



LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

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 taken on notice** at 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 QToN—Public hearing—22 February 2021

Chief Minister portfolio

No.	Date	Member	Subject/question	Minister	Answered
CM 1	22 Feb 21	Lee	Work conducted by contractors—Work of city rangers seems to have been contracted out, is there a reason for that? [Chief Minister advised this fell to another directorate but would take it on notice to be answered]	Chief Minister	2 March 21
CM 2	22 Feb 21	Lee	Jobs for Canberrans Fund—(a) breakdown of nature of jobs; and (b) how much in terms of allocation from fund?	Chief Minister	2 March 21
CM 3	22 Feb 21	Davis	Mr Davis was: <i>...curious on the broader Jobs for Canberrans program - how many of those positions were made available to people under 30 and if we've kept records of that? How many jobs for people under 30 were created as part of that program and what is the percentage of the total employed does that make up?</i>	Chief Minister	2 March 21
CM 4	22 Feb 21	Lee	Communications and Community Engagement— What has the Government spent on Facebook advertising for the last financial year? Total figure?	Chief Minister	2 March 21
CM 5	22 Feb 21	Pettersson	Insecure work (workforce)—can a breakdown of the number of ACTPS staff employed under full time, part time, labour hire and contracts be provided?	Chief Minister	2 March 21
CM 6	22 Feb 21	Davis	Communications and Community Engagement—regarding the 'YourSay' Panel, is it possible to can a breakdown of the numbers of members by geographic district be provided?	Chief Minister	2 March 21
CM 7	22 Feb 21	Orr	ACTPS – Workforce—does the gender pay gap differ between Directorates?	Chief Minister	2 March 21
CM 8	22 Feb 21	Pettersson	Public Sector Standards Commissioner—: (a) How many investigations were completed by PSS as opposed to being outsourced? (b) Why was one case outsourced? (c) What was the cost of outsourcing that case?	Chief Minister	2 March 21
CM 9	22 Feb 21	Lee	Public Sector Standards Commissioner—: (a) What is the breakdown of the types of complaints you handled? (b) breakdown of complaint types by Directorate?	Chief Minister	2 March 21

No.	Date	Member	Subject/question	Minister	Answered
CM 10	22 Feb 21	Lawder	Public Sector Standards Commissioner—: How long do other jurisdictions take to investigate complaints and how does the ACT perform in comparison?	Chief Minister	2 March 21



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 1

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 TAKEN ON NOTICE
22 February 2021

Asked by ELIZABETH LEE MLA:

In relation to:

MS LEE: Thank you, thank you. Just in terms of work conducted by contractors, there is the work of the City Rangers, including locking up gates and public toilets and such. That seems to have been contracted out. Is there a reason for that?

Mr Barr: It is another directorate; it is not Chief Minister and Treasury. Normally we will take that on notice and ask them.

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

The work of City Rangers has not been contracted out. City Ranger staffing was significantly increased in 2019 through the creation of six additional staff in the Compliance Targeting Team. The after-hours locking of park gates and public toilets managed by City Presentation is undertaken by a contracted security company. This arrangement has been in place for a number of years and has not displaced any staff roles.

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

Signature: *Andrew Barr*

Date: 1.3.21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 2

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 TAKEN ON NOTICE
22 February 2021

Asked by ELIZABETH LEE MLA:

In relation to:

MS LEE: I do, thank you, Chair. I wanted to go to the Jobs for Canberrans Fund. Just for your reference, budget statement B, page 53. It is obviously a significant budget line item and if you add the expansion as well, it is quite a big number. What are the types of jobs that were created for that fund?

Mr Barr: Many and varied, from administrative to work in Namadgi National Park to cleaning. There were a variety. We are happy to provide them.

MS LEE: Okay.

Mr Barr: Kathy may be able to—

Ms Leigh: I can provide a few more examples

Mr Barr: Yes.

Ms Leigh: There was fire recovery restoration; maintenance and cleaning in school buildings; administrative support across quite a number of directorates; cleaning, including town centres and across the public transport bus fleet; customer service within ACT Health and Access Canberra; and garden and some general outdoor maintenance across the city.

