

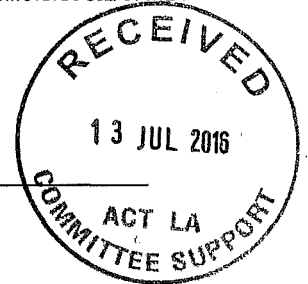


LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



ALISTAIR COE MLA : To ask the Minister for Transport and Municipal Services

Transport Canberra and City Services Directorate, 2016-17 Budget Statement H, page numbers 16 and 20, output class 2.3

In relation to: Solar Bin Trial

1. What led to the trial of smart (solar) bins at three sites in the ACT?
2. Why were the three trial sites selected? (Wright, Campbell and Kingston Foreshore)?
3. Was any consideration given to placing one of the trial bins at a site with high level of pedestrian traffic such as a bus interchange?
4. What is the cost of the trial?
5. When will the trial conclude?
6. Will the outcome of the trial be released publicly?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. Government including the Land Development Agency are exploring option to improve the efficiency of waste collection from the public realm.
2. The locations were selected according to use, with higher and lower use sites suitable to determine if the solar compactor and monitoring technology can provide efficiencies for collection being selected.
3. Yes. The Kingston site was selected as having high pedestrian traffic due to its location adjacent to the Kingston Markets. Feedback from the Land Development Agency, who previously emptied the standard 240 litre bin that has been replaced by the solar bin, also confirmed its suitability.
4. \$26,416.46.
5. 31 May 2017 (12 month trial).
6. Yes.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

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

Date: 12/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Mr Coe : To ask the Minister for Transport and Municipal Services

In relation to the structure of the agency:

1. On what date is Transport Canberra and City Services being formed?
2. Why was Transport Canberra not established as a stand-alone agency as announced?
3. How many executives will exist in Transport Canberra and City Services?
4. How many of the executives will be on executive contracts and how many will be contracted through an ABN/ACN?
5. What are the salaries or annualised contract costs for each executive?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. 1 July 2016.
2. Transport Canberra was not announced as a stand-alone agency. Transport Canberra is an agency with the Transport Canberra and City Services Directorate. It is consistent with all announcements made by the Government regarding Transport Canberra's future.
3. Transport Canberra and City Services has 29 executive positions.
4. 27 executives will be engaged through executive contracts, subject to filling of vacant positions. Two executives will be engaged on a contract for service (with ABN/ACN).
5. The final structure and executive classifications is still yet to be determined in accordance with the requirements to have positions sized under the *Public Sector Management Act 1994*. All executive positions engaged under the *Public Sector Management Act 1994* will fit into the following zones with remuneration determined by the Remuneration Tribunal. The following rates apply from 1 July 2016:

Zone 3 – 3 executives	\$333,962 - \$435,305 total remuneration package
Zone 2 – 5 executives	\$262,652 - \$321,543 total remuneration package

Zone 1 – 21 executives \$198,895 - \$233,847 total remuneration package

Two executive level positions are filled by persons on Contract for Service. One contract is currently on the contract register with the other contract not yet published as it is still being finalised.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:



Date: 21/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE

Mr Coe : To ask the Minister for Transport and Municipal Services

In relation to corporate governance:

1. Since 2012, on what dates has the Workplace Health & Safety Steering Committee met?
2. Who currently sits on the Committee?
3. Who will sit on the Committee following the new Agency's (TCCS) creation?
4. Have minutes been produced for each meeting?
5. Were minutes presented at each following meeting for approval/consideration?
6. Were the minutes of each meeting published for staff (eg put on the intranet)?
7. Are all these minutes currently available to be viewed (eg put on the intranet)?



Meegan Fitzharris: The answer to the Member's question is as follows:

1. The Workplace Health and Safety Steering Committee meets quarterly. Meetings were held on the following dates:
 - 7 February 2012
 - 1 May 2012
 - 31 July 2012
 - 30 October 2012
 - 6 February 2013
 - 1 May 2013
 - 7 August 2013
 - 23 October 2013
 - 6 February 2014
 - 1 May 2014
 - 7 August 2014
 - 13 November 2014
 - 5 February 2015
 - 7 May 2015
 - 6 August 2015
 - 12 November 2015
 - 11 February 2016
 - 5 May 2016.

2. At the last meeting of the TAMS Workplace Health & Safety Steering Committee the membership comprised one Executive Director from each Division, one Health and Safety Representative from each Division plus one Health and Safety Representative from ACTION.

Health and Safety Advisors were also invited as observers. The Director of Human Resources and the Manager Safety and Wellbeing attend on an advisory basis. A representative from CMTEDD Safety Support Team attend on an advisory basis.

3. The structure and membership of the Committee is being reviewed in light of the formation of the TCCS and new organisational structure. The final membership has not yet been determined, but is expected to include the Chief Operating Officer, Executive Directors, Deputy Director-Generals along with appropriate staff representation from health and safety representatives.
4. Yes, minutes of meetings of the Workplace Health & Safety Steering Committee are kept and endorsed by the Committee.
5. Yes, they are endorsed at the meeting.
6. Minutes of the Workplace Health & Safety Steering Committee are distributed to members and observers of the Committee and are made available for staff through the work health and safety consultative structure in place across the Directorate, due to most not having access to computers.
7. Yes, they are made available at staff request.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:



Date: 13/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Mr Coe : To ask Minister for Transport and Municipal Services

In relation to corporate governance:

1. Please provide all the Compliance Assurance Statements from the last five years?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. The legislative compliance framework is designed to assist divisions, branches and business units in meeting the Directorate's statutory obligations, along with their ability to deliver services through improved business practices.

To provide the information sought would require an unreasonable amount of resources and time from Directorate officials.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date: 12/7/16

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Mr Coe : To ask the Minister for Transport and Municipal Services
In relation to governance:

1. Since 2012, have any staff been warned, reprimanded (or similar), dismissed or asked to leave regarding theft or suspicion of theft?
2. If yes, from what Divisions were the staff located and in what years.
3. What Fraud/Corruption incidents, investigations and recovery of resources events have occurred since 2012.

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. For the purposes of this response, 'theft' has been defined to include physical and other items with a tangible benefit to the individual.

