 50

2012/13 – 56

**Question 72**

What plans are in place should the Court of Appeal decide the regulation vesting jurisdiction in the District Court in *Inspector Brock v Empire Waste* was invalid?

**Answer**

WorkCover will take legal advice when the judgment is received.

**Question 73**

How many proceedings would be affected by this?

**Answer**

Proceedings arising from 71 incidents.

## Services (water)

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### Sydney Water Jobs

#### Question 74

How many prosecutions have been adjourned, or otherwise affected, by the decision of the District Court in Inspector Walsh v Built Pty Ltd?

#### Answer

18 matters

#### Question 75

How many positions have been made redundant, outsourced, abolished, deleted, retrenched or restructured within Sydney Water since April 1, 2011?

- Please provide a breakdown by department or division for 2011-12 of those jobs
- Please provide a breakdown by department or division for 2012-13 of those jobs

#### Answer

Division	2010/11	2011/12	2012/13	Total
Corporate Services			1	1
Information & Technology		17	2	19
Customer Services	5	27	3	35
Finance & Corporate Services		3	4	7
People, Leadership & Culture			20	20
Liveable Cities	2	78		80
Business, Strategy & Resilience	4	20	9	33
Infrastructure Delivery		39	4	43
Office of the MD		1		1
Service Delivery	5	7	208*	220
<b>Grand total</b>	<b>16</b>	<b>192</b>	<b>251</b>	<b>459</b>

\*Sydney Water awarded a five year operations and facilities maintenance services contract to Thiess which commenced in July 2013. A number of Sydney Water's mechanical and electrical workforce were transferred to Thiess.

#### Question 76

How many positions does Sydney Water intend to make redundant, outsource, abolish, delete, retrench or restructure within Sydney Water in 2013-14?

- Please provide a breakdown by department or division for those proposed positions.

#### Answer

Sydney Water is still in the process of evaluating its future resourcing requirements.

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## Hunter Water Jobs

### Question 77

How many positions have been made redundant, outsourced, abolished, deleted, retrenched or restructured within Hunter Water since April 1, 2011?

- (a) Please provide a breakdown by department or division for 2011-12 of those jobs  
(b) Please provide a breakdown by department or division for 2012-13 of those jobs

### Answer

61.

- (a) See below table

<b>Division</b>	<b>Count</b>
Business Services	9
Business Strategy & Communications	5
Customers & Commercial Development	1
People & Change	5
System Operations	5
System, Strategy, and Sustainability	6
<b>Total</b>	<b>31</b>

- (b) See below table

Customer Services	2
Information Services	4
Planning & Operations	11
Strategy, Governance & Corporate	13
<b>Total</b>	<b>30</b>

### Question 78

How many positions does Hunter Water intend to make redundant, outsource, abolish, delete, retrench or restructure within Hunter Water in 2013-14?

- (a) Please provide a breakdown by department or division for those proposed positions.

### Answer

Nil

- (a) NA

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## Sydney Water IT Review

### Question 79

At Estimates, the Minister confirmed that he had asked for an independent review of Sydney Water's \$56.7 million capital budget for information technology projects. What is the timetable for that review?

**Answer**

The review will be completed and final report submitted by September 2013.

**Question 80**

When did the review begin?

**Answer**

August 2013.

**Question 81**

Who or what company is conducting that review?

**Answer**

Third Horizon Consulting Partners.

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**Hunter Water IT Review**

**Question 82**

At Estimates, the Minister confirmed that he had asked for an independent review of Sydney Water's \$56.7 million capital budget for information technology projects. Did he undertake or instigate a similar review for Hunter Water?

- (a) If yes, what is the timetable for that review?
- (b) If yes, when did the review begin?
- (c) If yes, who or what company is conducting that review?

**Answer**

No.

- (a) NA
  - (b) NA
  - (c) NA
- 

**Ministerial Staff of former Finance Minister**

**Question 83**

After the removal of the former Minister for Finance and Services, how many of his ministerial staff have you retained after your appointment?

**Answer**

Nil

**Question 84**

If you did retain, please provide their names and/or positions as well as salary range

**Answer**

N/A

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**Sydney Water Board Appointments****Question 85**

On May 10, 2013, the O'Farrell Government placed advertisements in the Australian Financial Review for three board positions on Sydney Water including its chairman. Those positions expire on September 30, 2013. When will those positions be announced?

**Answer**

Yet to be determined.

**Question 86**

Will they be examined by the independent review panel?

**Answer**

All appointments are merit based and approved by Cabinet.

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**Sale of bus depots and Chief Secretary's Building****Question 87**

What is the status of the Finance and Services review into the sale of air space at up to 13 bus depot locations?

- a. Please list the sites under consideration.
- b. What is the timetable for that review?
- c. How much does the Government expect to receive from the proposed sale of these sites?

