

**DAY THREE – WEDNESDAY 06 NOVEMBER 2019**

|                                      | <b>Committee</b>                    | <b>Time</b>                            | <b>Witness</b>                       | <b>Office</b>                                                                   | <b>Annual Report</b>                                                                                                                                                                         |
|--------------------------------------|-------------------------------------|----------------------------------------|--------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | <b>Justice and Community Safety</b> | 9.00am-9.30am<br>(30 minutes)          | Mr Ramsay                            | <b>Minister for Business and Regulatory Services</b><br><b>Attorney-General</b> | <b>ACT Gambling and Racing Commission</b><br><b>JACSD Portfolio</b><br>Gaming Policy                                                                                                         |
|                                      | <b>Justice and Community Safety</b> | 9.30am-9.50am<br>(20 minutes)          | Mr Ramsay                            | <b>Attorney-General</b>                                                         | <b>JACSD Portfolio</b><br><b>Courts and Tribunals</b>                                                                                                                                        |
|                                      | <b>Justice and Community Safety</b> | 9.50am-10.45am<br>(55 minutes)         | Mr Ramsay                            | <b>Attorney-General</b>                                                         | <b>JACSD Portfolio</b><br>Legislative Drafting and Publishing Services<br>Policy Advice and Justice Program<br>Legal Services to Government<br>Parliamentary Counsel                         |
| <b>10.45am-11.00am – Morning Tea</b> |                                     |                                        |                                      |                                                                                 |                                                                                                                                                                                              |
|                                      | <b>Justice and Community Safety</b> | 11.00am-12.15pm<br>(1 hour 15 minutes) | JACSD<br>Statutory<br>Office Holders |                                                                                 | <b>ACT Human Rights Commission</b><br><b>Legal Aid Commission</b><br><b>Public Trustee and Guardian</b><br><b>Inspector of Correctional Services</b><br><b>Solicitor-General for the ACT</b> |
| <b>12.15pm-1.15pm - Lunch</b>        |                                     |                                        |                                      |                                                                                 |                                                                                                                                                                                              |
|                                      | <b>Justice and Community Safety</b> | 1.15pm-1.40pm<br>(25 minutes)          | JACSD<br>Statutory<br>Office Holders |                                                                                 | <b>Director of Public Prosecution</b>                                                                                                                                                        |
|                                      | <b>Justice and Community Safety</b> | 1.40pm-2.00pm<br>(20 minutes)          | ACT Electoral<br>Commissioner        | <b>ACT Electoral<br/>Commission</b>                                             | <b>ACT Electoral Commission</b>                                                                                                                                                              |
|                                      | <b>Justice and Community Safety</b> | 2.00pm-3.30pm<br>(1 hour 30 minutes)   | Mr Gentlemen                         | <b>Minister for Police<br/>and Emergency<br/>Services</b>                       | <b>JACSD Portfolio</b><br>Emergency Services<br>ACT Policing                                                                                                                                 |
| <b>3.30pm-3.45pm – Afternoon Tea</b> |                                     |                                        |                                      |                                                                                 |                                                                                                                                                                                              |

|                | <b>Committee</b>                    | <b>Time</b>                          | <b>Witness</b> | <b>Office</b>                                                 | <b>Annual Report</b>                                                                                   |
|----------------|-------------------------------------|--------------------------------------|----------------|---------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
|                | <b>Justice and Community Safety</b> | 3.45pm-5.00pm<br>(1 hour 15 minutes) | Mr Rattenbury  | <b>Minister for Justice, Consumer Affairs and Road Safety</b> | JACSD Portfolio<br>Protection of Rights<br>Consumer Affairs<br>Road Safety                             |
|                | <b>Justice and Community Safety</b> | 5.00pm-6.00pm<br>(1 hour)            | Mr Rattenbury  | <b>Minister for Corrections and Justice Health</b>            | JACSD Portfolio<br>Community Safety<br>Corrective Services<br>Sentence Administration Board of the ACT |
| 6.00pm - Close |                                     |                                      |                |                                                               |                                                                                                        |

**DAY FOUR – THURSDAY 07 NOVEMBER 2019**

|                                      | <b>Committee</b>                        | <b>Time</b>                           | <b>Witness</b>                         | <b>Office</b>                                               | <b>Annual Report</b>                                                                                                        |
|--------------------------------------|-----------------------------------------|---------------------------------------|----------------------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
|                                      | <b>Planning and Urban Renewal</b>       | 9.00am-9.15am<br>(15 minutes)         | Acting Minister on behalf of Mr Ramsay | <b>Minister for Building and Quality Improvement</b>        | Architects Board of the ACT                                                                                                 |
|                                      | <b>Planning and Urban Renewal</b>       | 9.15am-10.30am<br>(1 hour 15 minutes) | Mr Barr                                | <b>Chief Minister</b>                                       | CMTEDD Portfolio – Chief Minister<br>City Renewal Authority                                                                 |
| <b>10.30am-10.45am – Morning Tea</b> |                                         |                                       |                                        |                                                             |                                                                                                                             |
|                                      | <b>Planning and Urban Renewal</b>       | 10.45am-12.45pm<br>(2 hours)          | Mr Gentlemen                           | <b>Minister for Planning and Land Management</b>            | EPSDD Portfolio<br>Land Strategy<br>Planning Delivery<br>Planning and Building Policy (Planning matters)                    |
| <b>12.45pm- 1.45pm – Lunch</b>       |                                         |                                       |                                        |                                                             |                                                                                                                             |
|                                      | <b>Economic Development and Tourism</b> | 1.45pm-3.30pm<br>(1 hour 45 minutes)  | Mr Gentlemen                           | <b>Acting Minister for Business and Regulatory Services</b> | CMTEDD Portfolio – Chief Minister<br>Access Canberra (including building regulation)<br><b>ACT Construction Occupations</b> |
|                                      |                                         |                                       |                                        | <b>Acting Minister for Building Quality Improvement</b>     | <b>Planning and Building Policy (Building matters)</b>                                                                      |
| <b>3.30pm-3.45pm – Afternoon Tea</b> |                                         |                                       |                                        |                                                             |                                                                                                                             |
|                                      | <b>Planning and Urban Renewal</b>       | 3.45pm-5.00pm<br>(1 hour 15 minutes)  | Ms Berry                               | <b>Minister for Housing and Suburban Development</b>        | EPSDD Portfolio<br>Suburban Land Agency<br>Public Housing Renewal (Task Force)                                              |
| <b>5.00pm - Close</b>                |                                         |                                       |                                        |                                                             |                                                                                                                             |

**DAY FIVE – FRIDAY 08 NOVEMBER 2019**

|                                      | <b>Committee</b>                        | <b>Time</b>                            | <b>Witness</b>   | <b>Office</b>                                                         | <b>Annual Report</b>                                                                                                                                                          |
|--------------------------------------|-----------------------------------------|----------------------------------------|------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | Education, Employment and Youth Affairs | 9.00am-9.30am<br>(30 minutes)          | Mr Barr          | Minister for Tertiary Education                                       | ACT Building Construction Industry Training Fund Authority                                                                                                                    |
|                                      | Education, Employment and Youth Affairs | 9.30am-10.30am<br>(1 hour)             | Mr Barr          | Minister for Tertiary Education                                       | Canberra Institute of Technology (2018)<br>Higher Education, Training and Research<br>(please note University of Canberra will be appearing on the 14 <sup>th</sup> November) |
| <b>10.30am-10.45am – Morning tea</b> |                                         |                                        |                  |                                                                       |                                                                                                                                                                               |
|                                      | Economic Development and Tourism        | 10.45am-12.00pm<br>(1 hour 15 minutes) | Ms Orr           | Minister for Government Services and Procurement                      | CMTEDD Portfolio<br>ACT Government Procurement Board<br>Goods and Services Procurement<br>Procurement ACT<br>Property Services                                                |
|                                      | Economic Development and Tourism        | 12.00pm-12.30pm<br>(30 minutes)        | Ms Orr           | Minister for Community Services and Facilities                        | CMTEDD Portfolio<br>Community Facilities – including property services and charging policy                                                                                    |
| <b>12.30pm-1.45pm – Lunch</b>        |                                         |                                        |                  |                                                                       |                                                                                                                                                                               |
|                                      | Planning and Urban Renewal              | 1.45pm-3.15pm<br>(1 hour 30 minutes)   | Ms Stephen-Smith | Minister for Urban Renewal                                            | EPSDD Portfolio<br>Urban Renewal<br>Suburban Land Agency - relating to urban renewal sites including Kingston Arts Precinct and Canberra Brickworks                           |
|                                      | Planning and Urban Renewal              | 3.15pm-3.30pm<br>(15 minutes)          | Ms Orr           | Minister for Employment and Workplace Safety                          | EPSDD Portfolio<br>Loose Fill Asbestos Insulation Eradication Scheme                                                                                                          |
| <b>3.30pm-3.45pm – Afternoon tea</b> |                                         |                                        |                  |                                                                       |                                                                                                                                                                               |
|                                      | Economic Development and Tourism        | 3.45pm-4.15pm<br>(30 minutes)          | Ms Stephen-Smith | Acting Minister for the Arts, Creative Industries and Cultural Events | CMTEDD Portfolio<br>Arts Engagement                                                                                                                                           |
|                                      | Economic Development and Tourism        | 4.15pm-4.45pm<br>(30 minutes)          | Ms Stephen-Smith | Acting Minister for the Arts, Creative Industries and Cultural Events | CMTEDD Portfolio<br>Cultural Facilities Corporation                                                                                                                           |
| <b>4.45pm - Close</b>                |                                         |                                        |                  |                                                                       |                                                                                                                                                                               |



