

**DIVISION 3: PREMIER AND CABINET —**

***[Supplementary Information No A8.]***

*Question: Mr E.S. Ripper asked for the names of the seven term of government employees who took the opportunity to be made redundant and be paid out when the Premier changes to Premier/Treasurer*

*Answer: The following officers received payment of end of contract entitlements following the Premier's resignation and reappointment as Premier and Treasurer:*

Ms Carol-Ann Burke;  
Ms Val Dragojevic;  
Ms Catherine McKenzie-Murray;  
Mr Steve Manchee;  
Mr Trevor Robb;  
Ms Sara Ronald; and  
Ms Iman Stubbs

***[Supplementary Information No A9.]***

*Question: Mr M. McGowan asked for minutes of the Ministerial Merit Panel relating to the appointment of Mr Pontifex.*

*Answer: An extract of the Ministerial Merit Panel minutes of 6 January 2010 is below (this extract omits matters not related to Mr Pontifex's appointment).*

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**MERIT PANEL TO ADVISE THE PREMIER  
ON MINISTERIAL STAFFING MATTERS**

**EXTRACT OF MINUTES OF MEETING HELD AT 9:30 AM ON WEDNESDAY 6  
JANUARY 2010**

<b>PRESENT:</b>	Mr Robert Kennedy	Director, State Administration (Chair)
	Mr Greg Moore	Assistant Director General
	Ms Kathryn Andrews	Manager, Human Resources
	Ms Jane Meehan	Ministerial Human Resource Officer
<b>APOLOGIES:</b>	Ms Liz Bonsor	Ministerial Coordinator
	Ms Lisa Ward	Principal Policy Officer, PSC

**WALK IN – PREMIER; MINISTER FOR STATE DEVELOPMENT – STAFFING  
ARRANGEMENT – MR BRIAN PONTIFEX**

A request has been received from the Director General seeking approval for Mr Brian Pontifex to be appointed as the Premier's new Chief of Staff. It is proposed that Mr Brian Pontifex be paid a salary of \$285,000 pa and to commence on the 8 February 2010, subject to PSC approval of the salary.

The Panel recommended the request be approved.

Meeting closed at 10:20am

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***[Supplementary Information No A10.]***

*Question: Mr E.S. Ripper asked which recommendations of the Economic Audit Committee (EAC) had been acted upon.*

*Answer: Below is supplementary information which is an account of which recommendations have been or are being acted upon by the Government. Responses to the Economic Audit Committee are ongoing and the Government will continue to work on the recommendations portfolio by portfolio.*

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Recommendation 1 has been acted upon, in part, through changes to the CEO Performance Management process being introduced by the Public Sector Commission for the 2010-2011 year.

Recommendation 2 has been acted upon as an Executive Coordinating Committee of chief executive officers has been established. The Committee will provide Cabinet with advice on issues of significance across the public sector and will broadly oversee the entirety of the EAC implementation effort.

Recommendation 12 has been acted upon through the establishment of a Partnership Forum which was announced by the Hon Premier at the opening of the 2010 WACOSS conference. The Partnership Forum will oversee the relationship between the public sector and the social and community sector. The Forum comprises equal numbers of senior leaders from both sectors and will be independently chaired by Professor Peter Shergold AC for the first year. The Forum will report directly to the Premier.

Recommendation 16, to develop a Community Development Investment Fund, was announced by the Hon Premier as part of the 2010-11 Budget. The Fund will provide low-interest loans to community sector organisations to build their asset base and move towards financial sustainability. An amount of \$10 million will be available in 2010-11 for loan borrowings. The Fund will be administered by the Department of the Premier and Cabinet and the community sector will be closely involved in its development. The program will commence on 1 January 2011.

Recommendation 17 has been acted upon through the development of a Social Innovation Grants Program which was announced by the Hon Premier as part of the 2010-11 Budget. The Program will provide grants to community sector organisations for new and innovative ways of delivering services. An amount of \$2 million will be available in 2010-11 and \$4 million in following years. The Fund will be administered by the Department of the Premier and Cabinet and the community sector will be closely involved in its development. The Program will commence on 1 January 2011.

