



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

Inquiry into ACT Budget 2021–22
ANSWER TO QUESTION ON NOTICE

JO CLAY MLA: To ask the Chief Minister—

Ref: ACT Public Service, Head of Service

In relation to:

The 21/22 Women's Budget Statement states that "The ACT Government developed the Gender Impact Analysis Tool to support analysis of the impact of programs and services on women, men, and gender diverse individuals in the ACT". (Key Milestones, p2)

1. How has CMTEDD used the Gender Impact Analysis Tool to ensure that a gender lens is placed on the programs, policies and services delivered across the ACTPS?
2. Is the Gender Impact Analysis Tool applied to every program, policy and service funded in this budget?
If not, what percentage of programs, policies and services is it applied to?
If this analysis has not occurred, why has this not been done?
3. What has the Gender Impact Analysis shown?
4. What percentage of CMTEDD staff have been trained in using the Gender Impact Analysis Tool?
Who is providing the training for using the tool?
5. How does the Government continually seek feedback from workers within the ACTPS with regards to workplace discrimination and have there been any undertakings to empower systemically disadvantaged groups to speak out?
6. Do CMTEDD Staff undertake any Gender Awareness Training? If so, what percentage of staff have undertaken the training? Who provides this training?

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

- [1] The Gender Impact Analysis tool was developed by the Community Services Directorate (CSD) following a commitment in the First Action Plan 2017-19 of the ACT Women's Plan 2016-26. The tool is available to all ACT Government employees and assists to apply a gender lens to programs, policies and services.

The Triple Bottom Line (TBL) assessment is currently required to be prepared for certain Cabinet business. The TBL template includes mandatory consideration of gender impacts, and refers staff to the Gender Impact Analysis Tool if significant gender impacts are identified.

All business cases prepared for the 2021-22 ACT Budget, including under the Industrial Relations and Workplace Safety portfolio, were required to consider gender impacts. The business case template refers drafters to the Gender Impact Analysis Tool for submissions where more detailed gender analysis is required.

- [2] And [3] The use of the Gender Impact Analysis is not tracked across the Service. The ACT Budget 2021-22 commits \$3.2 million over four years to proceed with the next stage of the Wellbeing Framework, including to support the development of an evidence base of wellbeing data in the ACT and to enable more effective targeting of Government policies, including through reporting on the wellbeing of specific groups and work towards progressing gender responsive budgeting.

The Government is in the process of bringing Wellbeing Impact Assessments (WIAs) into Cabinet processes following their use in the 2021-22 Budget. The Gender Impact Analysis Tool informed development of the WIA template. The WIA process is designed so that wellbeing impacts – including gender impacts – are considered early and help inform policy/program development and decision-making. CMTEDD and the Office for Women in CSD are working on how gender impacts can best be considered as part of the WIA process in the future.

- [4] The Gender Impact Analysis tool is designed to be used without the need for training. It includes detailed instructions in the template. It also includes contact details for the Office for Women who can assist further.
- [5] The Government seeks feedback from workers within the ACTPS with regards to workplace discrimination through a range of mechanisms, including consultative processes, investigations of complaints, assistance process including the ACTPS Open Door Protocol, and the recent introduction of the ACTPS Employee Survey:

Consultative processes in the ACTPS

The ACTPS recognises that consultation and employee participation in decisions that affect them is essential to the successful management of change. This is reflected in the employment framework, and particularly within provisions in the ACTPS enterprise agreements (EAs) and the *Public Sector Management Act 1994* (PSM Act) that establish a number of workplace consultative bodies. These bodies all provide employee workplace feedback and advocacy and include:

- i. Joint Council, which is a consultative forum for unions and the ACTPS;
- ii. Directorate Consultative Committees; and
- iii. Workplace Consultative Committees.

There are also other sub-groups within directorates that represent and assist specific groups of employees. For example, there is a Staff Network for Employees with Disabilities Forum run by Jennifer McNeil in JACS that recently provided assistance with new disability leave provisions for the current proposed enterprise agreements.

Public Sector Conduct

The Public Sector Standards Commissioner (PSSC) and Professional Standards Unit (PSU) contributes to better outcomes and the promotion of the high standards of workplace values and behaviours expected of ACT public sector employees through the oversight of misconduct processes and the investigation of other complaints concerning public administration.

In addition to overseeing and conducting investigations into these matters, the PSSC and PSU seek to capture and share key messages arising from misconduct processes. This strategy is intended to assist the ACT Public Sector in employing best practices to reduce the incidences of misconduct and encourage the signature behaviours expected of public sector employees.

Assistance for Employees

The ACTPS Respect Equity and Diversity (RED) Framework was implemented in 2010 and is a foundational whole of Government policy in setting behavioural expectations for all staff. Employees who can seek assistance to resolve workplace behaviour issues can confidentially approach a RED Contact officer for further information. Resources on Resolving workplace issues including the process around Preliminary assessments and Misconduct processes are available to all staff through the public-facing [ACTPS Employment Portal](#).

The ACTPS Open Door Protocol also provides every individual with an avenue to bring forward informal reports or formal complaints about RED issues by approaching a supervisor, manager or senior executive.

Further, the ACTPS provides employees and their families with access to Employee Assistance Providers (EAPs). EAPs provide highly confidential counselling services including employee/manager assistance and a service dedicated for people experiencing workplace or personal conflict.

ACTPS Employee Survey

The ACTPS Employee Survey was introduced in July 2021 and includes a range of questions to understand employee experience across the ACTPS. The Survey includes demographic questions to understand different segments of the workforce, and topics including self-reported experiences of discrimination. This provides the opportunity to better understand variations in employee experience across the workforce, including areas of strength and areas requiring attention. A series of reports detailing the results from the Survey will begin being released in the New Year.

- [6] Respect, Equity and Diversity (RED) training is mandatory for ACT Government employees and includes gender equity. Staff usually complete this training when they begin at CMTEDD. In the 2020-21 financial year, 19 CMTEDD staff completed RED training.

CMTEDD staff were provided training in gender awareness as part of our LGBTIQ+ AI Awareness training sessions delivered by Meridian ACT. This training covers a variety of topics including, but not limited to, “understanding sex, gender and sexuality and the diversity of human experience”. In 2020-21, CMTEDD held seven sessions with a total of 142 staff attending, representing approximately 5% of CMTEDD staff. Note this number represents training completed in the 2020-21 financial year only.

Under the Second Action Plan 2020-22 (SAP) of the ACT Women’s Plan 2016-26, the ACT Government has committed to delivering e-learning modules on workplace rights, unconscious bias in recruitment, flexible working for women and men, gender impact analysis and gender equality strategies. These will be delivered in 2022.

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

Signature: 

Date: 8.11.21

By the Chief Minister, Andrew Barr MLA