**DAY SIX – MONDAY 11 NOVEMBER 2019**

|                                      | <b>Committee</b>                             | <b>Time</b>                            | <b>Witness</b>   | <b>Office</b>                                                                               | <b>Annual Report</b>                                                                                                                                              |
|--------------------------------------|----------------------------------------------|----------------------------------------|------------------|---------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | <b>Health, Ageing and Community Services</b> | 9.00am-10.30am<br>(1 hour 30 minutes)  | Ms Stephen-Smith | <b>Minister for Health</b>                                                                  | Canberra Health Services / Health Directorate<br>ACT Care Coordinator<br>Calvary Health Care Ltd<br>Human Research Ethics Committee<br>Radiation Council          |
| <b>10.30am-10.45am – Morning Tea</b> |                                              |                                        |                  |                                                                                             |                                                                                                                                                                   |
|                                      | <b>Health, Ageing and Community Services</b> | 10.45am-12.30pm<br>(1 hour 45 minutes) | Ms Stephen-Smith | <b>Minister for Health</b>                                                                  | Canberra Health Services / Health Directorate<br>ACT Local Hospital Network<br>Health Directorate<br>Population Health<br>Rehabilitation, Aged and Community Care |
| <b>12.30pm-1.45pm – Lunch</b>        |                                              |                                        |                  |                                                                                             |                                                                                                                                                                   |
|                                      | <b>Health, Ageing and Community Services</b> | 1.45pm-3.15pm<br>(1 hour 30 minutes)   | Ms Stephen-Smith | <b>Minister for Health</b>                                                                  | Canberra Health Services / Health Directorate<br>Cancer Services<br>Acute Services<br>Alcohol and Drug Services                                                   |
| <b>3.15pm-3.30pm – Afternoon Tea</b> |                                              |                                        |                  |                                                                                             |                                                                                                                                                                   |
|                                      | <b>Health, Ageing and Community Services</b> | 3.30pm-5.00pm<br>(1 hour 30 minutes)   | Mr Rattenbury    | <b>Minister for Mental Health</b><br><br><b>Minister for Corrections and Justice Health</b> | Canberra Health Services / Health Directorate<br>Mental Health<br>Justice Health<br>Office for Mental Health and Wellbeing<br>Chief Psychiatrist                  |
| <b>5.00pm - Close</b>                |                                              |                                        |                  |                                                                                             |                                                                                                                                                                   |

**DAY SEVEN – TUESDAY 12 NOVEMBER 2019**

|                                      | <b>Committee</b>                      | <b>Time</b>                     | <b>Witness</b>   | <b>Office</b>                                              | <b>Annual Report</b>                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------|---------------------------------------|---------------------------------|------------------|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | Health, Ageing and Community Services | 9.00am-9.45am<br>(45 minutes)   | Ms Orr           | Minister for Disability                                    | CSD Portfolio<br>NDIS Implementation<br>Office for Disability<br>Quality, Complaints and Regulation (Matters pertaining to Senior Practitioner for Restrictive Practices; Human Services Registrar – Disability Services, OV for Disability Services, NDIS Quality and Safe Guards)                                                                                                                              |
|                                      | Health, Ageing and Community Services | 9.45am-10.30am<br>(45 minutes)  | Ms Orr           | Minister for Community Services and Facilities             | CSD Portfolio<br>Inclusion and Participation<br>Strategic Policy (shared responsibility with Minister for CYF)<br>Quality, Complaints and Regulation (Matters pertaining to WWVP Act)                                                                                                                                                                                                                            |
| <b>10.30am-10.45am – Morning Tea</b> |                                       |                                 |                  |                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                      | Health, Ageing and Community Services | 10.45am-11.15am<br>(30 minutes) | Mr Steel         | Minister for Multicultural Affairs                         | CSD Portfolio<br>Multicultural Affairs                                                                                                                                                                                                                                                                                                                                                                           |
|                                      | Health, Ageing and Community Services | 11.15am-11.45am<br>(30 minutes) | Ms Stephen-Smith | Minister for Aboriginal and Torres Strait Islander Affairs | CSD Portfolio<br>Aboriginal and Torres Strait Islander Affairs                                                                                                                                                                                                                                                                                                                                                   |
| <b>11.45am-12.45pm – Lunch</b>       |                                       |                                 |                  |                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                      | Health, Ageing and Community Services | 12.45pm-2.45pm<br>(2 hours)     | Ms Stephen-Smith | Minister for Children, Youth and Families                  | CSD Portfolio<br>Strategic Policy (shared responsibility with Minister for CSF)<br>Child and Family Centres<br>Child Development Service<br>Child and Youth Protection Services<br>Quality, Complaints and Regulation (Matters pertaining to Human Services Registrar – Care and Protection Organisations, Child Death Review Committee, Child and Youth Protection Quality Assurance and Improvement Committee) |
| <b>2.45pm-3.00pm – Afternoon Tea</b> |                                       |                                 |                  |                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                      | Health, Ageing and Community Services | 3.00pm-3.30pm<br>(30 minutes)   | Ms Berry         | Minister for Women                                         | CSD Portfolio<br>Women                                                                                                                                                                                                                                                                                                                                                                                           |
|                                      | Health, Ageing and Community Services | 3.30pm-4.30pm<br>(1 hour)       | Ms Berry         | Minister for Housing and Suburban Development              | CSD Portfolio<br>Housing ACT<br>Quality, Complaints and Regulation (Matters pertaining to Human Services Registrar – Community Housing agencies)                                                                                                                                                                                                                                                                 |

|                |                                                      |                           |          |                                                                                |                                                                              |
|----------------|------------------------------------------------------|---------------------------|----------|--------------------------------------------------------------------------------|------------------------------------------------------------------------------|
|                | <b>Health, Ageing and<br/>Community<br/>Services</b> | 4.30pm-5.30pm<br>(1 hour) | Ms Berry | <b>Minister for<br/>Preventing of the<br/>Domestic and Family<br/>Violence</b> | <b>CSD Portfolio</b><br>Safer Families<br>Family Safety Co-ordinator-General |
| 5.30pm - Close |                                                      |                           |          |                                                                                |                                                                              |

**DAY EIGHT – WEDNESDAY 13 NOVEMBER 2019**

|                                      | <b>Committee</b>                            | <b>Time</b>                            | <b>Witness</b> | <b>Office</b>                                  | <b>Annual Report</b>                                                                                                                                     |
|--------------------------------------|---------------------------------------------|----------------------------------------|----------------|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | Environment and Transport and City Services | 9.30am-10.30am<br>(1 hour)             | Mr Gentleman   | Minister for Environment and Heritage          | CMTEDD Portfolio<br>Environment Protection Authority                                                                                                     |
| <b>10.30am-10.45am – Morning Tea</b> |                                             |                                        |                |                                                |                                                                                                                                                          |
|                                      | Environment and Transport and City Services | 10.45am-12.00pm<br>(1 hour 15 minutes) | Mr Gentleman   | Minister for Environment and Heritage          | EPSDD Portfolio<br>Conservator of Flora and Fauna<br>Environment<br>Conservation and Land Management                                                     |
|                                      | Environment and Transport and City Services | 12.00pm-1.00pm<br>(1 hour)             | Mr Gentleman   | Minister for Environment and Heritage          | Heritage<br>ACT Heritage Council                                                                                                                         |
| <b>1.00pm-2.00pm – Lunch</b>         |                                             |                                        |                |                                                |                                                                                                                                                          |
|                                      | Environment and Transport and City Services | 2.00pm-3.15pm<br>(1 hour 15 minutes)   | Mr Rattenbury  | Minister for Climate Change and Sustainability | EPSDD Portfolio<br>Climate Change Council<br>Climate Change and Sustainability                                                                           |
| <b>3.15pm-3.30pm – Afternoon Tea</b> |                                             |                                        |                |                                                |                                                                                                                                                          |
|                                      | Environment and Transport and City Services | 3.30pm-4.30pm<br>(1 hour)              | Mr Rattenbury  | Minister for Climate Change and Sustainability | EPSDD Portfolio<br>Energy Efficiency (Cost of Living) Improvement Administrator<br><br>Office of the Commissioner for Sustainability and the Environment |
| <b>4.30pm - Close</b>                |                                             |                                        |                |                                                |                                                                                                                                                          |



