



Legislative Assembly for the Australian Capital Territory

Standing Committee on Economy and
Gender and Economic Equality

Inquiry into Annual and Financial Reports 2020-2021

Legislative Assembly for the Australian Capital Territory
Standing Committee on Economy and Gender and Economic Equality

Approved for publication

Report 4
10th Assembly
May 2022

About the committee

Establishing resolution

The Assembly established the Standing Committee on Economy and Gender and Economic Equality on 2 December 2020. The Committee is responsible for the following areas:

- Chief Minister's responsibilities;
- Economic development and diversification;
- Tourism;
- Industrial relations and workplace safety;
- Arts;
- Business and better regulation;
- Social impacts and outcomes of economic policies including gender considerations (excluding Office for Women); and
- Minister of State responsibilities (excluding Justice and Community Safety Directorate reporting areas).

You can read the full establishing resolution [on our website](#).

Committee members

Ms Leanne Castley MLA (Chair)

Ms Suzanne Orr MLA (Deputy Chair)

Mr Johnathan Davis MLA

Secretariat

Dr Lee Kerr, Committee Secretary

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About this inquiry

Clause 3A of the establishing resolution refers all calendar and financial year annual and financial reports for 2020-2021 to the relevant standing committee for inquiry and report by 31 May 2022 of the year after the presentation of the report to the Assembly pursuant to the *Annual Reports (Government Agencies) Act 2004*.

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Acronyms

Acronym	Long form
ACT	Australian Capital Territory
ACTPS	Australian Capital Territory Public Service
AIS	Australian Institute of Sport
ATSI	Aboriginal and Torres Strait Islander
BPIF	Budget, Procurement and Infrastructure and Finance
CBD	Central Business District
CBRIN	Canberra Innovation Network
CMTEDD	Chief Minister, Treasury and Economic Development Directorate
CCTV	Closed Circuit Television
COVID-19	Coronavirus Disease 2019, caused by the novel coronavirus SARS-CoV-2.
ERIPSS	Economic Revenue, Insurance, Property and Shared Services
FOI	Freedom of Information
LGBTIQ+	Umbrella term inclusive of people of diverse sex, gender, variations of sex characteristics or sexual orientation.
KPMG	Private professional services company
MLA	Member of the Legislative Assembly
UNSW	University of New South Wales
WCAG	Workforce Capability and Governance
WFH	Working From Home

Recommendations

Recommendation 1

The ACT Government should report to the Legislative Assembly by the final sitting week of 2022, its plan about how to increase aggregate demand in the CBD and major town centres following the whole-of-government policy of Working from Home (WFH) / flexible work arrangements.

Recommendation 2

The Committee recommends that the ACT Government commission an independent report into the effectiveness and impacts of Working from Home (WFH)/ flexible work arrangements, focussing on:

- Productivity;
- Internal impacts;
- External impacts;
- Workplace culture;
- Recruitment; and
- Intended and unintended consequences.

Recommendation 3

The Committee recommends that the COVID-19 Local Business Commissioner should continue engagement with business, industry representatives and local traders on COVID-19 and non-COVID-19 issues.

Recommendation 4

Feedback from business, industry representatives and traders about government policy and initiatives should be made publicly available along with a government response detailing how the ACT Government will incorporate this feedback into policy considerations and outcomes.

Recommendation 5

The Committee recommends that an external review into fraud, harassment and sexual harassment across the ACTPS be conducted, with a report back to the Legislative Assembly by the final sitting week of 2022.

Recommendation 6

The Committee recommends that the ACT Government should commit to a periodic evaluation of programs, grants and other funding given to organisations to assess whether they are achieving desired outcomes, particularly programs with economic development aims.

Recommendation 7

The ACT Government should develop a workforce plan to increase female representation at WorkSafe ACT.

Recommendation 8

The Committee recommends that all public art be covered by CCTV surveillance/ security.

Recommendation 9

The Committee recommends that a permanent fund be established to ensure the longevity of the “Supporting Public Art for and by women” initiative.

Recommendation 10

The Committee recommends that for future arts infrastructure funding initiatives, concurrent and ongoing arts program funding should be provided to better support artists.

1. Introduction

Presentation of 2020-21 annual and financial reports

- 1.1. All annual and financial reports for the territory were tabled between 8 October 2021¹ and 2 December 2021² in the Legislative Assembly. A collated list of annual and financial reports is available online.³
- 1.2. During its inquiry the Standing Committee on Economy and Gender and Economic Equality was required to examine all or part of the following annual and financial reports for 2020-2021:
- Chief Minister, Treasury and Economic Development Directorate;
 - WorkSafe ACT;
 - ACT Long Service Leave Authority;
 - Insurance Authority;
 - Cultural Facilities Corporation;
 - Access Canberra; and
 - Gambling and Racing Commission.

Conduct of inquiry

- 1.3. The Committee's inquiry was undertaken amid the COVID-19 pandemic. In light of this, all annual and financial report hearings were conducted via videoconference. On 16 September 2022 the Assembly amended the resolution of establishment for standing committees to set a reporting date for the committee inquiries into annual and financial reports for the financial year 2020-21 of 31 May 2022.⁴

¹ ACT Legislative Assembly, *Minutes of Proceedings*, No 27, 8 October 2021, p 334.

² ACT Legislative Assembly, *Minutes of Proceedings*, No 36, 2 December 2021, pp 451–453.

³ Chief Minister, Treasury, and Economic Development Directorate, *Annual Reports*, 2 December 2021, https://www.cmtedd.act.gov.au/open_government/report/annual-reports (accessed 21 March 2022).

⁴ ACT Legislative Assembly, *Minutes of Proceedings*, No 24, 16 September 2021, p 272.

