



## LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

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STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY  
Ms Nicole Lawder MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),  
Mr Johnathan Davis MLA

### Standing Committee on Economy and Gender and Economic Equality

#### Inquiries into Annual and Financial Reports 2019–2020 and ACT Budget 2020–2021

Responses to **questions on notice** following the public hearing of 22 February 2021

### Chief Minister portfolio

# ACT Standing Committee on Economy and Gender and Economic Equality

Inquiries into Annual and Financial reports 2019–20 and ACT Budget 2020–21

Index QoN—following public hearing of 22 February 2021

## Chief Minister portfolio

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2	Davis	CMTEDD Annual report: + Flexible Work Practices	Chief Minister	12 March 21
3	Davis	CMTEDD Annual report: + Workforce Capability and Governance— ACTPS Flexible Work	Chief Minister	12 March 21
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13	Lee	Budget Paper B (Output Class 1.2): + Workforce capability and governance	Chief Minister	15 March 21
14	Lee	CMTEDD Annual report: + Workforce related contracts	Chief Minister	12 March 21



# LEGISLATIVE ASSEMBLY

## FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. 38**

STANDING COMMITTEE ON PLANNING, TRANSPORT, AND CITY SERVICES  
JO CLAY MLA (CHAIR), SUZANNE ORR MLA (DEPUTY CHAIR), MARK PARTON MLA

### Inquiry into referred 2019–20 Annual and Financial Reports and Budget Estimates 2020-21 ANSWER TO QUESTION ON NOTICE

Asked by Elizabeth Lee MLA:

In relation to: **CIT Woden Campus and Bus Interchange**

1. This budget has allocated \$240 million to the CIT Woden Campus and Bus Interchange project with a physical completion date of September 2024. What feasibility plans have you used to base these budgetary and completion dates on?
2. The incoming Minister's Brief referenced the release of an Expression of Interest (EOI) and industry briefing in November 2020 for contractors interested in submitting to the Public Transport Interchange design and Construct package.
  - i. Was the EOI released in November? If not, why not?
  - ii. When will it be released?
  - iii. How many contractors expressed an interest?
3. How many staff have been assigned to deliver this project from Major Projects Canberra?
  - i. What KPIs have been set for them?
  - ii. How are you ensuring these KPIs are met?
4. International student numbers are expected to decline by about 50 per cent this year. How do you expect the decline in international students to affect this project?
  - i. How are state border closures expected to affect CIT enrolments?
  - ii. Will this impact the financial viability of the project?
5. Will any of the facilities involved in these works be affected by the Cladding Rectification Project?

Chris Steel MLA: The answer to the Member's question is as follows:–

1. The timing of budget allocations for the project reflects information contained in the project's business case. The ACT Government announced it had approved the project's business case in 2020. That business case was supported by various third-party technical and commercial analysis procured by Major Projects Canberra (MPC).
2.
  - i. Yes, the EOI was released in November.
  - ii. The EOI was released on 10 November 2020.
  - iii. Three contractor groups submitted expressions of interest.



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3. As of 9 March 2021, the CIT Campus Woden Project team consists of 11 team members directly working under MPC, with recruitment continuing as we approach the construction delivery phase of the project.
- i. KPIs are set out in performance development plans for individual staff members. KPI's are tailored to the individual role and generally reflect broader project milestones.
  - ii. The project team undertakes regular reporting through its governance arrangements. Individuals are subject to usual ACTPS performance review mechanisms.
4. CIT is not forecasting a decline in International Students by 50% this year. CIT experienced a 19% decline in 2020, compared to the 2019 numbers, and CIT is forecasting a further 20% decline in 2021 from the 2020 figures.

International students only make up a small component of CIT's total student's numbers. In 2020 the number of International students at CIT was 682, this is 3.8% of CIT's total student population. As such, a relatively small decline in international students does not materially affect the modelling for CIT's student population at CIT Woden. Additionally, CIT's longer (3-5 year) forecast is that International Student numbers will increase and may return to pre COVID levels by the time the CIT Woden campus is open in 2025.

- i. State border closures caused some disruption to CIT's 2020 enrolments and also some CIT teachers who had delays in returning to teaching. Unless there is a change in current arrangements, it is not expected that State borders will have further or long-term impact on CIT enrolments.
  - ii. It is not expected that the current decline in International students, or the COVID State border closures will have any financial impact or viability on the CIT Woden project.
5. No.

