



Inquiry into Appropriation Bill 2026–2027 and Appropriation (Office of the Legislative Assembly) Bill 2026–2027

Answer to question taken on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: Minister for Aboriginal and Torres Strait Islander Affairs

In relation to: Aboriginal and Torres Strait Islander Affairs and Staff cultural safety results and data

Hearing: 30 July 2026

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Answer Due: 7 August 2026

MR EMERSON: Yes, okay. Sure. And I was wondering if you might be able to provide the most recent survey, sorry, I do not have the name of it in front of me, where you check out everyone across the public services, the cultural survey or employee satisfaction survey or whatever it is called. Do you have kind of broken down data for each part of government? This is the one where I think 40 per cent of Aboriginal and Torres Strait Islander staff said they felt culturally safe in the workplace.

Ms Laine-Barclay: Yes, we do have data by directorate. I am not sure—I would have to talk to Mr Wright about whether things were publicly released. I know that we have had processes within HCSD to share data, but I do not think they have been made public because it is an internal document.

MR EMERSON: Might you be able to provide on notice the HCSD-specific results from that survey?

Ms Laine-Barclay: I can take that on notice.

MR EMERSON: And within that, it would be interesting to see what the responses within the Office of Aboriginal and Torres Strait Islander Affairs were specifically. Are you able to provide that as well?

Ms Laine-Barclay: I think we cannot go down to that level of detail, but I will put a caveat on that because the numbers will be quite small. It might be we may not be able to deidentify it enough.

MR EMERSON: I am happy for the percentages, if you would rather do percentages than numbers. It is.

Ms Laine-Barclay: It is only a very small team, that is the problem because that is a very—we might be able to—we will take it on notice and have a look and see what we can provide you.

Ms Orr: And Ms George has something to add on.

Ms George: Natalee George. I have read and accept the privileges statement. I am the Executive Group Manager for the Cultural Transformation Group. So I just probably would like to reiterate the staff survey. If a team has less than—like, a very small number of staff, it is not possible to provide data percentages or number because there are privacy concerns there.

THE CHAIR: It cannot be deidentified, kind of thing?

Ms George: It cannot be deidentified, no, because of the number of staff.

MR EMERSON: Okay, do you know what that number is, the threshold?

Mr Wright: It is usually about 10, Mr Emerson. Anything below 10, we do not provide data on due to the risk of identifying individuals within that. So that is across the board.

MR EMERSON: How many staff in OATSIA?

Ms Evans: In terms of responses to—sorry, Jacinta Evans, Executive Group Manager, Strategic Policy. In terms of the numbers that responded to the survey, it may well be less than 10, Mr Emerson, we would need to check. It is a small group, a small team.

Ms Orr: I think it is also if there are 10 responses for a particular—so if you say yes or no, there is less than 10 for no, because then it becomes—I do not think it is 10 employees, it is—

MR EMERSON: 10 per response? 10 per option on the—that seems—

Ms Orr: Sorry, I probably confused it by trying to say that, but I think Robert gets my point, so I will hand to him.

Mr Wright: Yes, so it is about responses, but it is also about responses within cohorts, Mr Emerson, but we will try and get you the information that you have requested.

Ms Orr: At whatever level is appropriate.

MR EMERSON: Sure. And how many staff have left OATSIA in the last 12 months?

Ms Laine-Barclay: Rachielle Laine-Barclay, Executive Branch Manager, Office of Aboriginal and Torres Strait Islander Affairs. I acknowledge that I have read and understood the privilege statement. I cannot tell you the number in the last 12 months. In the time that I have been there, staff have taken on opportunities in other areas. I have supported them to take those opportunities. They are temporary arrangements. In the time I have been in the role, that is four staff.

Ms Arthy: If you want it for the previous year, we will have to go back and give that to you on notice.

MR EMERSON: Okay. You will take that on notice?

Ms Arthy: Unless I can get it before the end of this session.

MR EMERSON: All right, thank you.

OFFICIAL

Ms Rachel Stephen-Smith MLA: The answer to the Member's question is as follows:

The 2025 Employee Survey results for the Health and Community Services Directorate indicate that perceptions of cultural safety vary across staff cohorts. 59% of Aboriginal and Torres Strait Islander employees across the Directorate agreed with the statement *"I feel culturally safe in my workplace"*. Due to the size of the OATSIA Branch and the low number of respondents, branch level data has not been provided.

Approved for circulation to the Select Committee on Estimates 2026-2027

Signature:



Date:

7/18/26

Acting Minister for Aboriginal and Torres Strait Islander Affairs, Ms Rachel Stephen-Smith MLA