Public hearings

- 1.4. The Committee held public hearings on 21 February 2022, 22 February 2022, 24 February 2022, 1 March 2022, and 3 March 2022. At the hearings the Committee heard from ACT Government Ministers and their accompanying Directorate officials; statutory officers; and members of governing boards, as outlined in the following table:

Name of Minister	Date of hearing
Mr Barr, Chief Minister <i>Chief Minister, Treasury and Economic Development Directorate</i>	22 February 2022
Mr Barr, Chief Minister <i>Chief Minister, Treasury and Economic Development Directorate</i> <i>ACT Public Service – State of the Service Report</i>	24 February 2022
Mr Barr, Minister for Tourism <i>Chief Minister, Treasury and Economic Development Directorate</i>	3 March 2022
Mr Barr, Minister for Economic Development <i>Chief Minister, Treasury and Economic Development Directorate</i>	3 March 2022
Mr Gentleman, Minister for Industrial Relations and Workplace Safety, <i>Chief Minister, Treasury and Economic Development Directorate</i> Office of the Work Health and Safety Commissioner <i>ACT Long Service Leave Authority</i>	21 February 2022
Mr Steel, Special Minister of State <i>Chief Minister, Treasury and Economic Development Directorate</i> <i>Insurance Authority</i>	1 March 2022

Ms Cheyne , Minister for Business and Better Regulation Chief Minister, Treasury and Economic Development Directorate Access Canberra Gambling and Racing Commission	3 March 2022
Ms Cheyne , Minister for the Arts Cultural Facilities Corporation Chief Minister, Treasury and Economic Development Directorate	3 March 2022
Ms Cheyne , Assistant Minister for Economic Development Chief Minister, Treasury and Economic Development Directorate	3 March 2022

- 1.5. Witnesses who appeared before the Committee are listed at Appendix A. Transcripts from the hearings are available on the Assembly website. Footage of the hearings is available via video on demand on the Legislative Assembly website.

Questions taken on notice at hearings and questions placed on notice

- 1.6. A total of 68 questions were lodged during the inquiry. 44 questions were taken on notice by Ministers and statutory office holders during the hearings, and 24 questions on notice were submitted by Committee Members and visiting MLAs following the hearings.
- 1.7. The answers to questions, and a list of questions (by subject, submitter, recipient) are available at Appendix B, and on the inquiry webpage.

Acknowledgements

- 1.8. The Committee thanks everyone who participated in, or otherwise assisted, this inquiry. This includes the ACT Government Ministers, Directorate officials, and statutory officers. The Committee extends a special thanks to the Hansard and Broadcasting staff of the Office of the Legislative Assembly.

2. Chief Minister, Treasury and Economic Development Directorate

- 2.1 The Chief Minister, Treasury, and Economic Development Directorate (CMTEDD) is the ACT Government's central agency and is responsible for the provision of strategic advice and support to the Chief Minister, the Directorate's Ministers and the Cabinet on policy, economic and financial matters, service delivery, whole of government issues and intergovernmental relations.

Mr Barr, Chief Minister

Matters considered

- 2.2 During the Chief Minister's appearance before the Committee on 22 February 2022 the following matters were considered:
- Chief Minister's Charitable Fund and philanthropy encouragement;⁵
 - Diversification of ACTPS employment locations and office accommodation;⁶
 - Lessons learned from managing COVID-19 in the ACTPS, particularly flexible working practices;⁷
 - ACTPS building occupancy rates;⁸
 - Impact of ACTPS flexible work practices on the small business community;⁹
 - COVID-19 Local Business Commissioner engagement with business groups;¹⁰
 - Commissioner for International Engagement;¹¹
 - Support to Cabinet;¹²
 - Intergovernmental relations and engagement with capital cities and the Canberra Region;¹³
 - ACT Wellbeing Framework – indicator data and information;¹⁴
 - LGBTIQ+ affairs, policy and services;¹⁵ and

⁵ *Committee Hansard*, 22 February 2022, pp 13-15.

⁶ *Committee Hansard*, 22 February 2022, pp 15-16.

⁷ *Committee Hansard*, 22 February 2022, pp 17-19.

⁸ *Committee Hansard*, 22 February 2022, pp 19-20.

⁹ *Committee Hansard*, 22 February 2022, p 20.

¹⁰ *Committee Hansard*, 22 February 2022, pp 20-23.

¹¹ *Committee Hansard*, 22 February 2022, p 24.

¹² *Committee Hansard*, 22 February 2022, p 25.

¹³ *Committee Hansard*, 22 February 2022, pp 25-26.

¹⁴ *Committee Hansard*, 22 February 2022, pp 28-29.

¹⁵ *Committee Hansard*, 22 February 2022, p 28.

- Unconscious bias e-learning training.¹⁶

Key Issues

Impact of ACTPS flexible work practices on the business community

- 2.3 The Committee was informed in detail about the hybrid or flexible working arrangements in place within the ACTPS as a result of COVID-19 and the benefits to staff and to the Public Service generally as an employer of choice. The Committee was informed that these hybrid working arrangements would continue beyond the pandemic.
- 2.4 The Committee questioned the Chief Minister about whether these arrangements had been discussed with the small business community, given the impact on them. The Minister responded that the ACT Government was not the major driver of aggregate demand and spend in the Central Business District.

Committee comment

- 2.5 The Committee is of the view that the ACT Government should develop a plan about how to increase aggregate demand in the CBD and major town centres following the whole-of-government policy of Working From Home (WFH)/ flexible work arrangements.

Recommendation 1

The ACT Government should report to the Legislative Assembly by the final sitting week of 2022, its plan about how to increase aggregate demand in the CBD and major town centres following the whole-of-government policy of Working from Home (WFH) / flexible work arrangements.

Recommendation 2

The Committee recommends that the ACT Government commission an independent report into the effectiveness and impacts of Working from Home (WFH)/ flexible work arrangements, focussing on:

- Productivity;
- Internal impacts;
- External impacts;
- Workplace culture;
- Recruitment; and
- Intended and unintended consequences.