**DAY NINE – THURSDAY 14 NOVEMBER 2019**

|                                      | <b>Committee</b>                               | <b>Time</b>                            | <b>Witness</b>         | <b>Office</b>                                                 | <b>Annual Report</b>                                                                                                                                                                                                                                                      |
|--------------------------------------|------------------------------------------------|----------------------------------------|------------------------|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | <b>Education, Employment and Youth Affairs</b> | 9.00am-9.30am<br>(30 minutes)          | University of Canberra |                                                               | University of Canberra                                                                                                                                                                                                                                                    |
|                                      | <b>Education, Employment and Youth Affairs</b> | 9.30am-10.45am<br>(1 hour 15 minutes)  | Ms Orr                 | <b>Minister for Employment and Workplace Safety</b>           | <b>CMTEDD Portfolio</b><br>ACT Long Service Leave Authority<br>Public Sector Workers Compensation Fund<br>Workforce Injury Management and Industrial Relations Policy                                                                                                     |
| <b>10.45am-11.15am – Morning Tea</b> |                                                |                                        |                        |                                                               |                                                                                                                                                                                                                                                                           |
|                                      | <b>Education, Employment and Youth Affairs</b> | 11.15am-12.30pm<br>(1 hour 15 minutes) | Ms Orr                 | <b>Minister for Employment and Workplace Safety</b>           | Workforce Injury Management and Industrial Relations Policy continued..<br><br>Worksafe Commissioner                                                                                                                                                                      |
| <b>12.30pm-1.45pm – Lunch</b>        |                                                |                                        |                        |                                                               |                                                                                                                                                                                                                                                                           |
|                                      | <b>Education, Employment and Youth Affairs</b> | 1.45pm-3.30pm<br>(1 hour 45 minutes)   | Ms Berry               | <b>Minister for Education and Early Childhood Development</b> | <b>EDU Portfolio</b><br>ACT Teacher Quality Institute<br>Board of Senior Secondary Studies<br>Public Primary School Education<br>Public High School Education<br>Public Secondary College Education<br>Disability Education in Schools<br>Non-Government School Education |
| <b>3.30pm-3.45pm – Afternoon Tea</b> |                                                |                                        |                        |                                                               |                                                                                                                                                                                                                                                                           |
|                                      | <b>Education, Employment and Youth Affairs</b> | 3.45pm-4.45pm<br>(1 hour)              | Ms Berry               | <b>Minister for Education and Early Childhood Development</b> | Education continued...                                                                                                                                                                                                                                                    |
| <b>4.45pm - Close</b>                |                                                |                                        |                        |                                                               |                                                                                                                                                                                                                                                                           |

**DAY TEN – FRIDAY 15 NOVEMBER 2019**

|                                      | <b>Committee</b>                            | <b>Time</b>                          | <b>Witness</b> | <b>Office</b>                              | <b>Annual Report</b>                                                                                                   |
|--------------------------------------|---------------------------------------------|--------------------------------------|----------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
|                                      | Environment and Transport and City Services | 9.00am-9.45am<br>(45 minutes)        | Ms Berry       | Minister for Sport and Recreation          | CMTEDD Portfolio<br>Sport and Recreation<br>TCCS Portfolio<br>Sport grounds                                            |
|                                      | Environment and Transport and City Services | 9.45am-10.45am<br>(1 hour)           | Mr Steel       | Minister for Roads and Active Travel       | TCCS Portfolio – City Services<br>Roads and Infrastructure                                                             |
| <b>10.45am-11.00am – Morning Tea</b> |                                             |                                      |                |                                            |                                                                                                                        |
|                                      | Environment and Transport and City Services | 11.00am-11.45am<br>(45 minutes)      | Mr Steel       | Minister for City Services                 | TCCS Portfolio<br>ACT Public Cemeteries Authority<br>ACT Veterinary Practitioner’s Board<br>Animal Welfare Authority   |
|                                      | Environment and Transport and City Services | 11.45am-12.30pm<br>(45 minutes)      | Mr Steel       | Minister for Recycling and Waste Reduction | Waste and Recycling                                                                                                    |
| <b>12.30pm-1.30pm – Lunch</b>        |                                             |                                      |                |                                            |                                                                                                                        |
|                                      | Environment and Transport and City Services | 1.30pm-3.15pm<br>(1 hour 45 minutes) | Mr Steel       | Minister for Transport                     | TCCS Portfolio – Transport Canberra<br>Transport Canberra                                                              |
| <b>3.15pm-3.30pm – Afternoon Tea</b> |                                             |                                      |                |                                            |                                                                                                                        |
|                                      | Environment and Transport and City Services | 3.30pm-5.00pm<br>(1 hour 30 minutes) | Mr Steel       | Minister for City Services                 | TCCS Portfolio – City Services<br>City Services<br>Libraries<br>City Maintenance and Services<br>Capital Linen Service |
| <b>5.00pm - Close</b>                |                                             |                                      |                |                                            |                                                                                                                        |

**Chief Minister**

Treasurer

Minister for Social Inclusion and Equality

Minister for Tertiary Education

Minister for Tourism and Special Events

Minister for Trade, Industry and Investment

Member for Kurrajong

**RESPONSE TO QUESTION ON NOTICE**

**Questions on Notice Paper 37**

**20 September 2019**

**Question No. 2708**

**MISS C. BURCH:** To ask the Treasurer—Can the Treasurer provide a breakdown of the total number of executive, senior officer or equivalent staff employed by each of the divisions within the Chief Minister, Treasury and Economic Development Directorate by (a) full-time equivalent, (b) headcount, (c) ACT public service classification and (d) band level within each classification, during (i) 2018-19 and (ii) 2019-20 to date.

**MR BARR MLA** - The answer to the Member's question is as follows:

The data tables below contain a breakdown of the total number of executive, senior officer or equivalent staff by division and by classification within Chief Minister, Treasury and Economic Directorate (CMTEDD). 2019-20 figures include staff who have since moved to Major Projects Canberra.

The data was obtained from the ACTPS Human Resources Management Information System, CHRIS 21. Where there were no staff at a particular classification, the classification has not been listed.

Table 1 contains a summary by division and includes staff who were permanent, temporary or casual an executive, senior officer or equivalent role as at end June 2019 (pay period ending 26/6/2019) and as at end September 2019 (pay period ending 18/9/2019) by (a) full-time equivalent (FTE) and (b) headcount.