Approved for circulation to the Standing Committee on Planning, Transport, and City Services

Signature:

Date: 11/3/21

By the Minister for Skills and the Minister for Transport and City Services, Chris Steel MLA



**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

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**Johnathan Davis MLA:** To ask the Chief Minister

[Ref: The workforce transformation program (p. 34)]

In relation to: Flexible Work Practices

1. The workforce transformation program (p34) is supporting more flexible work practices. How is this impacting staff with caring responsibilities and disabilities, and customers from vulnerable or low socio-economic groups?
2. What data is there on the impacts?
3. How have working parents and guardians been able to balance working from home with care for school aged children through covid-19?
4. How have customers with hearing impairments been supported to access information and services?

**ANDREW BARR MLA:** The answer to the Member's question is as follows:–

1. The workforce transformation program (p34) is supporting more flexible work practices. How is this impacting staff with caring responsibilities and disabilities, and customers from vulnerable or low socio-economic groups?

The Workforce Transformation Program relates to the implementation of flexible work practices primarily in office-based environments, most notably the new offices at 480 Northbourne Avenue and 220 London Circuit. These environments have not yet been able to achieve full operation due to constraints arising from the COVID-19 pandemic.

These office environments have been established to assist all employees to access appropriate work amenities as and when they need them. The number and array of work settings in these buildings supports employees with caring responsibilities and/or disabilities to locate and access a work setting suited to their task orientation and individual needs at any time. Specific arrangements have been made for a number of employees with specific physical needs, in addition to the buildings' accessibility infrastructure and onsite caring/breastfeeding facilities.

Staff with caring responsibilities and/or disabilities also have access to a range of flexible working arrangements through the Enterprise Agreement and relevant policies.



**LEGISLATIVE ASSEMBLY**  
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**QON No. CM2**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

The Workforce Transformation Program is an internally focused program relating to employee work practices, and therefore has no direct material impact on customers from vulnerable or low socioeconomic groups.

**2. What data is there on the impacts?**

Due to the constraints of the COVID-19 pandemic on the utilisation of 480 Northbourne Avenue and 220 London Circuit, an evaluation of the impacts of the Workforce Transformation Program has been delayed. It is expected to take place later in 2021.

**3. How have working parents and guardians been able to balance working from home with care for school aged children through covid-19?**

Staff working from home with school-aged children, were encouraged to talk to their manager to find flexible solutions to suit their situation. Specific policies were put in place that recognised that staff working from home while caring for school aged children may not be able to work standard hours and that managers needed to be mindful of allowing staff to balance their responsibilities in ways that had staff health and safety, and mental health as key considerations.

Staff who needed to care for school aged children, but who were unable to work from home, could access COVID-19 leave.

These arrangements also extended to staff who had caring responsibility for children in day care, where day care arrangements were temporarily unavailable.

**4. How have customers with hearing impairments been supported to access information and services?**

The Workforce Transformation Program is an internally focused program relating to employee work practices, and therefore has no direct material impact on customers with hearing impairments.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: **12.3.21**

By the Chief Minister, Andrew Barr MLA



**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

**Johnathan Davis MLA:** To ask the Chief Minister

[Ref: 1.2 Workplace Capability and Governance - Insecure work, CMTEDDAR]

In relation to: ACTPS Flexible Work

Your Annual Report spoke of the tremendous work that had been done to help employees work flexibly during the pandemic.

1. Have you identified problems over this time?
2. How could ACT PS flexible work provisions be improved or expanded?

**ANDREW BARR MLA:** The answer to the Member's question is as follows:—

1. Have you identified problems over this time?

A significant majority of ACT Public Servants, most specifically those in community-facing service delivery roles, have experienced no substantial material change to the location or delivery method of their role as a result of COVID-19. For those that have been required to work from home, there have been some concerns in relation to mental health and wellbeing, and connectedness to the workplace and to colleagues. These issues have been experienced globally where physically dispersed work models have been mandated.

In July 2020, CMTEDD surveyed its employees and found that during the pandemic:

- 91% still felt connected to their supervisor and team.
- 53% believed their mental health and wellbeing had not changed, while for 30% it had improved. For 16% it had declined.

CMTEDD has implemented a range of programs and strategies to evolve and build on its mental health and wellbeing initiatives, including virtual mindfulness sessions, the CMTEDD Graduate Challenge *Mindful Minute*, and the appointment of a Mental Health Champion, Deputy Director-General Kareena Arthy, to:

- tackle stigma and common misconceptions about mental health
- promote validated tools and positive wellbeing practices and where to find them





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**QON No. CM3**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

- promote a culture where staff feel empowered to acknowledge and address their mental health needs more openly.

CMTEDD has also implemented a range of Initiatives to enhance training for managing staff remotely or in hybrid workplaces, as well as support initiatives for maintaining social connections at work including staff networks, social events and virtual work events.