Between 2012 and 30 June 2016, Human Resources records indicate that in respect of public servants employed under the *Public Sector Management Act 1994*:

	2012	2013	2014	2015	2016	Total
Business Enterprises	2					2
Directorate Services		1				1
Parks and Territory Services		2	1	2	1	6
Roads and Public Transport	1		2	1		4
	3	3	3	3	1	13

2. See table above.
3. Refer to question 1 in respect of fraud/corruption incidents and investigations in respect of public servants employed under the *Public Sector Management Act 1994*. Eleven of these included a formal investigation.

In respect of public servants employed under the *Public Sector Management Act 1994*, two recovery of resources occurred.

Approved for circulation to the Select Committee on Estimates 2016-17.

Signature:

Date: 15/7/2016

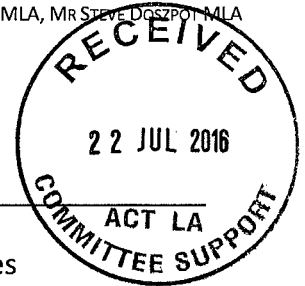
By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

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MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA



ANSWER TO QUESTION ON NOTICE

ALISTAIR COE MLA : To ask the Minister for Transport and Municipal Services

Transport Canberra and City Services Directorate, 2016-17 Budget Statement H, page numbers 16 and 20, output class 2.3,

In relation to : Bulky Waste Collection Service

1. When will the trial of the bulky waste collection service conclude?
2. Has any assessment been undertaken of the viability of the service?
3. If an assessment has been undertaken, what was the outcome of that assessment?
4. Has a decision been taken on whether the service will continue as an ongoing service?
5. If a decision has not as yet been taken on the continuation of the service, when is it expected that a decision will be made?
6. How many collections were completed in 2015-16?
7. How many tonnes of material were collected in 2015-16?
8. Of the material collected, what percentage of material went to landfill and what percentage of material was identified as suitable for recycling?
9. What tonnage of material was actually recycled?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. Funding is provided until 30 June 2017.
2. Yes. In May 2015.
3. The assessment recommended that the bulky waste collection service be made a permanent service in its current format, and the market be approached with an open tender process for the provision of this service under a 3-5 year contract.
4. No.
5. A decision will be made as part of a future budget process and the outcome of the Waste Feasibility Study.
6. 3,253
7. This cannot be defined as material collected is not weighed.
8. Approximately 50% of material collected is recycled with the remainder sent to landfill.
9. As material collected is not weighed, this cannot be defined.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date:

21/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

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MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



ALISTAIR COE MLA : To ask the Minister for Transport and Municipal Services

Transport Canberra and City Services Directorate, 2016-17 Budget Statement H, page numbers 16 and 20, output class 2.3,

In relation to : Green Waste Trial

1. Why did the Government not consult with the sector dealing with green waste before announcing the green waste trial on 28 May 2016?
2. Why did the Government not review the outcome of the previous green waste trial held in Chifley in 2000 before announcing the latest trial?
3. Are there any records from the 2000 trial on the amount of contaminated waste that went to land fill? If so, what was the volume of green waste that was deposited in landfill due to contamination?
4. It has been indicated that the cost of the pilot and rollout across the two areas selected for the trial would be \$1.715 million over two financial years, how was that figure calculated? What assumptions were made on the take up rate for the service?
5. What consultation has been undertaken following the announcement of the trial? Please specify the date of any meetings held with operators.
6. What promotional activities have been undertaken in relation to the trial and are planned for the remainder of 2016-17?
7. List all of the suburbs not participating in the 2016-17 trial which received the flyer promoting the green waste service?
8. What is the total number of households have registered to date for the 2016-17 trial?
9. Provide a breakdown by suburb of the number of households that have registered for the 2016-17 trial?
10. Of the households that have registered for the 2016-17 trial, how many would qualify for the bulky waste collection service?
11. In evidence given to the Committee it was indicated that green bins may be rolled out later by the end of the year, with the first pickup of the first quarter of 2017. Why is the first pickup expected to be some time after the roll out of the bins?
12. What arrangements are being made with the companies that will process the green waste collected as part of the trial?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. The green waste pilot, announced on 28 May 2016 was a response to the community request for green waste collection. Consultation is forming an important part of the roll out of this project.
2. The Chifley trial occurred sixteen years ago and was for food and green organic waste and at a relatively small scale. The current pilot is for green waste only and at a much larger scale. The lessons learned from the Chifley trial and other sources, such as local councils, have been taken into account in the roll out of the pilot and will help inform the design of the full roll out across the ACT.
3. Contamination levels in the Chifley trial were extremely low in the first five months with an excellent result of 1.3%. During school holidays and the latter half of the trial contamination rates were 8%. Exact figures of green waste are not known but this material would have been composted and not sent to landfill.
4. The total recurrent funding provided for this project is \$2.169m across 2015-2016 and 2016-17. The assumption allows for collection services to commence in April 2017 along with establishment costs such as a project manager to engage contractors, roll out of the supply of bins and arrangements for processing of the collection. The funding allows for up to 10,500 households to participate by the end of the pilot.
5. There has been extensive ongoing consultation with the waste industry and this will continue throughout the green bin pilot project. Details of meetings that have been held up to 5 July 2016 are as follows:

01/07/2016 - ACT Green Waste

28/06/2016 - Tom's Trash Paks

23/06/2016 - Queanbeyan City Council

22/06/2016 - C-Wise

22/06/2016 - various – Community reference group meeting in Dickson

21/06/2016 – Minister's meeting with trash pack operators

20/06/2016 - Corkhill Bros

10/06/2016 - Remondis

Further meetings are planned for Canberra Sand and Gravel, ActewAGL, Remondis.

6. Activities related to the promotion of the green waste pilot utilised free government advertising channels where possible including the Our Canberra newsletter and messages to targeted suburbs on the MyWaste App. A green waste flyer was also provided and some radio advertising was undertaken. Future promotional activities are currently being defined in the second stage of the green waste pilot Communications Strategy.