| <b>Table 1 - Executives, Senior Officers &amp; Equivalent - Headcount &amp; FTE by Division - June 2019 &amp; September 2019</b> |                    |               |                         |               |
|----------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------|-------------------------|---------------|
|                                                                                                                                  | <b>June - 2019</b> |               | <b>September - 2019</b> |               |
| <b>Divisions</b>                                                                                                                 | <b>Headcount</b>   | <b>FTE</b>    | <b>Headcount</b>        | <b>FTE</b>    |
| ACCESS CANBERRA                                                                                                                  | 130                | 126.84        | 129                     | 125.03        |
| ACT INSURANCE AUTHORITY                                                                                                          | 7                  | 7             | 8                       | 8             |
| CORPORATE                                                                                                                        | 34                 | 33.02         | 32                      | 31.02         |
| CULTURE & COMMUNICATIONS                                                                                                         | 19                 | 17.95         | 19                      | 18.02         |
| ECONOMIC DEVELOPMENT                                                                                                             | 1                  | 1             | 0                       | 0             |
| ECONOMICS & FINANCIAL GR                                                                                                         | 29                 | 28.05         | 32                      | 30.86         |
| ENTERPRISE CANBERRA                                                                                                              | 95                 | 90.94         | 99                      | 95.01         |
| FINANCE & BUDGET                                                                                                                 | 30                 | 30            | 30                      | 29.8          |
| INFRA FINANCE & CAP WORK                                                                                                         | 98                 | 96.88         | 98                      | 94.84         |
| OFF CHIEF DIGITAL OFFICE                                                                                                         | 12                 | 11.87         | 13                      | 13            |
| OFF DEP UNDER TREAS CSI                                                                                                          | 4                  | 3.97          | 4                       | 3.97          |
| OFF DEP UNDER TREAS EBIR                                                                                                         | 2                  | 2             | 2                       | 2             |
| OFF THE CHIEF EXECUTIVE                                                                                                          | 4                  | 3.68          | 3                       | 3             |
| OFFICE UNDER TREASURER                                                                                                           | 3                  | 2.4           | 3                       | 2.4           |
| POLICY & CABINET                                                                                                                 | 33                 | 31.6          | 40                      | 38.7          |
| PROPERTY & VENUES                                                                                                                | 0                  | 0             | 58                      | 56.46         |
| PROPERTY PROCURE & VENUE                                                                                                         | 85                 | 83.52         | 29                      | 27.93         |
| REVENUE MANAGEMENT                                                                                                               | 26                 | 25.16         | 26                      | 25.56         |
| STRATEGIC FINANCE                                                                                                                | 13                 | 12.6          | 13                      | 12.6          |
| WKFORCE CAPABILITY & GOV                                                                                                         | 31                 | 29.71         | 34                      | 32.13         |
| WORKPLACE SAFETY & IR                                                                                                            | 31                 | 29.68         | 27                      | 27            |
| SHARED SERVICES                                                                                                                  | 318                | 311.48        | 320                     | 313.61        |
| <b>CMTEDD Total</b>                                                                                                              | <b>1005</b>        | <b>979.35</b> | <b>1019</b>             | <b>990.94</b> |



Table 2 contains the breakdown by (c) ACT public service classification by FTE and headcount as at end June 2019 (pay period ending 26/6/2019) and as at end September 2019 (pay period ending 18/9/2019)

| <b>Table 2 - Executives, Senior Officers &amp; Equivalent - Headcount &amp; FTE by Classification - June 2019 &amp; September 2019</b> |                    |               |                         |               |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------|-------------------------|---------------|
|                                                                                                                                        | <b>June - 2019</b> |               | <b>September - 2019</b> |               |
| <b>Classification</b>                                                                                                                  | <b>Headcount</b>   | <b>FTE</b>    | <b>Headcount</b>        | <b>FTE</b>    |
| Building Trade Inspector Manager                                                                                                       | 2                  | 2             | 2                       | 2             |
| Contract Executive                                                                                                                     | 81                 | 80.55         | 84                      | 83.87         |
| Head of Service                                                                                                                        | 1                  | 1             | 1                       | 1             |
| Infrastructure Mngr/Specialist 1                                                                                                       | 10                 | 10            | 12                      | 12            |
| Infrastructure Mngr/Specialist 2                                                                                                       | 1                  | 1             | 1                       | 1             |
| Infrastructure Mngr/Specialist3                                                                                                        | 4                  | 4             | 2                       | 2             |
| Infrastructure Officer 3                                                                                                               | 12                 | 11.74         | 10                      | 8.67          |
| Infrastructure Officer 4                                                                                                               | 35                 | 34.4          | 38                      | 37.24         |
| Infrastructure Officer 5                                                                                                               | 3                  | 3             | 2                       | 2             |
| Senior Info Tech Off A                                                                                                                 | 2                  | 2             | 2                       | 2             |
| Senior Info Tech Off B                                                                                                                 | 18                 | 18            | 19                      | 19            |
| Senior Info Tech Off C                                                                                                                 | 76                 | 74.64         | 81                      | 80.02         |
| Senior Officer A                                                                                                                       | 133                | 129.58        | 140                     | 135.08        |
| Senior Officer B                                                                                                                       | 217                | 210.3         | 216                     | 209.13        |
| Senior Officer C                                                                                                                       | 392                | 379.34        | 390                     | 377.93        |
| Senior Prof Officer A                                                                                                                  | 1                  | 1             | 2                       | 2             |
| Senior Prof Officer B                                                                                                                  | 0                  | 0             | 1                       | 0.4           |
| Senior Prof Officer C                                                                                                                  | 13                 | 12.8          | 12                      | 11.6          |
| Senior Tech Officer C                                                                                                                  | 2                  | 2             | 2                       | 2             |
| Under Treasurer                                                                                                                        | 1                  | 1             | 1                       | 1             |
| Work Cover Manager C                                                                                                                   | 1                  | 1             | 1                       | 1             |
| <b>CMTEDD Total</b>                                                                                                                    | <b>1005</b>        | <b>979.35</b> | <b>1019</b>             | <b>990.94</b> |

Table 3 contains the breakdown by (d) band level within each classification by FTE and headcount as at end June 2019 (pay period ending 26/6/2019) and as at end September 2019 (pay period ending 18/9/2019)

| <b>Table 3 - Executives, Senior Officers &amp; Equivalent - Headcount &amp; FTE by band level - June 2019 &amp; September 2019</b> |                    |            |                         |            |
|------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------|-------------------------|------------|
|                                                                                                                                    | <b>June - 2019</b> |            | <b>September - 2019</b> |            |
| <b>Classification Band level</b>                                                                                                   | <b>Headcount</b>   | <b>FTE</b> | <b>Headcount</b>        | <b>FTE</b> |
| Building Trade Inspector Manager                                                                                                   | 2                  | 2          | 2                       | 2          |
| Contract Executive Band 1.1                                                                                                        | 1                  | 1          | 1                       | 1          |
| Contract Executive Band 1.2                                                                                                        | 2                  | 2          | 4                       | 4          |
| Contract Executive Band 1.3                                                                                                        | 8                  | 8          | 9                       | 9          |
| Contract Executive Band 1.4                                                                                                        | 47                 | 46.87      | 46                      | 45.87      |
| Contract Executive Band 2.2                                                                                                        | 10                 | 9.68       | 10                      | 10         |
| Contract Executive Band 2.3                                                                                                        | 3                  | 3          | 3                       | 3          |
| Contract Executive Band 2.4                                                                                                        | 3                  | 3          | 5                       | 5          |
| Contract Executive Band 3.2                                                                                                        | 1                  | 1          | 0                       | 0          |
| Contract Executive Band 3.3                                                                                                        | 4                  | 4          | 4                       | 4          |
| Contract Executive Band 3.4                                                                                                        | 2                  | 2          | 2                       | 2          |
| Contract Executive Band 4.3                                                                                                        | 1                  | 1          | 0                       | 0          |
| Contract Executive Band 4.4                                                                                                        | 1                  | 1          | 1                       | 1          |
| Infrastructure Mngr/Specialist 1                                                                                                   | 10                 | 10         | 1                       | 1          |
| Infrastructure Mngr/Specialist 2                                                                                                   | 1                  | 1          | 11                      | 11         |
| Infrastructure Mngr/Specialist 3                                                                                                   | 4                  | 4          | 2                       | 2          |
| Infrastructure Officer 3.1                                                                                                         | 2                  | 1.8        | 2                       | 2          |
| Infrastructure Officer 3.2                                                                                                         | 2                  | 2          | 3                       | 2.8        |
| Infrastructure Officer 3.3                                                                                                         | 8                  | 7.94       | 0                       | 0          |
| Infrastructure Officer 4.1                                                                                                         | 5                  | 5          | 7                       | 5.87       |
| Infrastructure Officer 4.2                                                                                                         | 8                  | 7.8        | 6                       | 6          |
| Infrastructure Officer 4.3                                                                                                         | 22                 | 21.6       | 8                       | 7.64       |
| Infrastructure Officer 5                                                                                                           | 3                  | 3          | 24                      | 23.6       |
| Principal Research Officer 1.2                                                                                                     | 0                  | 0          | 2                       | 2          |
| Senior Info Technical Officer A                                                                                                    | 1                  | 1          | 1                       | 1          |
| Senior Info Technical Officer B.1                                                                                                  | 2                  | 2          | 5                       | 5          |
| Senior Info Technical Officer B.2                                                                                                  | 1                  | 1          | 1                       | 1          |
| Senior Info Technical Officer B.3                                                                                                  | 11                 | 11         | 9                       | 9          |
| Senior Info Technical Officer C.1                                                                                                  | 12                 | 11.06      | 12                      | 11.8       |
| Senior Info Technical Officer C.2                                                                                                  | 69                 | 68.1       | 74                      | 73.22      |
| Senior Info Technical Officer B - AWA                                                                                              | 1                  | 1          | 1                       | 1          |
| Senior Officer A                                                                                                                   | 133                | 129.58     | 140                     | 135.08     |
| Senior Officer A - AWA                                                                                                             | 1                  | 1          | 1                       | 1          |
| Senior Officer B.1                                                                                                                 | 39                 | 37.6       | 36                      | 34.13      |
| Senior Officer B.2                                                                                                                 | 33                 | 31.55      | 36                      | 35.07      |
| Senior Officer B.3                                                                                                                 | 147                | 143.15     | 145                     | 140.93     |
| Senior Officer B - AWA                                                                                                             | 1                  | 1          | 1                       | 1          |