**Answer**

The NSW Government is committed to improving efficiencies across its property portfolio. A Steering Committee has been established to conduct a feasibility study of a number of government owned bus depots.

- a. Waverley, Neutral Bay, Leichhardt, Burwood and Brookvale and any other bus depots suitably included for review.
- b. The Steering Committee will complete its preliminary review and make its initial recommendation before the end of 2013.
- c. No decision to sell bus depots assets has been made. The Government is committed to ensuring that government-owned property assets are put to the best possible use and has properly appointed the relevant advisers to support its review.

**Question 88**

Does the minister still intend to sell the Chief Secretary's Building as announced by the previous Minister for Finance and Services?

- a. If yes, what is the timetable for that sale?
- b. If yes, will that sale go to public tender?

**Answer**

No decision has been made regarding possible sale of this property.

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**Warriewood Wastewater Treatment Plant****Question 89**

Since the former minister announced in State Parliament on May 2, 2013 that the O'Farrell Government had completed the upgrade of Sydney Water's Warriewood Wastewater Treatment Plant to "reduce the frequency of wet weather overflows", how many times has the plant been put on by-pass? (Beachwatch has reported that Warriewood Wastewater Treatment Plant was placed on by-pass on June 3, June 24 and July 1. Therefore, we know of at least three occasions)

- a. Please provide the dates and details of when the plant has been placed on bypass
- b. Please provide the volume in litres of the materials released when it was on bypass.

**Answer**

There has been no plant bypass installed at Warriewood Wastewater Treatment Plant (WWTP) during this period.

Since 2 May 2013, Warriewood WWTP has had three partial treatment events as a result of wet weather.

<b>Date</b>	<b>Volume Partly Treated (L)</b>	<b>Volume Fully Treatment (L)</b>
2 Jun 13	3,370	18,260
23 Jun 13	40,730	52,900
29 Jun 13	62,600	154,730

In these events a portion of flow received primary treatment but not secondary treatment bypassed the plant's secondary process; however the remainder of the flow received full treatment. All events were compliant with the plant's Environment Protection Licence (EPL) and were reported to Beachwatch as per agreed protocols between Sydney Water and Beachwatch.

Warriewood WWTP's capacity was increased as part of the recent upgrade. This has allowed the plant to treat more flow during wet weather before partial treatment is

required. The number of partial treatment events per year is directly related to the number, intensity and duration of rain events and as such varies accordingly.

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### **Sydney Water- capital budget**

#### **Question 90**

What was the capital budget for Sydney Water in 2010-11?

#### **Answer**

\$702.9 million

#### **Question 91**

What was the capital budget for Sydney Water in 2011-12?

#### **Answer**

\$707.3 million

#### **Question 92**

What was the capital budget for Sydney Water in 2012-13?

#### **Answer**

\$649.5 million

#### **Question 93**

What will be the capital budget for Sydney Water in 2014-15?

#### **Answer**

\$692.1 million

#### **Question 94**

What was the capital budget for Sydney Water in 2015-16?

#### **Answer**

\$696.5 million

#### **Question 95**

What was the capital budget for Sydney Water in 2016-17?

#### **Answer**

\$692.1 million

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### **Hunter Water- capital budget**

#### **Question 96**

What was the capital budget for Hunter Water in 2010-11?

#### **Answer**

\$211.8 million

#### **Question 96**

What was the capital budget for Hunter Water in 2010-11?

**Answer**

\$211.8 million

**Question 97**

What was the capital budget for Hunter Water in 2011-12?

**Answer**

\$133.2 million

**Question 98**

What was the capital budget for Hunter Water in 2012-13?

**Answer**

\$162.7 million

**Question 99**

What will be the capital budget for Hunter Water in 2014-15?

**Answer**

\$105.1 million

**Question 100**

What will be the capital budget for Hunter Water in 2015-16?

**Answer**

\$89.6 million

**Question 101**

What will be the capital budget for Hunter Water in 2016-17?

**Answer**

\$74.7 million

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**Sydney Water- salary of the managing director****Question 102**

On March 22, 2013, the Canberra Times reported that the total remuneration package for Sydney Water's managing director, Kevin Young as \$618,000?

- a. Is this correct?
- b. If not, what is the total salary and remuneration package?

Mr Young's total remuneration package (TRP) is \$661,925.

**Question 103**

What was his performance based bonus for the last financial year?

**Answer**

Sydney Water does not have a performance based bonus system for any of its employees, including the Managing Director.

**Question 104**

When does Mr Young's term expire?

**Answer**

31 July 2016

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**Hunter Water- salary of the managing director**



**Question 105**

What is the total salary package for Mr Kim Wood?

**Answer**

\$437,291

**Question 106**

What is the scope for a performance-based bonus as part of his contract?

**Answer**

Performance pay up to 20% of the total remuneration package

**Question 107**

When does Mr Wood's term expire?

**Answer**

14 November 2016

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**Cooks River****Question 108**

What is the timetable for the clean-up of Cooks River?

