

QTON No. E15-001 to 003

22 June 2015

Mr Brendan Smyth Chair, Select Committee on Estimates 2015-2016

## REQUESTED FURTHER WEED INFORMATION

At the Budget Estimates Hearing on the 12 June 2015 it was agreed that the Conservation Council ACT Region would provide extra information on potential future invasive weeds in the ACT.

We have also included the title of an additional reference document for information on meeting the objectives of the ACT Weed Strategy which may have already been circulated within the Legislative Assembly.

We have also provided some Parks & Conservation Service maps which provide a broad overview of the the extent of weed management undertaken in the ACT over the financial years 2013-14, 20014-15 and the draft proposal for 2015-16 given the proposed reduction to the weeds budget.

#### **Potential future invasive weeds**

This is not the easiest task because there are so many unknown variables such as adaptability to soil types and seasonal precipitation and temperatures, available pollinators, sources of introduction and most significantly, the potential as yet unknown impacts of climate change.

Since 2009, there have been fifteen species of either:

- new incursions or
- species that may have been here for some time but which have been observed as expanding or spreading in area.

A list of these species is attached (Attachment 1) with some general comments on each species.

Other potential future weed species are attached (Attachment 2).

## **Broad view of ACT Weed Strategy**

An excellent reference document which was produced by the Parks and Conservation Service is entitled 2014 Review of ACT Weeds Strategy 2009-2019. This document appears to the Conservation Council to be a fair summary of the state of weed management and the meeting of the objectives of the ACT Weed Strategy as at that date. We understand that this document is already available to MLAs.

#### Mapping

Attachment 3 consists of 3 maps. The first two, 2013-14 and 2014-15, give an indication of the areas of weed management in these financial years. The third map is a draft of what areas may be able to be treated with the reduced budget in 2015-16. It is stressed that this is a preliminary map of priority areas, and has not yet been discussed by the Weeds Advisory Group. It is obvious from map 3 that there will have to be a very considerable reduction on area treatments in this financial year.

Geoff Butler Weeds Officer

## **ATTACHMENT 1**

## **NEW WEED INCURSIONS SINCE 2009**

## Mexican Feathergrass (Nassella tenuissima)

This species has the potential to be of similar invasive potential as Serrated Tussock and may causes severe environmental damage to native grasslands and pastures. Known infestations in Namadgi National park have been eradicated and sites are monitored.

## Sulphur Quinquefoil (Potentilla recta)

Potential in dry and moist areas on disturbed sites in grasslands, dry open forests, roadsides, pastures and rangelands. Recorded at various sites in the ACT.

## Spanish Heath (Erica lusitanica)

Forms a dense shrub layer in native forests and woodlands. Displaces indigenous species and prevents regrowth, having a serious impact on native ground covers, herbs, grasses and terrestrial orchids. Contained and monitored at a few sites in the ACT.

## Himalayan Honeysuckle (Leycesteria formosa)

Potential for thickets in dry and moist bushland, creates dense shade and displaces native vegetation. One location has been eradicated in ACT.

## Hairy Willowherb (Epilobium hirsutum)

Potential to become dominant in riverine and wetland habitats. Located at Gungahlin Ponds and being monitored.

## **Artichoke Thistle** (Cynara cardunculus)

Plants occur on roadsides, in pastures and on wasteland. Status unknown to CC.

## Madeira Vine (Anredera cordifolia)

Prolific growth rates in high light environments. Can smother mature trees or form thick mats of groundcover that overwhelm low-lying vegetation and inhibit natural regeneration. Two known locations at Yarralumla and Cotter being monitored after removal.

## Madagascan Fireweed (Senecio madagascariensis)

Found in open country, areas of bare soil, along roadsides, pastures and open forests, with heavy infestations being common on cultivated or disturbed land. Attempts being made to eradicate in Crace and Forde but now also located in Gungahlin Hill Reserve and also Federal Hwy. Being located more often in areas surrounding the ACT.

## Ox-eye daisy (Leucanthemum vulgare)

Weed forming dense clumps on roadsides, cleared land, poor pastures and turf that exclude other vegetation. Location in ACT not known to CC.

## Tutsan (Hypericum androsaemum)

A weed of damp and shaded habitats. It is usually found in closed forests, forest margins, open woodlands, waterways, waste areas and sometimes also in pastures. Located near Lake Burley Griffin in ACT.

## **Bridal Creeper** (Asparagus asparagoides)

Climbing stems and foliage smother native plants and underground tubers impede the root growth of other plants. Invades undisturbed sites in dry sclerophyll forest and heath vegetation. Located at 3 sites but eradicated and being monitored.

## Alligator Weed (Alternanthera philoxeroides)

Regarded as one of the worst weeds in Australia because of its invasiveness, potential for spread, and economic and environmental impacts. Located at Yerrabi Pond and now a major infestation in Lake Burley Griffin. Will be very difficult to manage.

## African Fountain Grass (Cenchrus setaceus)

*Pennisetum/Cenchrus* sp. generally increases the intensity of fires and completely displaces plant communities that are not as fire tolerant. Has been located and eradicated in Banks, ACT but overall status unknown as sold as an ornamental.

## Chinese Fairy Grass (Miscanthus sinensis)

Chinese Fairy Grass would be able to establish in areas of disturbed pasture. It establishes dense thickets and extensive infestations that prevent the growth and germination of other plants. When planted in urban areas it could become a significant source of infestations spreading into reserves and other natural areas in our region if the species remains available in horticulture. One planting in the ANU which has been eradicated.

## **ATTACHMENT 2**

## OTHER POTENTIAL WEED SPECIES IN THE A.C.T

Common Name	Scientific Name	Status
Agapanthus	Agapanthus praecox	To be investigated
Strawberry Tree	Arbutus unedo	Sleeper
Oregon Grape	Berberis aquifolium	Sleeper
False Caper	Euphorbia terracina	Sleeper
Bear Skin Fescue	Festuca gautieri	Alert species
Desert Ash	Fraxinus angustifolia	To be investigated
Gazania	Gazania linearis	Sleeper
Orange Hawkweed	Hieracium aurantiacum	Alert species
Coolatai Grass	Hyparrhenia hirta	Alert species
Lavender sp.	Lavandula sp	To be investigated
Curry-leaf Tree	Murraya koenigii	To be investigated
Sacred Bamboo	Nandina domestica	To be investigated
Olives	Olea sp.	Sleeper
Clockweed	Oenothera lindheimeri	Sleeper
Photinia	Photinia robusta	To be investigated.

<u>To be investigated</u> = the species is being noted as spreading more widely and further investigation is needed as to their weed potential.

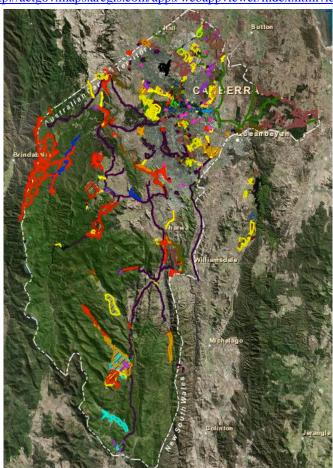
 $\underline{\text{Sleeper}}$  = the species is known as a weed in other jurisdictions and plants are being noted as spreading more widely.

## **ATTACHMENT 3 – WEED OPERATIONS**

The live links below are maps showing the extent of weed operations across the ACT for the years 2013-14 (map 1) and 2014-15 (map 2). The last link (map 3) is a draft showing the proposals for 2015-16 if the weeds allocation for this year is reduced. The on-ground works for 2015-16 is greatly reduced from the previous 2 years.

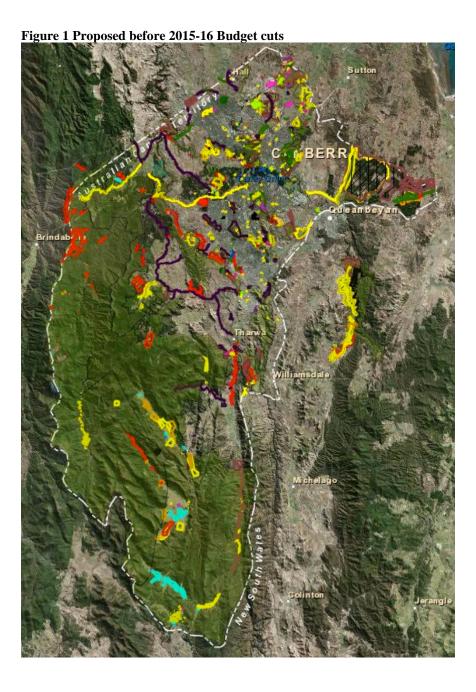
## 1) 2013-14 Invasive Weed Control

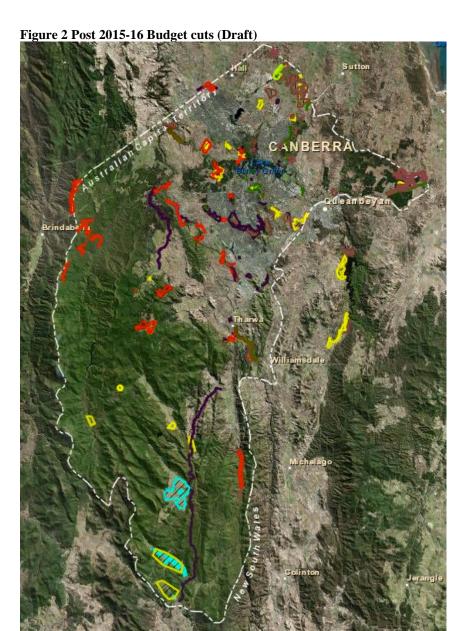
http://actgov.maps.arcgis.com/apps/webappviewer/index.html?id=65cefbeaec8a40bfa20371f6766589f8 (Map this page)



2) 2014-15 Invasive Weed Control (to 5th June) <a href="http://actgov.maps.arcgis.com/apps/webappviewer/index.html?id=d89fa9407afb453c92201991589cd3fb">http://actgov.maps.arcgis.com/apps/webappviewer/index.html?id=d89fa9407afb453c92201991589cd3fb</a> (screenshot over)

3) 2015-16 Proposed Invasive Weed Control (due to budget cuts) <a href="http://actgov.maps.arcgis.com/apps/webappviewer/index.html?id=750fbae374694cc5a770a001689412ea">http://actgov.maps.arcgis.com/apps/webappviewer/index.html?id=750fbae374694cc5a770a001689412ea</a> (screenshot over)





(Maps provided to Weeds Advisory Group 2015)



19 June 2015

Office of the ACT Legislative Assembly Select Committee on Estimates 2014-2015

## Appropriation Bill 2015-2016 RSPCA ACT – Summary of Key Reform Priorities

Thank you for the opportunity to meet with the Estimates Committee on 12 June 2015. We were requested to provide further information about proposed legislative changes to the Animal Welfare Act 1992 and the Domestic Animals Act 2000 to improve animal welfare and reduce service delivery costs.

Drawing on our own experience, as well as knowledge of animal cruelty legislation in other jurisdictions, RSPCA ACT is currently preparing a submission proposing amendments to the *Animal Welfare Act 1992 and Domestic Animals Act 2000.* 

Per your request, here is an early summary of the key areas of proposed reform to the Acts. This summary is divided by those with the 1) highest potential for reducing costs; and 2) other recommendations that will improve animal welfare and help our teams do their jobs better. We believe these reforms will bring the ACT into line with best-practice in the area of animal protection.

## KEY RECOMMENDATIONS THAT HAVE THE MOST IMPACT TO COSTS

Our proposed reforms that have the most potential impact in terms of reducing overall costs while improving animal welfare include:

## 1. Introduction of a Civil Bond

Animals that have been seized due to alleged violations to the Animal Welfare Act are required to be held until the criminal court matter has been decided. If the owner has been found guilty, the ownership is relinquished to RSPCA ACT. If the owner is found not-guilty, the animal is returned to the owner. This may take over a year for the courts to decide, but the animal suffers further during this process as a consequence.