|                                       |             |               |             |               |
|---------------------------------------|-------------|---------------|-------------|---------------|
| Senior Officer Technical B.2          | 0           | 0             | 1           | 1             |
| Senior Officer C.1                    | 73          | 70.9          | 0           | 0             |
| Senior Officer C.2                    | 316         | 305.92        | 69          | 68.46         |
| Senior Officer C.1 - CIT              | 0           | 0             | 319         | 307.47        |
| Senior Officer Technical C.2          | 1           | 1             | 0           | 0             |
| Senior Officer Technical C.2 - ACTION | 0           | 0             | 1           | 1             |
| Senior Professional Officer A.1       | 1           | 1             | 0           | 0             |
| Senior Professional Officer B.1       | 0           | 0             | 2           | 2             |
| Senior Professional Officer C.1       | 2           | 2             | 1           | 0.4           |
| Senior Professional Officer C.2       | 11          | 10.8          | 1           | 1             |
| Senior Professional Officer C.2 - CIT | 0           | 0             | 10          | 9.6           |
| <b>CMTEDD Total</b>                   | <b>1005</b> | <b>979.35</b> | <b>1019</b> | <b>990.94</b> |

**Approved for circulation to the Member and incorporation into Hansard.**

**Andrew Barr MLA**

**Treasurer**

**Date:.....**

This response required 14hrs 30mins to complete, at an approximate cost of \$1,221.81



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2018-2019**

Mr Andrew Wall MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

Asked by Mr Alistair Coe MLA on 22 June 2018: Mr Andrew Barr MLA took on notice the following question(s):

[Ref: Hansard Transcript 22 June 2018 Page 252]

In relation to how many redundancies have been paid in the ACT Government:

**MR COE:** Could you please, Chief Minister, advise how many redundancies have been paid in the ACT government over the last year?

**Mr Barr:** So the current fiscal year? We will probably take that one on notice.

MR ANDREW BARR MLA: The answer to the Member's question is as follows:—

Total redundancies paid under ACT Public Service Enterprise Agreements in 2017-2018 year to date is 62.

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature:

Date: 2.7.18

By the Chief Minister, Andrew Barr MLA





**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2018-2019**

Mr Andrew Barr MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

Asked by Mr Alistair Coe MLA on 22 June 2018: Mr Robert Wright took on notice the following question(s):

[Ref: Hansard Transcript 22 June 2018 [PAGE 543]

In relation to what changes have occurred in Culture and Communications to warrant redundancies:

**MR COE:** Right. And so what structural changes have occurred in those units?

**Mr Wright:** So mostly it was very small numbers, as you can—from what I have read out. But I can say in the goods and services procurement area, that this change is in line with our smart model and strategic procurement reform, or SMS program that we have in place.

The key SMS objective is establishing a more strategic whole of government approach to procuring and managing the territory's goods and services, and this was about necessitating a change of roles and functions delivered, and the professional skill set required, and hence an EOI VR program was undertaken.

**MR COE:** Right. So what about culture and communications?

**Mr Wright:** I could not go to that. I am happy to take that on notice, Mr Coe

MR ANDREW BARR MLA: The answer to the Member's question is as follows:—

A review of current resourcing arrangements was undertaken to ensure the Division's capability and resourcing reflected the requirements of modern communication and the needs of the business unit. The review identified requirements for resourcing focused on delivery of communication services in the digital age and subsequently identified the requirement for changes within the skill set of current personnel.

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature: 

Date: 27.18

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2018-2019**

Mr Andrew Wall MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

Asked by Mr Alistair Coe MLA on 22 June 2018: Mr Robert Wright took on notice the following question(s):

[Ref: Hansard Transcript 22 June 2018 PAGE 544]

In relation to what changes have taken place in Policy and Governance to warrant redundancies:

**MR COE:** What about—what changes have taken place in the policy and governance area?

**Mr Wright:** Mr Coe, I do not have that information in front of me, but I am happy to take that on notice.

MR ANDREW BARR MLA : The answer to the Member's question is as follows:—

Two areas within Cabinet and Policy undertook review processes during the 2017/2018 financial year.

The City Operations, Economy and Environment Team re-profiled and undertook a realignment of positions and duties to better balance senior and junior level positions within the team. This was to provide opportunities for senior staff to take on more management focussed roles, while creating career advancement and leadership opportunities for administrative service officer level employees.

The Territory Records Office transformed from a business unit focused on a technical management advice and service delivery to a more strategic, advisory role. Structural changes were undertaken to allow for resourcing focused on strategic engagement and leadership as opposed to technical advisory resources.

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature: 

Date: 2.7.18

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

---

**SELECT COMMITTEE ON ESTIMATES 2018-2019**

Mr Andrew Wall MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

---

Asked by Mr Alistair Coe MLA on 22 June 2018: Mr Robert Wright took on notice the following question(s):

[Ref: Hansard Transcript 22 June 2018 PAGE 544]

In relation to have any senior executives taken any voluntary redundancies:

**MR COE:** So are there any senior executives that have had contracts terminated with associated payouts?

**Mr Wright:** I do not have that information in front of me, Mr Coe, but I am happy to take it on notice

MR ANDREW BARR MLA : The answer to the Member's question is as follows:-

There has been one early termination benefit payment made to a CMTEDD Executive during the 2017/2018 financial year to date.

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature: 

Date: 2.7.18

By the Chief Minister, Andrew Barr MLA



## LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

### SELECT COMMITTEE ON ESTIMATES 2018-2019

Mr Andrew Wall MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

### ANSWER TO QUESTION TAKEN ON NOTICE DURING PUBLIC HEARINGS

Asked by Mr Alistair Coe MLA on 22 June 2018: Mr Robert Wright took on notice the following question(s):

[Ref: Hansard Transcript 22 June 2018 PAGE 545]

In relation to for each of the 20 redundancies please advise what function is not required:

**MR COE:** Okay. Well, for each of those 20, could you please advise what function is no longer required?

**Mr Wright:** Happy to take it on notice, Mr Coe.

**MR COE:** Great, thank you.

**THE CHAIR:** And just in that, also, the substantive level of the position that was vacated as well, please.

**Mr Wright:** Yes, happy to take that on notice.

MR ANDREW BARR MLA : The answer to the Member's question is as follows:-

During the 2017/18 financial year there were 20 voluntary redundancies paid in CMTEDD, excluding Shared Services. All positions declared excess have been removed from the structure. To maintain the privacy of individuals within what is a small cohort of staff we are unable to provide specific details of the classifications vacated.