Recommendation 18. The Government has implemented Recommendation 18 by reinvigorating the Infrastructure Coordinating Committee to include membership from the Department of the Premier and Cabinet, Department of Treasury and Finance, Water Corporation of Western Australia, Horizon Power and LandCorp.

Recommendation 22 has been acted upon as updates have already been provided to Cabinet.

Recommendations 25, 26 and 27. The Ministerial Taskforce on Approvals, Development and Sustainability is also addressing Recommendations 25, 26 and 27. These Recommendations have been partly implemented through the establishment of the Pilbara Cities Office, a cross-agency initiative to oversee the implementation of the Government's Pilbara Cities vision and the recent creation of the Office of Land and Housing Supply, which will coordinate across government to ensure the timely delivery of land.

Recommendation 33 has been acted on. The Public Sector Commission is progressing cross sector initiatives described within *Strategic Directions for the Public Sector Workforce*. A Strategic Workforce Planning Framework, as well as a 2010-2011 Program of Works, has been released that provides a context for the Public Sector Commission's (PSC) sector-wide approach to workforce planning and outlines implementation responsibilities for PSC and other agencies (including central and line agencies).

Recommendation 34 is being acted on through the Public Sector Commission's Capability and Development Division. Programs targeting aspiring and current leaders are ongoing, as are programs promoting skills development and training on particular topics such as accountable and ethical decision making. These will be augmented with additional programs supporting CEOs, the Senior Executive Service and others.

Recommendation 36 has been acted upon. The Public Sector Commission and the Department of Commerce are assessing applications for Attraction and Retention Benefits on a case by case basis in the context of current wages policy.

Recommendation 38 has been acted upon. The Public Sector Reform Bill 2009, if passed will give direct effect to parts (a) and (b) of that recommendation and result in a merging of the role of the Public Sector Commissioner and the Commissioner for Public Sector Standards. Changes will also streamline the provisions affecting the management of breach of discipline matters. Part (c) of recommendation 38 is being progressed within the Public Sector Commission consistent with the recommendation to review the way in which Public Sector Standards are translated into Commissioner's Instructions to remove unnecessary prescription and enhance flexibility in human resource management across the sector while maintaining core principles of merit, equity and probity as codified through s.8 of the *Public Sector Management Act 1994*.

Recommendation 39 is being acted upon to the extent that the Public Sector Commission is exploring an appropriate model for involuntary separation as an option of last resort that may be introduced and operate within the Western Australian public sector. Any model of involuntary separation will require legislative amendments to the *Public Sector Management Act 1994*.

Recommendation 40 is being acted upon by the Public Sector Commission within the context of the Public Sector Reform Program. The Public Sector Commission has commenced a body of work to determine and implement a model for “supported” devolution of decision-making for CEOs for processes that are centrally administered and which have the *Public Sector Management Act 1994* as their statutory basis.

Recommendation 41 is being acted upon to the extent that the Public Sector Commission is in the process of consulting with the Salaries and Allowances Tribunal on an appropriate alternative model for dealing with the classification and remuneration of public sector senior executives.

**[Supplementary Information No A11.]**

*Question: Ms R. Saffioti asked for information about the number and levels of staff who have taken voluntary redundancy in the 2009 and 2010 programs.*

*Answer:*

2009 Targeted Employment Separation Offer

Level 1	1
Level 2	3
Level 3	3
Level 4	2
Level SCL2	1
Level 6	1
Level 7	3
Level 8	<u>1</u>
	15

2010 Targeted Employment Separation Offer

Level MCA3	1
Level 2	1
Level 3	1
Level 4	2
Level SCL2	1
Level 8	<u>2</u>
	8

**[Supplementary Information No A12.]**

*Question: Mr T.R. Buswell asked for details of asset purchases from the Leader of the Opposition’s Office since August 2008.*

*Answer:* Assets are capital equipment, fitouts and refurbishment of accommodation and similar items costing in excess of \$5,000, and exclude portable and attractive items of lesser costs.