7. Wright was the only suburb not nominated where a few flyers were inadvertently received due to Australia Post's postal runs.
8. 3,600 eligible households have expressed interest up to 10 July 2016.
9. The breakdown of households that have submitted an Expression of Interest by suburb as of 5 July 2016 is as follows:

Weston Creek suburbs	EOIs
Chapman	284
Duffy	291
Fisher	296
Holder	249
Rivett	324
Stirling	204
Waramanga	230
Weston	318
Kambah	1,304

10. This cannot be determined at this stage as the number of residents in the nominated suburbs who hold concession cards is currently not known.
11. Project planning for the green bin pilot is being finalised including an agreed timeline for rolling out the bins. One of the requirements will be to ensure that all general waste bins are provided with a red lid to avoid confusion and ensure consistency with national standards. While details are yet to be finalised, it is expected that the interval between bin roll out and the first collection will provide an opportunity to educate the community.
12. The project is in the planning process, with companies that can process the green waste collected as part of this pilot being considered.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:



Date: 28/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



ALISTAIR COE MLA : To ask the Minister for Transport and Municipal Services

Transport Canberra and City Services Directorate, 2016-17 Budget Statement H, page numbers 16 and 20, output class 2.3,

In relation to : Materials Recovery Facility (MRF)

1. How many tonnes of unprocessed material were sent outside of the ACT for recycling in 2014-15 and 2015-16?
2. What is the cost of sending materials outside the ACT for recycling?
3. Is the material sent out of the ACT for recycling transported by road or rail?
4. Are any of the materials sorted at the MRF actually recycled in the ACT?
5. Of the materials deposited at the MRF in 2014-15 and 2015-16, what was the actual percentage recycled?
6. How many tonnes of material initially intended for recycling were deposited into landfill in 2014-15 and 2015-16?
7. Of the material deposited into landfill, was any material deposited into landfill in the ACT in 2014-15 and 2015-16?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. Material sorted and sent to market outside of the ACT:
 - 2014-15: 47,878 tonnes
 - 2015-16: 49,432 tonnes
2. The cost is borne by the service provider.
3. By road.
4. No.
5. Percentage of materials deposited at the MRF recycled:
2014-15: 89%
2015-16: 90% (to May 2016).
6. Materials entering the MRF:
2014-15: 5,878 tonnes
2015-16: 5,131 tonnes (to May 2016).
7. All material deposited into landfill is in the ACT.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date: 17/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

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MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



ALISTAIR COE MLA : To ask the Minister for Transport and Municipal Services

Transport Canberra and City Services Directorate, 2016-17 Budget Statement H, page numbers 16 and 20, output class 2.3,

In relation to : Recycling Promotion

1. Will the 'Get Re-Psyched about Recycling' campaign be extended beyond June 2016?
2. What is planned for promotional activities for waste and recycling education in 2016-17?
3. Has any analysis been undertaken on the effectiveness of the 'Get Re-Psyched about Recycling' campaign?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. The campaign was funded until June 2016.
2. This has yet to be determined.
3. As of the end of June 2016, the current Ricky Starr advertising has been completed and an evaluation of this program has commenced. This evaluation to assess the effectiveness of the campaign is based on:
 - waste and recycling data
 - market research
 - community feedback.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date: 17/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



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ANSWER TO QUESTION ON NOTICE



ALISTAIR COE MLA : To ask the Minister for Transport and Municipal Services

Transport Canberra and City Services Directorate, 2016-17 Budget Statement H, page numbers 16 and 20, output class 2.3,

In relation to : Waste Collection Services

1. Some residents, particularly residents of Dunlop, have reported that their waste has not been collected on the scheduled date due to drivers running out of hours? What does this phrase mean?
2. How many times in 2015-16 was waste not collected on a scheduled date due to drivers running out of hours?
3. In 2015-16, what suburbs were affected by this problem?
4. If this issue occurs regularly or semi-regularly, what consideration has been given to ensuring waste is collected on scheduled days, including rescheduling pickups?
5. Generally residents put out their bins the night before a collection is due. Unfortunately, sometimes the bins are knocked over or blown over and waste is strewn across the road. This chance of this occurring is increased, if waste is not collected on the scheduled day. In these circumstances, who is responsible for picking up the rubbish which has spilled from the bin?
6. Canberra residents have been inconvenienced recently by industrial action affecting waste collection. What is the status of negotiations between the contractor Suez and the Transport Workers' Union?
7. Is any further industrial action expected?
8. Has there been any analysis of the effectiveness of the temporary drop off points for excess waste? If so, what conclusions have been drawn?

Meegan Fitzharris: The answer to the Member's question is as follows:

1. The term "run out of hours" is a colloquial term used by SUEZ's staff. Generally the waste collection vehicle will "run out of hours" to service bins from 4:00pm or as late as 4:30pm. On average SUEZ allows approximately 45 - 60 minutes travel time for the collection vehicle to make its way from the collection point to the landfill or Material Recovery Facility before they close at 5pm.
2. There has been no documented evidence where waste services were not provided due to drivers "running out of hours".

3. During 2015-16, there have been 24 reported cases of missed collections across multiple suburbs. However, there are no specific records to suggest that this was the result of drivers "running out of hours".
4. If a mobile garbage bin is not serviced on the scheduled day the service is provided the following day.
5. The resident is responsible.
6. The ACT Government is not a party to negotiations.
7. The ACT Government is not a party to the negotiations. The ACT Government continues to encourage the parties to continue bargaining in good faith and reach agreement as quickly as possible to avoid further disruption to the community.
8. The temporary collection arrangement was one of a number of measures implemented to mitigate the impact industrial action had on residents. The temporary collection arrangement successfully delivered multiple access points to residents in the effected suburbs. Establishing a temporary collection arrangement is an option in the event of further industrial action involving two or more days. The level of service including the number of locations and the hours of operations will be modified based on the duration of industrial action.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:



Date: 21/7/2016

By the Minister for Transport and City Services, Meegan Fitzharris MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



ALISTAIR COE MLA : To ask the Minister for Transport and Municipal Services

Transport Canberra and City Services Directorate, 2016-17 Budget Statement H, page numbers 16 and 20, output class 2.3,

In relation to : Waste Feasibility Study

1. How many meetings of the community and commercial reference groups have been held?
2. How many people are involved in each reference group?
3. What funding has been allocated to the feasibility study?
4. When is the study to conclude?
5. Will the findings of the study be made public?
6. Were the reference groups consulted on the Waste Management and Resource Recovery Bill 2016.
7. Were the reference groups consulted on the Green Waste trial?
8. How many people from the ACT Waste Feasibility Study, ACT NOWaste and ACTSmart attended the 2016 Waste conference held in Coffs Harbour in early May?
9. What was the cost of people from the Study attending the conference (including delegate fees, travel, accommodation, allowances etc.)
10. Of the people from the Study who attended the Conference, how many were ACT officials?