RSPCA currently incurs substantial costs associated with housing and caring for animals whose owners are facing court proceedings under the Animal Welfare Act. Other Australian and overseas jurisdictions, including NSW, Queensland, the UK, Colorado and California have either introduced or are seeking to introduce a civil cost bond process to assist in meeting these costs and to reduce the holding period of an animal before it can be rehomed.

This process requires individuals facing animal cruelty proceedings to pay a monthly bond amount to the relevant court for a seized animal's daily care while waiting for a criminal case to determine the animal's fate:

The Royal Society for the Prevention of Cruelty to Animals ACT Inc.

ABN 35 730 738 037

12 Kirkpatrick Street Weston ACT 2611

P 1300 RSPCA 1 (1300 777 221) F 02 6288 3184 E rspca@rspca-act.org.au W rspca-act.org.au

PO Box 3082 Weston Creek ACT 2611





- if the individual is convicted, the animal and the bond is transferred to RSPCA (to help meet the costs of caring for the relevant seized animals);
- if the individual is not convicted, the animal and the bond is returned to the individual; or
- if the individual fails to pay the monthly bond at any time during the court's proceedings, the owner immediately relinquishes ownership of the animal and RSPCA has the ability to proceed with rehoming the animal where possible. The criminal case continues without affecting the animal any further.

RSPCA proposes that a similar civil bond process should be implemented for Animal Welfare Act violations.

## 2. Recovery of Costs

RSPCA ACT bears a tremendous financial burden for the rehabilitation and boarding of animals that are waiting for outcomes of a court proceeding. The legislation of other Australian states and jurisdictions allow for the recovery of costs to be awarded as part of a guilty verdict.

As tested in a recent court matter, current ACT Legislation does not allow for RSPCA ACT to recover costs, not even medical ones where there is a clear correlation between the actions of the guilty party and the medical costs incurred.

RSPCA proposes that the Animal Welfare Act be changed to allow for the recovery of costs to be awarded for medical costs at the very least.

## 3. Limitations to the Number of Animals in a Residence

In 2014/15, RSPCA ACT had four cases where more than 90 animals were seized from a single residence – most were small animals, birds and fowl. These cases exist for a number of reasons including breeding for the sake of profit. We have also encountered smaller cases with the same concerns.

The Domestic Animal Act only limits the number of dogs and cats that a person may own. It does not cover small animals (especially those known to be prolific breeders like rabbits), fowl and birds. As a result, RSPCA ACT is unable to act in cases where there are an unreasonable number of animals in a single home until the conditions of the animals deteriorate to the point of breaching the Animal Welfare Act.

There may be various legislative avenues for reaching the same goal of limiting the number of animals in a residence. These options may include enforceable Codes of Practices to apply to residential homes, strict animal population limits and mandatory licensing for owners that want to have more than a maximum number of pets. We look forward to working with the ACT Government to explore potential options to reduce these types of cases.

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#### OTHER RECOMMENDATIONS

Our other proposed reforms fall into three broad categories: Enforcement, Animal Welfare Offences and Penalty Review.

#### **Enforcement**

## 1. Amendment to Seizure Powers

Currently section 82 of the Animal Welfare Act only allows RSPCA inspectors to seize animals that the Authorised Officer believes on reasonable grounds to be connected with an offence. We would like to expand this power so that:

- at a minimum, inspectors can also seize any dependent offspring of seized animals. Currently dependent offspring suffer adversely from separation from their parent, and this should be avoided; and
- allow inspectors to place a temporary ownership ban whilst awaiting
  the finalisation of any court proceedings with the right for inspectors to
  seize any other animals owned by the person suspected of committing
  the offence. It is currently common for RSPCA inspectors to seize an
  animal under the Animal Welfare Act, only to discover that the same
  person has then acquired one or more other animals. The newly
  acquired animals are often at a high risk of harm.

## 2. Other Amendments to Enforcement Powers

There are a number of other amendments to the enforcement powers in the Animal Welfare Act that would greatly assist RSPCA inspectors in performing their obligations under the Act. These include:

- permitting Authorised Officers to enter premises on oral (rather than only written) consent of the occupant;
- introducing an offence of obstructing an Authorised Officer;
- granting Authorised Officers the power to demand an individual's name and address (where they believe on reasonable grounds that the individual is connected with an offence); and
- provision to enforce animal ownership bans under Section 101 which includes power to seize an animal without a warrant. There is currently no authority to enforce these court awarded bans.

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#### **Animal Welfare Offences**

## 1. Amendments to Current Offences

RSPCA ACT would propose a number of minor amendments to the current offences under the Animal Welfare Act in order to remove current problems with narrow terminology. For example, it would be useful to amend section 14 of the Act, which bans the use of spurs on animals, to include the use of other similar items. The current section has been interpreted narrowly and as a result does not operate effectively in preventing the intended harm.

## 2. New Offences

RSPCA proposes introducing a number of new offences to deal with common types of animal cruelty that are currently not specifically addressed under the Act. For example, we propose introducing offences to prohibit:

- the sale of injured animals;
- restricting animals from exhibiting normal behaviour;
- actions that relate to the psychological suffering of animals (i.e. causing chronic fear);
- operating on a dog for the purpose of preventing the dog from being able to bark.

## 3. Clarification in Relation to Ancillary Offences

RSPCA proposes introducing a provision or note in the Animal Welfare Act to clarify that ancillary offences (e.g. attempts, complicity and common purpose) are offences against the Act. Currently RSPCA experiences difficulties engaging with the police in relation to these ancillary offences as there is a lack of understanding about whether or not individuals can be charged under the Act.

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## **Penalty Review**

The current maximum penalties under the Animal Welfare Act are:

- For neglect/pain offences 100 penalty units (equating to \$15,000 for an individual), imprisonment for 1 year or both (section 7); and
- For cruelty offences 500 penalty units (equating to \$75,000 for an individual), imprisonment for 5 years or both (section 7A).

In our view, the current maximum penalties are not sufficient to address cruelty offences at the severe end of the scale. This view is shared by a number of ACT Magistrates who have suggested that the RSPCA lobby for an increase to the maximums so it provides them with a larger scale for awarding penalties. We suggest increasing the penalty:

- For neglect/pain offences to 500 penalty units (equating to \$75,000 for an individual), imprisonment for 5 years or both; and
- For cruelty offences to 700 penalty units (equating to \$105,000 for an individual), imprisonment for 7 years or both.

We ask that the committee takes our recommendations into consideration. A reform to the Animal Welfare Act 1992 and the Domestic Animals Act 2000 are needed to further prohibit animal cruelty and to promote animal welfare. Furthermore, if these reforms are accepted it would assist not only the RSPCA in ensuring the health and safety of all animals, but would greatly reduce costs for all parties involved.

Kind Regards,

Tammy Ven Dange Chief Executive Officer

RSPCA ACT

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## LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

OFFICE OF THE LEGISLATIVE ASSEMBLY



## 2015-16 Budget - Expense Initiative Proposal

Agency: Office of the Legislative Assembly

Initiative Reference No. and Title: Creation of Security Manager position

Existing Program: The security function is an 'existing program' but the new position represents a

new component of, and capability within, that program

Funding Category: Base Pressure

Year to cease funding: Ongoing funding

Offset: Yes / No / Partially - No

**Financial Impacts Summary** 

Impact	2015-16	2016-17	2017-18	2018-19
	\$m	\$m	\$m	\$m
Requested Funding				
Recurrent Expenditure (excl				
depreciation)	0.130	0.134	0.138	0.140
Capital Injection				
Other Budgetary Impacts				
Recurrent Expenditure (depreciation)				•
Revenue		7		

## **Staffing Impacts Summary**

Impact	2015-16	2016-17	2017-18	2018-19
Total Additional FTEs	1.0	1.0	1.0	1.0

## 1. Description of Budget Proposal

- The Office proposes the creation of a new Senior Officer Grade C position to close an identified gap in the management of physical security for the Assembly building.
- An independent review of physical security risk conducted by specialist consultants identified that the organisational gap between the Office's Director, Business Support (Senior Officer Grade A), and the Principal Attendant and Security Controller (ASO 4) resulted in key policies,

procedures and system controls not being effectively managed or maintained, thereby exposing the Assembly building, and its members and other occupants, to a higher degree of risk than what would generally be acceptable.

• The new role would provide middle management support to the Office's Director, Business Support in the management of the security/attendant function, as well as the related facility management function. The role would be responsible for developing, maintaining and evaluating policies, procedures, systems and other control measures to address physical security risks, particularly those identified through the recent physical security risk review process, which was commissioned to address the requirements of the Territory's Protective Security Policy Framework.

## 2. Brief description on how this proposal aligns with the Office's priorities

- The safety and security of all building occupants but particularly ministers and other members is not only a key responsibility of the Office, but a duty embedded in workplace health and safety legislation.
- All Territory agencies are obliged to implement the Territory's Protective Security Policy
  Framework, which was endorsed by cabinet in April 2014. As part of the Office's progressive
  program of ensuring full compliance with that framework, expert consultants were engaged to
  conduct a physical security risk assessment. This proposal arises from a finding of those
  consultants.
  - 3. Outline the outcomes of Strategic Service Planning/Value for money considerations that have informed and support this proposed initiative
- The proposal is predicated on the rationale that the risks identified in the review can only be addressed by the creation of this additional position and that the effective management of the risks represents 'value for money'.

## 4. Justification for the Proposal

- The absence of a permanent role in the Office staffing structure providing suitably experienced expertise to develop and maintain security controls, systems, procedures and policies and to supervise security operations represents a key weakness in the Assembly's security risk environment.
- Aside from the fact that the absence of such a role was identified by the expert independent consultants as a key security risk, the implementation of other security measures recommended by that expert review will be "hamstrung" if a suitably experienced individual in an appropriately classified role is not available. The role would fill a substantial void between the between the Office's Director, Business Support (Senior Officer Grade A), and Principal Attendant and Security Controller (ASO 4).

## 5. Risk of Not Implementing the Proposal

A number of security risks are faced by the Assembly – both to its premises and its occupants.
Most notably, the community associates the Assembly's ministers with making the decisions of
government and those decisions have the potential to attract anger, protest and concern
within the community.

- More recently, the national and international heightened terror threat poses increased risks for the Assembly building and its occupants due to the symbolism that the community attaches to the Assembly as a locus of decision-making.
- Failure to address identified physical security risks, and implement appropriate controls and measures would heighten the risks of a physical security related critical incident or event, with potentially serious consequences, including loss of life, serious injury and/ or significant asset damage.

## 6. Outputs and Outcomes (Implementation Schedule)

 The proposal will be implemented in 2014-15, using a cash management approach but recurrent funding is required from 2015-16 to ensure the ongoing management of the risks identified (i.e. the Office's capacity to absorb this additional cost will not extend beyond the current financial year).

## 7. Performance Measures

 Compliance with the Territory's Protective Security Policy Framework and the effective management of specific security risks at the Assembly venue will be the primary measures against which the proposal will be assessed.

## 8. Strategy to Manage Cost Increases and Demand Increases

• This proposal seeks to improve physical security outcomes and would reduce risk and potential cost. It is not expected to trigger any associated additional cost in and of itself.

## 9. Inter-Agency Impacts and Links

- The ACT Executive, whose ministers and staff are significant stakeholders in the effectiveness
  of the Assembly's physical security measures, will benefit from the improved physical security
  outcomes.
- The ACT Executive contributed to the physical security risk assessment review process.

## 10. Dependencies (Associated Studies, Community Consultation requirements, etc)

NA

## 11. Stakeholder Consultation

Refer section 9 above

## 12. Impact on the cost of living

No impact.