Please see the table below:

| Division/Branch    | No of VRs | Classification  | Function change reason                                                                                                                                          |
|--------------------|-----------|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Access Canberra    | 2         | Senior Officers | Long term unattached employees, declared excess to allow for greater opportunities for redeployment. Offered VR following unsuccessful attempts at redeployment |
| Revenue Management | 2         | Senior Officers | In accordance with the Future Operating Model 2015-2018, adjustments required to the organisation structure to allow                                            |

|                                                   |    |                                                     |                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------|----|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                   |    |                                                     | for business model changes and new system functionality.                                                                                                                                                                                                                                                                                                             |
| Culture & Communications                          | 1  | Administrative Service Officer                      | A review of current resourcing arrangements was undertaken to ensure the Division's capability and resourcing reflected the requirements of modern communication in the digital age.                                                                                                                                                                                 |
| Property, Procurement & Venues – Goods & Services | 10 | Administrative Service Officers and Senior Officers | The Smart Modern Strategic Procurement Reform Program necessitated a change to roles and functions delivered and consequently the professional skill set, system and culture of the organisation.                                                                                                                                                                    |
| Policy & Cabinet                                  | 4  | Senior Officers                                     | <p>The City Operations, Economy and Environment Team re-profiled and undertook a realignment of positions and duties to better balance senior and junior level positions within the team.</p> <p>The Territory Records Office implemented structural changes to improve focus on strategic engagement and leadership as opposed to technical advisory resources.</p> |
| Economic & Financial Group                        | 1  | Senior Officer                                      | Long term unattached employee, declared excess to allow for greater opportunities for redeployment. Offered VR following unsuccessful attempts at redeployment                                                                                                                                                                                                       |

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature: 

Date: 4.7.18

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2018-2019**

Mr Andrew Wall MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

**ANSWER TO QUESTION ON NOTICE**

MS CAROLINE LE COUTEUR MLA: To ask the Chief Minister

Ref: Output Class 1 – Government Strategy; and 1.1 Government Policy & Reform

In relation to : Reconciliation Action Plans

1. Has your Directorate begun work on a Reconciliation Action Plan?
  - a. If not, why not?
  - b. If yes, please provide an update on progress.
2. What is the whole of government approach to developing and implementing Reconciliation Action Plans across all directorates and entities?
  - a. What progress has been made in each area?

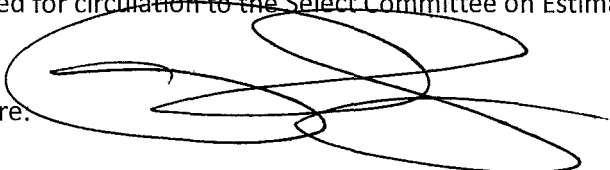
**MS YVETTE BERRY:** The answer to the Member's question is as follows:–

1. The Directorate launched its first Reconciliation Action Plan in May 2017.
- 1b. The Directorate has completed the majority of actions that are due to date. A RAP Implementation Working Group has oversight of the RAP and continues to monitor progress. The Directorate will commence work on its second RAP in the third quarter of 2018.
2. The ACT Aboriginal and Torres Strait Islander Agreement 2015-2018 (the Agreement) articulates the commitment by the ACT Government and the Aboriginal and Torres Strait Islander Elected Body to reconciliation between Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians.
- 2a. The 2016-2017 State of the Service Report reported that all seven directorates had a Reconciliation Action Plan in place. The key purpose and key attributes of each directorate Reconciliation Action Plan varied slightly by directorate. Some of the key attributes of directorate Reconciliation Action Plans include:
  - encouraging personal reconciliation journeys;
  - building cultural proficiency across the directorate;
  - increasing joint reconciliation initiatives across the ACT Government and the community to improve culturally appropriate services to Aboriginal and Torres Strait Islander Peoples;
  - engaging employees in the creation of an organisational culture, enriched by the diversity and knowledge of the Aboriginal and Torres Strait Islander Peoples;

- deliver services in a way that acknowledges and understands Aboriginal and Torres Strait Islander culture and history; and
- support the attraction, retention and capability building of Aboriginal and Torres Strait Islander employees.

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature:



Date: 09/07/18

By the Acting Chief Minister, Yvette Berry MLA

[Top of Brief](#)

[Back to TOC](#)





**Chief Minister**

Treasurer

Minister for Social Inclusion and Equality

Minister for Tourism and Special Events

Minister for Trade, Industry and Investment

Member for Kurrajong

**RESPONSE TO QUESTION ON NOTICE**

**Questions on Notice Paper 31**

**5 April 2019**

**Question No. 2448-2485**

**MR COE:** To ask the Chief Minister -

- (1) In relation to questions on notice Nos 2200-2237, what is the total number of occupational violence incidents reported in each area for which the Minister is responsible for 2018-19 to date.
- (2) In relation to part (1), what was (a) the total number and type of workers compensation claims that were made, (b) total number and type of workers compensation claims that were accepted and (c) the total value of compensation for claims related to occupational violence broken down by type.
- (3) In relation to questions on notice Nos 2200-2237, what is the total number of bullying and harassment incidents reported in each area for which the Minister is responsible for 2018-19 to date.
- (4) In relation to part (3), what was (a) the total number and type of workers compensation claims that were made, (b) total number and type of workers compensation claims that were accepted and (c) the total value of compensation for claims related to bullying and harassment broken down by type.
- (5) In relation to questions on notice Nos 2200-2237, what is the total number of mental stress incidents reported in each area for which the Minister is responsible for 2018-19 to date.
- (6) In relation to part (5), what was (a) the total number and type of workers compensation claims that were made, (b) total number and type of workers compensation claims that were accepted and (c) the total value of compensation for claims related to mental stress broken down by type.

**MR BARR MLA** - The answer to the Member's question is as follows:

The attached document provides information about reports of occupational violence, bullying and harassment and mental injury incidents from the ACT Public Sector during the 2018-19 year to date.

It should be noted that a single hazardous event may result in multiple reports, where the event described is witnessed by, or otherwise affects, multiple employees.

Workers' compensation data, and in particular mental injury claim data, is subject to lag. This may arise from time elapsed between when an incident occurs and an associated claim for workers' compensation is made and time required to investigate and determine claims.

Claim data for 2018-19 is incomplete and not yet mature enough for reporting purposes. This information is expected to be available in July 2019.

Occupational violence incident report numbers have increased significantly in recent years. This trend is primarily attributable to the development and implementation of occupational violence management plans designed to increase awareness and reporting, particularly within the Education Directorate.

These measures are helping the government to identify where support is needed to protect health and safety.

The number of work related injuries attributed to occupational violence has not increased proportionately to incident reports. This suggests that there has been a positive change in the reporting culture.

**Approved for circulation to the Member and incorporation into Hansard.**

  
**Andrew Barr MLA**  
**Chief Minister**

**Date: 8.5.19**

This response required 36hrs to complete, at an approximate cost of \$2,398.



## Attachment to Question on Notice 2248-2485

The following incident data date range includes a 'date of event' from 1 July 2018 to 10 April 2019 excluding incidents not yet finalised.

| Directorate / Agency                                                                                | Indicative staff numbers | Occupational violence reports of incident <sup>1</sup> |                         |                              | Bullying and Harassment reports of incident |                         |                              | Mental Stress reports of incident |                          |                               |
|-----------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------------|-------------------------|------------------------------|---------------------------------------------|-------------------------|------------------------------|-----------------------------------|--------------------------|-------------------------------|
|                                                                                                     |                          | No injury arising                                      | Physical injury arising | Psychological injury arising | No injury arising                           | Physical injury arising | Psychological injury arising | No injury arising*                | Physical injury arising* | Psychological injury arising* |
| Canberra Institute of Technology                                                                    | 877                      | 7                                                      | 0                       | n.p.                         | 0                                           | 0                       | n.p.                         | 0                                 | 0                        | n.p.                          |
| Chief Minister, Treasury and Economic Development                                                   | 2,429                    | 20                                                     | n.p.                    | n.p.                         | n.p.                                        | 0                       | n.p.                         | 0                                 | 0                        | n.p.                          |
| Community Services                                                                                  | 933                      | 138                                                    | 44                      | 5                            | 0                                           | 0                       | n.p.                         | 0                                 | 0                        | 0                             |
| Education                                                                                           | 6,814                    | 339                                                    | 1612                    | 198                          | n.p.                                        | 0                       | 14                           | 0                                 | 0                        | 36                            |
| Environment, Planning and Sustainable Development<br>(includes incidents from Suburban Land Agency) | 672                      | n.p.                                                   | 0                       | 0                            | 0                                           | 0                       | n.p.                         | 0                                 | 0                        | 0                             |
| Health                                                                                              | 7,607                    | 0                                                      | 451                     | 226                          | 0                                           | n.p.                    | 112                          | 0                                 | 0                        | 56                            |
| Justice and Community Safety<br>(includes incidents from Director of Public Prosecutions)           | 1,869                    | 43                                                     | 39                      | 8                            | 0                                           | 0                       | 6                            | 0                                 | 0                        | 12                            |
| Transport Canberra and City Services                                                                | 1,906                    | 47                                                     | 8                       | 6                            | n.p.                                        | 0                       | n.p.                         | 0                                 | 0                        | 0                             |
| <b>TOTALS</b>                                                                                       |                          | <b>597</b>                                             | <b>2155</b>             | <b>448</b>                   | <b>5</b>                                    | <b>n.p.</b>             | <b>141</b>                   | <b>0</b>                          | <b>0</b>                 | <b>108</b>                    |

### Notes

n.p. is used where the reported number is greater than zero and less than five. These are 'not published' for privacy reasons.