Meegan Fitzharris: The answer to the Member's question is as follows:-

1. Community Reference Group – four
Commercial Reference Group - five
2. Community Reference Group - 58
Commercial Reference Group - 86
3. \$2.8m was allocated in the 2015-16 budget for the study.
4. 30 June 2017
5. The findings will be made public in 2017.

6. Yes

7. No

8. Seven staff attended in total. Three from ACT Waste Feasibility, one from ACT NoWaste and three from ACTSmart.

9. \$5,877.17

10. Three

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:



Date:

By the Minister for Transport and City Services, Meegan Fitzharris MLA



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ANSWER TO QUESTION ON NOTICE

Mr Steve Doszpot: To ask the Minister for Housing, Community Services and Social Inclusion

[Ref: CSD Budget Statement G Output Class 1: Social Housing Services]

1. During the Estimates hearings the Minister referred to "indications of improvement and feelings of community safety:" in Oaks Estate. On what evidence was that statement based?
2. Will any research reflecting that position be made available publicly? If not why not?

Ms Yvette Berry: The answer to the Member's question is as follows:-

1. In 2014 Housing ACT and St Vincent de Paul jointly conducted qualitative research on the community regeneration outcomes achieved through the place-based supports provided by St Vincent de Paul on site at Oaks Estate. The key findings of the research indicated that participants experienced:
 - o Increased feelings of personal and community safety
 - o Improvements in the physical environment at Oaks Estate
 - o That Links to the community support and other services had increased
2. The research will not be made available publically. The research undertaken used a qualitative approach, and all participants were provided with assurances about confidentiality. The research methodology engaged individual clients and their information, which as indicated, would not be released as this could identify individuals.



Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date: 12 JULY 2016

By the Minister for Housing, Community Services and Social Inclusion, Ms Yvette Berry MLA

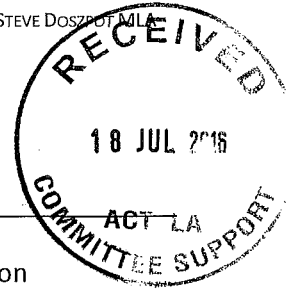


LEGISLATIVE ASSEMBLY
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ANSWER TO QUESTION ON NOTICE



Mr Steve Doszpot: To ask the Minister for Housing, Community Services and Social Inclusion

[Ref: CSD Budget Statement G Output Class 1: Social Housing Services]

In April 2015 A meeting was held with the Chief Minister, 3 ACT Ministers and Oaks Estate representatives. Chief Minister Barr promised the establishment of a broad working group to discuss issues around social housing and other matters.

1. Why has this not been established?
2. Why has the current Minister for Housing and her senior Housing executives refused to meet with the Oaks Estate Neighbourhood Watch representatives?

Ms Yvette Berry: The answer to the Member's question is as follows:-

1. In the meeting with the Oaks Estate Progress Association (OEPA) the ACT Government committed to actions on policing, road safety, community services, public transport, and planning and heritage.

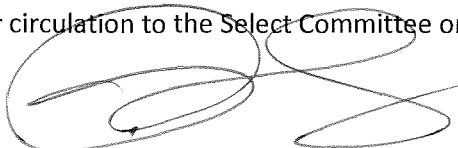
Since that time, the following actions have occurred:

- Members of the ACT Policing Crime Reduction Unit (CRU) met with the OEPA on 9 July 2015 to discuss crime and safety. CRU provided information about personal safety, Crime Stoppers, and provided fridge magnets with contact numbers for ACT Policing.
- CRU spoke with Mr Michael Starling, President, OEPA on 12 August 2015 about concerns of suspected criminal behaviour in Oaks Estate.
- ACT Policing continue to liaise with the OEPA and have agreed to attend future OEPA meetings if invited.
- ACT Policing conducted an audit on its activities within Oaks Estate, which, based on year-to-date averages, showed a similar level of traffic infringement notices issued in 2015 and 2016, and a small increase in traffic targeting and crime targeting activities.
- ACT Policing will continue patrols of Oaks Estate, including patrols to address speeding and anti-social driving.
- The Justice and Community Safety Directorate is working with Access Canberra to have new sites for mobile speed cameras in Oaks Estate up and running shortly (once baseline speed surveys are conducted).
- Minister Berry provided a contact and information on the services the St Vincent de Paul Society provides under the *Samaritan Services Program* in Oaks Estate.
- QCity confirmed it does run a normal timetable into Canberra during NSW school holidays.
- Railway Street in Oaks Estate has moved up in the warrant system since 2013 by 104 places and it currently ranks 98 in priority for detailed investigation in relation to local area traffic management.