**Answer**

Works to identify and fix wastewater leakage has been ongoing since 2005. Works to reduce dry weather overflows due to sewer blockage has been done in targeted areas and been successful in reducing overflows. Works to reduce dry weather overflows from pumping stations has been completed for most pumping stations.

The next phase of works to reduce wet weather overflow will soon commence with a pilot inflow reduction project to be done across the catchment of Wolli-Bardwell Creek.

Sydney Water will also renew the banks of the Cooks River at three sites, replacing concrete with sandstone and vegetation along 1.1km of riverbanks by 2015-16.

**Question 109**

Please provide proposed Sydney Water expenditure for 2012-13.

**Answer**

Sydney Water Corporation spent \$7.8 million on stormwater operational and capital works in 2012-13. This included commencement of naturalisation work on the Cooks River and silt removal at Tasker Park, Canterbury.

**Question 110**

Please provide proposed Sydney Water expenditure for 2013-14.

**Answer**

Sydney Water Corporation proposes to spend \$5 million on stormwater operational and capital works in 2013-14. This includes naturalisation work at three sites on the Cooks River.

**Question 111**

Please provide proposed Sydney Water expenditure for 2014-15.

**Answer**

Sydney Water Corporation proposes to spend \$4.2 million on stormwater operational and capital works in 2014-15. This includes naturalisation work at three sites on the Cooks River.

**Question 112**

Please provide proposed Sydney Water expenditure for 2014-15.

**Answer**

Sydney Water Corporation proposes to spend \$4.2 million on stormwater operational and capital works in 2014-15. This includes naturalisation work at three sites on the Cooks River.

**Question 113**

Please provide proposed Sydney Water expenditure for 2015-16.

**Answer**

Sydney Water Corporation proposes to spend \$0.8 million on stormwater operational and capital works in 2015-16. This includes completion of naturalisation work at three sites on the Cooks River.

Sydney Water Corporation proposes to spend \$5 million to reduce wet weather overflows to Wolli-Bardwell Creek.

**Question 114**

Please provide proposed Sydney Water expenditure for 2016-17.

**Answer**

Planned stormwater expenditure is only available for the current IPART price path (2012-13 to 2015-16) for both capital and operating stormwater programs. Proposed expenditure for 2016-17 will be confirmed in subsequent years.

**Question 115**

What is the projected completion date – meaning when it will be safe for families to use again?

**Answer**

Improvements to the Cooks River continue to be achieved with time, through the coordinated activities of various levels of government together with increased community awareness of urbanisation impacts on waterway health.

The safe use of the Cooks River for swimming depends on factors that are beyond the control of Sydney Water and include water quality issues due to stormwater pollution, contaminants in sediments, submerged objects, physical access, and high water velocity after rain events.

The completion date for wet weather overflow abatement works will be set with the EPA and will depend on the benefit and cost of the abatement; it is somewhat also dependent on the timing and successful management of the other factors.

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## **Ducks Creek**

### **Question 116**

What is the timetable for the clean-up of Ducks Creek?

### **Answer**

Sydney Water contributes to the maintenance of Duck Creek, including the removal of litter and silt from our stormwater quality improvement devices, and major, periodic silt removal from the channel. This maintenance work constitutes Sydney Water's contribution to an ongoing clean-up program.

### **Question 117**

Please provide proposed Sydney Water expenditure for 2012-13.

### **Answer**

Sydney Water Corporation spent \$16,000 on stormwater operational works in 2012-13.

### **Question 118**

Please provide proposed Sydney Water expenditure for 2013-14.

### **Answer**

Sydney Water Corporation proposes to spend \$266,000 on stormwater operational works in 2013-14. This includes major desilting works.

### **Question 119**

Please provide proposed Sydney Water expenditure for 2014-15.

### **Answer**

Sydney Water Corporation proposes to spend \$776,000 on stormwater operational works in 2014-15. This includes major desilting works.

### **Question 120**

Please provide proposed Sydney Water expenditure for 2014-15.

### **Answer**

Sydney Water Corporation proposes to spend \$776,000 on stormwater operational works in 2014-15. This includes major desilting works.

### **Question 121**

Please provide proposed Sydney Water expenditure for 2015-16.

### **Answer**

Sydney Water Corporation proposes to spend \$20,000 on stormwater operational works in 2015-16.

### **Question 122**

Please provide proposed Sydney Water expenditure for 2016-17.

**Answer**

Planned stormwater expenditure is only available for the current IPART price path (2012-13 to 2015-16) for both capital and operating stormwater programs. Proposed expenditure for 2016-17 will be confirmed in subsequent years.

**Question 123**

What is the projected completion date – meaning when it will be safe for families to use again?

**Answer**

Improvements to the Duck Creek waterway may be achieved with time, through the coordinated activities of various levels of government together with increased community awareness of urbanisation impacts on waterway health.