2. How could ACT PS flexible work provisions be improved or expanded?

The workforce response to the COVID-19 emergency highlighted that the ACTPS already has robust and adaptable flexible work provisions. Further improvements have been achieved through support, education, policy and training. Further, most of the ACTPS enterprise agreements are due to be re-negotiated with unions and staff this year and a review of flexible work provisions will be undertaken as part of those negotiations. This will ensure that the provisions are amended if necessary to continue to deliver flexible working arrangements that support staff and enable the ACTPS to deliver for our community.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: 12.3.21

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM4**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

**Johnathan Davis MLA:** To ask the Chief Minister

[Ref Output 1.2 Workplace Capability and Governance – p. 19 of Budget Statement B]

In relation to: Secure Local Jobs Code Certificates

You are responsible for issuing secure local jobs code certificates.

1. How many certificates have been issued?
2. How is the program being received by the business community?

**ANDREW BARR MLA:** The answer to the Member's question is as follows:–

1. From the commencement of the Code on 15 January 2019 to 5 March 2021, 2244 Secure Local Jobs Code certificates have been issued.
2. The Secure Local Jobs Code has been in operation for two years and is accepted by the business community as a requirement for procurements for territory-funded work.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: 12.3.21

By the Chief Minister, Andrew Barr MLA



STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY  
MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

**Johnathan Davis MLA:** To ask the Minister Gentleman

[Ref: Under the Healthy Minds—Thriving Workplace Strategy (p. 28)]

In relation to: Healthy Minds Strategy

Under the Healthy Minds—Thriving Workplace Strategy (p. 28) the state of the service report notes a future focus on increasing our understanding of the psychosocial risks in the ACTPS by conducting a psychosocial risk assessment pilot;

- responding to the mental health and wellbeing requirements of the continuing COVID-19 pandemic and continuing collaboration and communication;
- looking at work design and how it can support the mental health and wellbeing of employees; and
- continuing to look for innovative ways to promote, protect, support wellbeing by keeping abreast of the latest research, liaising with external organisations and specialists, and sharing what we learn.

What is the current status of those initiatives? What explicit attention is being given to staff who may experience discrimination by virtue of their membership of a particular population cohort or who may be exposed to trauma in their workplace through their dealings with clients (including from vulnerable or disadvantaged groups or in the justice system)?

**RACHEL STEPHEN-SMITH MLA:** The answer to the Member's question is as follows:

What is the current status of those initiatives?

Due to the COVID-19 pandemic several actions identified in the *Health Minds, Thriving Workplaces* strategy (the strategy) were adjusted to focus on risks associated with COVID-19. Key items of work have included:

- development of a whole of government psychosocial risk register to address risks associated with the COVID-19 response;
- development of targeted mental health and wellbeing messaging and supports that were delivered through a whole of government intranet site and tailored messages delivered by directorate Mental Health Champions;



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MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

- consulting with all ACTPS workers about their health and safety during COVID-19 through a validated whole of government work health and safety and wellbeing survey administered online (website and QR code) during COVID-19; and
- a review of psychosocial risk assessment tools and considerations for use at a whole of government and directorate level in preparation for a psychosocial risk assessment pilot.

Work design and mental health and wellbeing has been a high priority during the COVID-19 response, with a particular focus on supporting workers who transitioned to working from home. Resources have been developed and made available across the ACTPS to support health and wellbeing whilst working at home and to assist managers to manage teams during COVID-19. A coaching service to assist managers and employees to better identify and implement complex reasonable adjustments associated with psychosocial issues has been implemented. Employee Assistance Programs have been promoted across the ACTPS and directorates have engaged providers to deliver tailored and targeted initiatives.

Workplace Safety and Industrial Relations (WSIR) oversees the implementation of the strategy. This includes monitoring emerging evidence, liaising with external organisations and specialists, and participating in forums and training related to specific areas of research or expertise (e.g. psychosocial risk, mental wellbeing). Updated approaches applicable to the ACTPS context are considered and incorporated into the ACTPS whole of government work health and safety and wellbeing approaches and shared widely through usual networks and stakeholders (e.g. Mental Health Operational Group, WHS leads, Human Resources Committee, Mental Health Champions).

What explicit attention is being given to staff who may experience discrimination by virtue of their membership of a particular population cohort or who may be exposed to trauma in their workplace through their dealings with clients (including from vulnerable or disadvantaged groups or in the justice system)?

Monthly meetings occur with directorate representatives and WSIR to discuss emerging mental wellbeing initiatives/issues within directorates, share validated resources and provide directorates with updates on progress addressing the priorities of the mental health strategy.

Whole of government resources and support services implemented in support of the strategy are targeted towards supporting all staff, regardless of their circumstances, through establishing reasonable adjustments and a facilitated discussion program.