- Roads ACT has completed an investigation of Railway Street looking at traffic volume and speed data, crash history and percentage of heavy vehicles, as well as surrounding land use such as the presence of shops or schools. The assessment indicated that Railway Street carries approximately 4,100 vehicles per day travelling at an average speed of around 54 km/h.
 - An analysis of crash records at the Railway Street and McEwan Avenue intersection revealed there has been one reported crash at this location in the last seven years (2009-2015), with a total of seven crashes between Oaks Estate Road and McEwen Avenue. These results show Railway Street performs better compared with other similar roads in the ACT, and is therefore a lower priority for traffic management measures
 - In 2015 Roads ACT completed an investigation at the intersection of McEwen Avenue and Railway Street intersection, with no indication that a pedestrian crossing is needed. Roads ACT will undertake a new survey at this location after school holidays to assess any changes to the pedestrian requirements.
 - The Environment and Planning Directorate is reviewing Draft Variation to the Territory Plan No. 328 (DV328) for the Oaks Estate Precinct Map and Code in light of the submissions received through public consultation in early 2015. DV328 aims to protect the existing character of Oaks Estate by limiting building heights in the residential area, limiting the area that can be taken up by buildings and introducing setbacks to protect the heritage character of Robertson House.
 - The draft variation has interim effect, which means development will have to comply with the provisions of the current Territory Plan and the provisions of DV328, with the more onerous provision taking precedence.
 - There are no plans to release new blocks in Oaks Estate before the Queanbeyan sewerage works are upgraded, still several years away.
 - The Heritage Council is currently considering if the Oaks Estate Precinct meets the threshold for heritage registration under the *Heritage Act 2004*. If the Council decides to register the Oaks Estate Precinct, heritage guidelines will be developed to protect the identified heritage values of the precinct.
 - The Planning and Land Authority has received a development application for 30 units on block 25 section 3 Oaks Estate. This application is being assessed in accordance with the requirements of the *Planning and Development Act 2007*.
 - The Heritage Council has endorsed a Conservation Management Plan (CMP) for Robertson House: This includes guidance on opportunities for public access, and presents further opportunity to build on the Oaks Estate community's involvement in the *Canberra and Region Heritage Festival*, held in April each year.
 - The Government has decided not to move the Railway Museum in Kingston to Oaks Estate because it would require significant funding to relocate and accommodate the collection of locomotives, carriages and other railway related memorabilia, additional railway tracks and associated infrastructure such as sheds, workshops and parking areas. In addition, the operational heavy rail facilities adjacent to Railway Street are on the NSW side of the border and the ACT has no jurisdiction over this land, preventing a direct land grant.
2. The ACT Government has actively engaged with representatives from Oaks Estate since July 2015. Engagement has included a number of face to face meetings with officers from Housing ACT, ACT Policing and St Vincent De Paul. Representatives have been provided with detailed information about tenant support programs and initiatives being provided by St Vincent De Paul.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:



Date: 15 JULY 2016

By the Minister for Housing, Community Services and Social Inclusion, Ms Yvette Berry MLA

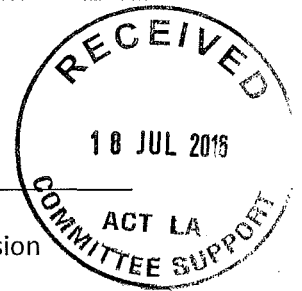


LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Mr Steve Doszpot: To ask the Minister for Housing, Community Services and Social Inclusion

[Ref: CSD Budget Statement G Output Class 1: Social Housing Services]

1. In evidence provided to the Committee hearings a breakdown of public housing was provided. When was that assessment taken?
2. What is the street-by-street breakdown of those categories?

Ms Yvette Berry: The answer to the Member's question is as follows:—

1. June 2016
2. While we are able to provide a suburb level ratio as in question E16-218, identifying housing numbers by street is not appropriate as it would likely identify houses in contravention of the *Housing Assistance Act 2007*.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date: 15 JULY 2016

By the Minister for Housing, Community Services and Social Inclusion, Ms Yvette Berry MLA

INSTRUCTIONS FOR ANSWERING QUESTIONS ON NOTICES (QON):

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3. *Numbers assigned by Committee Support office

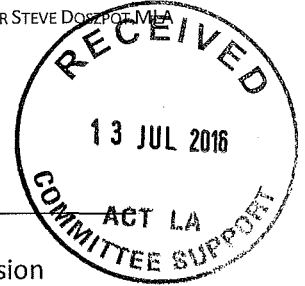


LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Mr Steve Doszpot: To ask the Minister for Housing, Community Services and Social Inclusion

[Ref: CSD Budget Statement G Output Class 1: Social Housing Services]

1. What is the current state of the head-lease agreement with St Vincent de Paul?
2. Are there plans to increase the numbers of flats head-leased, either to St Vincent de Paul, or any other organisation? If so what are the details?
3. What communication is there between ACT Housing which head-leases the flats to St Vincent de Paul for a parole program, and ACT Corrections, where parolees are coming from?
 - a. What is the result of that communication?
 - b. How many sex offenders have been located in Oaks Estate?
4. What maintenance and improvements have been undertaken to those housing blocks since the head-lease commenced in December 2009?
 - a. In the 2015-2016 financial year?

Ms Yvette Berry: The answer to the Member's question is as follows:—

1. St Vincent De Paul has been providing support programs at Oaks Estate since 2008. Currently St Vincent De Paul manages 46 tenancies at Oaks Estate through a head leasing arrangement.
2. There are no plans to increase the number of head-lease agreements at Oaks Estate at this time.
3. ACT Corrective Services (ACTCS) advises that the Extended Throughcare Unit liaises regularly with Housing ACT, often on a daily basis in relation to housing issues. Regular meetings also occur, tracking the progress of housing applications for all up-coming releases. These applications encompass supported housing, community housing and independent housing.
 - a. Significant work occurs with numerous housing providers, including Housing ACT, shelters and Real Estate Agents, across the ACT region to ensure the most appropriate housing solution is identified for clients.

Between the commencement of the Throughcare program in June 2013 until 1 January 2016, 654 exits from custody have been supported by the Throughcare Unit. Of this number, only one participant of Extended Throughcare has been released directly from custody to housing in Oaks Estate.

- b. Some ACTCS clients have complex criminal histories. To understand if any 'sex offenders' have been located at Oaks Estate, ACTCS would need to undertake significant and resource intensive interrogation of each offender's criminal history. This is a manual process undertaken on an individual basis; as such information of that nature is not readily available.
4. After careful consideration of the question, and advice provided by the Directorate, I have determined that the information sought is not in an easily retrievable form, and that to collect and assemble the information for the purpose of answering the question would be a major task, requiring a considerable diversion of resources. In this instance, I do not believe that it would be appropriate to divert resources from the provision of direct services to clients, for the purposes of answering the Member's question.
- a. In 2015-16 maintenance work undertaken at Oaks Estate included Horticultural work, Common area cleaning, common area lighting and Responsive repairs such as, electrical work, washing machine repairs, mail box repairs, sewerage blockages, window repairs, repairs to clothes lines, stair tread replacement, plumbing, repairs to hot water services, painting, joinery etc.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:



Date: 12 July 2016

By the Minister for Housing, Community Services and Social Inclusion, Ms Yvette Berry MLA

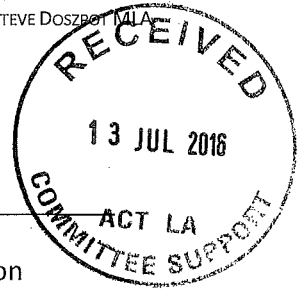


LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Mr Steve Doszpot: To ask the Minister for Housing, Community Services and Social Inclusion

[Ref: CSD Budget Statement G Output Class 1: Social Housing Services]

1. During Estimates hearings, the Minister made reference to action being taken to repair fences and lighting at Oaks Estate. Please outline the nature and detail of work done already, when it was done and the cost of those works.
2. By what date will these works be completed?
3. Has any contribution been sought from owners of properties adjoining social housing to the cost of any works? If so, what contribution has been sought and on what basis?