¹⁶ *Committee Hansard*, 22 February 2022, p 29.

COVID-19 Local Business Commissioner

- 2.6 The Commissioner for International Engagement explained his role as COVID-19 Local Business Commissioner, meeting with local business and representative groups. He was not aware of a similar office in another subnational government which provided this type of support to business. He explained that the role grew out of the national code of conduct for commercial tenancies for small and medium enterprises that National Cabinet agreed in April 2020. Two key parts of the role have been negotiating tenancies and assisting with the business support package. The Commissioner told the Committee that the Commonwealth's JobKeeper program was in place during the first phase of COVID-19, but in the second phase local businesses were reliant on ACT Government support.

Committee comment

- 2.7 The Committee is of the view that given the ongoing significant impact of COVID-19 on the business sector in the ACT, it will be important for continuing engagement of the kind undertaken to date by the Local Business Commissioner.

Recommendation 3

The Committee recommends that the COVID-19 Local Business Commissioner should continue engagement with business, industry representatives and local traders on COVID-19 and non-COVID-19 issues.

Recommendation 4

Feedback from business, industry representatives and traders about government policy and initiatives should be made publicly available along with a government response detailing how the ACT Government will incorporate this feedback into policy considerations and outcomes.

Mr Barr, Chief Minister

Matters considered

- 2.8 During the Chief Minister's appearance before the Committee on 24 February 2022, the following matters were considered:

ACT Public Service, in particular:

- Integrity Commission;¹⁷

¹⁷ *Committee Hansard*, 24 February 2022, pp 33-34.

- Graduate Program;¹⁸
- Targeting diversity: Aboriginal and Torres Strait Islander (ATSI) and people with a disability;¹⁹
- Enterprise bargaining;²⁰
- Allegations of sexual assault/ harassment/ misconduct in the workplace;²¹
- Fraud and ethical behaviour training;²²
- Spending on contractors and consultants;²³
- Gender equity strategy and pay gaps;²⁴ and
- Innovation and creativity.²⁵

Key Issues

Allegations of misconduct

- 2.9 The Committee asked about allegations of misconduct and ensuing investigations forwarded to the Professional Standards Unit (a single misconduct process may involve multiple allegations of misconduct, that is, one or more breaches of Section 9 of the PSM Act or other acts that qualify as misconduct, ranging from inappropriate behaviour – lack of courtesy and respect – to fraud and sexual harassment).
- 2.10 With regard to reports of bullying or harassment, the Committee noted an increase since 2018-19, from 356 to 623, an increase of 75 per cent. The Committee was told that the number 623 was a combination of all the possible reporting mechanisms – one instance could be reported multiple times. The Committee was advised that due to the confidential nature of the reporting, it was not possible to ascertain from year to year the level of multiple reporting of harassment. Therefore, year to year comparisons are difficult. Only 12 cases made their way through for formal investigation, of which six involved sexual harassment.
- 2.11 The Committee also noted an increase in misconduct cases referred to the PSU, up from 65 to 92. The Committee was told that the increase in cases could indicate that there were a number of respondents in any one particular matter.
- 2.12 The Committee also asked about the number of fraud and corruption cases reported within CMTEDD, as distinct to the whole of the service. The Senior Executive Responsible for

¹⁸ *Committee Hansard*, 24 February 2022, pp 35-36.

¹⁹ *Committee Hansard*, 24 February 2022, pp 36-37.

²⁰ *Committee Hansard*, 24 February 2022, p 38.

²¹ *Committee Hansard*, 24 February 2022, pp 39-42.

²² *Committee Hansard*, 24 February 2022, pp 45-46.

²³ *Committee Hansard*, 24 February 2022, p 42.

²⁴ *Committee Hansard*, 24 February 2022, pp 42-44.

²⁵ *Committee Hansard*, 24 February 2022, pp 44-45.

Business Integrity and Risk (SERBIR) received 12 allegations of fraud and corruption, six in relation to CMTEDD staff and six external to the Directorate. All cases were the subject of mandatory notifications to the ACT Integrity Commission. The Committee asked about the status of the investigations and the levels of the staff involved.

Committee comment

- 2.13 The Committee is of the view that an external review should be conducted into fraud, harassment and sexual harassment across the ACTPS.

Recommendation 5

The Committee recommends that an external review into fraud, harassment and sexual harassment across the ACTPS be conducted, with a report back to the Legislative Assembly by the final sitting week of 2022.

Mr Barr, Minister for Tourism

Matters considered

- 2.14 During the Chief Minister's appearance before the Committee on 3 March 2022, the following matters were considered:

- VisitCanberra's Framework for Recovery of the Visitor Economy and Action Plan for Recovery;²⁶
- Domestic tourism and opportunities for the ACT;²⁷
- COVID-safe travel protocols;²⁸
- Australian Institute of Sport (AIS) Arena;²⁹
- Major events, particularly *Enlighten* and *Floriade*;³⁰
- Container Deposit Scheme vending machine use at major events;³¹ and
- National and International Visitors Surveys.³²

- 2.15 The Committee has not made recommendations on these matters.

²⁶ *Committee Hansard*, 3 March 2022, pp 85-86.

²⁷ *Committee Hansard*, 3 March 2022, pp 87-88.

²⁸ *Committee Hansard*, 3 March 2022, p 89.

²⁹ *Committee Hansard*, 3 March 2022, pp 89-91.

³⁰ *Committee Hansard*, 3 March 2022, pp 91-92.

³¹ *Committee Hansard*, 3 March 2022, p 93.

³² *Committee Hansard*, 3 March 2022, pp 93-95.