Training to increase mental health literacy and reduce stigma is available free to all ACTPS staff via the online program *Mental Health Guru*.

Targeted initiatives/policies/programs regarding vulnerable population cohorts and trauma specific to directorate risk profiles are managed at directorate level.



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM5**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

Ms NICOLE LAWDER MLA (CHAIR), Ms SUZANNE ORR MLA (DEPUTY CHAIR), Mr JOHNATHAN DAVIS MLA

Any initiatives or resources developed as part of the strategy are developed in alignment with the whole of government framework for Respect, Equity and Diversity.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature:

A handwritten signature in blue ink, appearing to read "RSS", followed by a horizontal line.

Date: 12/3/21

By the Acting Minister for Industrial Relations and Workplace Safety, Rachel Stephen-Smith MLA





**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**EGEE QoN #CM6**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

Asked by JOHNATHAN DAVIS MLA:

In relation to: In relation to: Gender pay gap - [Ref: Fostering an inclusive environment (p. 38)]

The ACT Public Service has better representation of women and a smaller gender pay gap than for Australia overall, but the ACT advantage is not so evident when the territory overall figures are considered. What are the drivers of gender inequality in the ACT and what is the government doing to address them in our wider community?

Yvette Berry MLA, Minister for Women: The answer to the Member's question is as follows:–

The gender pay gap is influenced by a number of factors, including:

- conscious and unconscious discrimination and bias in hiring and pay decisions;
- women and men working in different industries and different jobs, with female-dominated industries and jobs having lower wages;
- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles;
- high rates of part-time work for women;
- women's greater time out of the workforce for caring responsibilities impacting career progression and opportunities; and
- women's disproportionate share of unpaid caring and domestic work.

The ACT Government is working to improve outcomes for women and girls in the ACT by addressing some of these underlying drivers for the gender pay gap. The *ACT Women's Plan 2016-26* is an ambitious ten-year plan to create an ACT that values and respects women and girls, commits to gender equality and promotes and protects the rights, wellbeing and potential of all women and girls.

The Second Action Plan 2020-22 is the second of three, three-year action plans to be delivered through the ACT Women's Plan. These action plans identify how the ACT Government will work with community members, the community sector and the private sector to ensure that everyone is actively working towards true equality for women and girls.





## LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

EGEE QoN #CM6

### STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

Ms NICOLE LAWDER MLA (CHAIR), Ms SUZANNE ORR MLA (DEPUTY CHAIR), Mr JOHNATHAN DAVIS MLA

Under the *ACT Women's Plan 2016-26*, the ACT Government has committed to:

- Increasing women's participation in the community, including through the ACT Women's Grants program;
- Developing and promoting a series of e-learning modules including unconscious bias, gender impact analysis, gender equality strategies, flexible working and workplace rights which can be used by ACT workplaces;
- Increasing women's participation in traditionally male dominated industries with particular focus on the construction industry in the Second Action Plan 2020-22; and
- Increasing the number of women in leadership roles, including through setting targets for female representation on ACT Government boards and targets for ACT Government funded sporting and arts boards.

The Second Action Plan 2020-22 is available on the CSD website

<https://www.communityservices.act.gov.au/women/womens-plan-2016-26/second-action-plan-2020-22>

An update on the progress of actions in the Second Action Plan 2020-22 is available on the CSD website <https://www.communityservices.act.gov.au/women/womens-plan-2016-26/second-action-plan-2020-22>.

The ACT Government continues to work towards the target for 50 per cent female representation on all ACT Government boards and committees. Our progress towards this goal continues to improve and as of January this year, 49.2% of representatives on ACT Government boards and committees were women.

In addition to work under the ACT Women's Plan, the ACT Government is also increasing women's participation in the workforce after periods of absence for caring responsibilities, including through the CSD Women's Return To Work program, which includes grants, mentoring and workshops.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature:

Date: 19/03/21

By the Minister for Women, Yvette Berry MLA





STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

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Asked by JOHNATHAN DAVIS MLA:

[Ref: 1.2 Workplace Capability and Governance—Budget Statement B]

In relation to:

[Aboriginal and Torres Strait Islander employee retention](#)

[Can you please give us an update on any progress you have made to Aboriginal and Torres Strait Islander employee retention, following the program that was started 2019?](#)

ANDREW BARR MLA: The answer to the Member's question is as follows:—

The ACT Public Service (ACTPS) has made good progress on Aboriginal and Torres Strait Islander employee retention in recent years.