While there is no definitive clean-up timeframe, there is a broad commitment by a number of stakeholders and ongoing actions to achieve improved outcomes.

From a stormwater management perspective, the implementation of planning controls promoting a Water Sensitive Urban Design, as identified in the Sydney Metropolitan Strategy, is likely over time to drive the greatest improvement to waterway health. This should be a high priority management action for local and State planning authorities in the Duck Creek catchments.

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**Meter Replacement program****Question 124**

How many meters did Sydney Water replace through its meter replacement program in 2010-2011?

- a. What was the expenditure?

**Answer**

64,160.

- a. \$6,703,000

**Question 125**

How many meters did Sydney Water replace through its meter replacement program in 2011-2012?

- a. What was the expenditure?

**Answer**

71,380.

- a. \$6,468,000

**Question 126**

How many meters will Sydney Water replace through its meter replacement program in 2012-2013?

- a. What was the expenditure?

**Answer**

63,578.

- a. \$6,382,000

**Question 127**

How many meters will Sydney Water replace through its meter replacement program in 2013-2014?

- a. What was the expenditure?

**Answer**

The target is 68,500.

- a. Estimate is \$7,621,000
- 

**Bill Estimations**

**Question 128**

How many households in Sydney Water's area have meters?

**Answer**

1,185,253.

**Question 129**

How many households received estimated bills in 2010-2011?

**Answer**

53,173.

**Question 130**

How many households received estimated bills in 2011-2012?

**Answer**

52,947.

**Question 131**

How many households received estimated bills in 2012-2013?

**Answer**

53,174.

**Question 132**

How many households are expected to receive estimated bills in 2013-14?

**Answer**

53,000.

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**Bill Estimations- Hunter Water**

**Question 133**

How many households in Hunter Water's area have meters?

**Answer**

178,977 (2013)

**Question 134**

How many households received estimated bills in 2010-2011?

**Answer**

911

**Question 135**

How many households received estimated bills in 2011-2012?

**Answer**

1263

**Question 136**

How many households received estimated bills in 2012-2013?

**Answer**

1,319

**Question 137**

How many households are expected to receive estimated bills in 2013-14?

**Answer**

1,400 (estimated)

The most common reason for an estimated bill is due to the inaccessibility of the water meter which can be as a result of customers having secured their premise such as a locked gate. Other reasons include WHS risks which prevent access to the meter such as a dangerous dog.

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## **General Questions**

**Question 1**

What is your relationship with Michael Photios?

**Answer**

I know Michael Photios through the Liberal Party.

**Question 2**

How often do you speak with him?

**Answer**

Occasionally.

**Question 3**

Have you met with clients of PremierState?

**Question 4**

On how many occasions and what dates did you meet with Michael Photios or representatives of PremierState?

**Question 5**

What was discussed at these meetings?

**Question 6**

On how many occasions have you declined to meet with Michael Photios or a client of PremierState?

**Answer (Questions 3,4,5,6)**

Meetings with lobbyists are in accordance with the NSW Lobbyist Code of Conduct.

**Question 7**

Did you attend his wedding?

**Answer**

No.

**Question 8**

Did Michael Photios vote in your preselection?

**Answer**

No.

**Question 9**

Have you met with lobbyists other than PremierState?

**Question 10**

On how many occasions have you met with a lobbyist, and what were the dates

**Question 11**

Which lobbyists have you met with, and what was discussed?

**Question 12**

On how many occasions have you declined to meet with a lobbyist?

**Question 13**

To deliver greater transparency and accountability, will you publish a monthly online diary of all meetings with lobbyists?

**Question 14**

In order to deliver greater transparency and accountability, as promised by the Premier, will you commit to keeping a record of all lobbying activities and documentation and allow them to be subject to the Government Information (Public Access) Act?

**Answer (Questions 9,10, 11, 12, 13, 14)**

Meetings with lobbyists are in accordance with the NSW Lobbyist Code of Conduct.

**Question 15**

Since becoming a Minister, have you taken any interstate or intrastate trips involving overnight accommodation or flights?

**Answer**

Yes

**Question 16**

Will you provide a list to the committee of the details of all travel?

**Answer**

Information regarding travel is available on the Department of Premier and Cabinet Disclosure Log at

[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

Travel is in accordance with the 'Policy on Official Travel within Australia and Overseas' available at

[http://www.dpc.nsw.gov.au/\\_\\_data/assets/pdf\\_file/0020/156026/Official\\_Travel\\_Policy\\_within\\_Australia\\_and\\_Overseas\\_-\\_August\\_2013.pdf](http://www.dpc.nsw.gov.au/__data/assets/pdf_file/0020/156026/Official_Travel_Policy_within_Australia_and_Overseas_-_August_2013.pdf).

**Question 17**

Have you taken any trips intrastate or interstate to attend Liberal/National Party functions? What are the details of the trips including dates and costs?