## 13. Legislative Requirements

Workplace Health and Safety Act 2011

## 14. Timing

• In order for the Office to address identified gaps in security controls, systems, policies and procedures, including the implementation of risk treatments identified by the expert consultants, the Office is seeking to staff the position in the current financial year.

## 15. Costings

 The basis of the costings for the initiative are for 1 additional FTE at Senior Officer Grade C level which have been based on the salary and Administrative cost model issued by Treasury (see Attachment A)

## 16. Contact Officer

Details of the officer responsible for the initiative are as follows:

Ian Duckworth
 Director, Business Support, OLA x50181

# ATTACHMENT A

sumptions	egisialive <i>F</i>	Assembly - CC	MIROLLEL								
ary figures b		of salary classificati									
	annuation rates	have been applied a	s indicated.	PRILL							
2015-16 Position Level	Average Salary (a)	Superannuation (9.5%) (b)	LSL/LL (4%) (e)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On- Costs (d) + (f) = (g)	Admin On- Costs (h)	Total Salary, Salary on- costs and admin on- costs (g) + (h) = (l)	Number of Staff (FTE) (i)	Total Cost: (I) × (j) = (k)
SOG A	131,249	12,469	5,250	148,968	145 2011 1 2 2 4	0.0		16,579	165,547	1 1 1 1 1 1 1 1 1 1	
SOG B	118,852	11,291	4,754	134,897		0.0	134,897	16,579	151,476	5 m/ 1 m/ 1	400
SOG C	99,621	9,464 7,616	3,985	113,070	0.70%	697.3 0.0	113,767	16,579	130,346	1,0	130,
ASO 5	80,166 72,901	6,926	3,207 2,916	90,988 82,743	7, 7	0.0	90,988 82,743	16,579 16,579	107,567 99,322		
ASO 4	66,442	6,312	2,658	75,412		0.0		16,579	91,991	144711	
ASO 3	59,495	5,652	2,380	67,527	11 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	0,0		16,579	84,106	S 17 19 1	
ASO 2	53,253	5,059	2,130	60,442	Supplied to	0.0	60,442	16,579	77,021		
ASO 1	47,011	4,466	1,880	53,357		0.0	53,357	16,579	69,936	Agent of Street	
e applicable W	orkers' Compensati	on rate should be used.	The figure is a perc	entage of the avera	ge salary (found or	the Comcare Prem	iums tab)		Name and the state of the state		
									Total	1.0	130,
2016-17 Position Level	Average Salary (a)	Superannuation (9.5%) (b)	LSL/LL (4%) (c)	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp . (f)	Total Salary and Salary On- Costs (d) + (f) = (g)	Admin On- Costs (h)	Total Salary, Salary on- costs and admin on- costs (g) + (h) = (i)	Number of Staff (FTE) ())	Total Cos (i) × (j) = (k
SOG A	134,862	12,812	5,394	. 153,068		0.0	153,068	16,993	170,062	ealas ejei	
SOG B	122,124	11,602	4,885	138,611	Para Caratage	0.0	138,611	16,993	155,604	lines the gold.	
SOG C	102,365	9,725	4,095	116,184	0.70%	716.6	116,901	16,993	133,894	1.0	133
ASO 6	82,373	7,825	3,295	93,493		. 0.0		16,993	110,487	and the section	
ASO 5	74,908	7,116	2,996	85,021		0.0		16,993	102,014	The factor and the V	
ASO 4	68,270	6,486	2,731	77,486	To Name to gradi	0.0	· · · · · ·	16,993	94,480	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
ASO 3	61,133	5,808	2,445	69,386		0.0		16,993		The plant of the later	
ASO 2 ASO 1	54,719 48,305		2,189 1,932	62,106		0,0		16,993	79,100	1 1 1 1 1 1 1 1 1	
e applicable W	'orkers' Compensati	on rate should be used.		54,826 centage of the avera	ge salary (found or	0.0 n the Comcare Prem		16,993	71,820 Total	VII. 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	133,
ne applicable W	orkers' Compensati				ge salary (found or	<del></del>		16,993	Total	VII. 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	133,
2017-18  Position Level	Average Salary (a)	on rate should be used.  Superannuation (9.5%) (b)	The figure is a percent of the figure is a perce	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate* (e)	Total Workers Comp (f)	Total Salary and Salary On- Costs (d) + (f) = (g)	Admin On- Costs (h)	Total Salary, Salary on- costs and admin on- costs (g) + (h) = (i)	Number of Staff (FTE)	Total Cos (i) x (j) = (i
2017-18  Position Level  SOG A	Average Salary (a) 139,201	on rate should be used.  Superannuation (9.5%) (b)	The figure is a percent of the figure is a perce	Sub-Total (a) + (b) + (c) = (d)	Workers' Comp Rate*	Total Workers Comp (f)	Total Salary and Salary On- Costs (d) + (f) = (g) 157,994	Admin On- Costs (h)	Total Salary, Salary on- costs and admin on- costs (g) + (h) = (i) 175,412	Number of Staff (FTE)	Total Cos
2017-18  Position Level  SOG A SOG B	Average Salary (a) 139,201 126,054	Superannuation (9.5%) (b)  13,224 11,975	LSL/LL (4%) (c) 5,568 5,042	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071	Workers' Comp Rate* (e)	Total Workers Comp (f) 0.0	Total Salary and Salary On Costs (d) + (f) = (g) 157,994 143,071	Admin On- Costs (h) 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490	Number of Staff (FTE)	Total Cos (i) x (j) = (i
2017-18  Position Level  SOG A SOG B SOG C	Average Salary (a) 139,201 126,054 105,657	Superannuation (9.5%) (b) 13,224 11,975 10,037	LSL/LL (4%) (c) 5,568 5,042 4,226	Sub-Total (a) + (b) + (c) = (d) 157,994 143,071 119,921	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.739.6	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994 143,071 120,660	Admin On- Costs (h) 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g) + (h) = (i) 175,412 160,490 138,079	Number of Staff (FTE)	Total Co: (I) × (j) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 6	Average Salary (a) 139,201 126,054 105,657 85,023	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401	Sub-Total (a) + (b) + (c) = (d) 157,994 143,071 119,921 96,501	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0  739.6	Total Salary and Salary On- Coosts (d) + (f) = (a)  157,994 143,071 120,660 96,501	Admin On- Costs (h) 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(l) 175,412 160,490 138,079 113,919	Number of Staff (FTE)	Total Co: (I) × (j) = (
2017-18  Position Level  SOG A  SOG B  SOG C  ASO 6  ASO 5	Average Salary (a) 139,201 126,054 105,657 85,023 77,318	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077 7,345	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093	Sub-Total (a) + (b) + (c) = (d)  157,994  143,071  119,921  96,501  87,756	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0	Total Salary and Salary On- Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756	Admin On- Costs (h) 17,418 17,418 17,418 17,418	Total  Total Salary, Salary on- costs and admin on- costs (a) +(h) = (i) 175,412 160,490 138,079 113,919 105,174	Number of Staff (FTE) ()	Total Co: (I) × (j) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077 7,345 6,694	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093 2,819	Sub-Total (a) + (b) + (c) = (d)  157,994  143,071  119,921  96,501  87,756  79,979	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0  739.6	Total Salary and Salary On- Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979	Admin On- Costs (h) 17,418 17,418 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490 138,079 113,919 105,174 97,397	Number of Staff (FTE) (i)	Total Co (I) × (J) = (
2017-18 Position Level  SOG A SOG B SOG C ASO 6 ASO 5	Average Salary (a) 139,201 126,054 105,657 85,023 77,318	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077 7,345 6,694 5,995	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093	Sub-Total (a) + (b) + (c) = (d) 157,994 143,071 119,921 96,501 87,756 79,979 71,619	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.739.6 0.0 0.0 0.0	Total Salary and Salary On- Costs (d)+(f)=(g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619	Admin On- Costs (h) 17,418 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490 138,079 113,919 105,174 97,397 89,037	Number of Staff (FTE) ()	Total Co: (I) × (j) = (
2017-18  Position Level  SOG A  SOG B  SOG C  ASO 6  ASO 5  ASO 4  ASO 3  ASO 2  ASO 1	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0	Total Salary and Salary On Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590	Admin On- Costs (h) 17,418 17,418 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 113,919 105,174 97,397 89,037 81,523	Number of Staff (FTE) (j)	Total Co: (I) × (j) = (
2017-18  Position Level  SOG A  SOG B  SOG C  ASO 6  ASO 5  ASO 4  ASO 3  ASO 2  ASO 1	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077 7,745 6,694 5,995 5,366	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0	Total Salary and Salary On Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590	Admin On- Costs (h) 17,418 17,418 17,418 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490 138,079 113,919 105,174 97,397 89,037 81,523 74,008	Number of Staff (FTE) (I)	Total Co: (0 × 0) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 a applicable W	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0	Total Salary and Salary On Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590	Admin On- Costs (h) 17,418 17,418 17,418 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 113,919 105,174 97,397 89,037 81,523	Number of Staff (FTE) (I)	Total Cos (i) × (j) = (i
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 applicable W	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859	Superannuation (9.5%) (b) 13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0	Total Salary and Salary On Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590	Admin On- Costs (h) 17,418 17,418 17,418 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490 138,079 113,919 105,174 97,397 89,037 81,523 74,008	Number of Staff (FTE) (I)	Total Co: (i) x (i) = (i
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3 ASO 1 applicable W 2018-19  Position Level	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 orkers' Compensati	Superannuation (9.5%) (b)  13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737 ton rate should be used.  Superannuation (9.5%) (b)	LSL/LL (4%) (c) 5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a pero	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 centage of the avera	Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 Total Workers Comp (f)	Total Salary and Salary On- Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590 itums tab)  Total Salary on- Costs (d) + (f) = (g)	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 Admin On- Costs (h)	Total  Total Salary, Salary on- costs and admin on- costs (e)+(b)=(i)  175,412  160,490  138,079  113,919  105,174  97,397  89,037  81,523  74,008  Total  Total Salary, Salary on- costs and admin on- costs (e)+(b)=(i)	Number of Staff (FTE) ()  1.0  Number of Staff (FTE) ()	Total Cos (i) x (j) = (i
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 e applicable W  2018-19  Position Level  SOG A	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 orkers' Compensati	Superannuation (9.5%) (b) 13,224 11,975 10,037 7,745 6,694 5,995 5,366 4,737 (on rate should be used.	LSL/LL (4%) (e)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a peri	Sub-Total (a) + (b) + (c) = (d)  157,994  143,071  119,921  96,501  87,756  79,979  71,619  64,105  56,590  centage of the avera	Workers' Comp Rate* (e)  0.70%  ge salary (found or	Total Workers Comp (f)  0.0 0.3 739.6 0.0 0.0 0.0 0.0 0.0 10 10 Total Workers Comp (f)	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590 iums tab)  Total Salary and Salary On- Costs (d) + (f) = (g) (d) + (f) = (g)	Admin On- Costs (h) 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i)  175,412  160,490  138,079  113,919  105,174  97,397  89,037  81,523  74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 177,901	Number of Staff (FTE) (j)  1.0  Number of Staff (FTE) (j)	Total Cos (i) × (i) = (i)
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 ASO 2 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 7 ASO 7 ASO 7 ASO 8 ASO 9	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 forkers' Compensation Compensation (a) 141,011 127,692	Superannuation (9.5%) (8)  13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737 con rate should be used.  Superannuation (9.5%) (9)	LSL/LL (4%) (c)  5,568 5,042 4,226 3,401 3,093 2,8119 2,524 2,259 1,994 The figure is a peri	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,951 87,756 79,779 71,619 64,105 56,590 centage of the avera	Workers' Comp Rate* (e)  0.70%  ge salary (found or  Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590 3 ums tab)  Total Salary and Salary On- Costs (d) + (f) = (g)	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(l) 175,412 160,490 113,919 105,174 97,397 81,523 74,008  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(l) 177,901 162,784	1.0  Number of Staff (FTE) (f)  1.0  Number of Staff (FTE) (g)	Total Cos (i) × (j) = (i)  138  Total Co: (i) × (j) = (i)
2017-18  Position Level  SOG A SOG B SOG C ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 a applicable w  2018-19  Position Level  SOG A SOG A SOG B SOG C	Average Salary (a)  139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 forkers' Compensate  Average Salary (a)  141,011 127,692 107,030	Superannuation (9.3%) (b)  13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737 for rate should be used.  Superannuation (9.5%) (b)	LSL/LL (4%) (c)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a perd (e)  LSL/LL (4%) (e)	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 centage of the avera	Workers' Comp Rate* (e)  0.70%  ge salary (found or	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 1.0 0.0 1.0 0.0 1.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590 sturns tab)  Total Salary and Salary On- Costs (d) + (f) = (g) 160,047 144,930 122,228	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i)  175,412  160,490  138,079  113,919  105,174  97,397  89,037  81,523  74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i)  177,901  162,784  140,082	Number of Staff (FTE) (f)  1.0  Number of Staff (FTE) (g)	Total Co: (i) x (j) = (i)  138  Total Co: (i) x (j) = (i)