Single incidents may result in more than one report, for example where multiple people witness or are otherwise affected by an incident. For example, the 187 reports of occupational violence within the Community Services Directorate arose from 60 incidents.

Injuries reported include a wide range of conditions, from reports of temporary discomfort with no impairment of function to injuries resulting in work absence and medical rehabilitation.

The 'mental stress' category excludes incidents that have otherwise been coded to 'occupational violence' or 'bullying and harassment'.

Indicative staff numbers are headcount figures, as reported in the [ACT Government State of the Serviced Report 2017-18](#).

<sup>1</sup> Whilst the 'occupational violence' category primarily includes incidents coded to TOOCS Mechanism of incident, '29 - Being assaulted by a person or persons' or '82 - Exposure to workplace or occupational violence', it can include incidents with other mechanism codes if an occupational violence flag is elsewhere indicated in the report.

Occupational violence (also referred to as 'workplace violence') is defined as any action, incident or behaviour that departs from reasonable conduct in which a person is assaulted, threatened, harmed, injured in the course of, or as a direct result of, his or her work. For the purposes of incident reporting, witnessing an incident of this nature may also result in a report. Violence between co workers is not classified as occupational violence. Any such incident is addressed via in the ACT Government Respect, Equity and Diversity Framework, The ACTPS Respect at Work Policy and Preventing Work Bullying Guidelines. All these documents can be sourced from the following link: <https://www.cmteed.act.gov.au/employment-framework/workplace-behaviours/the-respect-equity-and-diversity-red-framework>

Occupational violence may include personal intimidation, verbal abuse, physical assault, threatening behaviour, abuse through technology (text, emails, and phone calls), making vexatious complaints, and making derogatory, slanderous or threatening statements to or about another person. Occupational violence is not limited to incidents which occur within a workplace. It can also include violence that occurs away from work, but is a result of work. For example, a social worker who receives a threatening telephone call from a client at his or her home is a victim of workplace violence.



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2018-2019**

Mr Andrew Wall MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

Asked by Mr Andrew Wall MLA on 22 June 2018: Ms Anita Perkins took on notice the following question(s):

[Ref: Hansard Transcript 22 June 2018 PAGE 246]

In relation to what portion of the budget relates to programs and what to staffing:

**THE CHAIR:** What portion of the budget for that output class 1.3 relates to programs? And what portion of it relates to staffing?

**Ms Perkins:** Okay. Thank you for the question. I am not sure that I have the specific details of that breakdown here with me. I am happy to take that on notice.

**THE CHAIR:** Okay. How many FTE are in that governance unit?

**Ms Perkins:** In this specific initiative that I am referring to?

**THE CHAIR:** Well, yes, in the communication space.

**Ms Perkins:** I will check the exact number taken on notice, but I think we are at 30 FTEs.

MR ANDREW BARR MLA : The answer to the Member's question is as follows:—

The 2018-19 Budget for Output Class 1.3 will include:

- \$5.9m for employee costs (including employee related on-costs such as rent, ICT, superannuation, and workers compensation) for 35 FTEs, and
- \$1.9m for supplies, services, programs and grants.

The division is responsible for CMTEDD (including Access Canberra) and whole of government strategic communications, media, engagement, digital communications, marketing, advertising, branding and websites. The division also coordinates protocol advice, briefs, ministerial, hospitality and special events for the Chief Minister, and provides secretariat services to the Head of Service for ACT and National Honours and Awards.

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature: 

Date: 2.7.18

By the Chief Minister, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2018-2019**

Mr Andrew Wall MLA (Chair), Ms Tara Cheyne MLA (Deputy Chair), Ms Caroline Le Couteur MLA,  
Ms Elizabeth Lee MLA, Ms Suzanne Orr MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

Asked by Mr Andrew Wall MLA on 22 June 2018: Ms Anita Perkins took on notice the following question(s):

[Ref: Hansard Transcript 22 June 2018 PAGE 246]

In relation to what portion of the budget relates to programs and what to staffing:

**THE CHAIR:** What portion of the budget for that output class 1.3 relates to programs? And what portion of it relates to staffing?

**Ms Perkins:** Okay. Thank you for the question. I am not sure that I have the specific details of that breakdown here with me. I am happy to take that on notice.

**THE CHAIR:** Okay. How many FTE are in that governance unit?

**Ms Perkins:** In this specific initiative that I am referring to?

**THE CHAIR:** Well, yes, in the communication space.

**Ms Perkins:** I will check the exact number taken on notice, but I think we are at 30 FTEs.

MR ANDREW BARR MLA : The answer to the Member's question is as follows:—

The 2018-19 Budget for Output Class 1.3 will include:

- \$5.9m for employee costs (including employee related on-costs such as rent, ICT, superannuation, and workers compensation) for 35 FTEs, and
- \$1.9m for supplies, services, programs and grants.

The division is responsible for CMTEDD (including Access Canberra) and whole of government strategic communications, media, engagement, digital communications, marketing, advertising, branding and websites. The division also coordinates protocol advice, briefs, ministerial, hospitality and special events for the Chief Minister, and provides secretariat services to the Head of Service for ACT and National Honours and Awards.

Approved for circulation to the Select Committee on Estimates 2018-2019

Signature: 

Date: 2.7.18

By the Chief Minister, Andrew Barr MLA

# CHAPTER 2: AN AGILE WORKFORCE

---

## 2.1 Attraction and Retention

The ACT Public Service workforce grew by 4.4 per cent over the 2018-19 reporting year (by 978 employees or 862.5 full time equivalent (FTE) staff). At June 2019, the recruitment rate for permanent officers across the ACTPS was 12.4 per cent. The separation rate was 6.9 per cent, indicating a stable workforce.

The Workforce Capability and Governance Division in CMTEDD develops whole of government strategies to assist Directorates in attracting, recruiting and retaining employees to the ACTPS.

### Enterprise Agreements

The ACTPS employment framework includes 18 Enterprise Agreements made under *the Fair Work Act 2009 (Cwlth)*. In the 2018-19 reporting year, new enterprise agreements have been negotiated and approved to replace 13 of the existing Agreements. The new agreements are:

- > ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2018-2021;
- > ACT Public Sector Cultural Facilities Corporation Enterprise Agreement 2018-2021;
- > ACT Public Sector Health Professional Enterprise Agreement 2018-2021;
- > ACT Public Sector Infrastructure Services Enterprise Agreement 2018-2021;
- > ACT Public Sector Nursing and Midwifery Agreement 2017-2019;
- > Transport Canberra Operations (ACTION) Enterprise Agreement 2018-2021;
- > ACT Public Sector Support Services Enterprise Agreement 2018-2021;
- > ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2018-2022;
- > ACT Public Sector Technical and Other Professional Enterprise Agreement 2018-2021;
- > ACT Legislative Assembly Members' Staff Enterprise Agreement 2018-2021;
- > ACT Public Sector Office of the Legislative Assembly Enterprise Agreement 2018-2021;
- > ACT Public Sector Canberra Institute of Technology Enterprise Agreement 2019–2021; and
- > ACT Public Sector Canberra Institute of Technology (Teaching Staff) Enterprise Agreement 2018-2021.

The following agreements will be negotiated and finalised in the 2019-20 reporting year:

- > ACT Public Sector Legal Professionals Enterprise Agreement;
- > ACT Public Sector Ambulance Service Enterprise Agreement;
- > ACT Public Sector Fire and Rescue Enterprise Agreement;
- > ACT Public Sector Correctional Officers Enterprise Agreement; and
- > ACT Public Sector Medical Practitioners Agreement.

Note: the ACT Public Sector Nursing and Midwifery Enterprise Agreement 2017-2019 nominally expires in December 2019 and will be renegotiated in the 2019-20 reporting year.

The negotiated outcomes include fair, affordable and competitive wage and entitlement enhancements. The pay offer covers a period of four years duration with percentage increases being provided at regular intervals. The pay increases are applicable from the first full pay period on or after the dates listed below, with backpay applied as relevant:

- > 2.25 per cent backdated from the first full pay period in October 2017;
- > 0.5 per cent backdated from the first full pay period in June 2018; and
- > 1.35 per cent every six months from the first full pay period in December 2018 to the first full pay period in June 2021.

