**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.](https://www.parliament.act.gov.au/parliamentary-business/in-committees/committees/egee)

**Committee members**

Ms Leanne Castley MLA (Chair)

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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](#_bookmark18)

[The ACT Government should report to the Legislative Assembly by the final sitting week of](#_bookmark19) [2022, its plan about how to increase aggregate demand in the CBD and major town centres](#_bookmark19) [following the whole-of-government policy of Working from Home (WFH) / flexible work](#_bookmark19) [arrangements.](#_bookmark19)

###### [Recommendation 2](#_bookmark20)

[The Committee recommends that the ACT Government commission an independent report into](#_bookmark21) [the effectiveness and impacts of Working from Home (WFH)/ flexible work arrangements,](#_bookmark21) [focussing on:](#_bookmark21)

* + [Productivity;](#_bookmark22)
  + [Internal impacts;](#_bookmark23)
  + [External impacts;](#_bookmark24)
  + [Workplace culture;](#_bookmark25)
  + [Recruitment; and](#_bookmark26)
  + [Intended and unintended consequences.](#_bookmark27)

###### [Recommendation 3](#_bookmark28)

[The Committee recommends that the COVID-19 Local Business Commissioner should continue](#_bookmark29) [engagement with business, industry representatives and local traders on COVID-19 and non-](#_bookmark29) [COVID-19 issues.](#_bookmark29)

###### [Recommendation 4](#_bookmark30)

[Feedback from business, industry representatives and traders about government policy and](#_bookmark31) [initiatives should be made publicly available along with a government response detailing how](#_bookmark31) [the ACT Government will incorporate this feedback into policy considerations and outcomes.](#_bookmark31)

###### [Recommendation 5](#_bookmark35)

[The Committee recommends that an external review into fraud, harassment and sexual](#_bookmark36) [harassment across the ACTPS be conducted, with a report back to the Legislative Assembly by](#_bookmark36) [the final sitting week of 2022.](#_bookmark36)

###### [Recommendation 6](#_bookmark42)

[The Committee recommends that the ACT Government should commit to a periodic evaluation](#_bookmark43) [of programs, grants and other funding given to organisations to assess whether they are](#_bookmark43) [achieving desired outcomes, particularly programs with economic development aims.](#_bookmark43)

###### [Recommendation 7](#_bookmark47)

[The ACT Government should develop a workforce plan to increase female representation at](#_bookmark48) [WorkSafe ACT.](#_bookmark48)

###### [Recommendation 8](#_bookmark56)

[The Committee recommends that all public art be covered by CCTV surveillance/ security.](#_bookmark57)

###### [Recommendation 9](#_bookmark58)

[The Committee recommends that a permanent fund be established to ensure the longevity of](#_bookmark59)

[the “Supporting Public Art for and by women” initiative.](#_bookmark59)

###### [Recommendation 10](#_bookmark63)

[The Committee recommends that for future arts infrastructure funding initiatives, concurrent](#_bookmark64) [and ongoing arts program funding should be provided to better support artists.](#_bookmark64)

1. **Introduction**

**Presentation of 2020-21 annual and financial reports**

* 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
  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. 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. 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  ***Chief Minister, Treasury and Economic Development Directorate*** | 22 February 2022 |
| **Mr Barr**, Chief Minister  ***Chief Minister, Treasury and Economic Development Directorate***  ***ACT Public Service – State of the Service Report*** | 24 February 2022 |
| **Mr Barr**, Minister for Tourism  ***Chief Minister, Treasury and Economic Development Directorate*** | 3 March 2022 |
| **Mr Barr**, Minister for Economic Development ***Chief Minister, Treasury and Economic Development Directorate*** | 3 March 2022 |
| **Mr Gentleman**, Minister for Industrial Relations and Workplace Safety,  ***Chief Minister, Treasury and Economic Development Directorate***  **Office of the Work Health and Safety Commissioner**  ***ACT Long Service Leave Authority*** | 21 February 2022 |
| **Mr Steel**, Special Minister of State ***Chief Minister, Treasury and Economic Development Directorate***  ***Insurance Authority*** | 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. 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. 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.
  2. 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. 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.

1. **Chief Minister, Treasury and Economic Development Directorate**
   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**

* 1. 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**

* 1. 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. 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

* 1. 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.

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| **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**

* 1. 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

* 1. 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.

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| **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**

* 1. 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**

* 1. 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. 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.
  3. 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.
  4. 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 lntegrity Commission. The Committee asked about the status of the investigations and the levels of the staff involved.

Committee comment

* 1. 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**

* 1. 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
  1. 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**

* 1. 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**

* 1. 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. 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

* 1. 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**

* 1. 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**

* 1. 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

* 1. 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](https://www.cmtedd.act.gov.au/__data/assets/pdf_file/0018/1910106/State-of-the-Service-2020-2021-Annual-Report.pdf) [Service 2020-2021 Annual Report (act.gov.au)](https://www.cmtedd.act.gov.au/__data/assets/pdf_file/0018/1910106/State-of-the-Service-2020-2021-Annual-Report.pdf)

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/__data/assets/pdf_file/0010/1908667/WorkSafe-ACT-annual-report-2020-2021.PDF)

**Mr Steel, Special Minister of State**

**Matters considered**

* 1. 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. The Committee has not made recommendations on these matters.

**Ms Cheyne, Minister for Business and Better Regulation**

**Matters considered**

* 1. 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
  1. 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

* 1. 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**

* 1. 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. 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

* 1. 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.

* 1. 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

* 1. 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-](https://www.parliament.act.gov.au/parliamentary-business/in-committees/committees/egee/inquiry-into-annual-and-financial-reports-20202021#tab1948395-4id) [financial-reports-20202021#tab1948395-4id](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**

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

Committee comment

* 1. 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 |