MS LEE: Do you have a—and this might need to be taken on notice, but do you have a breakdown of sort of the nature of the job and how much in terms of allocation of the fund?

Ms Leigh: I would have to get that detail back to you.

MS LEE: Yes.

THE CHAIR: Take that on notice?



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QTON No. 2

STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

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

MS LEE: Yes. Thank you for taking that on notice. And are these jobs, the nature of them, are they ongoing or are they on a—

Mr Barr: No, it is a, yes, short-term program for the pandemic.

MS LEE: Yes. Yes, okay.

Mr Barr: So some finished at the end of the last calendar year; others continue until the end of this financial year.

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

Based on the jobs that have been approved for funding, the breakdown by job type and funding allocation is:

TYPES OF JOBS	NUMBER	ALLOCATED FUND
Administrative staff	99	\$6,746,373
Cleaners	203	\$7,512,911
Communication officers	9	\$736,894
Customer service officers	53	\$4,690,727
Maintenance and repair staff	126	\$6,206,273
Rangers and fire recovery restoration	23	\$2,662,049
Student support assistants	9	\$298,213
Work health and safety officers	2	\$153,530
TOTAL	524	\$29,501,758

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Signature: 

Date: 1.3.21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
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QTON No. 3

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 TAKEN ON NOTICE
22 February 2021

Asked by JOHNATHAN DAVIS MLA:

In relation to:

MR DAVIS: Thank you. Chief Minister, you rightly are proud of the graduate opportunities, particularly as it pertains to job opportunities for young people. I am curious, in the Broader Jobs for Canberra Program, how many of those positions were made available to people under 30, and if we have kept records of that?

Mr Barr: I would need to check whether we have. I would presume we would have.

Mr West: We will have to take that on notice though, to give you the breakdown, if you like—

MR DAVIS: So the figures I would really like is how many jobs for people under 30 were created as part of that program and what percentage of the total employee does that make up?

Mr West: Sure.

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

There were no jobs specifically designed for people under 30. Jobs were available to all ages.
The percentage of jobs filled by people under 30 was 40%, or 226 people.
The percentage of jobs filled by people under 35 was 67%, or 385 people.

Note: some jobs were filled by multiple people on a part time basis. This enabled a higher number of people to benefit from the Jobs for Canberrans Fund. This approach also allowed visa holders with working-hour restrictions to secure work.

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

Signature: *Andrew Barr*

Date: 1.3.21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 4

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 TAKEN ON NOTICE
22 February 2021

Asked by ELIZABETH LEE MLA:

In relation to:

MS LEE: I do, thank you, Chair. I wanted to go now to communication and community engagement, if I may. Do you have a figure of what the government spent on Facebook advertising in this financial year?

Mr Barr: Not as much as Mark Zuckerberg wanted.

MS LEE: I bet.

Mr Barr: More than Rupert Murdoch was happy with, would probably be the answer. But we will get a—

THE CHAIR: And if you could state your name, please.

Ms Perkins: Anita Perkins, oh this chair—Anita Perkins, Executive Group Manager, Communications and Engagement, and yes, I understand the privilege statement.

THE CHAIR: Thank you.

Ms Perkins: Look, I am sorry, I do not think we can provide now, I think we will have to take on notice the total figure. The way that we pay for boosting and advertising across the ACT government is a responsibility of that part of government and all the individual business units. So even with the ACT government account that we manage on behalf of other directorates, I will be able to give you a total, but it would then be apportioned across all of the directorates.

MS LEE: Yes, is that okay? To put on notice just the—across the directorates, would that break down—

Ms Perkins: Yes, sure, we can do that.