At 30 June 2019 there were 423 Aboriginal and Torres Strait Islander People employed in the ACTPS, representing 1.8 per cent of the workforce. At 30 June 2020 there were 489 Aboriginal and Torres Strait Islander People employed in the ACTPS, representing 2 per cent of the workforce.

Several whole of government programs to support the recruitment and retention of Aboriginal and Torres Strait Islander employees were delivered in 2019-20. These include:

- The Leadership Development Program for Aboriginal and Torres Strait Islander senior employees. Sixteen participants undertook 360-degree feedback, coaching and attended 4 intensive workshops.
- Seven Aboriginal and Torres Strait Islander participants undertook the Public Sector Management Program through the Queensland University of Technology. The Public Sector Management Program has been developed for mid-level managers and is run over a 15-month period with a mixture of work-based learning, workshops and a virtual learning environment.
- The Australian Institute of Company Director's eLearning courses for Directors. These courses assisted four Aboriginal and Torres Strait Islander participants to further their experience on the governance requirements of becoming a Director or Board Member.



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM8**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

- Ten participants are currently enrolled in the ACTPS Vocational Employment Program for Aboriginal and Torres Strait Islander People. The Vocational Employment Program is an entry-level employment program.
- The ACTPS has also purchased the SBS Cultural Competence eLearning modules. These modules are available to all employees and ongoing learning and development about inclusion across the workforce. To date, 484 ACTPS employees have enrolled for this course. The package includes: five core inclusion modules covering a range of topics including unconscious bias, assumptions, curiosity, intersectionality and flexibility; and additional modules about specific diversity matters including Aboriginal and Torres Strait Islander cultural awareness.

At 30 June 2019 the separation rate for Aboriginal and Torres Strait Islander employees was 10.5 per cent. This reduced to 9.1 per cent at 30 June 2020.

This reduction in separation rate is particularly encouraging in light of a broader trend over the last ten years in the ACTPS workforce; which has seen employment of Aboriginal and Torres Strait Islander people rise by 100 per cent (from 1 per cent in 2010-11 to 2 per cent in 2019-20).

Upcoming work will further support retention of Aboriginal and Torres Strait Islander employees. A project to consolidate the Inclusion, Equity and Diversity Agenda for the ACTPS has just commenced within the Workforce Capability and Governance Division of the Chief Minister, Treasury and Economic Development Directorate. This work will include extensive consultation with stakeholders and will lead to a refresh of the Aboriginal and Torres Strait Islander Employment Strategy.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature:

Date: *12.3.21*

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM9**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

**Elizabeth Kikkert MLA:** To ask the Chief Minister

[Ref:

- 2020–21 Budget Outlook, Table: 3.2.2: Detailed initiatives by lead agency, line item “Supporting High intensity club users of non-potable water”, p. 62
- 2020–21 Budget Outlook, subheading “Supporting high intensity club users of non-potable water”, p. 78]

In relation to:

1. When will the ACT Government be providing full rebates to high-intensity club users of non-potable water for charges incurred in the 2020–21 financial year relating to the use of surface water, ground water and recycled water?
2. Has the review into water costs for high-intensity club users of non-potable water in 2021 begun?
  - a. If not, what is the cause of the delay?

**ANDREW BARR MLA:** The answer to the Member’s question is as follows:–

1. Rebates will be applied automatically to bills for non-potable water consumed in 2020-21. The timing of the rebate will vary, depending on the billing cycle of the entity supplying the water.
2. Yes, the non-potable water review has commenced with the release of a Discussion Paper through the ACT Government’s YourSay website on 2 March 2021. The webpage for the review can be accessed at <https://www.yoursay.act.gov.au/non-potable-water-review>.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: 12.3.21

By the Treasurer, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM10**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

**Johnathan Davis MLA:** To ask the Chief Minister

[Ref: ACT Wellbeing framework (p. 26, 28)]

In relation to:

1. Can you tell us about how community wellbeing data is being collected by the ACT Government?
2. When do you expect the public dashboard of the ACT wellbeing framework to be launched?

**ANDREW BARR MLA:** The answer to the Member's question is as follows:—

1. The Government committed with the launch of the ACT Wellbeing Framework to release a first full reporting of indicator data and information in the second half of 2020, in the form of an online dashboard, in which Canberrans will be able to see how we are tracking against our desired wellbeing outcomes. The subsequent events of 2020 affected our ability to meet this timing commitment.

The process of data collation has continued within government, with measures and data being gathered from a range of sources, including ACT administrative data, nationally collected data sets from statistical agencies (e.g. ABS) and relevant survey data.