**Answer**

Information regarding travel is available on the Department of Premier and Cabinet Disclosure Log at

[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

Travel is in accordance with the 'Policy on Official Travel within Australia and Overseas' available at

[http://www.dpc.nsw.gov.au/\\_\\_data/assets/pdf\\_file/0020/156026/Official\\_Travel\\_Policy\\_within\\_Australia\\_and\\_Overseas\\_-\\_August\\_2013.pdf](http://www.dpc.nsw.gov.au/__data/assets/pdf_file/0020/156026/Official_Travel_Policy_within_Australia_and_Overseas_-_August_2013.pdf).

**Question 18**

Have you taken any trips intrastate or interstate to attend lobbyists' functions? What are the details of the trips including dates and costs?

**Answer**

Information regarding travel is available on the Department of Premier and Cabinet Disclosure Log at

[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

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**Question 19**

Were these trips paid for by the taxpayer?

**Answer**



Information regarding travel is available on the Department of Premier and Cabinet Disclosure Log at  
[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

Travel is in accordance with the 'Policy on Official Travel within Australia and Overseas' available at  
[http://www.dpc.nsw.gov.au/\\_\\_data/assets/pdf\\_file/0020/156026/Official\\_Travel\\_Policy\\_within\\_Australia\\_and\\_Overseas\\_-\\_August\\_2013.pdf](http://www.dpc.nsw.gov.au/__data/assets/pdf_file/0020/156026/Official_Travel_Policy_within_Australia_and_Overseas_-_August_2013.pdf).

### **Question 20**

Were these trips booked through the government travel management system?

### **Answer**

Information regarding travel is available on the Department of Premier and Cabinet Disclosure Log at  
[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

Travel is in accordance with the 'Policy on Official Travel within Australia and Overseas' available at  
[http://www.dpc.nsw.gov.au/\\_\\_data/assets/pdf\\_file/0020/156026/Official\\_Travel\\_Policy\\_within\\_Australia\\_and\\_Overseas\\_-\\_August\\_2013.pdf](http://www.dpc.nsw.gov.au/__data/assets/pdf_file/0020/156026/Official_Travel_Policy_within_Australia_and_Overseas_-_August_2013.pdf).

### **Question 21**

Since becoming a Minister, have you paid back money to the state because you booked unauthorised travel with the government travel management system? How much? When did you travel? When did you pay back the money? How many occasions has this happened?

### **Answer**

Information regarding reimbursement payments is available on the Department of Premier and Cabinet Disclosure Log at  
[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

### **Question 22**

Have you had meetings scheduled interstate or intrastate on Fridays or weekends which involved you staying overnight?

### **Answer**

Information regarding travel is available on the Department of Premier and Cabinet Disclosure Log at  
[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

Travel is in accordance with the 'Policy on Official Travel within Australia and Overseas' available at  
[http://www.dpc.nsw.gov.au/\\_\\_data/assets/pdf\\_file/0020/156026/Official\\_Travel\\_Policy\\_within\\_Australia\\_and\\_Overseas\\_-\\_August\\_2013.pdf](http://www.dpc.nsw.gov.au/__data/assets/pdf_file/0020/156026/Official_Travel_Policy_within_Australia_and_Overseas_-_August_2013.pdf).

**Question 23**

Did you take your spouse/partner on these trips?

**Answer**

Information regarding travel is available on the Department of Premier and Cabinet Disclosure Log at

[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

Travel is in accordance with the 'Policy on Official Travel within Australia and Overseas' available at

[http://www.dpc.nsw.gov.au/\\_\\_data/assets/pdf\\_file/0020/156026/Official\\_Travel\\_Policy\\_within\\_Australia\\_and\\_Overseas\\_-\\_August\\_2013.pdf](http://www.dpc.nsw.gov.au/__data/assets/pdf_file/0020/156026/Official_Travel_Policy_within_Australia_and_Overseas_-_August_2013.pdf).

**Question 24**

Have any members of your staff made complaints to or raised concerns with you, your Chief of Staff or the Department of Premier and Cabinet about bullying in your office?

**Answer**

Information on Department of Premier and Cabinet Memorandum 'Dignity and Respect: Policy and Guidelines on Preventing and Managing Workplace Bullying' can be found at

[http://www.dpc.nsw.gov.au/announcements/ministerial\\_memoranda/2007/m2007-02](http://www.dpc.nsw.gov.au/announcements/ministerial_memoranda/2007/m2007-02).

**Question 25**

If so, have any members of your staff resigned or been removed from their position after making such a complaint or raising such concerns?

**Answer**

Information on Department of Premier and Cabinet Memorandum 'Dignity and Respect: Policy and Guidelines on Preventing and Managing Workplace Bullying' can be found at

[http://www.dpc.nsw.gov.au/announcements/ministerial\\_memoranda/2007/m2007-02](http://www.dpc.nsw.gov.au/announcements/ministerial_memoranda/2007/m2007-02).