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



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QTON No. 4

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

The total spend on Facebook advertising from the ACT Government is as follows:

- **2019-20 – \$679,068.98 inc GST** (ex any media fees)
- **2020-21 (to 21 Feb) – \$314,126.35 inc GST** (ex any media fees)

Directorate/Agency	Facebook Ad spend 2019-20	Facebook Ad spend 2020-21 (to 21 Feb)
ACT Emergency Services Agency	\$6,445.64	\$4,425.81
ACT Health	\$12,940.00	\$9,814.20
Canberra Health Services	\$11,470.33	\$3,223.78
Canberra Institute of Technology	\$189,889.44	\$61,374.32
Canberra Museums and Galleries	\$331.13	\$38.30
Canberra Theatre Centre	\$73,031.50	\$23,167.41
Chief Minister, Treasury, Economic Development	\$124,261.36	\$150,591.64
City Renewal Authority	\$2,168.51	\$4,146.86
Community Services Directorate	\$15,915.52	\$0.00
Education	\$100.00	\$0.00
Environment, Planning and Sustainable Development	\$35,328.01	\$4,555.47
Justice and Corrective Services	\$30,619.47	\$0.00
Major Projects Canberra	\$0.00	\$4,200.00
Suburban Land Agency	\$128,842.20	\$25,845.11
Transport Canberra and City Services	\$47,425.87	\$22,743.46
Non-campaign advertising	\$300.00	\$0.00
	\$679,068.98	\$314,126.35

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

Signature: 

Date: **2.3.21**

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
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QTON No. 5

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 TAKEN ON NOTICE
22 February 2021

Asked by MICHAEL PETERSSON MLA:

In relation to:

MR PETERSSON: Any chance I could get a breakdown of the ACT public service by fulltime, part-time, casual, labour hire and contracts?

Mr Barr: It is in the state of the service report is it not?

Ms Leigh: Yes, I am sure that we would already have that in that document.

MR PETERSSON: Labour hire and contracts as well?

Ms Leigh: I will check.

Mr Noud: Contract is more difficult but certainly the other categories are there.

MR PETERSSON: I can see the fulltime and part-time staff. I have not seen labour hire and contracts. It might have slipped through.

Ms Leigh: I am happy to take that on notice.

Mr Noud: It is in the state of the service—in the appendixes at the back there. We would be happy to provide that information.

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

At June 2020, there were 19,161 permanent employees, 4,047 employees on temporary contracts and 1,321 casual employees in the ACT Public Service.

The [2019-20 State of the Service Report](#) sets out the ACT Public Service numbers by fulltime, part-time, casual and temporary contracts by Directorate:

- Table B2 – FTE by Directorate and employment type (page 67)
- Table B5 - Headcount and FTE by Directorate (page 68)



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QTON No. 5


STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

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- Table B7 - Headcount by employment status and gender by agency (Directorates) (page 70)

During the 2019-20 reporting year, there were 723 individual contractors engaged with 1,094 assignments through Contractor Central, the Territory's system for engaging contingent labour services. Contractor Central does not cover the field and there may be additional contractors, but this number is not centrally tallied.

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

Signature: 

Date: 1.3.21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 6

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 TAKEN ON NOTICE 22 February 2021

Asked by JOHNATHAN DAVIS MLA:

In relation to:

MR DAVIS: Just a couple of quick ones. Do you have—and I am happy for you to take it on notice—an exact breakdown of the membership based on district?

Ms Perkins: Yes, we can provide that.

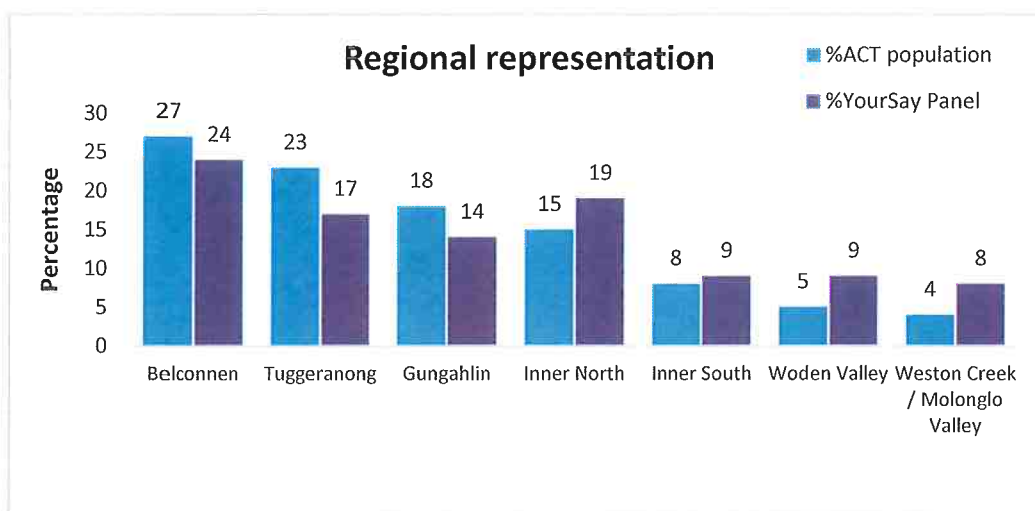
MR DAVIS: That would be great.