Mr Barr, Minister for Economic Development

Matters considered

2.16 During the Chief Minister's appearance before the Committee on 3 March 2022, the following matters were considered:

- Canberra Economic Advisory Group – Terms of Reference;³³
- Jobs for Canberrans;³⁴
- Canberra Innovation Network (CBRIN) and ICON grants;³⁵
- Business entry and exit statistics;³⁶
- Business and innovation grants and sponsorship recipients;³⁷
- Canberra Cyber Hub and the role of the ACT Government;³⁸
- Investment facilitation and workforce attraction;³⁹
- Business survival and recovery;⁴⁰
- UNSW Canberra City Campus;⁴¹
- International Student Support;⁴²
- Income support funds;⁴³
- 2020-21 Major Events Fund;⁴⁴
- 2020-21 Priority Investment Program;⁴⁵ and
- Events infrastructure.⁴⁶

³³ *Committee Hansard*, 3 March 2022, p 96.

³⁴ *Committee Hansard*, 3 March 2022, pp 97-98.

³⁵ *Committee Hansard*, 3 March 2022, pp 98-101.

³⁶ *Committee Hansard*, 3 March 2022, p 101.

³⁷ *Committee Hansard*, 3 March 2022, pp 101-102.

³⁸ *Committee Hansard*, 3 March 2022, pp 103-105.

³⁹ *Committee Hansard*, 3 March 2022, pp 105-107.

⁴⁰ *Committee Hansard*, 3 March 2022, pp 108-110.

⁴¹ *Committee Hansard*, 3 March 2022, pp 110-111.

⁴² *Committee Hansard*, 3 March 2022, pp 111-112.

⁴³ *Committee Hansard*, 3 March 2022, pp 112-113.

⁴⁴ *Committee Hansard*, 3 March 2022, pp 113-115.

⁴⁵ *Committee Hansard*, 3 March 2022, pp 115-116.

⁴⁶ *Committee Hansard*, 3 March 2022, pp 117-119.

Key Issues

Recipients of business and innovation grants and sponsorships

- 2.17 The Committee asked about recipients of business and innovation grants and sponsorships. In particular, the Committee noted that the annual amount of the scheme is \$200,000, but one recipient received \$150,000 (Significant Capital Ventures) to support administration costs.
- 2.18 The Committee was informed that the allocation of \$150,000 to Significant Capital Ventures is an ongoing commitment to support its establishment and subsidise administration costs. The ACT Government has provided \$750,000 over a number of years.

Committee comment

- 2.19 The Committee questioned why a venture fund would need subsidies or support for administration costs. The Committee asked for details about use of the funds; the nature of the agreement; profits received and recipients; and why the organisation was chosen to be awarded a grant.

Recommendation 6

The Committee recommends that the ACT Government should commit to a periodic evaluation of programs, grants and other funding given to organisations to assess whether they are achieving desired outcomes, particularly programs with economic development aims.

Mr Gentleman, Minister for Industrial Relations and Workplace Safety

Matters considered

- 2.20 During Minister Gentleman's appearance before the Committee on 21 February 2022, the following matters were considered:
- Work health and safety regulations;⁴⁷
 - WHS obligations and COVID-19 compliance: Support for employers and businesses;⁴⁸

⁴⁷ *Committee Hansard*, 21 February 2022, p 1.

⁴⁸ *Committee Hansard*, 21 February 2022, pp 2-3; pp 7-8.

- Psychosocial hazards and risks in the workplace Respect@Work: People at Work Assessment Tool and iAuditor;⁴⁹
- Labour hire licencing scheme;⁵⁰
- Portable long service leave;⁵¹
- Gender breakdown in WorkSafeACT;⁵²
- Workplaces of young people: young workers strategy;⁵³ and
- Secure Local Jobs Code Advisory Council.⁵⁴

Key Issues

Gender breakdown in WorkSafe ACT

- 2.21 The Committee noted that the *State of the Service* report states that “the ACTPS continues to ensure measures are taken to promote gender equality within the Service”.⁵⁵ However, WorkSafe’s Annual Report lists the gender breakdown in the inspectorate as one-quarter female and three-quarters male.⁵⁶ The Committee acknowledges that skills required for certain positions at WorkSafe ACT mean that it is necessarily a male-dominated workforce. The Committee also acknowledges progress at WorkSafe ACT to increase the number of women in the workplace, for example, efforts to encourage women to enter trades and apprenticeships.

Committee comment

- 2.22 The Committee is of the view that a systematic approach is required to address the gender imbalance in the WorkSafe ACT workforce.

Recommendation 7

The ACT Government should develop a workforce plan to increase female representation at WorkSafe ACT.

⁴⁹ Committee Hansard, 21 February 2022, pp 3-5.

⁵⁰ Committee Hansard, 21 February 2022, pp 8-9.

⁵¹ Committee Hansard, 21 February 2022, p 11.

⁵² Committee Hansard, 21 February 2022, pp 10-11.

⁵³ Committee Hansard, 21 February 2022, pp 9-10.

⁵⁴ Committee Hansard, 21 February 2022, p 10.

⁵⁵ ACT Government, *State of the Service 2020-2021 Annual Report*, 29 November 2021, p 26. [State of the Service 2020-2021 Annual Report \(act.gov.au\)](https://www.act.gov.au/state-of-the-service-2020-2021-annual-report)

⁵⁶ Worksafe ACT, *2020-2021 Office of the Work Health and Safety Commissioner Annual Report*, 2 December 2021, p 15. [WorkSafe-ACT-annual-report-2020-2021.PDF](https://www.worksafe.act.gov.au/WorkSafe-ACT-annual-report-2020-2021.PDF)

Mr Steel, Special Minister of State

Matters considered

2.23 During Minister Steel's appearance before the Committee on 1 March 2022, the following matters were considered:

- Procurement exemptions;⁵⁷
- Community facilities property services and asset optimisation;⁵⁸
- Procurement probity and integrity;⁵⁹
- Procurement training for ACTPS staff;⁶⁰
- Digital Strategy: registration processes;⁶¹
- Access to government information/ FOI;⁶²
- Motor Accident Injury Insurance;⁶³
- Aboriginal and Torres Strait Islander (ATSI) procurement policy;⁶⁴
- ACT Insurance Authority;⁶⁵
- Community facilities charging policy/ hiring rates;⁶⁶

2.24 The Committee has not made recommendations on these matters.

Ms Cheyne, Minister for Business and Better Regulation

Matters considered

2.25 During Minister Cheyne's appearance before the Committee on 3 March 2022, the following matters were considered:

- Better Regulation Taskforce;⁶⁷

⁵⁷ *Committee Hansard*, 1 March 2022, pp 49-51.