**Question 26**

How many blackberries or smart phones are assigned to your staff?

**Answer**

169 phones have been issued to the Premier's Office and Ministers Offices.

**Question 27**

For each phone, how much was each bill in the 2012/13 financial year?

**Answer**

The total expenditure on all phone types by the Premier's office and Ministers' offices as represented in the department's financial system is set out in the table below. Please note that this expenditure may include mobile phone purchase costs as the financial system does not separate the purchase costs and mobile usage charges.

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
<b>TOTAL</b>	\$483,310	\$578,691	\$434,854	\$188,761	\$197,226	\$232,286

Note. 2010-11 figures are a combination of 9 months of Keneally Government and 3 months of O'Farrell Government.

**Question 28**

How many phones have been lost in your office?

**Answer**

For Premier's Office and Ministers' offices, the number of phones lost was 5.

**Question 29**

What is the cost of replacing those phones?

**Answer**

The cost is the normal contract price and this cost is claimed through the NSW Treasury Managed Fund.

**Question 30**

How many iPads or tablet computers does DPC assign to your Ministerial office and to whom have they been issued?

**Answer**

The number of iPads issued for the Premier's office and Ministers' offices for 2012/13 is 75.

**Question 31**

How many iPads or tablet computers have you purchased for your office and to whom have they been issued?

**Answer**

iPads are supplied by DPC.

**Question 32**

How many iPhones or other smart phones does DPC assign to your Ministerial office and to whom have they been issued?

**Answer**

169 phones have been issued to NSW Ministerial Offices.

**Question 33**

How many iPhones or other smart phones have you purchased for your office and to whom have they been issued?

**Answer**

iPhones or Smart Phones are supplied by DPC.

**Question 34**

How many iPhones or other smart phones have been lost in your office?

**Answer**

For Premier's Office and Ministers' offices, the number of phones lost was 5.

**Question 35**

How many iPads or tablet computers have been lost in your office?

**Answer**

For Premier's office and Ministers' offices the number of iPads lost was 2.

**Question 36**

What is the cost of replacing those phones or iPads or tablet computers?

**Answer**

The cost is the normal contract price and this cost is claimed through the NSW Treasury Managed Fund.

**Question 37**

How many media or public relations advisers are employed for each of your portfolio agencies?

**Answer**

Department of Finance and Services: Two

Work Cover: 4

Sydney Water: 3

Hunter Water – 2

**Question 38**

What is the forecast for 2013/14 for the number of media or public relations advisers to be employed and their total cost?

**Answer**

Department of Finance and Services: Restructures within the Department of Finance and Services may lead to a change in the number of media or public relations advisors. No Forecast of that number is currently available.

Sydney Water: these roles are part of a current restructure that has not yet been finalised

Hunter Water: \$234,400. Two advisers.

Work Cover: \$ 388,177. Four advisers.

**Question 39**

Have any of your overseas trips in the past year been paid for in part or in full by using public money?

**Answer**

Information regarding travel Information regarding Ministerial travel is available on the Minister's appropriate agency website, in accordance with Ministerial Memorandum M2009-10 "Release of Overseas Travel Information".

**Question 40**

If so, did any of your relatives or friends accompany you on these trips?

**Answer**

Information regarding travel Information regarding Ministerial travel is available on the Minister's appropriate agency website, in accordance with Ministerial Memorandum M2009-10 "Release of Overseas Travel Information".

**Question 41**

What is the annual remuneration package for your chief of staff?

**Answer**

Ministerial staff numbers and salary bands are available on the DPC website at: [http://www.dpc.nsw.gov.au/about/publications/premiers\\_and\\_ministers\\_staff\\_numbers](http://www.dpc.nsw.gov.au/about/publications/premiers_and_ministers_staff_numbers).

**Question 42**

What is the annual remuneration package for your head media advisor?

**Answer**

Ministerial staff numbers and salary bands are available on the DPC website at: [http://www.dpc.nsw.gov.au/about/publications/premiers\\_and\\_ministers\\_staff\\_numbers](http://www.dpc.nsw.gov.au/about/publications/premiers_and_ministers_staff_numbers)

**Question 43**

What is the annual remuneration package for each of your staff?

**Answer**

Ministerial staff numbers and salary bands are available on the DPC website at:  
[http://www.dpc.nsw.gov.au/about/publications/premiers\\_and\\_ministers\\_staff\\_numbers](http://www.dpc.nsw.gov.au/about/publications/premiers_and_ministers_staff_numbers)

**Question 44**

What is the estimated expenditure for your office budget in 2012-13?

**Answer**

Information regarding Premier's Office and Ministerial Offices budget and expenditure is available on the Department of Premier and Cabinet Disclosure Log at  
[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

**Question 45**

Have any office renovations or fit outs been undertaken in your ministerial office since April, 2011?