As noted at the time of launch, the development of some indicator data may take time. The first indicator dashboard will report on available data while subsequent dashboards will expand the information as new data becomes available. The development of the Wellbeing Framework, and the policy responses that will result, is a long-term exercise, and will feature continual engagement between government and the community. Much of the benefit of the Framework will come from this dialogue and joint consideration of issues. Indicator information and data will provide the basis for public discussion about wellbeing in our community and the necessary responses from both the government and community sectors.

2. The Government expects to release an initial dashboard of indicator measures in the first half of 2021.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM10**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

Signature:

A handwritten signature in black ink, appearing to read "Andrew Barr".

Date: 15.3.21

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM11**

STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY  
MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

**Elizabeth Lee MLA:** To ask the Chief Minister

[Ref: ACT Jobs and Economic Recovery Plan]

In relation to:

Canberra Economic Recovery Group

1. Has the membership of this Group been finalised?
  - a. If so, who are its members?
  - b. If not, when will it be finalised?
2. What was the selection criteria?
3. Was there a selection panel?
  - a. If so, who were its members?
  - b. How was the selection panel established (e.g. selection criteria; appointed by who?)
4. How frequently does this Group meet?
5. Does it have Directorate administrative support?
  - a. If so, what is the nature of that support in terms of funding and/or officials?
6. Is there a sunset clause to this Group's existence? If so when is that?
7. What is the budget for the operation of this Group?
8. Are members of the Group paid a sitting fee? If so, how much?



# LEGISLATIVE ASSEMBLY

## FOR THE AUSTRALIAN CAPITAL TERRITORY

QON No. CM11

### STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

ANDREW BARR MLA: The answer to the Member's question is as follows:—

1. Membership of the Canberra Economic Advisory Group (CEAG) has been finalised. Members were appointed for six months in February 2021. Members are as follows:

Mr Andrew Barr (Chair)	ACT Chief Minister
Ms Kathy Leigh (Deputy Chair)	Director-General and Head of Service, CMTEDD
Mr Stephen Bartos	Director, Asia Pacific, Pegasus Economics
Ms Hala Batainah	Chair of the Board, Canberra Innovation Network
Ms Renee Leon	Former Secretary, Department of Employment
Ms Jane Madden	Principal, Brickfielder Insights
Ms Cherelle Murphy	Chief Economist, Austrade
Professor Paddy Nixon	Vice-Chancellor, University of Canberra
Ms Zoe Piper	Founder/Managing Director, Ethitrade International
Dr Michael Schaper	Senior Strategic Advisor, Canberra Business Chamber
Professor Helen Sullivan	Director, Crawford School of Public Policy
Mr Alan Tse	Co-Founder and Commercial Director, Altina Drinks
Mr Nick Tyrrell	CEO, GoBoat Australia

Please note the name change for this advisory group.

2. The CEAG Terms of Reference (ToR) (attached) provide that membership of the CEAG will be:
  - a. the Chief Minister (Chair)
  - b. the Head of Service (Deputy Chair);
  - c. Five members appointed by the Chief Minister; and
  - d. Additional members appointed following a public expression of interest.

The members directly appointed by the Chief Minister were appointed on the basis of their experience and expertise in CEAG's areas of focus as outlined in the ToR.

The members appointed following an Expression of Interest (EOI) process, submitted claims against the following selection criteria:

1. **Thinks strategically and creatively.** Proven ability to articulate how ideas will work and why they are beneficial. Commitment to an evidence based approach to providing advice.
2. **Communicates to add value.** Capacity to share ideas in a group setting and to listen and contribute to ideas of others involved in the CERAG processes, including members of the Canberra business sector and broader ACT community.



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM11**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

3. **Demonstrated capability and knowledge.** Demonstrated knowledge and expertise in matters relevant to the CERAG.
4. **Shows a connection to relevant sectors.** Proven engagement with relevant local, national and/or international organisations or group that would benefit the provision of advice by the CERAG.
3. Seven members were appointed directly by the Chief Minister based on their experience and expertise. Four members were appointed by the Chief Minister after an Expression of Interest process. Applicants submitted an expression of interest outlining their capabilities against the Terms of Reference.
4. CEAG met for this first time on 3 March 2020. A forward schedule of meetings is yet to be finalised.
5. Secretariat services for CEAG are provided by Economic Development within Chief Minister, Treasury and Economic Development Directorate. One Senior Officer Grade B has been funded for six months for this purpose.
6. There is no sunset clause for CEAG. Members have been appointed for a period of six months.
7. The budget for CEAG is \$176,154 comprising remuneration of members and secretariat support.
8. The ACT Remuneration Tribunal determined that CEAG members should be paid \$16,000 per annum, noting that members have been appointed for six months only at this stage.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: 12.3.21

By the Chief Minister, Andrew Barr MLA



# Canberra Economic Advisory Group

## TERMS OF REFERENCE

### Background

The impact of the Covid-19 pandemic on the ACT economy and business community has been significant; entire industry sectors have been devastated and thousands of jobs lost. The ACT government has implemented a range of measures to support business during this time. These economic survival measures have helped the Territory manage the first stages of the pandemic. However, there remain significant challenges as we navigate the road to recovery.