Ms Yvette Berry: The answer to the Member's question is as follows:—

1. A lighting upgrade program is being undertaken at the four public housing complexes in Oaks Estate. In stage one that was completed in February 2016, the lighting in common areas was repaired and new bulbs were fitted where required. In stage two night time surveys were carried out by a qualified engineer to determine the adequacy of lighting against the current standards. The Engineer has recommended an upgrade of the existing lighting. The estimated cost of the upgrade program is \$60,000. This cost is included in the 2016-17 budget.

There are very few requests for fencing work at Oaks Estate, because with the exception of one free standing home, all public housing properties are in the four multi-unit complexes. In 2015-16 Housing ACT (HACT) did not carry out any fencing work at Oaks Estate. However HACT is currently in discussion with a private owner regarding a replacement boundary fence.

2. Work on the lighting upgrade project is expected to be completed by September 2016. Completion of the shared fence referred to in the answer to question 1 is subject to the private owners timeframes.
3. Urban fencing in the ACT is subject to the *Common Boundaries Act 1981*. Under the Act the parties who share a basic urban fence are required to share the cost of the fence or its replacement. Housing ACT like any property owner shares the cost of new or replacement fencing with the adjoining owners. Accordingly, the private owner in the answer to question 1 will be required to share the cost of the replacement fence.



LEGISLATIVE ASSEMBLY
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SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA



ANSWER TO QUESTION ON NOTICE

Mr Steve Doszpot: To ask the Minister for Housing, Community Services and Social Inclusion

[Ref: CSD Budget Statement G Output Class 1: Social Housing Services]

Has any evaluation or review of the Oaks Estate Housing programme been done by Housing ACT, since December 2009?

- a. If so, what were the outcomes?
- b. If not, why has an evaluation of this programme not been done?

Ms Yvette Berry: The answer to the Member's question is as follows:—

In 2014, Housing and Community Services and St Vincent de Paul jointly conducted qualitative research with 19 participants on the community regeneration outcomes achieved through the place-based supports provided by St Vincent de Paul on site at Oaks Estate.

- a. The key findings of the research indicates that the participants have experienced:
 - increased feelings of personal and community safety
 - improvements in the physical environment of Oaks Estate
 - links to community support and other services had increased through the on-site presence of St Vincent de Paul services.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date: 8 July 2016

By the Minister for Housing, Community Services and Social Inclusion, Ms Yvette Berry MLA

INSTRUCTIONS FOR ANSWERING QUESTIONS ON NOTICES (QON):

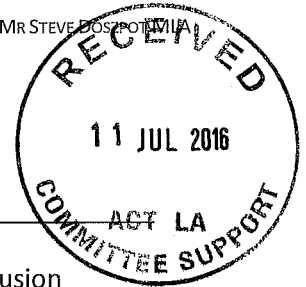
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LEGISLATIVE ASSEMBLY
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MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA



ANSWER TO QUESTION ON NOTICE

Mr Steve Doszpot: To ask the Minister for Housing, Community Services and Social Inclusion

[Ref: CSD Budget Statement G Output Class 1: Social Housing Services]

1. In evidence provided to the Estimates hearings it was stated that public housing constitutes 35% of housing in Oaks Estate. How was that percentage calculated?
2. If this statistic is not based on ACT Government measures which use the number of households, how is it measured and why was the measure used by the ACT Government not used?

Ms Yvette Berry: The answer to the Member's question is as follows:-

1. There are 78 public housing properties in Oaks Estate. While this is about 35% of the total housing it only takes up about 10% of the actual area. The statistic is based on the relative proportion of public housing in compared to the total housing number in Oaks Estate
2. See answer to Question 1.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

Date: 8 JUL 2016

By the Minister for Housing, Community Services and Social Inclusion, Ms Yvette Berry MLA

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MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Mr Hanson: To ask the Minister for Health

Ref: Minister for Health Output Class 1 Health and Community Care

In relation to answers provided to the Auditor General by ACT Health concerning errors in the December 2015-16 Quarterly Report (a copy, the response, is lodged on the Estimates Committee website).

It is understood from the answers that the data in question was not changed in the source systems however errors occurred subsequently. In the case of the 2015-16 quarterly report the response says that certain errors occurred after data was extracted from source systems.

- (1) In the case of the data reported in the 2016-16 report did all of the error or changes occur within the ACT Health Directorate?
- (2) In the case of the 2015-16 quarterly report, the response explains in detail how certain people were responsible for "errors" in transcription. Where did these staff work?
- (3) Did any of these staff work at any time within the Office of the Minister for Health?
- (4) The response states that "issues relate to inconsistent and inaccurate reporting of figures across corresponding periods in 2 ACT Health quarterly reports" but the 2013-14 report result total 34 was subsequently corrected. Does this mean then that data was incorrectly transcribed from 3 not 2 subsequent reports and over 3 years?
- (5) The response does not explain how errors in the same data set occurred in the previous 2 December quarterly reports. Who transcribed, and made errors, in the 2013-14 data? (Total 34 instead of 36)?
- (6) The response does not explain how errors in the same data set occurred in the previous two December quarterly reports. Who transcribed, and made errors, in the 2014-15 data? (Total 42 instead of 43)?
- (7) Did the same people who made the errors of transcription for the 2015-16 report also make similar transcription errors for the December quarterly reports in 2013-14 and the following report in 2014-15?
- (8) What is the explanation for the fact that 3 sets of data over a 3 reporting years were changed between the extraction from the source data and the reporting of the data?
- (9) Why if transcription errors have occurred over 3 years has a full review of only been called on one report?