**Answer**

Information on the assets balances for leasehold improvements are available in the Department of Premier and Cabinet Annual Report.

**Question 46**

If so, could you give details of contracted costs?

**Answer**

Information on the assets balances for leasehold improvements are available in the Department of Premier and Cabinet Annual Report.

**Question 47**

What is your Ministerial office budget for 2013/14?

**Answer**

Information regarding Premier's Office and Ministerial Offices budget and expenditure is available on the Department of Premier and Cabinet Disclosure Log at  
[http://www.dpc.nsw.gov.au/about/accessing\\_dpc\\_information/dpc\\_disclosure\\_log](http://www.dpc.nsw.gov.au/about/accessing_dpc_information/dpc_disclosure_log).

**Question 48**

How many political advisors are in your office?

**Answer**

Ministerial staff numbers and salary bands are available on the DPC website at:  
[http://www.dpc.nsw.gov.au/about/publications/premiers\\_and\\_ministers\\_staff\\_numbers](http://www.dpc.nsw.gov.au/about/publications/premiers_and_ministers_staff_numbers)

**Question 49**

How many administration staff?

**Answer**

Ministerial staff numbers and salary bands are available on the DPC website at:  
[http://www.dpc.nsw.gov.au/about/publications/premiers\\_and\\_ministers\\_staff\\_numbers](http://www.dpc.nsw.gov.au/about/publications/premiers_and_ministers_staff_numbers)

**Question 50**

How many Department Liaison Officers are assigned to your office?

**Answer**

Number of Department Liaison Officers (DLOs) are:

	Number of DLOs	
as at 5/09/2012	Number of DLOs	
as at 30/06/2013		
Premier	1	1
Ministers	57	54

**Question 51**

How many staff in the Department are assigned to Ministerial support duties

**Answer**

There are no staff in the Department of Finance and Services dedicated full time to ministerial support functions.

**Question 52**

Are any contractors or consultants working in your ministerial office?

**Answer**

Financial statements, including expenditure on consultants, are available in agency annual reports.

**Question 53**

If so, in what capacities?

**Answer**

Financial statements, including expenditure on consultants, are available in agency annual reports.

**Question 54**

How much did your Ministerial office spend on contractors or consultants?

**Answer**

Financial statements, including expenditure on consultants, are available in agency annual reports.

**Question 55**

How much did your Ministerial office spend on taxi fares, including Cabcharge in the 2012/13 financial year?

**Answer**

Taxi expenditure by the Premier's office and Ministers' offices as represented in the Department's financial system is represented in the table below.

	<i>2008-09</i>	<i>2009-10</i>	<i>2010-11</i>	<i>2011-12</i>	<i>2012-13</i>
<b>TOTAL</b>	\$160,155	\$175,776	\$60,277	\$96,094	\$92,829

**Question 56**

Are any of your portfolio agencies undergoing a restructure?

**Answer**

Yes

**Question 57**

How many jobs are expected to be cut as a result of that restructure?

**Answer**

Offers of voluntary redundancy are managed by business units.

**Question 58**

How many people are expected to have their wages cut as a result of that restructure?

**Answer**

See answer to question 57 above.

**Question 59**

How many voluntary redundancies were offered in your Departments since April 2011?

**Answer**

See answer to question 57 above.

**Question 60**



How many voluntary redundancies were accepted from employees in your Departments since April 2011?

**Answer**

From 1 April 2011 to 30 July 2013 there were a total of 681 voluntary redundancies accepted by the Department of Finance and Services' staff.

**Question 61**

How many voluntary redundancies are expected to be offered in 2013/14?

**Answer**

See answer to question 57 above.

**Question 62**

How much did your Department(s) spend on catering in 2012/13?

**Answer**

Expenditure on entertainment and catering is conducted in accordance with C2010-42 New South Wales government Expenses Policy.

**Question 63**

How much did your Department(s) spend on stationary in 2012/13?

**Answer**

This information is not held centrally across the cluster.

**Question 64**

What is your Department's catering budget?

**Answer**

See answer to question 62.

**Question 65**

What is your Department's stationary budget?

**Answer**

See answer to question 63.

**Question 66**

Since April 2011 have any of the agencies in your Department(s) changed their branding?

**Answer**

Yes.

**Question 67**

If so, how much was spent on rebranding the agency?

**Answer**

The cost of rebranding was negligible. The widespread use of electronic templates for stationery means there are virtually no print costs associated with a change of branding.

**Question 68**

How long is the average turnaround for responding to correspondence in your Department(s)?

**Answer**

The Department of Premier and Cabinet's recommended time frame for completing responses to correspondence from Ministers, Members of Parliament and members of the public is 20 working days from the department's receipt of the correspondence.

This may vary on occasion depending on the nature and complexity of the matter, stakeholder consultation or further information required from other departments and sources.

**Question 69**

How many pieces of correspondence have been outstanding for more than 60 days?