Having a strong and resilient economy is fundamental to the long-term wellbeing of the ACT. Jobs, income equality, business performance and economic diversity are critical factors to individual and collective wellbeing in the Territory.

### Purpose

The Canberra Economic Advisory Group (CEAG) has been established to bring together economists, industry representatives, community sector partners and unions to provide advice to the government on how we can continue to protect and create local jobs.

Areas of focus will include, but not be limited to:

- Advice on additional opportunities and actions for government, private sector and relevant institutions to support growth and resilience in the ACT economy;
- Identification of systemic issues and barriers to achieving sustainable growth in the ACT economy and advice on strategies to address these issues;
- Advice on government measures to attract new investment to the ACT;
- Advice on future stages of tax reform to increase productivity; and
- Advice on opportunities for jobs growth.

### Membership

The membership of the CEAG will be:

- Chief Minister (Chair)
- Head of the ACT Public service (Deputy Chair)
- Five members appointed by the Chief Minister
- Additional members appointed following a public expression of interest.

Members will be appointed for up to one year.

Non-government members will be remunerated (level of remuneration to be confirmed).

The Chair may invite relevant experts and observers to attend meetings as required.

### Subcommittees

Subcommittees may be established to assist the advisory group fulfil its purpose. Each subcommittee must have its own terms of reference, which must be agreed by the Chair.

### Meetings and Secretariat

Meetings will occur monthly, either face-to-face or via video conferencing technology. Other meetings or out-of-session consideration of matters may occur from time to time.

Secretariat functions will be provided by Economic Development, Chief Minister, Treasury and Economic Development Directorate.



**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

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**Elizabeth Lee MLA:** To ask the Chief Minister

[Ref: CMTEDD Annual Report 2019–20, Volume 1, p. 201, table 2]

In relation to:

**Ministerial Staff**

1. As at 30 June 2020, what is the breakdown of the 56.8 (FTE) ministerial staff, broken down by each Minister's office and staff classification?
2. What was the total expenditure on ministerial staff in:
  - a. 2019–20;
  - b. 2018–19;
  - c. 2017–18;
  - d. 2016–17; and
  - e. 2015–16?
3. What is the breakdown of a) staff salary allocation and b) actual staff expenditure by each Minister's office for 2019–20?
4. What is the staff salary allocation for each Minister for 2020–21?
5. Can any unspent portion of a Minister's staff salary allocation be rolled over to a future financial year?
6. If yes to 5:
  - a. what percentage can be rolled over; and
  - b. what was the amount of each Minister's rollover in:
    - i. 2019–20;
    - ii. 2018–19;
    - iii. 2017–18;
    - iv. 2016–17; and
    - v. 2015–16?
7. How many Directorate Liaison Officers were assigned to or based in each Minister's office as at 30 June 2020.



**LEGISLATIVE ASSEMBLY**  
**FOR THE AUSTRALIAN CAPITAL TERRITORY**

**QON No. CM12**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

ANDREW BARR MLA: The answer to the Member's question is as follows:—

1. All staff in the ACT Executive are employed by the Chief Minister. As at 30 June 2020 the staff classifications of FTE were:
  - Executive Chief of Staff – 1 FTE
  - Chief Adviser – 1.6 FTE
  - Senior Adviser Level 2 – 8.7 FTE
  - Senior Adviser Level 1 – 13.9 FTE
  - Adviser Level 2 – 12.5 FTE
  - Adviser Level 1 – 19.1 FTE
2. The total employee and superannuation expenses for Minister's and ministerial staff was:
  - a. 2019-20 – \$11,298,000
  - b. 2018-19 - \$10,455,000
  - c. 2017-18 - \$9,020,000
  - d. 2016-17 - \$9,383,000
  - e. 2015-16 - \$8,089,000
3. All staff in the ACT Executive are employed by the Chief Minister. The salary allocation for Ministers and Ministers' staff for 2019-20 was \$11,038,000. The actual expenditure was \$11,298,000. This includes both employee and superannuation expenses.
4. All staff in the ACT Executive are employed by the Chief Minister. The 2019-20 employee and superannuation expenses budget for the ACT Executive was \$11,038,000. The actual expenditure was \$11,298,000.
5. No.
6. N/A.
7. The number of Directorate Liaison Officers in each Ministers office as at 30 June 2020:
  - Chief Minister - 3
  - Minister Gentleman – 2
  - Minister Steel – 1
  - Minister Berry – 3
  - Minister Rattenbury – 1
  - Minister Orr – 1
  - Minister Ramsay – 2



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM12**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

- Minister Stephen -Smith - 3

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: 12.3.21

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM13**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

Asked by ELIZABETH LEE MLA:

[Ref: Output Class 1.2 Budget Paper B]

In relation to:

**Workforce capability and governance**

The Annual Report [Vol 1 p. 30] references “driving transformational and cultural change to improve workforce readiness prior to moving to the Dickson and Civic office buildings in 2020 and 2021.”