Mr Corbell: The answer to the Member's question is as follows:-

- (1) Yes – all errors occurred within the ACT Health Directorate.
- (2) The staff responsible for producing the December 2015-16 quarterly report worked in ACT Health.
- (3) No staff member responsible for producing the December 2015-16 quarterly report at any time worked in the Office of the Minister for Health.
- (4) No. A transcription error was corrected in the 2014-15 report regarding the 2013-14 'Waiting time to be seen in ACT public hospital EDs - Total'; 39 was incorrectly transcribed at the time of preparation of the 2014-15 report and was subsequently corrected to 34 in May 2016 after ACT Health became aware of the error. The correct result was provided in the original 2013-14 December quarterly report.
- (5) There was no error in the 2013-14 data published in the 2013-14 report. The first transcription error occurred in the 2014-15 December report resulting in the 2013-14 'Waiting time to be seen in ACT public hospital EDs - Total' being misreported as 39 instead of 34. The errors found within the 2015-16 December report incorrectly reported the performance for the same period (2013-14 December) as 36, which was subsequently corrected to 34.
- (6) The second error occurred in the preparation of the 2015-16 December report which reported on historical performance also and incorrectly reported the performance of 'Waiting time to be seen in ACT public hospital EDs' across the 2013-14, 2014-15 and 2015-16 comparative periods. The transcription error was made by an officer working for ACT Health. This officer was not involved in the preparation of the 2015-16 report.
- (7) The officers involved in the preparation of the quarterly report differed in 2014-15 to 2015-16. There was no error in the 2013-14 quarterly report.
- (8) The underlying data that is used to report on the performance on 'Waiting time to be seen in ACT public hospital EDs - Total' did not change over any reporting period. The typographical error in the 2014-15 December quarterly report regarding the 2013-14 December performance resulted in an incorrect figure being published. The 2015-16 errors, in which the 2013-14, 2014-15 and 2015-16 performance against the 'Waiting time to be seen in ACT public hospital EDs' measure occurred due to both transcription and calculation error, which occurs after the data is extracted and stored from the source system; these were human errors.
- (9) Transcription errors occurred in only two reports; 2014-15 December and 2015-16 December quarterly reports. One isolated transcription error in the 2014-15 December report, and several in the 2015-16 December report. Historical quarterly reports were not subject to a rigorous review due to the fact that the process for the preparation of these reports was strictly followed, resulting in a high quality report. The 2015-16 December report, upon audit, was found to have been prepared in a way that was not in line with the agreed process and as such more stringent processes have been put in place to ensure the report continues to be prepared in a highly robust and consistent way.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature:

By the Minister for Health, Mr Simon Corbell

Date:

11.7.16.



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2016-17

MR BRENDAN SMYTH MLA (CHAIR), MR JAYSON HINDER MLA (DEPUTY CHAIR), MS JOY BURCH MLA, MR STEVE DOSZPOT MLA

ANSWER TO QUESTION ON NOTICE



Nicole Lawder MLA: To ask the Treasurer, Andrew Barr MLA

Icon Water Limited, Chief Minister, Treasury and Economic Development Directorate Budget
Statement B, p221-231

In relation to:

1. why aren't the Chair and Deputy Chair of Icon Water residents of Canberra?
2. why doesn't anyone on the Board have experience in the water sector, apart from the Managing Director's experience as Chief Financial Officer for ActewAGL while it undertook contracted water services for ACTEW?
3. why wasn't an executive recruitment agency hired for recruitment of the Managing Director's position; and
 - a. why was the recruitment period only 3 weeks for such an important position?
4. why has the Managing Director's salary package and those of his senior executives, continued to increase even though major water security projects (i.e. the enlarged Cotter dam, etc) which were used to help justify the Managing Director's high salary package, have all finished?
5. When:
 - a. was the last staff survey undertaken; and
 - b. will the next staff survey be undertaken?
6. what was the last staff survey results compared to previous years (especially prior to 2013)?
7. Could the Chief Minister please provide:
 - a. the annual totals of redundancy and termination payments made from the 2012/13 financial year to date;
 - b. the current employment status of each senior management position at Icon Water and the comparative salary of each Icon Water senior management position; and
 - c. the budgeted savings achieved by Icon Water each year?

8. Could the Chief Minister also provide annual details of the capital works projects budgeted and undertaken for the period 2012/13 to date, as well as consultancy costs involved?
9. In relation to the rebranding of ACTEW to Icon Water, could the Chief Minister advise:
 - a. who was responsible for deciding on the new name Icon Water;
 - b. what were the outcomes from the consultation process undertaken to rename ACTEW;
 - c. was Icon Water the recommended name from the consultation process and if not, what was the recommended name; and
 - d. how much did the consultation process and the rebranding to Icon Water cost?

Mr Barr: The answers to the Member's questions are as follows:-

1. The Voting Shareholders appoint the Chair and Deputy Chair of the Icon Water Limited (Icon Water) Board in accordance with section 12 of the *Territory-owned Corporations Act 1990* (the TOC Act) including the requirement to consider any recommendations provided by the Public Accounts Committee(PAC).

There is no requirement under the TOC Act that states the Icon Water Chair and Deputy Chair must be Canberra residents. The Chair and Deputy Chair are appointed on merit.

2. The Voting Shareholders appoint Icon Water Board directors in accordance with section 12 of the TOC Act. Section 12 of the TOC Act states that board directors must have the expertise or skills necessary to assist the corporation achieve its principal objective. Icon Water, as a company operating under Corporations law, requires a board with a range of skills and experience to run a commercial entity. There is no requirement for any board director to have experience in the water sector. However, five of the eight current Directors do have experience in the water sector.

Dr Michael Easson, Chair of the Icon Water Board, has been a long-standing member of the Icon Water and ActewAGL boards. He has substantial experience in the water and energy industries – both of relevance given Icon Water's 50 per cent ownership of ActewAGL.

Ms Wendy Caird, Deputy Chair was appointed to the Board in December 2009. Ms Caird has worked on international water and energy issues, including World Bank sponsored projects, during her term at Public Services International.