THE CHAIR: Yes? You will take that on notice?

Ms Perkins: Yes, I have it in percentages and we can provide it in detail on notice rather than me reading out a table now.

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

As 17 February 2021





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QTON No. 6

STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

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

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

Signature: *Andrew Barr*

Date: 1. 3. 21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 7

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 TAKEN ON NOTICE

22 February 2021

Asked by SUZANNE ORR MLA:

In relation to:

MS ORR: Great. So just on pages 38, 39 of the state of service report, there is quite a bit here on gender pay gap, and I know it is quite—it is actually quite impressive for the ACT, we have a very low gender pay gap. But I was just wondering if you were able to provide some data where it is broken down a little bit more from this high level of the whole of service to, sort of, look at what the employment is across the service in different directorates and whether the gender pay gap differs between directorates?

Ms Leigh: That level of detail I would need to take on notice.

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

Gender pay gap by Directorates:

Directorate	Female proportion of the workforce (%)	Average Female Salary	Average Male Salary	Gender Pay Gap	Average female earnings per dollar earned by Males
Canberra Health Services	65.1%	\$94,353.59	\$105,670.08	10.7%	\$0.89
Chief Minister, Treasury and Economic Development	51.9%	\$101,858.15	\$107,808.25	5.5%	\$0.94
ACT Insurance Authority	85.7%	\$108,867.22	\$117,862.33	7.6%	\$0.92
Community Services Directorate	74.1%	\$105,755.68	\$99,096.67	-6.7%	\$1.07
Education Directorate	74.6%	\$94,451.98	\$91,473.99	-3.3%	\$1.03
Environment, Planning and Sustainable Development Directorate	53.0%	\$107,593.38	\$106,921.47	-0.6%	\$1.01
ACT Health Directorate	65.1%	\$116,724.74	\$120,654.00	3.3%	\$0.97
Justice and Community Safety	47.7%	\$104,622.30	\$99,452.43	-5.2%	\$1.05
Major Projects Canberra	41.1%	\$120,320.48	\$148,293.29	18.9%	\$0.81
Transport Canberra and City Services Directorate	24.8%	\$92,392.26	\$81,763.46	-13.0%	\$1.13



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QTON No. 7

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The [2019-20 State of the Service Report](#) provides the employment numbers across the ACT Public Service:

- Table B2 – FTE by Directorate and employment type (page 67)
- Table B5 - Headcount and FTE by Directorate (page 68)
- Table B7 - Headcount by employment status and gender by agency (Directorates) (page 70)

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

Signature: *Andrew Barr*

Date: 1.3.21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 8

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 TAKEN ON NOTICE

22 February 2021

Asked by **MICHAEL PETTERSSON MLA:**

In relation to:

MR PETTERSSON: That is no good. How many of the investigations were completed by your team of permanent staff as opposed to ones that were outsourced?

Mr McPhee: We outsourced one.

MR PETTERSSON: Right.

Mr McPhee: Our preference is to do it within the Professional Standards Unit but if priority or other reasons come into play we will consider outsourcing.

Mr Petterson: Why was this one outsourced?

Mr McPhee: I'm not sure of the specifics on this one but—

THE CHAIR: Are you able to take that on notice?

Mr McPhee: I am happy to take it on notice, if you would like.