1. Both buildings had delayed completion dates. What were the reasons for those delays?
2. What additional costs did that involve?

CHRIS STEEL MLA: The answer to the Member’s question is as follows:–

1. Both the Dickson and Civic buildings are the first office buildings of this design in this region offering a cutting edge activity based building with a high level environmental outcomes. For this reason, the developers, and builders experienced challenges in delivering the buildings and there were minor delays to both buildings.
2. No additional costs were incurred at either site.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature:

Date:

12/3/21

By the Special Minister of State, Chris Steel MLA



**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

**Inquiries into Annual and Financial Reports 2019–20 and ACT Budget 2020–21**  
**ANSWER TO QUESTION ON NOTICE**

**ELIZABETH LEE MLA:** To ask the Chief Minister

[Ref: CMTEDD Annual Report Vol 2.1 pp146–]

In relation to:

**Workforce related contracts**

1. \$141,000 was spent on executive search consultancies in the 2019-2020 year. How many executive positions required these consultancies?
2. What are the circumstances and details for the payment of \$64,000 for soft tissue therapy?
3. Why were mailroom and courier services contracted out at a cost of \$7.3m?
4. What did the contract for “customer experience solutions”, awarded to System Partners P/L, at a cost of \$1.1m, cover?
  - a. What was the deliverable in that contract?
  - b. Were the deliverables met?
5. What does the “Provision of salary packaging employee benefits cards”, at a cost of \$650,000 deliver?

**ANDREW BARR MLA:** The answer to the Member’s question is as follows:–

1. Three contracts listed in the 2019-20 CMTEDD Annual Report were for Executive Search Services, totalling \$140,800. These three contracts covered four senior executive positions across the ACT Government:
  - Deputy Director General, Workforce Capability and Governance, CMTEDD
  - Chief Projects Officer, Major Projects Canberra
  - Director General, Justice and Community Safety Directorate
  - Director General Education Directorate.
2. The contract was for soft tissue therapy services for athletes at the ACT Academy of Sport.
3. Shared Services manages the acceptance and distribution of incoming external and internal mail on behalf of ACT Government entities. In 2018 Shared Services finalised a review of the value, both monetary and relevance, of the mail service. The review included a market approach, requesting tenders from industry to compare value with the current 'in-house' mail service provision.



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**QON No. CM14**

**STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY**

MS NICOLE LAWDER MLA (CHAIR), MS SUZANNE ORR MLA (DEPUTY CHAIR), MR JOHNATHAN DAVIS MLA

Comparison between the preferred supplier's proposal and the 'in-house' service concluded that there were nil components of the existing in-house service that the preferred supplier could not deliver (including security processes). Additionally, the preferred supplier could add value to the service with the option of a mail tracking system for particular items. Contracting out the mailroom services has provided service value-adds including:

- Electronic tracking of sensitive or high value mail articles, a function which was not available via the "in-house" service without making significant investment and an ongoing cost
  - Net savings to ACT Government
  - Local industry participation providing benefits to other local suppliers/service providers.
4. System Partners P/L were contracted to provide the technical resourcing and expertise needed to enable transition from the existing Oracle Customer Relationship Management platform to Salesforce at the expiry of the Oracle Contract, including developing functionality and supporting software frameworks.
- a. Deliverables were technical and functional specifications, software configuration, data migration plan, data conversion and migration strategy, a cost plan and a quality plan.
  - b. Yes.
5. The Australian Tax Office provides Fringe Benefit Tax concessions to eligible Public Hospital and Ambulance Services employees. The exemption applies to meal and entertainment expenses up to \$2,500 and everyday living expenses up to \$9,009 and is managed through salary packaging. Shared Services engages EML on behalf of eligible employees. The benefit cards are provided by EML to eligible employees who participate in the scheme. It enables employees to manage, track and report their eligible expenses as required under the scheme. The \$650,000 is a notional contract value over a five year period. The cost of the service is recouped directly from those employees participating in the scheme.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: 12.3.21

By the Chief Minister, Andrew Barr MLA