Ms Carol Lilley was appointed to the Board in April 2013. Ms Lilley has knowledge of the water sector from her experience in providing professional services to organisations in that sector.

Dr Thomas Parry AM, was appointed to the Board in November 2015. Dr Parry has substantial experience in the water and energy industries and was the Chair of Sydney Water Corporation for seven years from 2006 to 2013. He was the Foundation Executive Chair of the Independent Pricing and Regulatory Tribunal of NSW (IPART), and its predecessor the Government Pricing Tribunal - the first utility regulator in Australia. He was Chair, Inquiry into Western Australia Water Regulation 2000-03, a member of the NSW Waterways Advisory Panel 1999-00 and a member of the NSW Government Water Council 1994-95.

Mr John Knox, Managing Director Icon Water, was Chief Finance Officer of ActewAGL for seven years, during which time ActewAGL was responsible for the maintenance and operation of the water and sewerage supply networks. His experience in the utilities sector supports the effective operation of Icon Water as an urban water utility and 50 per cent owner of an energy utility.

The Icon Water Board has a balance of knowledge in the water sector combined with other skills and experience to provide oversight of the successful operation and management of the company. The Board is also supported by senior management with expertise in water sector operations.

3. Icon Water utilises the expertise of ActewAGL's Talent Sourcing and Support (TSS) team for its recruitment services. A decision was made not to use an executive recruitment agency as the TSS team is highly experienced with senior appointments, having provided recruitment services for a number of executive roles over recent years.

The role was advertised nationally and 37 applications were received. A selection panel was convened with applicants short-listed and interviews conducted. The Chair subsequently recommended the preferred candidate to the Voting Shareholders for approval in accordance with Section 12 of the TOC Act. The Voting Shareholders consulted with the ACT Legislative Assembly's Public Accounts Committee in accordance with section 12 of the TOC Act before approving Mr Knox's appointment.

- a. Icon Water's standard recruitment period is two weeks. In this instance, a longer three-week period was considered appropriate.

4. Icon Water has a robust and transparent remuneration framework for the Executive. The remuneration framework includes evaluations for each executive role, conducted by an independent remuneration consultant with specialist expertise in the utilities sector. As part of these evaluations, the independent expert also conducts remuneration benchmarking utilising data from the All Utilities index that guides decision-making in the process. Details of the Icon Water Board and executive remuneration are made publicly available each year in Icon Water's Annual Report to the ACT Government.

5.

- a. The last staff survey was undertaken in November 2014.
- b. The next staff survey will be undertaken in November 2016 in line with Icon Water's People Strategy 2016-17.

6. Icon Water conducted an employee engagement survey in 2012 and a workplace culture survey in 2013.

In November 2014, Icon Water moved to bridge the gap between engagement and culture methodologies and conducted a tailored Employee Engagement and Culture survey. Due to the different approaches adopted from year to year, direct and meaningful comparisons are difficult to make, particularly in regard to overall scores. In addition, any data gathered prior to 2013 is particularly problematic due to the complete overhaul of the company structure since that time. There are, however, some consistent themes emerging from each of these surveys including the need for continual improvement in relation to change management, performance management and internal communications.

Icon Water's People Strategy was developed in 2014-15 to directly address its strategic objective to protect, engage and develop its people. It includes a focus on priority areas identified through employee engagement and consultation.

The 2014 survey provides a new base line of information for comparison purposes with the next survey to be undertaken later this calendar year.

7.

- a. Icon Water has undergone significant changes following the integration of the water and sewerage functions within Icon Water's business in July 2012. Since that time, further structural realignment has been vital to ensure it has the right people and structure in place for future long-term capability to provide quality water and sewerage services for its customers at a sustainable price.

As a result, Icon Water has made redundancies and associated termination payments as detailed in the following table:

Financial Year	No of Redundancies	Termination Payments (\$m)
2012-13	12	3.0
2013-14	6	2.2
2014-15	16	2.8
2015-16	25	4.3
Total	59	12.3

- b. All Executives have ongoing common law employment contracts with the exception of one General Manager who is on a two year contract.

Details of executive salaries are contained on page 22 of Icon Water's 2014-15 Annual Report to the ACT Government. Information regarding executive salaries is being compiled for 2015-16 and will be published in Icon Water's 2015-16 Annual Report to the ACT Government to be tabled in the ACT Legislative Assembly in October 2016.

- c. The redundancies have generated \$11.3 million of annual savings resulting in an overall payback period of 1.1 years.

8. The table below summarises the capital works spend compared to budget for the last four years. The table also indicates the consultant spend compared to actual spend.

Financial Year	Actual capex (\$m)	Budget capex (\$m)	Actual Consultant spend (\$m)	Consultant spend as a % of actual capex (%)
2012-13	46.5	63.7	1.3	2.8
2013-14	57.9	56.5	2.2	3.8
2014-15	51.9	89.8	0.4	0.8
2015-16	79.0	87.9	1.5	1.9
Total	235.3	297.9	5.4	2.3

A list of the major capital works and infrastructure projects can be found in the Icon Water annual reports.

- 9.
- a. At the 10 September 2014 Icon Water Board meeting, the Board agreed to suggest the name Icon Water to its Voting Shareholders. The Voting Shareholders approved the new company name via a special resolution (in accordance with section 157 of the *Corporations Act 2001*) passed at a General Meeting on 14 October 2014.
 - b. Following significant analysis and staff workshops, four corporate name options were presented to the Icon Water Board at meetings held in late August 2014. An external market research consultant was then subsequently engaged to further undertake external focus groups to observe and record initial responses, sentiments and general views to the four presented corporate names. This additional research confirmed that the name Icon Water conveyed our brand essence of trust, community and quality.
 - c. As outlined in the response to question 9b the consultation process shortlisted four corporate names that were considered by focus groups. While the focus groups were not asked to recommend a preferred option, they provided valuable feedback which informed the decision to select the name Icon Water.

- d. Final rebranding costs were tabled in the ACT Legislative Assembly on 13 August 2015.

Approved for circulation to the Select Committee on Estimates 2016-17

Signature: 

Date: **12** July 2016

By the Treasurer, Andrew Barr MLA