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 a applicable W  2018-19  Position Level  SOG A SOG B SOG C ASO G ASO 6	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 49,859 orkers' Compensati Salary (a) 141,011 127,692 107,030 86,128	Superannuation (9.5%) (b)  13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737 ton rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182	LSL/LL (4%)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a peri	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 entage of the avera	Workers' Comp Rate* (e)  0.70%  ge salary (found or  Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994  143,071  120,660  96,501  87,756  79,979  71,619  64,105  56,590  itums tab)  Total Salary and Salary On- Costs (a) + (f) = (g)  140,047  144,930  1122,228  97,755	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490 138,079 113,919 105,174 97,397 89,037 81,523 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 177,901 162,784 140,082	Number of Staff (FTE) ()  1.0  Number of Staff (FTE) ()	Total Co: (i) x (i) = (  138  Total Co: (i) x (j) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 e applicable W  2018-19  Position Level  SOG A SOG B SOG C ASO G ASO G ASO S	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 orkers' Compensation (a) 141,011 127,692 107,030 86,128 78,323	Superannuation (9.5%) (b) 13,224 11,975 10,037 7,745 6,694 5,995 5,366 4,737 (on rate should be used.  Superannuation (9.5%) (b) 13,396 12,131 10,168 8,182 7,441	LSL/LL (4%)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a period (c) (c) 5,640 5,108 4,281 3,445 3,133	Sub-Total (a) + (b) + (c) = (d)  157,994  143,071  119,921  96,501  87,756  79,979  71,619  64,105  56,590  centage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047  144,930  121,479  97,755  88,897	Workers' Comp Rate* (e)  0.70%  Workers' Comp Rate* (e)  0.70%	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 1 Total Workers Comp (f)  Total Workers Comp (f)  700 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994  143,071  120,660  96,501  87,756  79,979  71,619  64,105  56,590  iums tab)  Total Salary on- Costs (d) + (f) = (g)  160,047  144,930  142,228  97,755  88,897	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490 138,079 113,919 105,174 97,397 89,037 81,523 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 177,901 162,784 140,082	Number of Staff (FTE) (j)  1.0  Number of Staff (FTE) (j)	Total Co: (i) x (i) = (  138  Total Co: (i) x (j) = (
2017-18  Position Level  SOG A  SOG B  SOG C  ASO 6  ASO 5  ASO 4  ASO 3  ASO 2  ASO 1  a applicable w  2018-19  Position Level  SOG A  SOG B  SOG C  ASO 6	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 forkers' Compensati (a) 141,011 127,692 107,030 86,128 78,323 71,382	Superannuation (9.5%) (b)  13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737 (on rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182 7,441 6,781	LSL/LL (4%) (c)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a peri	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 centage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047 144,930 121,479 97,755 88,897 81,019	Workers' Comp Rate* (e)  0.70%  Workers' Comp Rate* (e)  0.70%	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On-Costs (d) + (f) = (g) 120,660 96,501 87,756 79,979 71,619 64,105 56,590 at the salary and Salary On-Costs (d) + (f) = (g) 120,228 97,755 88,8397 81,019	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,854 17,854 17,854 17,854 17,854 17,854	Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 138,079 113,919 105,174 97,397 81,523 74,008 Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 177,901 162,784 140,082 115,609 98,872	1.0  Number of Staff (FTE) (f)  1.0  Number of Staff (FTE) (g)  1.0  Number of Staff (FTE) (g)	Total Co: (i) x (i) = (  138  Total Co: (i) x (j) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 5 ASO 4 ASO 3 ASO 2 ASO 1 applicable w  2018-19  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 4 ASO 3	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 49,859 forkers' Compensati 127,692 107,030 86,128 78,323 71,382 63,920	Superannuation (9.5%) (b)  13,224 11,975 10,037 8,077 7,345 6,694 5,995 5,366 4,737 on rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182 7,441 6,781 6,6781	LSL/LL (4%) (c)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a perd (c)  LSL/LL (4%) (e)  5,640 5,108 4,281 3,445 3,133 2,855 2,557	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 centage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047 144,930 121,479 97,755 88,897 81,019 72,549	Workers' Comp Rate* (e)  0.70%  Workers' Comp Rate* (e)  0.70%	Total Workers Comp (f)  0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590 itums tab)  Total Salary and Salary On- Costs (d) + (f) = (g) 144,930 1122,228 197,755 88,887 112,244	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 138,079 113,919 105,174 97,397 89,037 81,523 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 177,901 162,784 140,082 115,609 106,750 98,872 90,403	1.0  Number of Staff (FTE) (f)  1.0  Number of Staff (FTE) (g)	Total Co: (i) x (i) = (  138  Total Co: (i) x (j) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 5 ASO 1 ASO 2 ASO 1 applicable w  2018-19  Position Level  SOG A SOG A SOG C ASO 6	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 forkers' Compensati (a) 141,011 127,692 107,030 86,128 78,323 71,382	Superannuation (9.5%) (b)  13,224 11,975 10,037 8,077 7,345 6,694 4,737 con rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182 7,441 6,781 6,6072 5,435	LSL/LL (4%)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a peri	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 entage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047 144,930 121,479 97,755 88,897 81,019 97,2549 64,938	Workers' Comp Rate* (e)  0.70%  Workers' Comp Rate* (e)	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g) 157,994 143,071 120,660 96,501 87,756 79,979 71,619 64,105 56,590 itums tab)  Total Salary on- Costs (d) + (f) = (g) 160,047 144,930 122,228 97,755 88,897 81,019 172,549 164,938	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,854 17,854 17,854 17,854 17,854 17,854	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 138,079 113,919 105,174 97,397 81,037 81,032 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 177,901 162,784 140,082 115,609 98,872 99,403 82,792	Number of Staff (FTE) ()  Number of Staff (FTE) ()  1.0	Total Co (i) x (i) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 6 ASO 3 ASO 2 ASO 1 spelicable W  2018-19  Position Level  SOG A SOG B SOG C ASO 6 ASO 6 ASO 7 ASO 1 spelicable W  2018-19  ASO 1 ASO 3 ASO 2 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 1	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 orkers' Compensati 127,692 107,030 86,128 78,323 71,382 63,920 57,214 50,507	Superannuation (9.5%) (b)  13,224 11,975 10,037 8,077 7,345 6,694 4,737 con rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182 7,441 6,781 6,6072 5,435	LSL/LL (4%)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a period of the	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 sentage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047 144,930 121,479 97,755 83,897 81,019 72,549 64,938 57,325	Workers' Comp Rate* (e)  0.70%  ge salary (found or  Workers' Comp Rate* (e)  0.70%	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994  143,071  120,660  96,501  87,756  79,979  71,619  64,105  56,590  iums tab)  Total Salary and Salary On- Costs (d) + (f) = (g)  160,047  144,930  122,228  97,755  88,897  81,019  72,549  172,549  172,549  172,549  172,549  172,549  172,549	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,841 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 138,079 113,919 105,174 97,397 81,037 81,032 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 177,901 162,784 140,082 115,609 98,872 99,403 82,792	Number of Staff (FTE) ()  Number of Staff (FTE) ()  1.0	Total Co (i) x (i) = (
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 6 ASO 3 ASO 2 ASO 1 applicable W  2018-19  Position Level  SOG A SOG B SOG C ASO 6 ASO 6 ASO 7 ASO 1 ASO 3 ASO 2 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 7 ASO 1 ASO 1	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 orkers' Compensati 127,692 107,030 86,128 78,323 71,382 63,920 57,214 50,507	Superannuation (9.5%) (b)  13,224 11,975 10,037 7,345 6,694 5,995 5,366 4,737 con rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182 7,441 6,781 6,792 5,435 4,798	LSL/LL (4%)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a period of the	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 sentage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047 144,930 121,479 97,755 83,897 81,019 72,549 64,938 57,325	Workers' Comp Rate* (e)  0.70%  ge salary (found or  Workers' Comp Rate* (e)  0.70%	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994  143,071  120,660  96,501  87,756  79,979  71,619  64,105  56,590  iums tab)  Total Salary and Salary On- Costs (d) + (f) = (g)  160,047  144,930  122,228  97,755  88,897  81,019  72,549  172,549  172,549  172,549  172,549  172,549  172,549	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,841 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 138,079 113,919 105,174 97,397 81,037 81,032 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 177,901 162,784 140,082 115,609 98,872 99,403 82,792	Number of Staff (FTE) ()  Number of Staff (FTE) ()  1.0	Total Co (1) x (1) =  13:  Total Co (1) x (2) =
2017-18  Position Level  SOG A SOG B SOG C ASO 6 ASO 6 ASO 3 ASO 2 ASO 1 spelicable W  2018-19  Position Level  SOG A SOG B SOG C ASO 6 ASO 6 ASO 7 ASO 1 spelicable W  2018-19  ASO 1 ASO 3 ASO 2 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 6 ASO 1	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 orkers' Compensati 127,692 107,030 86,128 78,323 71,382 63,920 57,214 50,507	Superannuation (9.5%) (b)  13,224 11,975 10,037 7,345 6,694 5,995 5,366 4,737 con rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182 7,441 6,781 6,792 5,435 4,798	LSL/LL (4%)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a period of the	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 sentage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047 144,930 121,479 97,755 83,897 81,019 72,549 64,938 57,325	Workers' Comp Rate* (e)  0.70%  ge salary (found or  Workers' Comp Rate* (e)  0.70%	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994  143,071  120,660  96,501  87,756  79,979  71,619  64,105  56,590  iums tab)  Total Salary and Salary On- Costs (d) + (f) = (g)  160,047  144,930  122,228  97,755  88,897  81,019  72,549  172,549  172,549  172,549  172,549  172,549  172,549	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,841 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 175,412 160,490 138,079 113,919 105,174 97,397 81,037 81,032 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(h) 177,901 162,784 140,082 115,609 98,872 99,403 82,792	Number of Staff (FTE) (j)  1.0  Number of Staff (FTE) (j)	Total Cc (t) x (t) =
017-18  Osition Level  OG A  GOG B  GOG C  ASO 6  ASO 5  ASO 1  Osition Level  OSS B  OSS C  ASO 2  ASO 1  OSS B  OSS C  ASO 3  ASO 2  ASO 3  ASO 3  ASO 4  ASO 3  ASO 6  ASO 5  ASO 4  ASO 3  ASO 6  ASO 5  ASO 6  ASO 5  ASO 1	Average Salary (a) 139,201 126,054 105,657 85,023 77,318 70,466 63,100 56,480 49,859 orkers' Compensati 127,692 107,030 86,128 78,323 71,382 63,920 57,214 50,507	Superannuation (9.5%) (b)  13,224 11,975 10,037 7,345 6,694 5,995 5,366 4,737 con rate should be used.  Superannuation (9.5%) (b)  13,396 12,131 10,168 8,182 7,441 6,781 6,792 5,435 4,798	LSL/LL (4%)  5,568 5,042 4,226 3,401 3,093 2,819 2,524 2,259 1,994 The figure is a period of the	Sub-Total (a) + (b) + (c) = (d)  157,994 143,071 119,921 96,501 87,756 79,979 71,619 64,105 56,590 sentage of the avera  Sub-Total (a) + (b) + (c) = (d)  160,047 144,930 121,479 97,755 83,897 81,019 72,549 64,938 57,325	Workers' Comp Rate* (e)  0.70%  ge salary (found or  Workers' Comp Rate* (e)  0.70%	Total Workers Comp (f)  0.0 0.0 739.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Total Salary and Salary On- Costs (d) + (f) = (g)  157,994  143,071  120,660  96,501  87,756  79,979  71,619  64,105  56,590  iums tab)  Total Salary and Salary On- Costs (d) + (f) = (g)  160,047  144,930  122,228  97,755  88,897  81,019  72,549  172,549  172,549  172,549  172,549  172,549  172,549	Admin On- Costs (h)  17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,418 17,841 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854 17,854	Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 175,412 160,490 138,079 113,919 105,174 97,397 89,037 81,523 74,008  Total  Total Salary, Salary on- costs and admin on- costs (g)+(h)=(i) 177,901 162,784 140,082 115,609 106,750 98,872 90,403 82,792 75,179	1.0  Number of Staff (FTE) (f)  1.0  Number of Staff (FTE) (g)	Total Cc (t) x (t) =

# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

OFFICE OF THE LEGISLATIVE ASSEMBLY



## 2015-16 Budget - Expense Initiative Proposal

Agency: Office of the Legislative Assembly

Initiative Reference No. and Title: Access to improved ACT Assembly and ACT Government Library

Services

**Existing Program:** No

Funding Category: Base pressure

Year to cease funding: Ongoing funding

Offset: No

**Financial Impacts Summary** 

Impact	2015-16	2016-17	2017-18	2018-19
	\$m	\$m	\$m	\$m
Recurrent Impacts		-		
Recurrent Expenditure (excl depreciation)	0.364	0.469	0.525	0.536
One-off expenditure	0.038	# <u>.</u>		
Staffing impact	2015-16	2016-17	2017-18	2018-19
Total Additional FTEs	1.7	2.4	2.7	2.7

## 1. Description of Budget Proposal

- This project follows a review of client information needs conducted in September 2013<sup>1</sup> by the Assembly Library, which identified a number of gaps and demand pressures associated with services provided by it.
- The proposal will allow the library (which also serves ACT Government directorates) to respond to the expanding and rapidly changing needs of its diverse client base by acquiring new information sources/services as well as engaging additional staffing capacity to provide research services to

<sup>&</sup>lt;sup>1</sup> Report on client information needs, ACT Legislative Assembly Library, 11 September 2013

Members of the Legislative Assembly (MLAs) and their staff, staff of the Office of the Legislative Assembly (OLA) and policy and professional staff in the wider ACT public service.

- The proposal includes recurrent and related capital funding to acquire a specialised search engine, new databases and other services identified in the review of client needs<sup>2</sup>.
- One-off funding of \$0.038m relates to the set up and customisation costs for:
  - o an open source digital information repository and automated internet feeds;
  - a new library management system; and
  - o procurement of iPads for training purposes.
- Recurrent funding of \$0.163m is sought for ICT hosting for these and other systems, including a new search capability, and for subscriptions to journals and databases. The databases and digital assets to be acquired include:
  - o IBISWorld industry reports;
  - o APAFT;
  - LAWLEX/JADE;
  - o e-books; and
  - o a range of journals/reports to cover a range of topics which are currently not adequately covered.
- Additional recurrent funding of \$0.201m in 2015-16 increasing to \$0.360m is sought for an increase to library staffing as follows:
  - To cater for existing demand increases as well as the anticipated increase in service demand associated with an enlarged Assembly (Refer to recommendation 19 of the review of client needs<sup>3</sup> and recommendations 38 and 39 of the report of the Select Committee on Estimates 2014-15<sup>4</sup>):
    - SOG C (1 FTE) to provide a research service to MLAs and staff in 2015-16;
    - Increasing to 1.7 FTE SOGC officers in 2016-17;
    - Increasing to 2 FTE SOG C from 2017-18 and beyond.
  - One part time PO1 (0.7 FTE) from 2015-16 to provide metadata for the digital repository, set up RSS feeds for clients, manage the media recording function and assist with reference inquiries.
  - Upgrade existing ASO3 position to ASO 4 level to allow a higher work level to be achieved in operating library accounts, cataloguing and library maintenance (KPIs for cataloguing are not being achieved under current staffing arrangements).

## 2. Brief description on how this proposal aligns with the Office's priorities

- This initiative takes a whole-of-government perspective on library services to meet the needs of the
  Assembly and the broader ACT public sector. There are potential financial benefits where directorates
  are able to source information from the Assembly Library rather than making their own/duplicating
  procurement arrangements.
- The Assembly Library has already negotiated a whole-of-government agreement to provide Australian Standards at a lesser cost than individual directorates could negotiate and is currently investigating

³ ibid

<sup>&</sup>lt;sup>2</sup> Ibid.

<sup>&</sup>lt;sup>4</sup> Select Committee on Estimates, 2014, Appropriation Bill 2014-15 and Appropriation Bill (Office of the Legislative Assembly) Bill 2014-15, Volume 1: Report, August 2014

improved whole-of-government news monitoring service, which will potentially reduce cost to the Territory.

## 3. Outline the outcomes of Strategic Service Planning/Value for money considerations that have informed and support this proposed initiative

- Automating a number of manual processing tasks through the deployment of the selected technologies will improve efficiency and assist in addressing oh&s risks associated with repetitious manual tasks.
- There are also some opportunities to streamline licensing arrangements for particular information services across government.

## 4. Justification for the Proposal

- A well resourced and independent library is essential to assist the Legislative Assembly to fulfil its responsibilities to the people of the ACT by providing high-quality services, support and advice. Lack of access to subject expertise by policy makers and those involved in scrutinising public policy is also a high risk factor for the development and scrutiny of public policy.
- In July-September 2013 the Assembly Library conducted a survey of client information needs. The findings and recommendations leading to this budget proposal are contained in the Report on client information needs, ACT Legislative Assembly Library, 11 September 2013.
- That report identified that both library staff and library users (MLAs and their staff and ACTPS staff) are constrained, in some areas of their work, by the limited information resources available to them.
- Following a recommendation from the 2014 estimates committee<sup>5</sup>, the Speaker and the Standing Committee on Administration and Procedure supported a proposal to expand the library's research capabilities in order to provide a similar service offering to that provided by other parliamentary libraries.
- Funding of the Assembly Library (including its predecessor, the ACT Government and Assembly Library) has not increased since 1995 and the Library has been unable to keep pace with emerging digital information technologies.
- Since the transfer of the management of the former ACT Government and Assembly Library in July 2009 (from TAMS), the Assembly Library has been responsible for providing library and information facilities and services for staff of the ACT Government under a service level agreement between the Clerk of the Legislative Assembly and the Director, Libraries ACT. The ACT is one of only two jurisdictions in which a parliamentary library also provides services to the executive government (the NT parliamentary library is part of the State Library and provides very limited services to members of parliament and their staff); however, this arrangement does provide opportunities for a strengthened and expanded library staff to serve two distinct client groups using common information resources.
- The proposal is consistent with s6 of the Legislative Assembly (Office of the Legislative Assembly) Act 2012 which requires OLA to provide library and information facilities and services for MLAs.
- The implementation of the repository will enable the library to capture content generated electronically and make this available to its clients (the difficulty of locating some digital publications produced across the ACTPS was noted in the client needs analysis review<sup>6</sup>).

<sup>&</sup>lt;sup>6</sup> Report on client information needs, ACT Legislative Assembly Library, 11 September 2013, s7.15, p38

 A repository is also required to store digitised documents and enable the continued digitisation of historical Assembly and committee documents. This is consistent with the government's commitment to "open government" as well as enabling current and historical research to inform public policy.

## 5. Risk of Not Implementing the Proposal

- If the initiative is not funded, the library will be unable to provide expected service levels to its clients.
- The base case means that library staff will continue to working in a predominantly manual environment and increase the reliance of users on an out-dated delivery model.

## 6. Outputs and Outcomes (Implementation Schedule)

- Provision of greater access to electronic documents and resources based on the implementation of
  an e-repository, quality databases and new library management system, thereby allowing users to
  easily access online content themselves (this is especially relevant as ACTPS staff overwhelmingly
  tend to use the library as remote users, accessing information from their desktops).
- Provision of specialised research capacity.

## **Implementation Schedule**

- Digital repository provides electronic access to government, non-government, local and
  international e-docs including digitised Assembly documents such as press clippings, media releases
  and committee reports. This repository will become a significant historical resource over time (A
  two-month implementation period)
- IBISworld industry reports provides national and state/territory assessments on industry sectors providing important economic data to MLAs and government directorates (Immediate implementation following appropriation)
- APAFT provides self-help access to full-text public affairs articles improving ability to research in timely manner (Immediate implementation following appropriation)
- Databases provides access to range of information sources improving ability to research in timely manner and directly from the desktop (Immediate implementation following appropriation)
- **Library management system, including ERMS** will enable library staff to better manage and integrate library records and documents and make available a more comprehensive document to clients (A three month implementation period)
- Inter-publish and inter-docs will allow the library to automate the capture of external media and press releases and other important documents for storage in a digital repository
- Searchable news database allowing MLA and ACTPS users access to a current and historical news
  database for research purposes. Also allows for individual daily alerts to be set up (Immediate
  implementation following appropriation)

- Discovery Search and Article Linker improved search and retrieval capability (two month implementation period)
- Proquest Flow quick creation of bibliographies based on new technology (Immediate implementation following appropriation)
- Lawlex/Jade allows for tracking of legislation and identification of Australian Standards in legislation (Immediate implementation following appropriation)
- **Digital books** allow users to access books immediately as a remote user however, this is dependent on having a repository (Immediate implementation following appropriation)
- Staffing
  Staffing arrangements would be implemented upon appropriation as set out above.

#### 7. Performance Measures

- Increase in awareness/satisfaction of services as measured in next client needs analysis scheduled for 2016 (post election).
- Quantitative metrics on increase in library patrons as measured via membership.
- Quantitative metrics on usage of data including e-docs (as well as which types of e-docs) and online databases.
- Quantitative metrics on number of solicited research/created research briefs prepared, and qualitative feedback on satisfaction of research service to MLAs.

## 8. Strategy to Manage Cost Increases and Demand Increases

- Implement a tender process for purchase of information products (where more than one provider operates in the market).
- Ongoing reassessment of current information products in close consultation with users.
- Future cost sharing with directorates.

## 9. Inter-Agency Impacts and Links

## **Impacts**

- Directorates would benefit from improved access to electronic information products based on a self-service model and remote access.
- Negotiation by library staff for whole of government licence agreements would increase value for money for services of interest to the majority of directorates.

