



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QON No. 4

STANDING COMMITTEE ON ENVIRONMENT AND TRANSPORT AND CITY SERVICES
MS TARA CHEYNE MLA (CHAIR), CANDICE BURCH MLA (DEPUTY CHAIR), JAMES MILLIGAN MLA

Inquiry into referred 2018–19 Annual and Financial Reports
ANSWER TO QUESTION ON NOTICE

Ms Bec Cody MLA: To ask the Minister for City Services

Ref: TCCS Annual Report

In relation to: Workforce

1. What percentage of hours worked in the Directorate are casual, contractor or other non-permanent staff?
2. How many of those people have been engaged in ACT Government jobs for longer than six months?
3. Of those, how many have been offered conversion to permanent employment?
4. Of those, how many have converted to permanent employment?
5. Of those who have not converted to permanent, what reasons have they given?
6. What programs does the Directorate have in place to improve diversity in relation to gender, race, class, sexuality, and disability? How is progress being measured?

Mr Chris Steel MLA: The answer to the Member's question is as follows:—

1. The percentage of hours worked in the Directorate by casual, contractor or other non-permanent staff is 14.1%.
2. Of the Directorate's casual, contractor or other non-permanent staff, 190 have been engaged in ACT Government jobs for longer than six months.
3. Nil to date. The Insecure work conversion policy has only recently been agreed to by Taskforce members, which includes union representatives. Notwithstanding this, TCCS are actively reviewing all temporary and casual positions with a focus on those where tenure exceeds 12 months of continuous service in the role.
4. Refer response to Question 3.
5. Not applicable.

6. The Directorate maintain a range of programs and initiatives to improve its diversity and inclusion profile, some of these include:
- People Strategy 2019-2023:
 - Includes five key priorities, one of which directly relates to *Shaping a Diverse and Inclusive Workforce*; and
 - Deliver tailored attraction and recruitment campaigns to attract applications from diverse groups.
 - Diversity Employment Strategy 2017-2019:
 - Final drafting stages of the Diversity and Inclusion Strategy 2020 – 2023; and
 - The new strategy includes action plans and deliverables against each of the diversity groups.
 - Reconciliation Action Plan 2019-2022:
 - Launched in April 2019; and
 - Contains 110 reconciliation deliverables.
 - Establishment of TCCS networks in 2018:
 - Women's Network;
 - Indigenous Peer to Peer Network; and
 - LGBTIQ Pride Network.
 - Executive Sponsors:
 - Maintain an executive sponsor across each of the diversity groups including, veterans employment and domestic and family violence.
 - Education:
 - Disability Awareness training – mandated for senior officer classifications;
 - Aboriginal and Torres Strait Islander Cultural Awareness training – mandated for senior officer classifications;
 - On-Country Cultural Tours;
 - LGBTIQ Awareness training;
 - Respect, Equity and Diversity training – mandated for all staff; and
 - Best practice recruitment and selection training with a dedicated component on 'unconscious bias'.
 - Connection and employment:
 - Participated in the Disability Employment Service Career Expo in August 2019;
 - Active participants in the whole of government Vocational Employment Program, Graduate program and the Australian School Based Apprenticeships;
 - Promote and celebrate dates of significant diversity value;
 - Initiate and engage with indigenous employment services to increase the attraction of candidates to roles;
 - Embrace opportunities to designate and create new positions; and
 - Engage with Koomari and LEAD through established social enterprise procurement arrangements resulting in employment and contract opportunities.
 - Measures include, but are not necessarily limited to:
 - Meet and, in some cases exceed the whole of government employment targets;
 - Benchmarking through directorate employee engagement survey data;
 - Achievement and completion rates of various strategies and action plans;
 - Analysis and monitoring of demographic data shifts; and
 - Attendance and completion rates for training, including mandated training.

Approved for circulation to the Standing Committee on Environment and Transport and City Services

Signature:



Date:

4/12/19

By the Minister for City Services, Mr Chris Steel MLA

