



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 ON NOTICE

Asked By: Ms Nicole Lawder MLA

Addressed to: Minister for Women

Reference: CSD Budget Paper

Hearing Date: 23/07/2024

In relation to: Community Services Directorate and Estimated employment levels for the directorate

QON lodgement Date: 25/07/2024

Answer Due date: 02/08/2024

- (1)** The Estimated employment levels for CSD have increased by 6 in CSD, why?
- (2)** Re transfer from Housing, in Housing there is a decrease of only 3, So there is still an increase of 3 overall, when you look at Housing and CSD, why?
- (3)** Does this mean that additional positions have been added in the Directorate eg a second temporary Executive Branch Manager position that was added to the Domestic, Family, Sexual Violence Office? Why was this necessary? Wasn't the work being done well/efficiently/effectively?
- (4)** When Kirsty Windeyer was appointed to a Long-Term Contract in the position of Domestic, Family, and Sexual Violence Coordinator- General in February 2022, was that position gazetted and/or publicly advertised?
- (5)** To whom did Ms Windeyer report? Ie which position (was it a DDG, DG, other?)
- (6)** When Kirsty Windeyer's position was amended to Deputy Director General, Housing and Inclusion (and she also remains Domestic, Family and Sexual Violence Coordinator General) effective 26 February 2024, was that position publicly gazetted/advertised?
- (7)** How many applications were received, and who was responsible for assessing them?
- (8)** The original position reflected that domestic, family and sexual violence was an enormous priority of the government, with tri-partisan support. Why is Kirsty Windeyer now given significantly more responsibility for areas other than domestic, family and sexual violence, especially given the critical demands of both roles?
- (9)** Does this arrangement indicate a shift in priorities regarding the government's focus on domestic, family and sexual violence?
- (10)** How is one person expected to give adequate oversight to both of these important areas without one taking less time/focus?
- (11)** Was that position gazetted and/or publicly advertised?

(12) Has the pay for this appointment of Ms Windeyer to the new position remained the same as her previous level?

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

(1) The Estimated employment levels for CSD have increased by 6 in CSD, why?

The staffing levels of the Community Services Directorate fluctuate across all business areas depending on budget decisions, business needs and priorities.

The movements in the Community Services Directorate's estimated employment levels between the 2023-24 Budget and the 2024-25 Budget, as disclosed in the Budget Statements reflects the following movements resulting in an overall increase of 6 full time equivalent positions (FTE):

- an increase of 5.0 FTE through the new budget initiative *'Establishing a disability reform taskforce'*;
- an increase of 1.0 FTE through the new budget initiative *'Creating a more inclusive Canberra through the ACT Disability Strategy 2024-2033'*;
- an increase of 1.5 FTE through the new budget initiative *'Improved support for young adults leaving the out of home care system'*;
- an increase of 0.75 FTE through the new budget initiative *'Next Steps for Our Kids Strategy'*;
- an increase of 4.0 FTE through the transfer of FTE positions from Housing ACT to the Community Services Directorate following an organisational restructure to align and consolidate strategic and enabling functions within the Portfolio; and
- a decrease of 6.0 FTE through the cessation of budget initiatives *'Modernising the Children and Young People Act'* and *'Bimberi Youth Justice Centre Operating Capacity'*.

(2) Re transfer from Housing, in Housing there is a decrease of only 3, So there is still an increase of 3 overall, when you look at Housing and CSD, why?

The movements in Housing ACT's estimated employment levels between the 2023-24 Budget and the 2024-25 Budget, as disclosed in the Budget Statements reflect the following movements resulting in an overall decrease of 3 FTE:

- a reduction of 4 FTE through the transfer of FTE positions from Housing ACT to the Community Services Directorate following an organisational restructure to align and consolidate strategic and enabling functions within the Portfolio; and
- an increase of 0.5 FTE through the new budget initiative *'Creating a more inclusive Canberra through the ACT Disability Strategy 2024-2033'*.

(3) Does this mean that additional positions have been added in the Directorate eg a second temporary Executive Branch Manager position that was added to the Domestic, Family, Sexual Violence Office? Why was this necessary? Wasn't the work being done well/ efficiently/ effectively?

See the response to question 1.

The Executive Branch Manager position in the Domestic, Family, Sexual Violence Office was established to aid in the implementation of a range of activities related to the domestic, family and sexual violence. This position reflects an increasing volume of work and range of measures in this portfolio area.

(4) When Kirsty Windeyer was appointed to a Long-Term Contract in the position of Domestic, Family, and Sexual Violence Coordinator- General in February 2022, was that position gazetted and/or publicly advertised?

The position of Coordinator-General, Domestic Family, and Sexual Violence was filled using a merit-based selection process. The successful candidate was merit listed in an executive selection process with the Justice and Community Safety Directorate. The Coordinator-General position was subsequently filled using this merit list, in accordance with the relevant legislation and employment policies of the ACT Public Service.

(5) To whom did Ms Windeyer report? ie which position (was it a DDG, DG, other?)

The Coordinator-General, Domestic, Family and Sexual Violence reported to the Director-General, CSD. The Deputy Director-General, Housing and Inclusion reports to the Director-General (CSD).

(6) When Kirsty Windeyer's position was amended to Deputy Director General, Housing and Inclusion (and she also remains Domestic, Family and Sexual Violence Coordinator General) effective 26 February 2024, was that position publicly gazetted/advertised?

The Deputy Director-General, Housing and Inclusion role was not required to be publicly gazetted or advertised as it was a realignment of existing responsibilities to existing senior executive positions within CSD.

(7) How many applications were received, and who was responsible for assessing them?

Not applicable, please see response to question 6.

(8) The original position reflected that domestic, family and sexual violence was an enormous priority of the government, with tri-partisan support. Why is Kirsty Windeyer now given significantly more responsibility for areas other than domestic, family and sexual violence, especially given the critical demands of both roles?

Domestic, family and sexual violence continues to be a priority. There are now more senior executive resources supporting the Coordinator-General to deliver this important work with the creation of an additional EBM position and some of the capacity of an EGM devoted to this work. CSD manages its resources to deliver on its commitments, and on the policies of Government. Managing those resources requires realignment of roles and positions from time, as has been the case within the Office of the Coordinator-General.

(9) Does this arrangement indicate a shift in priorities regarding the government's focus on domestic, family and sexual violence?

No. The current arrangements support the effective delivery and implementation of measures related to domestic, family and sexual violence.

(10) How is one person expected to give adequate oversight to both of these important areas without one taking less time/focus?

The role of the Coordinator-General is to work across Government to ensure effective whole of government responses to domestic, family and sexual violence. This Coordinator-General is supported to undertake this role by several senior executive staff and other officers.

(11) Was that position gazetted and/or publicly advertised?

No. Please see response to question 6.

(12) Has the pay for this appointment of Ms Windeyer to the new position remained the same as her previous level?

An independent Work Value Assessment was undertaken by Mercer Pty Ltd (Mercer) for the position of Deputy Director-General, Housing and Inclusion. The Mercer recommendation was to increase the role from a SES 3.2 to SES 3.3 and this was implemented on 12 July 2024.

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

Signature:

A handwritten signature in blue ink, appearing to be 'YB', is written over the signature line and extends into the text below.

By the Minister for Women, Ms Yvette Berry

Date:

23/08/24