⁵⁸ *Committee Hansard*, 1 March 2022, pp 51-56.

⁵⁹ *Committee Hansard*, 1 March 2022, pp 55-60; p 70; pp 74-76.

⁶⁰ *Committee Hansard*, 1 March 2022, pp 60-62; pp 76-78.

⁶¹ *Committee Hansard*, 1 March 2022, pp 62-67.

⁶² *Committee Hansard*, 1 March 2022, pp 67-70; p 78.

⁶³ *Committee Hansard*, 1 March 2022, pp 70-72.

⁶⁴ *Committee Hansard*, 1 March 2022, pp 72-73.

⁶⁵ *Committee Hansard*, 1 March 2022, pp 78-82.

⁶⁶ *Committee Hansard*, 1 March 2022, pp 82-84.

⁶⁷ *Committee Hansard*, 3 March 2022, pp 120-121.

- Access Canberra service centres, including customers living with dementia and other barriers to accessibility;⁶⁸
- ACT Government support to business, including Business Support Grant Program and Small Business Hardship Scheme, staff and external (KPMG) support;⁶⁹
- Drone delivery operations and environmental studies;⁷⁰
- Housing tenancy management issues;⁷¹
- Digital transformation, including drivers licences and e-conveyancing;⁷²
- Access Canberra Belconnen service centre outcomes;⁷³
- Registrations for cooperatives;⁷⁴
- Reforms to the Working with Vulnerable People registration system;⁷⁵
- Access Canberra Building Services Centre;⁷⁶
- COVID compliance and business advocacy and liaison;⁷⁷
- Registration of births, deaths and marriages, including organ donation;⁷⁸
- Construction, building and utilities registration, particularly building compliance matters;⁷⁹
- Regulatory barriers facing the night time economy and entertainment sectors;⁸⁰
- ChooseCBR – final cost for the pilot and full rollout.⁸¹

2.26 The Committee has not made recommendations on these matters.

⁶⁸ *Committee Hansard*, 3 March 2022, pp 122-123.

⁶⁹ *Committee Hansard*, 3 March 2022, pp 123-126.

⁷⁰ *Committee Hansard*, 3 March 2022, pp 126-132.

⁷¹ *Committee Hansard*, 3 March 2022, pp 132-133.

⁷² *Committee Hansard*, 3 March 2022, pp 133-134.

⁷³ *Committee Hansard*, 3 March 2022, pp 134-138.

⁷⁴ *Committee Hansard*, 3 March 2022, pp 138-139.

⁷⁵ *Committee Hansard*, 3 March 2022, pp 139-143.

⁷⁶ *Committee Hansard*, 3 March 2022, pp 143-144.

⁷⁷ *Committee Hansard*, 3 March 2022, pp 144-147.

⁷⁸ *Committee Hansard*, 3 March 2022, pp 147-148.

⁷⁹ *Committee Hansard*, 3 March 2022, pp 148-150.

⁸⁰ *Committee Hansard*, 3 March 2022, p 150.

⁸¹ *Committee Hansard*, 3 March 2022, p 151.

Ms Cheyne, Minister for the Arts

Matters considered

2.27 During Minister Cheyne's appearance before the Committee on 3 March 2022, the following matters were considered:

- Surface Urban Arts Festival;⁸²
- Minister's Statement of Ambition for the Arts;⁸³
- Tuggeranong Arts Centre;⁸⁴
- Amp It Up! Fund;⁸⁵
- Arts funding as a proportion of the ACT Budget;⁸⁶
- ArtsACT grants administering process;⁸⁷
- Cultural Facilities Corporation;⁸⁸ and
- Public art vandalism.⁸⁹

Key Issues

Public art vandalism

2.28 The Committee was informed about vandalism of public art works, including The Big Little Man not far from the Legislative Assembly Building and, earlier in the year, another artwork in front of the Building. The Minister advised the Committee that artsACT had not been informed about The Big Little Man vandalism. The Minister also told the Committee that it took a considerable amount of time to rectify the artwork in front of the Assembly, which had its foot smashed.

2.29 The Minister advised on notice that only one public artwork in the collection managed by artsACT has a CCTV camera trained on it for the sole purpose of asset surveillance. Other artworks are captured by the Public Safety Camera Network operated by Justice and Community Safety in the City. These cameras have a 360 degree rotating lens that is not fixed on one area or object.

⁸² *Committee Hansard*, 3 March 2022, p 152.

⁸³ *Committee Hansard*, 3 March 2022, p 153.

⁸⁴ *Committee Hansard*, 3 March 2022, pp 154-155.

⁸⁵ *Committee Hansard*, 3 March 2022, pp 155-158.

⁸⁶ *Committee Hansard*, 3 March 2022, pp 158-159.

⁸⁷ *Committee Hansard*, 3 March 2022, p 159.

⁸⁸ *Committee Hansard*, 3 March 2022, p 160.

⁸⁹ *Committee Hansard*, 3 March 2022, p 162.

Committee comment

- 2.30 The Committee strongly agrees with the Minister that it is unfortunate when artwork in the city is vandalised.