In the period August 2008-April 2010, the Department’s records show the following assets as being purchased by the Leader of the Opposition’s Office:

<b>Item</b>	<b>Date of Purchase</b>	<b>Cost</b>
Cannon Colour photocopier	May 2009	\$11,687
Ricoh B/W Photocopier	June 2009	\$5,938
Lighting and Audio Equipment	July 2009	\$9,800
Ricoh Multi Function Centre	April 2010	\$8,129

**[Supplementary Information No A13.]**

*Question: Ms R. Saffioti asked for details of asset purchases from the Leader of the Opposition’s Office and the former Treasurer’s Office since August 2008.*

*Answer:* Assets are capital equipment, fitouts and refurbishment of accommodation and similar items costing in excess of \$5,000, and exclude portable and attractive items of lesser costs.

In the period August 2008 - April 2010, the Department’s records show the following assets as being purchased by the Leader of the Opposition’s Office:

<b>Item</b>	<b>Date of Purchase</b>	<b>Cost</b>
Cannon Colour photocopier	May 2009	\$11,687

Ricoh B/W Photocopier	June 2009	\$5,938
Lighting and Audio Equipment	July 2009	\$9,800
Ricoh Multi Function Centre	April 2010	\$8,129

During the same period, the Department's records show no assets purchased by the former Treasurer's Office.

**[Supplementary Information No A14.]**

*Question: Mr M. McGowan asked for a breakdown by classification level of employees within the Policy Division and total salary costs.*

*Answer:* The 91 FTEs reported against service 2 Government Policy Management for 2010-11 Budget Target are average annual FTEs, projected from average annual FTEs for 2009-10 with an allowance for any known increases. The average annual FTEs take into account delays in filling positions that become vacant from time-to-time; therefore the annual average is generally lower than a snapshot at a certain date that was used to provide this information. The following table shows occupied and vacant positions as at 1 June 2010 that are scheduled to be filled in 2010-11.

The 17 Corporate Support FTEs allocated to Service 2 in the 2010-11 Budget Target are included in order to report a total cost of service and cannot be individually identified as they are allocated on a partial basis from Finance, Human Resources, Corporate Information, Information Technology and DPC's other corporate support functions. The average employee benefit expense (on an accrual basis) per FTE for all corporate support functions for 2010-11 Budget Target is \$98,853 resulting in a projected expense of \$1.681 million for service 2.

The projection of 10.9 Graduate Officer FTEs allocated to Service 2 in 2010-11 Budget Target comprises 5.5 FTE for Level 3 Project Officers (second-year graduate officers) and 5.4 FTE for Level 2 Graduate Development Officers (first year graduate officers including an estimated of 4 graduate officers targeted for recruitment in February 2011). Projected employee benefit expense (on an accrual basis) for graduate officers for 2010-11 Budget Target is \$504,000.

**Cabinet and Policy Division**

Projected employee benefits expense (on an accrual basis) for 2010-11 Budget Target is \$5.37 million. See below.

Position Title	Classification	FTE
Deputy Director General	Group3 max N/T	1.0
Deputy Director General	Group3 max N/T	1.0
Executive Director	Group 2 min N/T	1.0
Executive Director	Group 2 min N/T	1.0
Executive Director	Group 2 min N/T	1.0
Executive Director	Group 2 min N/T	1.0
Director	Class 1	1.0
Director	Class 1	1.0
Director	Class 1	1.0
Principal Policy Officer	Level 8	0.8
Principal Policy Officer	Level 8	1.0
Principal Policy Officer	Level 8	1.0
Principal Policy Officer	Level 8	0.4
Principal Policy Officer	Level 8	0.8
Principal Policy Officer	Level 8	1.0
Principal Policy Officer	Level 8	1.0
Principal Policy Officer	Level 8	1.0
Principal Policy Officer	Level 8	1.0
Principal Policy Officer	Level 8	0.8
Project Manager	Level 8	1.0
Principal Policy Officer	Level 7	1.0
Principal Policy Officer	Level 7	1.0
Principal Policy Officer	Level 7	1.0
Principal Policy Officer	Level 7	1.0
Principal Policy Officer	Level 7	1.0
Principal Policy Officer	Level 7	0.5
Principal Policy Officer	Level 7	1.0
Principal Policy Officer	Level 7	1.0

