



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2024-2025

Ms Nicole Lawder MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),
Miss Laura Nuttall MLA

**ANSWER TO QUESTION TAKEN ON NOTICE
DURING PUBLIC HEARINGS**

Asked by: Ms Nicole Lawder MLA

Addressed to: Minister for Industrial Relations and Workplace Safety

Redirected to: N/A

Reference: Uncorrected Hansard Transcript pp 24–25

In relation to: Preliminary assessments at WorkSafe ACT

Hearing Date: 2 August 2024

QTON lodgement date: 5 August 2024

Answer Due Date: 8 August 2024

THE CHAIR: The article seems to be based from former employees and the CPSU making a number of accusations about the organisation. One is the abuse of preliminary assessments to silence and hound problem staff out of the organisation. Could you tell the committee how many preliminary assessments have been initiated each year within WorkSafe since the organisation began?

Mrs Agius: I will need to take that on notice.

[...]

THE CHAIR: Of those, could you tell me, how many were substantiated and how many resulted in what types of the actions, you talk about written reprimand, transfer, financial penalty, how many of those may have resulted in any of those outcomes, and are you able to provide staff turnover rates?

Mrs Agius: Yes. I can tell you that now. Our retention rates are lower than the overall ACT government. Our retention rates are—I think it is 16.1.

Ms Grey: Yes.

Mrs Agius: Whereas the overall ACT government retention rates are at 18.

Mick Gentleman MLA: The answer to the Member's question is as follows:

Preliminary assessments conducted since WorkSafe ACT was established:

Year	Number of preliminary assessments
2020	7
2021	10
2022	8
2023	19
2024	5
Total	49

Reason for preliminary assessment	Number of preliminary assessments
Management initiated process	9
Complaint from staff about other staff	27
Complaint from an external stakeholder about staff behaviour	13
Total	49

Preliminary assessment outcomes:

Outcome of preliminary assessment	Number
No further action	18
Formal counselling	19
Referred to Professional Standards Unit	6
Dismissal	2
Unresolved (staff left ACTPS before finalisation)	3
Financial penalty	1
Total	49

Approved for circulation to the Select Committee on Estimates 2024-2025

Signature:



Date: 2/8/2024

By the Minister for Industrial Relations and Workplace Safety, Mick Gentleman MLA