Recommendation 8

The Committee recommends that all public art be covered by CCTV surveillance/ security.

- 2.31 The Committee was advised on notice that the project to commission a public artwork by a female or non-binary artist to celebrate a significant woman or non-binary individual - "Supporting Public Art for and by women"⁹⁰ - is in its early stages of planning and further details would be announced.

Recommendation 9

The Committee recommends that a permanent fund be established to ensure the longevity of the "Supporting Public Art for and by women" initiative.

Ms Cheyne, Assistant Minister for Economic Development

Matters considered

- 2.32 During Minister Cheyne's appearance before the Committee on 3 March 2022, the following matters were considered:

- ACT Event Fund 2021;⁹¹
- Screen Canberra, particularly Made in CBR;⁹²
- Innovation in the Arts to increase accessibility;⁹³
- Amp it Up!;⁹⁴ and

⁹⁰ Ms Tara Cheyne MLA, Minister for the Arts, *answer to Question on Notice No. 23*, 3 March 2022, <https://www.parliament.act.gov.au/parliamentary-business/in-committees/committees/egee/inquiry-into-annual-and-financial-reports-20202021#tab1948395-4id>.

⁹¹ *Committee Hansard*, 3 March 2022, pp 163-164; p 168; p 170.

⁹² *Committee Hansard*, 3 March 2022, pp 164-166.

⁹³ *Committee Hansard*, 3 March 2022, p 167.

⁹⁴ *Committee Hansard*, 3 March 2022, pp 168-169.

- Manufacturing in Canberra – labour costs and land availability.⁹⁵

Key Issues

Arts infrastructure funding initiatives

- 2.33 The Committee was informed about funding for arts facilities that provide critical infrastructure to support artists and art organisations.

Committee comment

- 2.34 The Committee is of the view that for future infrastructure funding initiatives, concurrent and ongoing arts program funding should be provided to better support artists.

Recommendation 10

The Committee recommends that for future arts infrastructure funding initiatives, concurrent and ongoing arts program funding should be provided to better support artists.

⁹⁵ *Committee Hansard*, 3 March 2022, p 169.

Appendix A: Witnesses

Monday 21 February 2022

Mr Mick Gentleman MLA, Minister for Industrial Relations and Workplace Safety

Chief Minister, Treasury and Economic Development Directorate

- **Dr Damian West**, Deputy Director General, Workforce Capability and Governance (WCAG), CMTEDD and Registrar Secure Local Jobs Code;
- **Mr Michael Young**, Executive Group Manager, Workplace Safety and Industrial Relations (WSIR), CMTEDD; and
- **Mr Russell Noud**, Executive Group Manager, Industrial Relations and Public Sector Management (WCAG), CMTEDD.

Worksafe ACT

- **Ms Jacqueline Agius**, Work Health and Safety Commissioner; and
- **Ms Amanda Grey**, Deputy Work Health and Safety Commissioner.

ACT Long Service Leave Authority

- **Ms Tracy Savage**, Chief Executive Officer; and
- **Ms Catherine Shih**, Chief Financial Officer.

Tuesday 22 February 2022

Mr Andrew Barr MLA, Chief Minister

Chief Minister, Treasury and Economic Development Directorate

- **Ms Kathy Leigh**, Head of Service, Director-General;
- **Ms Leesa Croke**, Deputy Director General, Policy and Cabinet;
- **Ms Wilhelmina Blount**, Executive Group Manager, Policy and Cabinet;
- **Ms Trish Johnston**, Executive Group Manager, Communications and Engagement;
- **Dr Damian West**, Deputy Director General, Workforce Capability and Governance (WCAG), CMTEDD and Registrar Secure Local Jobs Code; and
- **Mr Brendan Smyth**, Commissioner for International Engagement, Office of International Engagement.

Thursday 24 February 2022

Mr Andrew Barr MLA, Chief Minister

Chief Minister, Treasury and Economic Development Directorate

- **Ms Kathy Leigh**, Head of Service, Director General;
- **Dr Damian West**, Deputy Director General Workforce Capability and Governance (WCAG);
- **Mr Russell Noud**, Executive Group Manager, Industrial Relations and Public Sector; Management (WCAG);
- **Mr Michael Young**, Executive Group Manager Workplace Safety and Industrial Relations;
- **Ms Christina Thompson**, Executive Branch Manager, Professional Standards Unit (WCAG); and
- **Mr Robert Wright**, Executive Group Manager, Corporate.

Tuesday 01 March 2022

Mr Chris Steel, Special Minister of State

Chief Minister, Treasury and Economic Development Directorate

- **Mr Stuart Hocking PSM**, Under Treasurer, Treasury;
- **Ms Bettina Konti**, Deputy Director-General and Chief Digital Officer: Digital, Data and Technology Solutions;
- **Mr Antony Stinziani**, Executive Group Manager: Digital, Data and Technology Solutions;
- **Ms Penny Shields**, General Manager, ACT Insurance Authority, Treasury;
- **Ms Lisa Holmes**, A/MAI Commissioner and A/LTCS Commissioner, A/Executive Group Manager, Economic and Financial, ERIPSS, Treasury;
- **Ms Nicola Clark**, A/Executive Branch Manager, Insurance Branch (MAI Commission, LTCS Commission), Economic and Financial, ERIPSS, Treasury;
- **Mr Graham Tanton**, Executive Group Manager, Property and Shared Services, ERIPSS, Treasury;
- **Mr Ross Burton**, Chief Finance Officer, Strategic Finance Services, Treasury;
- **Mr Glenn Bain**, Executive Group Manager, Procurement ACT, BPIF, Treasury;
- **Ms Kyla Kerkow**, A/Executive Branch Manager, Procurement Policy and Capability Branch, Procurement ACT, BPIF, Treasury;
- **Mr Dave Purser**, Executive Branch Manager, Goods and Services Procurement Branch, Procurement ACT, BPIF, Treasury;
- **Ms Leesa Croke**, Deputy Director General, Policy and Cabinet;
- **Ms Dani Wickman**, Director, Territory Records Office, Policy and Cabinet;

- **Mr Scott Saddler**, Executive Branch Manager, National Arboretum Canberra and Stromlo Forest Park;
- **Mr Matthew Elkins**, Executive Branch Manager, Venues Canberra;
- **Mr Daniel Bailey**, Executive Group Manager - Operations, Economic Development; and
- **Ms Kareena Arthy**, Deputy Director General, Economic Development.