**Answer**

The Department's recommended time frame for completing responses to correspondence from Ministers, Members of Parliament and members of the public is 20 working days from the Department's receipt of the correspondence.

However, it is not always possible to comply with this time frame for any number of reasons including: the nature and complexity of the matter; stakeholder consultation; or further information required from other Departments and sources.

**Question 70**

In 2012/13 how many invoices has your Department(s) failed to pay a supplier or contractor for more than 30 days?

**Answer**

Information regarding "30 days to pay" policy is available at <http://www.finance.nsw.gov.au/30days/how-government-will-report-policy>.

**Question 71**

As a result of late payment, how much penalty interest has been paid to contractors since 1 January 2011?

**Answer**

Information regarding “30 days to pay” policy is available at <http://www.finance.nsw.gov.au/30days/how-government-will-report-policy>.

**Question 72**

How many invoices have been outstanding for longer than 60 days?

**Answer**

Information regarding “30 days to pay” policy is available at <http://www.finance.nsw.gov.au/30days/how-government-will-report-policy>.

**Question 73**

Does your department provide recurrent grant funds to non-government organisations? If yes,

- a. What are the names of all organisations in receipt of funding?
- b. What is the total amount of funding received by each organisation including goods and services tax?
- c. On what date was the funding advanced?
- d. What was the purpose for each grant or funding advance?
- e. Was any funding withheld or returned?
- f. If so, what were the reasons for withholding or requiring the funding to be returned?
- g. What is the indexation rate applied to non-recurrent grant funds in 2013/2013?
- h. What are the details of any costs involved in each study, audit, taskforce or review?
- i. Have any provisions been included in grant agreements to prohibit these organisations from criticising the Government or any of its policies?

**Answer**

This information is provided in the Department of Finance and Services’ annual report.

**Question 74**

How many contractors has your Department(s) retained since 1 July 2013 and at what cost?

**Answer**

The Department of Finance and Services employs contractors on an ‘as needed’ basis. For example, to cover leave arrangements, short term administration support, undertake specific project related work within limited timeframes, and to obtain expertise that is not available within the department.

This information is not held centrally for the Department. The number of contractors fluctuates.

#### **Question 75**

What is the current level of Aboriginal employment within your Department(s)?

#### **Answer**

This information is provided in the Department of Finance and Services' annual report.

The Public Service Commission collects workforce data from the NSW public sector, including regarding levels of Aboriginal employment. An estimate of the level of Aboriginal employment in the sector at June 2013 will be included in the Workforce Profile 2013 Report, due to be released with the 2013 State of the Public Sector Report in November 2013. NSW Treasury Circular 11/03 outlines Equal Employment Opportunity (EEO) Disclosure Requirements, requiring that NSW public sector agencies include EEO data in their annual reports.

#### **Question 76**

How has that changed since 1 July 2012?

#### **Answer**

This information is provided in the Department of Finance and Services' annual report.

An estimate of the level of Aboriginal employment in the NSW public sector at June 2012 can be found in the Workforce Profile 2012 Report. This report is available on the PSC website on the Workforce Profile page: <http://www.psc.nsw.gov.au/About-the-Public-Sector/workforce-profile>.

#### **Question 77**

Since 1 July 2011, how much has been spent on charter air flights by your Department(s)?

#### **Answer**

All official travel within Australia and overseas is in accordance with M2013-08 'Official Travel within Australia and Overseas' available at [www.dpc.nsw.gov.au](http://www.dpc.nsw.gov.au). Details regarding travel costs are published in the annual report of the Department of Premier and Cabinet.

Travel is in accordance with the 'Policy on Official Travel within Australia and Overseas' available at [http://www.dpc.nsw.gov.au/\\_\\_data/assets/pdf\\_file/0020/156026/Official\\_Travel\\_Policy\\_within\\_Australia\\_and\\_Overseas\\_-\\_August\\_2013.pdf](http://www.dpc.nsw.gov.au/__data/assets/pdf_file/0020/156026/Official_Travel_Policy_within_Australia_and_Overseas_-_August_2013.pdf). Details regarding travel costs are published in the Department's Annual Report.

#### **Question 78**

Is your department currently undertaking any feasibility studies, audits, taskforces or reviews? If so; then;

- a. What are the terms of reference or details of each study, audit, taskforce or review?
- b. Who is conducting the study, audit, taskforce or review?
- c. Was each study, audit, taskforce or review was publically advertised seeking expression of interest or competitive tenders?
- d. Is there a contract in place detailing terms of engagement for the study, audit, taskforce or review?
- e. What is the timeline of each study, audit, taskforce or review?
- f. What are the details of any costs involved in each study, audit, taskforce or review?

**Answer**

As with previous NSW Governments, the Government undertakes feasibility studies, audits, taskforces and reviews to inform government decision making. A number of feasibility studies, audits, taskforces and reviews are currently being undertaken across the NSW Government.