#### Consultation

- Whole of Assembly and ACTPS survey was conducted in late 2013 to find out information needs of stakeholders upon which this business case is predominantly based.
- Consultation with major directorates occurred in negotiating a licence agreement for whole-of-government access to Australian Standards setting a precedent for the library's participation in government information licence agreements.
- Whole-of-government discussion has been held recently by the Library via the ACTPS Communications group to discuss a revision of news services and access to a potentially more cost effective news monitoring service across the Assembly and ACT government.
- Future decision making by the Library on the purchase of information products will be by consultation with stakeholders, potentially with an inter-agency Library Consultative Committee facilitated by the Library.

## 10. Dependencies (Associated Studies, Community Consultation requirements, etc)

N/A – internal benefits only.

## 11. Stakeholder Consultation

- An external consultant was employed to undertake a client information needs analysis in October 2013 of MLAs and their staff, OLA and ACTPS staff. That analysis forms the basis of this proposal.
- MLAs have a direct interest in the ability of the library to address their information and research needs. They have identified specific information products they would like access to as well as the need for research subject specialists (as exist in other national and state parliamentary libraries).
- The Office's Committee Support area requires access to timely, quality information and research services to ensure the accuracy and thoroughness of committee reports and, through the consultation process, it became clear that there is significant, additional demand from that source.
- Through the client needs analysis it became apparent that many staff from within ACT directorates believe that they lack access to all the information required to support their work. The library is committed to making access to quality information both easier and faster and to enable a self-sufficient approach whereby users are able to seek out and find a wide range of information through their own online search activities. This will be underpinned by research support provided by library staff for more difficult-to-access content. Improved technology will enable access to e-content for remote users which is currently not available for many existing resources. Negotiations undertaken by the library for whole- of-government access to products of interest across the directorates has the potential to reduce duplication across government.
- Other Australian parliamentary libraries provide a research function with dedicated researchers
  directing their energies towards specific jurisdictional issues and trends. In the absence of such a
  capability, a greater reliance on generic, non-specific information is relied upon to inform policy
  development and scrutiny activities.
- This will provide an important evidence base for all parliamentarians and public policy stakeholders. In addition, access to open source technology and potential information procurement consortia has the potential to create partnerships between stakeholders.
- Some MLAs have expressed their dissatisfaction with the current lack of access to a library research specialist/s to support their information needs. If the funding does not proceed then this lack of access

- to research will continue. Access to information products will decrease as costs for information products continue to rise.
- Staff within the ACT public sector have identified a need for improved library services and access to
  information. With the vast majority of the library's government clients not in proximity to the library
  premises, there are obvious advantages in expanding and enhancing the range and relevance of
  information that is provided via online technologies.

## 12. Legislative Requirements

- The proposal is consistent with s6 of the *Legislative Assembly (Office of the Legislative Assembly) Act 2012* which requires OLA to provide library and information facilities and services for MLAs.
- The Legislative Assembly Library also has a current Service Level Agreement in place with TAMS (Libraries ACT) to provide Library Services to the ACT Public Sector.

## 13. Timing

• This proposal will be implemented progressively upon appropriation.

## 14. Costings

## RECURRENT COSTS

Supplies and Services	2015-16	2016-17	2017-18	2018-19
Digital repository hosting	0.005	0.005	0.005	0.006
IBISworld industry reports	0.010	0.011	0.011	0.011
APAFT	0.009	0.009	0.009	0.010
Databases	0.051	0.052	0.054	0.055
Library management system hosting, including ERMS	0.010	0.010	0.011	0.011
Inter-docs and inter-publish	0.015	0.015	0.016	0.016
Discover Search and Article Linker	0.021	0.022	0.022	0.023
Searchable news database for ACTPS	0.031	0.032	0.033	0.033
Proquest flow	0.006	0.006	0.006	0.006
Lawlex/Jade	0.003	0.003	0.003	0.003
Digital books	0.002	0.002	0.002	0.002
Total Supplies and Services	0.163	0.167	0.172	0.176

Employee Expenses	2015-16	2016-17	2017-18	2018-19
PO1	0.063	0.064	0.065	0.067
ASO3 - ASO4	0.008	0.008	0.008	0.008
SOGC (1 in 2015-16 & 2 in out-years)	0.130	0.230	0.280	0.285
Total AVG Employee Expenses	0.201	0.302	0.353	0.360
TOTAL EXPENSES	0.364	0.469	0.525	0.536

## ONE-OFF COSTS

Initiative	Estimated cost \$'000	Comments
Digital repository	0.010	Open source product will be used.
		Capital bid is for set up costs
Library Management System (LMS)	0.023	Open source product will be used.
		Capital bid is for set up costs
iPads	0.005	
Total	0.038	

# 15. Contact Officer

Details of the officer responsible for the initiative should be provided, including:

Jan Bordoni
 Assembly Librarian
 x50395



## Speaker

Mr Brendan Smyth Chair Select Committee on Estimates 2015-16 Legislative Assembly for the ACT Canberra ACT 2601



Dear Mr Smyth,

## **Response to Question on Notice**

At the committee's public hearing of 12 June 2015 the Office was asked to explain the 13 percent increase in supplies and services. Office staff took the question on notice.

I'm advised that the 13 percent increase is primarily a result of recurrent costs that will be encountered by the Office in relation to the following projects:

- Accommodation staff relocation: rental costs associated with the Office's tenancy at the North building premises (\$304k in 2015-16);
- Procedural Information Production System: \$12k in 2015-16 (a part-year cost for vendor licensing and Shared Services ICT support); and
- Administrative on-costs: \$57k in 2015-16 arising from recognition of previously unfunded on-costs associated with increased Members' staffing allocation.

Yours sincerely,

∜icki Dunne MLA

17 June 2015



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE 17(12), MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

2 9 JUN 2015

ACT LA PO

MR DOSZPOT MLA: To ask the Chief Minister

Ref: Chief Minister & Treasury, ICT, Budget Paper 3, page number # 114, output class 4

In relation to: Simpler Business Licensing

- 1. Why is a replacement for the current business licensing system required?
- 2. When will single business licensing be implemented and fully functioning?
- 3. Why will the cost be less in the 2017/18 and 2018/19 financial years?

Chief Minister: The answer to the Member's question is as follows:-

- 1. The current business system within the Registrations and Fair Trading branch of Access Canberra is aged and cannot readily provide for digital access by clients to the many licensing functions that are undertaken.
- 2. The funding provided in the 2015-16 financial year is initially for a feasibility study to explore whether or not an existing licensing system within Access Canberra, such as Rego.ACT, can be modified to support broader licensing functions, or whether another option needs to be sought. It is also expected that during the 2015-16 financial year some business licensing will be transitioned to the digital platform. Subject to the outcome of the feasibility study a further budget bid will be generated to fund the actual simpler licensing system.
- 3. The funding is for the conduct of the feasibility study only in 2015-16. Savings of \$250,000 are expected in the 2017-18 and 2018-19 financial years as a slight staff reduction is anticipated through greater uptake of online business and improved internal processes.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature: Andrew Sam

Date: 29.6.2015

By the Chief Minister, Andrew Barr MLA

2 6 JUN 2015



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

Asked by Mr Doszpot on 16 June 2015: To ask the Chief Minister

[Ref: Chief Minister & Treasury Directorate, ICT, Budget Paper 3, page number#113, output class 4

In relation to: ICT Network Modernisation

- 1. Was the feasibility study able to be conducted in-house or elsewhere within the ACT Government?
- 2. When will the feasibility study start?
- 3. When will it be completed?
- 4. Who will make the ultimate decision on acceptance of feasibility study outcomes?
- 5. What annual savings will this change to procurement provide?

MINISTER CORBELL: The answer to the Member's question is as follows:-

- 1. The feasibility study will be conducted by an independent external advisory body, with input from Shared Services.
- 2. The study will commence in Q1 of the new financial year 2015-16.
- 3. The study is expected to be complete by the end of Q3 2015-16.
- 4. The Executive Director Shared Services will have final acceptance of the feasibility study outcomes.
- 5. No savings are being forecast at this stage. Any potential savings would be dependent on the study's outcomes.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature;

Date: 25-6.15

By the A/g Treasurer, Simon Corbell MLA



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS DIEGER MLA

## **ANSWER TO QUESTION ON NOTICE**

2 9 JUN 2015

ACT LA

MR DOSZPOT MLA: To ask the Chief Minister

Ref: Chief Minister & Treasury Directorate, ICT, Budget Paper 3, page number #114, output class 4

In relation to: Land Titles Business Systems Modernisation

- 1. When will it be fully functional?
- 2. What annual savings will the implementation of this system provide?
- 3. How will the new system modernise the current Land Titles Business System (TARQUIN)?

Chief Minister: The answer to the Member's question is as follows:-

- 1. It is anticipated that the new system will be fully functional in the 2017-18 financial year, pending procurement.
- 2. It is anticipated that there will be savings of \$335,000 which will be generated from no longer requiring to provide remote access via Citrix token to businesses (as the new system will provide for web access for account holding clients), and also efficiencies from implementation.
- 3. The new system will allow for digital transactions which will ultimately minimise the need for clients to present to the Land Title Office to complete their title registration. It is anticipated that the new system will also link with systems operated by other ACT government agencies involved in conveyancing and this will therefore make the conveyancing process easier, particularly for business, but also for members of the public. The new system will also allow for online searching by registered conveyancing agents and for members of the public who are holders of an account for this purpose. It is anticipated that the new system will provide additional functionality such as a "Title Watch feature" whereby the registered property owner can receive an email about searches or any other change to their title. It is expected that this feature will be offered on a user pay subscription basis.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature: Andrew Fam

Date: 49.6.2015

By the Chief Minister, Andrew Barr MLA



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## Select Committee on Estimates 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

Steve Doszpot: To ask the Chief Minister

Ref: Commerce and Works Directorate, ICT, 2014/15 Budget Paper

In relation to: Invoice Automation

- 1. When will this system be fully functioning?
- 2. Is this system utilised by all Directorates and agencies?
- 3. What cost savings has this change provided?
- 4. What has been the reduction in staff with the automation of this process?

MINISTER CORBELL: The answer to the Member's question is as follows:-

- 1. It is anticipated that the system will fully functional by December 2015.
- 2. The system will be utilised by Directorates and agencies where Shared Services currently provides accounts payable transactional services.
- 3. The expected cost savings in 2015-16 is \$0.482m.
- 4. The system has not been introduced yet so there has been no reduction in staff. The final impact is expected to be the equivalent of 9 staff.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature:

Date: 25-6.17

By the A/g Treasurer, Simon Corbell MLA



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

MR DOSZPOT MLA: To ask the Chief Minister

Ref: Commerce & Works Directorate, ICT, 2014/15 Budget Paper

In relation to: iConnect

- 1. Provide details on how the rollout of the iConnect platform is progressing?
- 2. How has the rollout of iConnect affected internal productivity?
- 3. What is the associated expenditure for the forward years?
- 4. What annual savings have been achieved through the processing of digital transactions in comparison to paper transactions?

CHIEF MINISTER: The answer to the Member's question is as follows:—

1. Provide details on how the rollout of the iConnect platform is progressing?

The program is currently undertaking procurement activities for three key digital capabilities:

- Customer Transaction Portal that will, over time, provide access to all ACT Government transactional services
- Customer Identity and Access Management users authenticated online will be able to undertake transactions that currently need to be done face to face.
- Enterprise Integration this platform will provide integration between government business line systems to deliver end to end services.

Discussions continue with the Commonwealth Government interim Digital Transformation Office about opportunities to partner and leverage existing services.

iConnect is working closely with Access Canberra and key ICT projects across government to identify transactions that will go online once the technology is in place.

The first wave of transactions is anticipated to go live to the community in the fourth quarter of 2015-16.

2. How has the rollout of iConnect affected internal productivity?

iConnect services are expected to go live to the community in the fourth quarter of 2015-16 and internal productivity efficiencies will be realised at that point.





# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

Mr Doszpot: To ask the Chief Minister

[Ref: Economic Development, Budget Statement, page 36, output 8.2.