Thursday 03 March 2022

Mr Andrew Barr MLA, Minister for Tourism, Minister for Economic Development; and

Ms Tara Cheyne, Minister for Business and Better Regulation, Minister for the Arts, Assistant Minister for Economic Development.

Chief Minister, Treasury and Economic Development Directorate

- **Ms Kareena Arthy**, Deputy Director General, Economic Development;
- **Mr Daniel Bailey**, Executive Group Manager – Operations, Economic Development;
- **Mr Jonathan Kobus**, A/g Executive Group Manager – Policy & Strategy, Economic Development;
- **Mr Ross Triffitt**, Executive Branch Manager, Events ACT;
- **Mr Morgan Campbell**, A/g Executive Branch Manager, VisitCanberra;
- **Ms Jenny Priest**, A/g Executive Group Manager, Business Support Grants, Economic Development;
- **Mr Scott Saddler**, Executive Branch Manager, National Arboretum Canberra and Stromlo Forest Park, Economic Development;
- **Ms Rebecca Kelley**, Executive Branch Manager, Sport and Recreation, Economic Development;
- **Mr Ash Balaretnaraja**, A/g Executive Branch Manager, Business and Innovation, Economic Development; and
- **Mr Matthew Elkins**, Executive Branch Manager, Venues Canberra, Economic Development;
- **Mr David Pryce**, Deputy Director-General, Access Canberra (**Statutory Office Holder**: Registrar-General);
- **Ms Margaret McKinnon**, Chief Operating Officer, Access Canberra;
- **Mr Nick Lhuede**, Executive Branch Manager, Construction, Utilities and Environment Protection, Access Canberra (**Statutory Office Holder**: Construction Occupations Registrar, Architects Registrar);
- **Mr Josh Rynehart**, Executive Branch Manager, Access Canberra;
- **Mr Giuseppe Mangeruca**, A/g Executive Branch Manager, Fair Trading and Compliance, Access Canberra;
- **Ms Derise Cubin**, Executive Branch Manager, Licensing & Registrations, Access Canberra (**Statutory Office Holder**: ACT Commissioner for Fair Trading, Controlled Sports Registrar);

- **Ms Emily Springett**, Executive Branch Manager, Engagement, Compliance and COVID-19 Response, Access Canberra;
- **Mr Craig Neiberding**, A/g Executive Branch Manager, Customer Coordination, Access Canberra;
- **Ms Yu-Lan Chan**, Executive Branch Manager, Corporate Support and Capability, Access Canberra (**Statutory Office Holder**: Chief Executive Officer, ACT Gambling and Racing Commission);
- **Mr Sam Engele**, Coordinator General, Policy and Cabinet;
- **Dr David Clapham**, Executive Branch Manager, Economic and Regional Policy;
- **Ms Caroline Fulton**, Executive Branch Manager, ArtsACT, Economic Development;
- **Mr Robert Piani**, Director, Arts Programs, ArtsACT, Economic Development;
- **Ms Libby Gordon**, Director, Arts Infrastructure and Public Art, ArtsACT, Economic Development;
- **Mr Duncan Edghill**, Chief Projects Officer, Major Projects Canberra;
- **Mr Shaun Strachan**, Deputy Chief Projects Officer, Major Projects Canberra; and
- **Mr Damon Hall**, Executive Group Manager, Project Development and Support, Major Projects Canberra.

Transport Canberra and City Services Directorate

- **Mr Stephen Alegria**, Executive Branch Manager, City Presentation; and
- **Mr John Bowdery**, Executive Branch Manager, Strategic Policy & Customer.

Justice and Community Safety Directorate

- **Mr Daniel Ng**, Executive Group Manager, Legislation, Policy and Programs.

Environment, Planning and Sustainable Development Directorate

- **Mr Ben Ponton**, Director-General (**Statutory Office Holder**: Technical Regulator); and
- **Ms Bethel Sendaba**, Executive Branch Manager, Planning and Urban Policy.

Cultural Facilities Corporation

- **Mr Gordon Ramsay**, Chief Executive Officer;
- **Mr Ian Tidy**, Chief Finance Officer; and
- **Mr Alex Budd**, Director, Canberra Theatre Centre.