**Extract from Hansard**  
 [ASSEMBLY - Thursday, 3 June 2010]  
 p622b-627a

Mr Eric Ripper; Mr Mark McGowan; Ms Rita Saffioti; Mr Troy Buswell; Dr Mike Nahan

Policy Officer	Level 7	1.0
Senior Policy Officer	Level 6	1.0
Senior Policy Officer	Level 6	1.0
Senior Policy Officer	Level 6	1.0
Executive Officer	Level 5	1.0
Executive Officer	Level 5	1.0
Policy Officer	Level 4	1.0
Policy Officer	Level 4	1.0
Policy Officer	Level 4	1.0
Executive Assistant	Level 3	1.0
Executive Assistant	Level 3	1.0
Executive Assistant	Level 3	1.0
Executive Assistant	Level 3	1.0
Administrative Assistant	Level 3	1.0
Research Officer	Level 3	1.0
Executive Assistant	Level 2	1.0
Executive Assistant	Level 2	1.0
Executive Assistant	Level 2	1.0
Administrative Assistant	Level 2	1.0
Administrative Assistant	Level 2	1.0
Administrative Assistant	Level 2	1.0
Administrative Assistant	Level 2	0.6
Administrative Assistant	Level 2	1.0
Administrative Assistant	Level 2	<u>1.0</u>
		48.9

**Cabinet and Parliamentary Services**

Projected employee benefits expense (on an accrual basis) for 2010-11 Budget Target is \$1.322million

Position Title	Classification	FTE
Director, Cabinet Secretariat	Level 9	1.0
Principal Policy Adviser	Level 8	1.0
Manager	Level 7	1.0
EERC Principal Coordinator	Level 7	1.0
Principal Policy Officer	Level 7	1.0
Senior Parliamentary Liaison Officer	Level 4	0.9
Parliamentary Liaison Officer	Level 4	1.0
Cabinet Liaison Officer	Level 4	1.0
Cabinet Officer	Level 2	0.8
Parliamentary Officer	Level 2	0.6
Administrative Assistant	Level 2	<u>1.0</u>
		10.3

Office of State Security and Emergency Coordination

Projected employee benefits expense (on an accrual basis) for 2010-11 Budget Target is \$1.368 million

Position Title	Classification	FTE
Assistant Director General	Group2 min N/T	1.0
Manager	Level 8	1.0
Principal Policy Officer	Level 8	1.0
Principal Policy Officer	Level 8	1.0
Principal Project Officer	Level 7	1.0
Principal Policy Officer	Level 7	1.0
Project Officer	Level 4	1.0
Policy Officer	Level 4	1.0
Administration Officer	Level 3	<u>1.0</u>
		9.0
Corporate Support		17
Graduates		10.9

***[Supplementary Information No A15.]***

*Question: Dr M.D. Nahan asked for details of the cost of services on Christmas Island.*

*Answer:* Forty-three (43) State Government agencies provide services to the Indian Ocean Territories of Christmas and Cocos (Keeling) Islands. The Commonwealth, through the Attorney General's Department reimburses the cost of service delivery on a formula that includes direct salary expense plus oncost/overheads calculated at 109.73% of direct salary expense.

In 2010-11, the expected reimbursement to the State Government is estimated to be \$24 million, plus an additional \$4 million to assist with educating asylum seekers on Christmas Island provided by the Commonwealth Department of Immigration and Citizenship.

***[Supplementary Information No A16.]***

*Question: Ms R. Saffioti asked for an explanation of the Income Statement "Sale of Goods and Services" p80 increase between the 2009-10 budget and 2010-11 budget estimate from \$2.03m to \$2.73m.*

*Answer:* The 2009-10 budget (and 2009-10 actual) were recast to provide comparative data; however the recasting (using existing data) can produce results that are not fully comparable due to changes in the Department's Outcome-based Management structure. In this instance, recasting of the 2009-10 budget to exclude the Office of Road Safety has overcompensated for the transfer of this function.

The 2010-11 budget estimate is consistent with the income stated in the Department's 2008-09 Annual Report, and past period results allowing for the transfer of the Public Sector Management function to the Public Sector Commission in 2008.