In relation to: Digital Canberra Action Plan

- 1. Provide details of how the Digital Canberra Action Plan is progressing?
- 2. Provide specific details on how the five priority projects are progressing?
- 3. Provide details on which priorities from the Digital Canberra Action Plan are expected to be delivered in which forward years?
- 4. What consideration has been taken regarding any security risks?
- 5. Which town centres are still remaining to receive the free public Wi-Fi rollout?
- 6. In regards to the government trialling 'smart parking' using public Wi-Fi, when and how will this be implemented?
- 7. Where will the trial take place?

Minister for Economic Development: The answer to the Member's question is as follows:-

- 1. Developed in consultation with industry and the community, the Digital Canberra Action Plan 2014-2018 is a roadmap for how Canberra can lead, inspire and collaborate in identifying, testing and implementing ideas and solutions that take advantage of digital opportunities. Examples of activities undertaken are as follows:
  - The ACT Government is working with the Commonwealth Government's Digital Transformation Office, NICTA, the CBR Innovation Network and ICT businesses to position the ACT as the national centre for the development of digital services.
  - Canberra's public Wi-Fi network CBRfree is operational with 125 Wireless Access Points (WAPs) installed in central Canberra. A further 215 WAPs will be installed under contract to iiNet in other town centres.
  - Under the Digital Canberra Action Plan over 2,500 WAPs have been installed across Canberra schools over the last 12 months making our secondary school children the best connected in the country.
  - \$21.8 million is being invested in *iConnect*, a new online government service that will transform the way individuals and businesses communicate and transact with government.
  - More than \$34 million is being invested to replace the existing revenue collection system, using new technology to make collection of taxes more efficient.
- 2. The five priority projects are:
  - i. Free public Wi-Fi;
  - ii. Civic digital spaces;



- iii. Innovation for government panel (digital pitch ideas);
- iv. ICT capacity building workshops; and
- v. Science, Technology, Engineering and Mathematics (STEM) internships.

#### Free public Wi-Fi

 Civic CBRfree Wi-Fi is live. Access point infrastructure has been deployed in Dickson and Belconnen. iiNET and the Chief Minister, Treasury and Economic Development Directorate are working cooperatively with Roads ACT to coordinate powering access points with the streetlight energy efficiency program to complete full roll out.

## Civic digital spaces

- The CBR Innovation Network is delivering on the government's agenda of showcasing digital application in business and provides for a digital business showcase.
- A proposal to deliver a digital space in Garema Place was assessed as financially and commercially unviable.
- The Canberra Theatre has deployed a large digital screen in Civic Square for program marketing and broader digital content display.

## Innovation for government panel (digital pitch ideas)

- The Digital Canberra Challenge that brings the innovation community together with ACT Government line agencies to solve real service problems is proving very successful. Challenges to date have addressed issues including:
  - a CBR digital content library;
  - o streamlined event approvals;
  - o soundscapes for Arboretum forests;
  - o online booking for government services.

## **ICT capacity building workshops**

 Digital Business Capacity Building Workshops were delivered through 2014 providing businesses with key information on issues such as mobility, cloud and dealing effectively with digital customers. Digital enterprise workshops will continue to be delivered through the CBR Innovation Network.

## Science, Technology, Engineering and Mathematics (STEM) internships

- The aim of the STEM4Digital Business Internships Program is to build job-ready skills in ACT STEM undergraduate 2nd year or higher students while contributing to ACT businesses longer term STEM skill requirements, enabling them to take full advantage of the digital economy. Fourteen internships have been delivered in 2014-15.
- Initial surveys and interviews from students and businesses provide the view that it has been successful in developing students job-ready skills, adding STEM capacity to businesses and providing greater linkages between ACT's universities and businesses.
- 3. The following priorities from the Digital Canberra Action Plan are expected to be delivered over the following forward years:
  - i. rollout of the *CBRfree* public Wi-Fi is expected to be completed during Financial Year 2015-16.
  - ii. investigations into the degree of commercial and community support for further digital screens in the city are on-going.
  - iii. the Digital Canberra Challenge has funding until 2016-17.
  - iv. The ICT capacity building workshop program has been completed, however the CBR Innovation Network will continue to deliver digital enterprise programs.

- v. The STEM4Digital Business Internships Program is funded for two years, ending in 2015-16
- 4. WiFi networks are intrinsically less secure than fibre or wired networks. Any use of the internet via *CBRfree* or elsewhere exposes users to some risks which can be lessened, but not eliminated through the use of security software and user training. Users of *CBRfree* are cautioned about the risk. Within this context, the contract with iiNet contains a number of conditions to protect the security of users of *CBRfree* to a high standard for a free community service; *CBRfree* is not designed to be a business grade service. No security attacks have been reported in the operation of the *CBRfree* network to date.
- 5. The town centres that are scheduled to receive *CBRfree* but where it is not yet operating are: Belconnen, Dickson, Kingston, Manuka, Tuggeranong, Gungahlin, Weston, Woden and Bruce.
- 6. The ACT Government intends to trial 'smart parking' using public Wi-Fi. On 5 June 2015, it released a Request for Proposal (RFP) for a trial of smart parking. The closing date is 3 July 2015. The smart parking trial is expected to commence in the first quarter of 2016.
- 7. The current RFP states that Manuka is a suitable trial location. However industry is able to propose other sites against criteria listed in the RFP. The Government will announce the trial location in the coming months, after the conclusion of the RFP process.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature: Andrew Tun

Date: 5.7.15

By the Minister for Economic Development, Andrew Barr MLA



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

Steve Doszpot: To ask the Chief Minister

Ref: Commerce & Works Directorate, ICT, 2014/15 Budget Paper

In relation to: Revenue Collection Transformation

- 1. What annual savings have been achieved through the changes to revenue collection?
- 2. What improvements to productivity has the implementation of the new system created?

Simon Corbell, acting Chief Minister: The answer to the Member's question is as follows:-

In the 2014-15 Budget the Government allocated \$30 million for the replacement of the ACT Revenue Office IT systems. This was on the basis that the existing IT platforms were coming to the end of their useful lives and were unlikely to be supported by vendors into the future

At this point, a procurement process is underway with tender responses being evaluated. At the conclusion of the evaluation stage, contract negotiations will commence with the preferred tenderer. Assuming that this process can be concluded within anticipated timelines, it is possible that some elements of a new system could be deployed in the 2016-17 financial year.

As the Revenue Office considers it business processes in the context of the capability of a new IT system, it will look to improve the effectiveness and efficiency of its operations.

Given that the new system has not been selected or deployed to date, no savings have been achieved nor have there been any productivity improvements realised associated with the Transformation project.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature:

Date: 7 . 6 . 15

By the acting Chief Minister, Simon Corbell



# LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

MR DOSZPOT: To ask the Chief Minister

Ref: Commerce & Works Directorate, ICT, 2014/15 Budget Paper

In relation to: ICT Transformation – Hybrid Cloud Computing

1. What savings have been achieved from the changes to data storage?



MINISTER CORBELL: The answer to the Member's question is as follows:-

The ICT Transformation through Hybrid Cloud Computing initiative is tracking well and will likely exceed its minimal budgeted savings of \$20k for the 2014-15 financial year.

This saving will be achieved through cost avoidance (for example, reduction in license renewals).

The majority of effort in this first year has been foundational technical work within Shared Services ICT and policy work across government in developing a Whole of Government Cloud Policy and associated processes to position government to deliver on the more substantial savings targets in the following years.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature:

By the A/g Treasurer, Simon Corbell

Date: 25-(.15



## LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

MR DOSZPOT: To ask the Chief Minister

Ref: Commerce & Works Directorate, ICT, 2014/15 Budget Paper

In relation to: ICT Sustainability – Desktop computer and printer energy management

- 1. What benefits have been generated from the installation of the software?
- 2. Have there been additional costs for upgrades to inefficient desktop computers and printers?
- 3. Provide an update on meeting the targets for reduced energy consumption?

MINISTER CORBELL: The answers to the Member's question are as follows:-

- 1. None as yet, as the software solution has yet to be rolled-out.
- 2. No.
- 3. The project is still on target for the delivery of this initiative within its outlined timeframe of two financial years, with the future years harvesting the benefits.

The timeframes around meeting the reduced energy consumption targets are dependent on the refresh rate of inefficient equipment and how actively the automated energy saving settings are applied, which will, of course, be subject to operational needs\*, however, the targets should be achievable (averaged across government) within 2-3 years of implementation.

(\*Noting the specific business requirements of the ACT Government in delivering front-line community services that operate out-side the standard business hours, such as hospitals)

Approved for circulation to the Select Committee on Estimates 2015-16

Signature:

By the A/g Treasurer, Simon Corbell MLA

Date: 25 . 6 . 15



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **QUESTION ON NOTICE**

Brendan Smyth MLA: To ask the Treasurer

Output Class 3.1 Revenue Management, CMTEDD Budget Statement, pg 19-20, 32-33

In relation to: Taxation Revenue

Provide the Committee more detail on the following increases, how will it be implemented, and the Government's rationale:

#### 1. General Rates

a. What shares of properties and revenues are attributable to each of the threshold categories given in Table 6.1.3 for residential and Table 6.1.4 for commercial on pg 201 of Budget Paper No. 3? (include absolute numbers and revenues)

## ANSWER:

The table below shows the number of properties available at the time of the budget preparations and the percentage of total general rates revenue derived from each marginal rating category for general rates.

It shows that, for residential general rates, 40 per cent of revenue is derived from the fixed charge, 21 per cent of revenue is derived from the first rating category, 21 per cent from the second category, 10 per cent from the third category and nine per cent from the highest category.

For commercial general rates, 73 per cent of revenue is derived from the highest rating category which applies to properties with an average unimproved value (AUV) over \$275,000.



Type of Property and Marginal Rating Category (by AUV)	Marginal Rates & Fixed Charges	Number of Properties within each Threshold	Est. Share of Revenue 2015-16 (%)
Residential		152,342	100%
Fixed cost	\$730	152,342	40%
\$1 to \$150,000	0.2746%	152,342	21%
\$150,001 to \$300,000	0.3857%	122,624	21%
\$300,001 to \$450,000	0.4629%	65,559	10%
\$450,001 and over	0.5339%	22,940	9%
Commercial		6,207	100%
Fixed Cost	\$2,130	6,207	9%
\$1 to \$150,000	2.6274%	6,207	12%
\$150,001 to \$275,000	3.0467%	2,948	6%
\$275,001 and over	4.4339%	2,183	73%
Rural	0.1468% & \$150	172	100%

<sup>\*</sup>Note that percentages may not add up to exactly 100% due to rounding.

#### 2. Land Tax

a. What shares of properties and revenues are attributable to each of the threshold categories given in Table 6.1.5 on pg 201 of Budget Paper No. 3? (include absolute numbers and revenues)

## ANSWER:

The table below shows the estimated number and share of revenue and properties by land tax marginal rating category at the time of the budget preparations.

Land Tax Marginal Rating Category (by AUV)	Land Tax Marginal Rates 2015-16	Est. Number of Properties within each Category 2015-16 (No.)	Est. Share of Properties within each Category 2015-16 (%)	Est. Share of Land Tax Revenue 2015-16 (%)
Fixed Charge	\$945	38,300	100	41
\$0 to \$75,000	0.41%	38,300	100	12
\$75,001 to \$150,000	0.48%	31,100	81	11
\$150,001 to \$275,000	0.61%	21,000	55	14
\$275,001 and over	1.23%	11,100	29	22

## 3. Interstate Lotteries

a. Revenues are forecast to grow by approximately 10% over the budget period—what is this growth based on?

## ANSWER:

a. Increases in the value of dutiable profits levied on the operators of lottery products sold in the ACT.