Appendix B: Questions on notice and taken on notice

Questions on notice

No.	Date	Asked by	Asked of	Subject	Response received
1	28/02/2022	Cain	Steel	Tenders awarded by WorkSafe ACT	08/03/2022
2	28/02/2022	Castley	Barr	Positioning ACT Government and Supporting Workforce Capability	21/03/2022
3	28/02/2022	Castley	Barr	Contemporary employment strategy for the ACT Public Service	16/03/2022
4	28/02/2022	Castley	Barr	Neighbourhood Democracy Pilot	16/03/2022
5	28/02/2022	Castley	Barr	Night-time economy and entertainment sector	21/03/2022
6	01/03/2022	Lee	Barr	Tenders awarded by CMTEDD	22/03/2022
7	01/03/2022	Lee	Barr	Tenders awarded by ACT Executive	16/03/2022
8	01/03/2022	Cain	Barr	Tracking employees' working arrangements	11/03/2022
9	01/03/2022	Cain	Barr	Chief Minister's Charitable Fund	16/03/2022
10	01/03/2022	Cain	Barr	Wellbeing Framework	28/03/2022
11	01/03/2022	Cain	Barr	Channels and statistic on communication with the Canberra community	21/03/2022
12	01/03/2022	Cain	Barr	ACT Public Service Senior Leadership Review	11/03/2022
13	01/03/2022	Lee	Barr	Consultant and contractor costs	24/03/2022
14	02/03/2022	Lee	Steel	Tenders awarded by the ACT Insurance Authority	28/03/2022
15	03/03/2022	Lee	Barr	Review of Procurement ACT	29/03/2022
16	07/03/2022	Lee	Cheyne	Tenders awarded by the Cultural Facilities Corporation	16/03/2022
17	07/03/2022	Lee	Barr	Marketing to overseas and interstate workers	22/03/2022
18	07/03/2022	Lee	Barr	Expenditure related to Significant Capital Ventures	21/03/2022
19	07/03/2022	Lee	Barr	Staff shareholdings in CBR Innovation Network	21/03/2022
20	07/03/2022	Lee	Barr	Report on the cyber security industry	21/03/2022

21	07/03/2022	Lee	Barr	Funding of the Canberra Cyber Hub	21/03/2022
22	10/03/2022	Lawder	Cheyne	Public Art Vandalism	18/03/2022
23	10/03/2022	Lawder	Cheyne	Public art for and by women	18/03/2022
24	08/03/2022	Lawder	Barr	Veolia Waste Incinerator	08/04/2022

Questions taken on notice

No.	Date	Asked by	Asked of	Subject	Response received
1	21/02/2022	Davis	Gentleman	Update on the People at Work online tool	28/02/2022
2	22/02/2022	Castley	Barr	Chief Minister's Charitable Fund	04/03/2022
3	22/02/2022	Lee	Barr	Chief Minister's Charitable Fund	01/03/2022
4	22/02/2022	Lee	Barr	Publication of Cabinet decisions	28/02/2022
5	22/02/2022	Castley	Barr	Canberra Region Economic Development Strategy	28/02/2022
6	22/02/2022	Lee	Barr	Veolia Waste Incinerator	28/02/2022
7	22/02/2022	Castley	Barr	Wellbeing Framework Consultation	03/03/2022
8	22/02/2022	Davis	Barr	Unconscious bias staff training	28/02/2022
9	24/02/2022	Lee	Barr	Training materials for fraud and ethics and Integrity Commission and Directorate guidelines	04/03/2022
10	24/02/2022	Orr	Barr	Retention rates for graduates at completion of graduate program	23/03/2022
11	24/02/2022	Castley	Barr	Increase in number of harassment reports	04/03/2022
12	24/02/2022	Lee	Barr	Harassment case numbers	04/03/2022
13	24/02/2022	Lee	Barr	Fraud and corruption allegations	04/03/2022
14	24/02/2022	Castley	Barr	Spending on contractors and consultants	11/03/2022
15	24/02/2022	Castley	Barr	Breakdown of levels of public servants being investigated	04/03/2022
16	01/03/2022	Castley	Steel	Highest dollar-value of procurement exemptions	11/03/2022
17	01/03/2022	Cain	Steel	FOI requests	15/03/2022
18	01/03/2022	Castley	Steel	Canberra Stadium - insurance risk review	11/03/2022

19	01/03/2022	Castley	Steel	Costs of ad hoc facility hire for community organisations	19/03/2022
20	03/03/2022	Castley	Barr	2020 Action Plan for Tourism Recovery	21/03/2022
21	03/03/2022	Davis	Barr	Container deposit vending machine use	18/03/2022
22	03/03/2022	Castley	Barr	Canberra Economic Recovery Advisors Group	22/03/2022
23	03/03/2022	Lee	Barr	Jobs for Canberrans program	28/03/2022
24	03/03/2022	Lee	Barr	CBRIN and conflicts of interest	18/03/2022
25	03/03/2022	Castley	Barr	Number of start-ups in the ACT	21/03/2022
26	03/03/2022	Lee	Barr	Significant Capital Ventures	21/03/2022
27	03/03/2022	Castley	Barr	Canberra Cyber Hub	21/03/2022
28	03/03/2022	Lee	Barr	UNSW Canberra Campus consultations	21/03/2022
29	03/03/2022	Castley	Barr	International Student Support	21/03/2022
30	03/03/2022	Castley	Barr	Priority Investment Program	21/03/2022
31	03/03/2022	Castley	Cheyne	Cost of KPMG specialist staff	16/03/2022
32	03/03/2022	Orr	Cheyne	Drones and environmental studies	18/03/2022
33	03/03/2022	Davis	Cheyne	Wing and ACT grasslands	18/03/2022
34	03/03/2022	Parton	Cheyne	Tenancies and housing calls	24/03/2022
35	03/03/2022	Castley	Cheyne	Performance indicators for Belconnen Service Centre	17/03/2022
36	03/03/2022	Cain	Cheyne	Access Canberra Service Centres	11/03/2022
37	Withdrawn				
38	03/03/2022	Castley	Cheyne	Working with Vulnerable People	15/03/2022
39	03/03/2022	Parton	Cheyne	Building Services Centre	11/03/2022
40	03/03/2022	Castley	Cheyne	Education sessions and visits to business	16/03/2022
41	03/03/2022	Cain	Cheyne	Inspections and targetted compliance visits	17/03/2022
42	03/03/2022	Davis	Cheyne	Entertainment Action Plan	22/03/2022
43	03/03/2022	Lawder	Cheyne	Vandalism of public art works	17/03/2022
44	03/03/2022	Lawder	Cheyne	Made in Canberra Fund	18/03/2022
45	03/03/2022	Castley	Cheyne	ACT Events Fund	17/03/2022