MR PETTERSSON: That would be wonderful and you mentioned that the time for dealing with these issues is improving. How long, on average, does it take to deal with an investigation?

Mr McPhee: In the reporting period, around 100 days for the investigation component but when you add the totality of the time the misconduct allegation is made right through to the end of the process it is probably more than 200 paid days. So that is why I say we were working with directorates to see if we can improve not only our own processes but the cumulative figure which involves directorate responses as well.

I think, if I may, what is very apparent to me in this role is the level of concern and angst these cases cause directorates and individuals and to the extent that collectively we can reduce the



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QTON No. 8

STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

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time required to ...(indistinct)... [4.47.36] of interest and benefit to the individuals but also to the public sector.

MR PETTERSSON: Wonderful. One last question, can I just put on notice what the cost of outsourcing that one investigation was?

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

One investigation completed during FY 2019-20 was conducted by an external investigative service. This matter was outsourced at the request of the referring delegate from the Transport Canberra and City Services Directorate to expedite completion of the misconduct enquiry. The cost of the service to the Directorate for the investigation was \$19,821.

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

Signature: *Andrew Barr*

Date: 2.3.21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
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QTON No. 9

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 TAKEN ON NOTICE
22 February 2021

Asked by ELIZABETH LEE MLA:

In relation to:

MS LEE: I did. Thank you, Chair. Out of the investigations that you conducted, what was the, if you like, breakdown of the nature of the complaints?

Mr McPhee: By far the largest category was lack of courtesy, sensitivity and respect; followed by failure to exercise reasonable care or diligence. They were the two largest and after them, failure to act with integrity or honesty. Fourth was bullying harassment or intimidation, and then there's a range of others, unauthorised disclosure or release of information. Conduct which would bring the ACT public service into disrepute. Failure to comply with legislation or territory laws, failure to follow written or verbal direction.

MS LEE: And do you have a breakdown for the directorate in terms of where they sit?

Mr McPhee: We do have that information. We collect it globally and what I do is every six months, I write to the Director Generals to not only explain our statistics in terms of numbers and time taken et cetera but to try and extract from our misconduct investigations the messages for directorates and, and just to give you an example, just to reinforce good practice and to try and prevent cases of misconduct in future, because we are conscious that our misconduct work is terribly important but if we can leverage that for the benefit of the service, even better, and so we have worked pretty hard on that.

But the standout issues are when you observe early signs of misconduct just to intervene and have a quiet word to the person, have a coffee, have a discussion early on.

And the other thing is, that I think is terribly important, is our public sector values. You know, respect, integrity, collaboration, innovation. If they can be reinforced by directorates and managers in particular—particularly managers. Just reinforce at the appropriate time, in the right manner, the importance of respect in particular. It should help to cover off some of these cases of lack of courtesy, sensitivity, and respect.

So we can probably give you some of that information at a directorate level. I have not seen it because we have just—I tend to report messages globally for the benefit of all of the directorates.

MS LEE: Sure. So are you happy to take that on notice in terms of—



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Mr McPhee: Happy to take it—

MS LEE: Yes, thank you. And in terms of the outcome or the consequences after an investigation, have you got information on that? Like, it ranges from a warning through to whatever it might—

Mr McPhee: Yes, I have got that, and if you have—and most of it is warnings. But there are more serious categories and happy to provide you with that too, so.

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

During FY 2019-20, the Professional Standards Unit (PSU) received 65 new misconduct referrals from across the ACT Public Sector, which includes 62 matters from 8 directorates. The nature of the complaints received from each directorate follows.

It is noted that the following descriptions reflect the general nature of allegations referred for investigation, not those which were substantiated. Substantiated allegations frequently differ from those initially reported to the PSU. Multiple allegations may apply to a single matter referred.

ACT Health: 1 matter referred.

- Failure to do the public servant's job with reasonable care, diligence or integrity

Canberra Health Services: 19 matters referred, covering:

- Inappropriate behaviour. Lack of courtesy, sensitivity and respect.
- Bullying, harassment or intimidation.
- Failure to do the public servant's job with reasonable care, diligence or integrity.
- Failure to follow written or verbal direction.
- Failure to perform job with impartiality.
- Unauthorised access to or use of ACTPS information or records.
- Failure to comply with legislation or territory laws.
- Failure to disclose or manage conflict of interest.