## 4. Conveyance

- a. What share of conveyance revenues fall into each of the threshold categories noted on pg 202 of Budget Paper No. 3? (include absolute numbers and revenues)
- b. How many properties that were transferred in the last financial year fall into each of the same categories?
- c. How is the mix of property transfers expected to change over time given the changes to conveyance duty rates?

## ANSWER:

a. The table below shows conveyance duty revenue and turnover from the residential and commercial property sectors in 2013-14. 2013-14 is the most recent full financial year.

Thresholds		Residential			Commercial	
mesnous	Turnover	Share of Turnover (%)	Share of Revenue (%)	Turnover	Share of Turnover (%)	Share of Revenue (%)
\$0 - \$100,000	168	1.4	0.1	29	5.2	0.0
\$100,001 - \$200,000	431	3.6	0.6	104	18.2	0.5
\$200,001 - \$300,000	1,429	12.0	2.9	47	8.2	0.4
\$300,001 - \$500,000	5,718	48.1	33.5	80	14.0	1.4
\$500,001 - \$750,000	3,120	26.2	36.8	69	12.2	2.0
\$750,001 - \$1000,000	729	6.1	13.7	33	5.7	1.5
\$100,001 - \$1,649,999	231	1.9	7.9	47	8.2	4.4
>\$1,650,000	65	0.5	4.6	161	28.3	89.8
Total	11,891	100	100	570	100	100

<sup>\*</sup>Note that percentages may not add up to exactly 100% due to rounding.

b. The table below shows the number of properties transferred in 2013-14 for both residential and commercial sectors.

Thresholds	Turnover
\$0 - \$100,000	197
\$100,001 - \$200,000	535
\$200,001 - \$300,000	1,476
\$300,001 - \$500,000	5,798
\$500,001 - \$750,000	3,189
\$750,001 - \$1000,000	762
\$100,001 - \$1,649,999	278
>\$1,650,000	226
Total	12,461

c. Conveyance duty is a volatile tax line and difficult to forecast accurately. Budget estimates reflect historic trends, taking into account current and forecast market and economic conditions.

## 5. Motor Vehicle Rego

- a. Motor Vehicle registration revenue is forecast to grow by approximately 30%—what is this growth based on?
- b. On pg 203 of Budget Paper No. 3 it states that the rise in revenues "is in part due to a five per cent indexation of registration fees, which is partly offset by a reduction in the administration charge for quarterly or half yearly payments".
  - i. What share of registrations are renewed quarterly and half yearly?
  - ii. How are these shares expected to change over time given the reduction in fees?
  - iii. What is the remaining growth in fees attributable to?

## ANSWER:

a. The growth in motor vehicle registration revenue is based on: additional registrations each year; and the increases in registration costs expected as a result of the five per cent indexation on registration fees, partly offset by a reduction in the administration charge for quarterly or half yearly payments.

b.

- i. Around 40 per cent of motorists pay their registration quarterly and around 12 per cent pay half yearly.
- ii. Budget estimates are based on experienced payment distributions for the frequency of payments.
- iii. As noted above in (a), growth in motor vehicle registration revenue is partly based on additional registrations each year.

#### 6. Fire and Emergency

- a. What shares of properties and revenues are attributable to each of the threshold categories given in Table 6.1.7 on pg 204 of Budget Paper No. 3? (include absolute numbers and revenues)
- b. The Budget Paper No. 3 notes on pg 204 that the FESL is levied against all rateable properties, how is it calculated on residential properties?
- c. Budget Paper No. 3 notes that the rise in FESL "is in part due to the Government's decision to raise an additional \$6.3 million in FESL revenue each year over the next four years" yet the smallest year on year change is \$8.5m with the largest being \$11m. What is this remainder of the increase attributable to and how will it be levied/raised?
- d. What is the logic behind levying the additional \$6.3 million across households when all territory residents use the services?

#### ANSWER:

a. Table 6.1.7 of Budget Paper only applies to commercial properties. The table below shows estimated shares of properties and revenues for commercial properties only.

## **Commercial Properties**

FESL's Marginal Rating Category (by AUV)	FESL Marginal Rates (%)	Commercial Properties within each Category 2015-16 (No.)	Commercial Properties within each Category 2015-16 (%)	Est. Share of FESL Revenue 2015-16 (%)
\$1 - \$300,000	0.6773	6,207	100	26
\$300,001 -\$2,000,000	0.7990	2,025	34	41
\$2,000,001 and over	0.8253	306	5	33

- b. The Fire and Emergency Services Levy is charged as a fixed charge against all rateable residential properties. There is a 50 per cent rebate available for pensioners and a 3 per cent discount if the annual payment is made in full by the due date.
- c. The table below provides a breakdown of the increases in fire and emergency services levy revenue over the forward estimates. Revenue increases from previous years are included in the base of total FESL revenue for subsequent years. Amounts raised in addition to the increase attributable to the 2015-16 initiative will be levied as a fixed charge on residential properties and as a charge based on average unimproved land values for commercial properties.

#### **Breakdown of FESL Revenue Increases**

	2014-15 \$'000 Est. Outcome	2015-16 \$'000 Estimate	2016-17 \$'000 Estimate	2017-18 \$'000 Estimate	2018-19 \$'000 Estimate
Total FESL Revenue	43,403	54,411	62,952	71,783	80,702
Change in FESL revenue from previous year		11,008	8,541	8,831	8,919
Breakdown of the increases					
2013-14 Budget Initiative	2,000	3,000	-	-	-
2014-15 Budget initiative	4,774	-	-	-	-
2015-16 Budget Initiative		6,250	6,250	6,250	6,250
Increase in base		1,758	2,291	2,581	2,669

d. In the 2014-15 Budget, an increase in FESL revenue of \$4.774 million was levied on large commercial properties. To maintain fairness between residential and commercial taxpayers, the increases announced in the 2015-16 Budget will be raised from residential properties only.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature: Andrew Barr By the Treasurer, Andrew Barr

Date: 10.7.15



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

## **ANSWER TO QUESTION ON NOTICE**

BRENDAN SMYTH MLA: To ask the Chief Minister

Output Class 3.1 Revenue Management, CMTEDD Budget Statement, pg 19-20, 32-33

In relation to: Other Revenue

Provide the Committee more detail on the following increases, how will it be implemented, and the Government's rationale:

- 1. Traffic Infringements
  - a. Is this projected increase due to increasing the value of any given infringement or is it due to increased enforcement of the existing rates?
- 2. Parking Fines—are estimated to rise by around \$3m over the budget period "partly due to an increased presence of Parking Operations inspectors".
  - a. What is the expense associated with the new inspectors and how many additional inspectors will there be?
- 3. In terms of the total amount of parking fines what portion relates to 2hr limits, 3hr limits, 4hr limits, etc.?
- 4. What portion of parking fine revenue relates to the working day in business centres?
- 5. Other Fines up 116%
  - a. What does this consist of?

Chief Minister: The answer to the Member's question is as follows:-

## 1. Traffic Infringements

a. Is this projected increase due to increasing the value of any given infringement or is it due to increased enforcement of the existing rates?

All traffic infringements have been indexed by 6% which will increase the value of any given infringement. The 'Improving Road Safety – Mobile road safety camera deployment' initiative will increase mobile camera operations by up to 120 hours per week, which is expected to increase mobile speed fines revenue by approximately \$680,000 per annum (see page 75 in BP3). Also, the replacement of fixed and mobile speed cameras in 2014 is expected to see an increase in the number of infringements issued in 2015-16 compared to 2014-15.



- 2. Parking Fines-are estimated to rise by around \$3m over the budget period "partly due to an increased presence of Parking Operations inspectors".
  - a. What is the expense associated with the new inspectors and how many additional inspectors will there be?

The 2015-16 expense associated with the 2014-15 budget initiative (Parking Operations – More inspectors) is \$935,000. This budget initiative allowed for 8 new parking inspectors and 2 office based staff.

3. In terms of the total amount of parking fines what portion relates to 2hr limits, 3hr limits, 4hr limit, etc.?

There were 20,515 Infringements issued for time restrictions, which is 20.29% of all infringements issued. Please note that the time restriction field is not a mandatory field and there have been 228 infringements issued where the offence is Stay for Continuously Longer than Permitted, but no time restriction has been entered.

4. What portion of parking fine revenue relates to the working day in business centres?

The portion is 58%, taking into account infringement notices issued in Belconnen, Braddon, City, Greenway and Phillip.

- 5. Other Fines up 116%
  - a. What does this consist of?

The increase in 'Other fines' is due to a \$10 increase to the Victims of Crime Assistance Scheme.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature: Anthew Tan

Date: 26.6.2015

By the Acting Chief Minister, Simon Corbell MLA



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

## SELECT COMMITTEE ON ESTIMATES 2015-16

Mr Brendan Smyth MLA (Chair), Ms Meegan Fitzharris MLA (Deputy Chair), Dr Chris Bourke MLA, Ms Nicole Lawder MLA

## **ANSWER TO QUESTION ON NOTICE**

Brendan Smyth MLA: To ask the Treasurer

Output Class 3.1 Revenue Management, CMTEDD Budget Statement, pg 19-20, 32-33

In relation to: Parking Fees

- 1. Is there a change in the composition of free parking versus paid parking?
- 2. What changes in revenue are attributable to the extension of paid parking hours?
- 3. What impact will this have on businesses in areas such as Braddon, New Acton, etc. that rely on after hours patronage?

BRENDAN SMYTH MLA 17 June 2015

Acting Treasurer, Simon Corbell: The answer to the Member's question is as follows:-

- 1. There are no changes in the composition of free versus paid parking over 2014-15 and 2015-16.
- 2. The estimated revenue from the after hours paid parking in Civic initiative is \$1,050,000 in 2015-16 (2015-16 ACT Government Budget Paper No. 3, page 137).
- 3. There is no impact from after hours paid parking in Braddon and the New Acton business precinct as the after hours parking fees announced in the Budget do not apply in these areas. Braddon and New Acton are already serviced by private after-hours car parks which charge fees.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature:

Date: 25.6.17

By the Acting Treasurer, Simon Corbell MLA



# LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY



## SELECT COMMITTEE ON ESTIMATES 2015-16

MR BRENDAN SMYTH MLA (CHAIR), MS MEEGAN FITZHARRIS MLA (DEPUTY CHAIR), DR CHRIS BOURKE MLA, MS NICOLE LAWDER MLA

#### **ANSWER TO QUESTION ON NOTICE**

MS DUNNE: To ask the Treasurer

Ref: Budget Estimates 2015-16 Questions on Notice E15 020

In relation to: Surveys conducted by Shared Services ICT

- 1. In reference to a survey entitled ACT Government InTACT Group Opinion survey Windows and Internet Users June 2 2015, was this authorised by InTACT or is it a rogue survey?
- 2. If it is not an official survey how was it able to appear on an ACT Government computer and how many surveys have been completed by InTACT users?

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

- 1. This is a "rogue" survey and a form of social engineering executed by cybercriminals trying to get unwitting individuals to click on links embedded in the website.
- 2.
- a. When a staff member goes to a website that allows "pop-ups", a specially crafted message will appear inviting the staff member to click on a link and go to another web page and perform some action. The ContentKeeper Internet filter will block the "pop-up" if the filter knows about the website and it is classified as bad. Otherwise the staff member can click on the link.
- b. The number of surveys completed is not determinable without knowing the specific Unique Reference Location (URL) of the offending website.

Staff are trained as part of security awareness training to avoid clicking on links, this lowers the risk of clicking on random links. Also "InTACT" as an entity has not existed for a number of years since becoming Shared Services ICT a fact that should lower the potential for staff activating the link.

Approved for circulation to the Select Committee on Estimates 2015-16

Signature: Andrew Form

By the Treasurer, Andrew Barr MLA

Date: 30.6.2015