



LEGISLATIVE COUNCIL STANDING COMMITTEE ON ESTIMATES AND FINANCIAL OPERATIONS

QUESTIONS PRIOR TO HEARING

Public Sector Commission

The Committee asked:

1. What are some of the implications for your agency from the Commonwealth Budget released on 8 May 2018?

Answer: The only monies received from the Commonwealth is the Australian Government Australian Apprenticeship Employer incentives. The Commission has not been advised of any changes to the current arrangements.

Hon Tjorn Sibma MLC asked:

1. With respect to the 'Spending Changes' table listed on page 70 of BP2v1, I ask:
 - (a) A \$750,000 saving from the Senior Executive Service Reduction is shown, how was this calculated, and how many positions does it result in being reduced?

Answer: The \$750 000 saving from the Senior Executive Service (SES) Reduction was calculated based on the global savings provision made by the Department of Treasury. In deriving the estimated savings, Treasury assumed that the average remuneration saved per year would equal \$250,000. The savings equate to 3 positions.
 - (b) The Government Office Accommodation Reform Program results in additional spending of approximately \$750,000 for each year of the budget. What is this money for?

Answer: The additional funding is to meet the increased lease costs resulting from changes to the Commission's accommodation arrangements. However, global savings of approximately \$1.6 - \$1.7 million over 4 years are expected as a result of overall changes to government accommodations.
 - (c) How many staff does the \$254,000 identified for the Voluntary Targeted Separation Scheme equate to?

Answer: The \$254,000 equates to three positions.

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- (d) The Government previously identified a target of 3,000 public servants to lose their job under the Voluntary Targeted Separation Scheme - how many have so far have lost their jobs and when will this target be met?

Answer: As at 28 May 2018:

- 1815 public sector employees have accepted a voluntary severance and ceased employment under the Voluntary Targeted Separation Scheme (VTSS).
- 77 public sector employees have accepted a voluntary severance but not yet ceased under the VTSS.
- 114 public sector employees are considering a voluntary severance under the VTSS.

It is understood that approximately 2,200 public sector employees will cease employment under the VTSS by 30 June 2018, with the target of 3,000 being achieved over the coming years.

2. Regarding 'Significant Issues Impacting the Agency' as listed on pages 70-71, I ask:

- (a) The first dot point refers to the Service Priority Review, the Special Inquiry into Government Programs and Projects, and the Sustainable Health Review. Has the Government compiled a consolidated list of recommendations from each of these reviews, identified its position with respect to each of these recommendations, identified a timeline for their implementation, and when will it be made available publicly:

Answer: A Public Sector Reform Unit has been established within the Department of the Premier and Cabinet. The Unit will be taking the lead coordination role in terms of compiling recommendations arising from the reviews and identifying a timeline for their implementation. The Public Sector Commission will assist the Unit in implementing recommendations.

- (i) What was the cost of each of these reviews; and

Answer: The Public Sector Commission has not contributed to the cost of the Service Priority Review, the Special Inquiry into Government Programs and Projects, and the Sustainable Health Review.

- (ii) Have any other reviews commenced in PSC in 2017-18, or are planned to be undertaken in 2018-19, what are they, why are they being undertaken, when will their outcomes be known, and what are the costs?

Answer: The table below outlines the reviews undertaken by the Public Sector Commission under section 24B of the *Public Sector Management Act 1994*, and evaluations undertaken under the Commissioner's prevention and education functions in 2017-18. Unless specifically listed, the costs of these reviews and evaluations are covered within employee salary costs as part of the core business of the Public Sector Commission and are not separately accounted for.

An evaluation of integrity risks associated with employee separation is also planned to commence in late 2017-18. The Commission's evaluation program for 2018-19 is still to be determined.

Review/evaluation	Catalyst for review/evaluation	Reporting of outcomes
Review into Pathwest's Forensic Biology Department	Following an error in a DNA profile match by PathWest resulting in the wrongful conviction of Mr Alan Staines, the Minister for Health requested that the Public Sector Commissioner conduct a review into PathWest.	The final report was tabled in parliament on Tuesday 21 November 2017.
Evaluation of arrangements in public authorities for preventing bullying and managing bullying	Allegations and grievances about bullying represent a significant proportion of complaints and allegations received by the Commission. A review was commissioned by KPMG as part of the Public Sector Commission's remit to enhance integrity at a cost of \$142,227.	The outcome of the evaluation was reported in the 2017 State of the Sectors report and the evaluation report was published on the Commission's website.
Evaluation of integrity checking of employees managing misconduct allegations	The evaluation assessed current policy, procedures and practice in relation to the integrity checking and capability requirements of public officers and other persons managing or investigating misconduct allegations.	The outcome of the evaluation was reported in the 2017 State of the Sectors report and the evaluation report was published on the Commission's website.
Evaluation of secondary employment policies and practices in public authorities	In 2016, some integrity matters around secondary employment came to the Commissioner's attention. These matters, along with requests for advice and support on this topic, prompted the Commissioner to commence an evaluation of secondary employment policies and practices across the sectors.	The outcome of the evaluation was reported in the 2017 State of the Sectors report and the evaluation report was published on the Commission's website.
Review of the management of conflicts of interest associated with the establishment of Advara Ltd.	The Public Sector Commissioner initiated the review to examine the management of any conflicts of interest involved in the establishment of Advara.	The review was completed in January 2018 and the report was provided to: The Hon R Saffioti, Minister for Lands; and Landgate CEO and Board Chair
Evaluation of arrangements to manage	As part of the Commission's prevention and education function, two agencies were selected on the basis of their size and notification history.	The outcome of the evaluation was reported

misconduct and notify minor misconduct	The evaluations made observations about the methods used to notify minor misconduct.	to each participating public authority.
Review of arrangements for managing confidential information in health service provider agencies	<p>This review is related to a specific purpose investigation into the unauthorised disclosure of confidential patient information by a PathWest employee.</p> <p>The review seeks to establish maturity of controls relating to this integrity risk across other Health Service Providers.</p>	The review is ongoing.
Review of the approach to gender inclusion at the Department of Fire and Emergency Services	<p>In November 2017, an anonymous complaint was received by the Minister and Shadow Minister for Emergency Services.</p> <p>Following media reporting in January 2018, and a preliminary assessment of information provided by DFES, the Public Sector Commissioner commenced a review into the matter.</p>	The review is ongoing.

3. On page 73, under the 'Explanation of Significant Movements', there is an increase of 8 FTE in 2018-19 on the estimated actual of 2017-18 for oversight and reporting functions, what additional tasks or functions are being undertaken to warrant this 17% increase in staffing?

Answer: The increase in FTEs from 2017-18 estimated actual to 2018-19 Budget Target is based on the Commission:

- returning to normal staffing levels following a temporary realignment of resources to deliver on the recent Machinery of Government changes and other reform initiatives; and
- to meet ongoing public sector reform priorities.