CMTEDD: 5 matters referred, covering:

- Failure to do the public servant's job with reasonable care, diligence or integrity
- Improper use of Territory resources or information.
- Unauthorised access to or use of ACTPS information or records.
- Failure to comply with legislation or territory laws.
- Failure to follow written or verbal direction.
- Failure to disclose or manage conflict of interest.

CSD: 7 matter referred, covering:



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- Inappropriate behaviour. Lack of courtesy, sensitivity and respect
- Failed to do the public servant's job with reasonable care, diligence and integrity.
- Reportable conduct.
- Bullying, harassment or intimidation.
- Failure to comply with legislation or territory laws.

Education: 9 matters referred, covering:

- Reportable conduct.
- Inappropriate behaviour. Lack of courtesy, sensitivity and respect.
- Bullying, harassment or intimidation.
- Inappropriate or excessive use of force, inappropriate physical contact.
- Failure to do the public servant's job with reasonable care, diligence or integrity.
- Taking improper advantage of the public servant's job or information gained through the public servant's job.
- Unauthorised disclosure or release of information.
- Failure to disclose or manage conflict of interest.

EPSSD: 1 matter referred, covering:

- Unauthorised access to or use of ACTPS information.

JACS: 12 matters referred, covering:

- Failure to do the public servant's job with reasonable care, diligence or integrity.
- Inappropriate or excessive use of force, inappropriate physical contact.
- Inappropriate behaviour. Lack of courtesy, sensitivity and respect.
- Failure to comply with legislation or territory laws.
- Bullying, harassment or intimidation.
- Taking improper advantage of the public servant's job or information gained through the public servant's job.
- Improper use of Territory resources or information.
- Unauthorised disclosure or release of information.

TCCS: 8 matters referred, covering:

- Inappropriate behaviour. Lack of courtesy, sensitivity and respect.
- Failure to do the public servant's job with reasonable care, diligence or integrity.
- Bullying, harassment or intimidation.
- Taking improper advantage of the public servant's job or information gained through the public servant's job.
- Improper use of Territory resources or information.



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 9

STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY

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

- Unauthorised disclosure or release of information.
- Reportable conduct.

Outcomes / Sanctions imposed during FY 2019-20:

The following sanctions were imposed by delegates in misconduct matters for which breaches of the code of conduct were substantiated. Multiple sanctions may be imposed on an employee in a single matter:

Written reprimand - 26

Financial penalty - 9

Temporary or permanent transfer to another position at level or lower classification - 10

Termination of employment - 12

Employee resigned prior to sanction being imposed - 12

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

Signature: *Andrew Barr*

Date: 1.3.21

By the Chief Minister, Andrew Barr MLA



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QTON No. 10

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 TAKEN ON NOTICE
22 February 2021

Asked by NICOLE LAWDER MLA:

In relation to:

THE CHAIR: Thank you. I have a supplementary to—Mr Pettersson spoke about time taken and you said it was sort of 100 work days but more like 200 once you take other factors into account.

Mr McPhee: More than 200, yes.

THE CHAIR: Do you know what sort of other jurisdictions have? They have a benchmark and how might the ACT track against—

Mr McPhee: No, I am not aware of that. But it is an issue we should look at. But my personal view is we can collectively do better and so it is a case of getting more integration of our processes collectively.

And can I say to the credit of directorates, they have offered to assist our processes, for instance, by helping, if we require it, to organise interviews on certain days so our people do not have to go backwards and forwards and things like that.

So people are turning their minds to how we can do better in this space because of the emotional cost as much as anything, as well as the productivity cost in these processes. But we can take onboard that thought, Ms Lawder, and see whether other jurisdictions have published such information.

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

The Public Sector Standards Commissioner does not hold any data relating to misconduct processes in other jurisdictions.

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



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QTON No. 10

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, which appears to be "Andrew Barr".

Date: 1. 3. 21

By the Chief Minister, Andrew Barr MLA