Other benefits include:

- > For members of Superannuation Guarantee Funds who were receiving a 10.5 per cent (9.5 per cent Super guarantee plus the current additional employer contribution of 1%) employer contribution will see that contribution increased to:
  - 10.75 per cent on 1 July 2018;
  - 11 per cent on 1 July 2019; and
  - 11.5 per cent on 1 July 2020.
- > Superannuation contributions will continue to be paid for the first 52 weeks of parental leave;
- > The agreements simplify and strengthen the ability for employees to access a range of entitlements to ensure they can balance their work and personal commitments;
- > More flexibility provided for the taking of Bonding Leave; and
- > Misconduct and Underperformance provisions have been rewritten from previous agreements. The purpose is to ensure that Procedural Fairness and Natural Justice Principles are enshrined in these sections. Transparency and fairness are integral to any misconduct and underperformance process.

Substantial policy work continues to be undertaken to support the implementation of the new Enterprise Agreements and to improve underlying processes.

## **Graduate employment**

A range of whole of government professional development programs were offered across the ACT Public Sector during the 2018-19 reporting year. In addition to strengthening the capabilities of participating employees, Whole of Government programs offer the opportunity to build collaboration and networks across the ACT Public Sector.

The ACTPS Graduate Program is a Whole of Government program that is conducted over ten-months. Graduates are given the opportunity to experience three diverse workplace rotations.

The program includes a comprehensive learning and development program, learning from senior leaders and the opportunity to undertake challenging work that makes a real difference to the community. Upon successful completion of the program, graduates are permanently appointed to the ACTPS.

The ACTPS Graduate Program employs candidates in streams including:

- > Commerce and Business;
- > Law;
- > Sustainability/Environment/Planning;



- > Public Administration and Policy;
- > ICT; and
- > Human Services.

The learning and development components of the Graduate Program comprise a series of training courses, guest speaker/networking events and attendance at the Legislative Assembly seminars. Training courses that the graduates complete cover a range of topics such as Cultural Awareness, Resilience and Wellbeing, Writing in Government, Productive Stakeholder Engagement, Strategic Thinking in the workplace and Working with Ministers.

Every year, Graduates complete a group research project under the guidance of an Executive sponsor. Topics for the group research project involve real issues, challenges or initiatives that the ACTPS is facing. Topics covered by the 2018 graduates included:

- > Using Data Effectively;
- > Benchmarking City Metrics;
- > Detainee Employment;
- > Celebrating 25 Years of the ACT Public Service;
- > The Gig Economy; and
- > Review into Sex Offence Penalties.

The projects are presented to Senior Executives and the outcomes are used to enhance the way the ACTPS works and improves on the services the ACTPS delivers to the ACT Community.

As part of the program, Graduates are also given the opportunity to participate in the Annual Graduate Debate where two teams work alongside a Senior Executive and debate a topic endorsed by the Strategic Board.

---

## **SNAPSHOT**

### **2018 GRADUATE ACTIVITIES**

*The Great Graduate Debate 2018 saw two teams comprising three representatives from the 2018 Graduates cohort (for the affirmative) and three representatives from the 2017 Graduates cohort (for the negative), captained by Meredith Whitten and Chris Hodgson, take to the podium at the ACT Legislative Assembly to debate the topic: “Innovative, Agile and Responsive are just Buzz Words.”*

*Excerpt from the Head of Service message:*

*‘On Thursday 23 August I was delighted to open what has become a lively and light-hearted fixture of the ACT Public Service Graduate Program - The Great Graduate Debate. Both teams presented their arguments with a mix of sound logic, oratory gusto and a healthy dose of light-hearted wit. The affirmative team won the argument by the barest of margins as determined by the democratic applause from the standing room only audience.*

*While the annual event acts as a playful marker to the end of the Graduate Program second rotation, it has also once again highlighted the calibre and the potential that our graduates bring to the ACT Public Service.’*

***The 2018 CMTEDD Trivia Night:** The 2018 CMTEDD Graduates were given the opportunity to organise a Trivia night for the directorate to bring together staff and enhance workplace culture. The Graduates were responsible for organising an appropriate venue, marketing, Trivia Questions, prizes and liaising with relevant stakeholders. The Graduates successfully held the CMTEDD Trivia Night that was attended by 250 people and raised nearly \$4,000 for Hands Across Canberra.*

---

In 2018, 183 applicants attended the assessment centre with 43 graduates being successful and commencing in the 2019 ACTPS Graduate Program. Seven per cent of the cohort are Inclusion graduates.

The ACTPS has an internal target to continue growing the graduate program each year. In 2020, the graduate program is looking to engage 60 graduates.

Preparations are ongoing for the 2020 Graduate intake. Applications for the 2020 ACTPS Graduate Program were sought in three programs: Open positions, Aboriginal and Torres Strait Islander identified positions and People with Disability identified positions. Applications closed between 28 April 2019 (for General positions) and 26 May 2019 (for Identified positions) with over 900 applications received. There were 173 candidates invited to attend the assessment centres. Work is underway to assess candidates for commencement in February 2020. For more information about the ACTPS Graduate Strategy see section 3.1, Workforce Planning.

## **ACT Government Veterans Employment Strategy**

The *ACT Government Veterans Employment Strategy* aligns with the broader focus of the ACTPS to build a diverse, agile, responsive and innovative public service that delivers the ACT Government’s priorities and provides effective services for the ACT community.

The Strategy focuses on assisting veterans as they transition from the Australian Defence Force (ADF) into civilian employment.

A number of ACT Government Senior Executives have been appointed as Veterans Executive Champions. Their role is to champion the inclusion of veterans in the ACT Public Service and encourage and assist ACT Public Service employees to develop and implement inclusive practices for Veterans.

A range of resources have been developed under the Strategy, including the:

- > Veterans' Employment page on the ACT Public Service Employment Portal;
- > ACT Public Service Veterans' Employment Register for current Australian Defence Force (ADF) members and Veterans who are interested in a career in the ACT Public Service. Suitable ACT Public Service vacancies are forwarded to people on the register for their consideration;
- > ACT Public Service Veterans' Employment Transition Guide for people considering professional options after a career in the Australian Defence Force. This guide provides information on the ACT Public Service and useful tips for job searching and navigating the application and selection process;
- > ADF Rank/ACT public service Classification Guide to assist Veterans to compare Australian Defence Force ranks and ACT Public Service classification levels in the administrative stream for general duties that do not require the exercise of military command responsibilities; and
- > Guide to Employing Veterans in the ACT Public Service to provide employees involved in recruitment with an understanding of the Australian Defence Force environment, the personal attributes of Veterans, the Australian Defence Force rank structure and ways in which they can consider Veterans for vacant positions.

Representatives from the ACT Public Service continue to attend the ACT Australian Defence Force Transition Seminars and other events to provide background information on the ACT Public Service, information on conditions of employment and promote employment possibilities.

The ACT Public Service is currently establishing a Veterans' mentoring program for launch later in 2019-20.

## **Directorate initiatives and programs**

Across the ACTPS, directorates seek to develop and implement innovative practices and solutions to assist in recruiting and retaining employees with specialist or critical skills.

---

## SNAPSHOT

### JOB ADVERTISEMENT: ACCESS CANBERRA

*Access Canberra have taken an innovative approach to attracting new staff by publishing quirky job advertisements. Some examples are below:*

***The Famous Harry Potter advertisement:*** *‘Have you always wanted to attend Hogwarts School of Witchcraft and Wizardry, but never got your owl? We are calling all Muggles who would like to experience the magic of Access Canberra. We’re searching for an Executive Assistant to the Minister of Magic (Deputy Director-General) and Professor Dumbledore (Chief Operating Officer).*

*You’ll need Harry’s resourcefulness, Hermione’s logic and reason, Ron’s comic timing, and even a little of Neville’s hard-won ability to say “no”. You will be working alongside the Heads of the various Access Canberra Houses to keep Hogwarts running smoothly. You will be keeper of the Time Turner, ensuring the diaries are kept in order and deadlines are met. Your record keeping will rival the Pensieve, and your organisation will make the Sorting Hat jealous’.*

***The Monopoly advertisement:*** *‘Can you negotiate with other players? Can you keep track of all the moving pieces? Do you have oversight of the Bank’s income revenue and payment schedule? Then do not pass Go, do not collect \$200 – instead come and work at Access Canberra!*

*Like every game of Monopoly, you will need a good grasp of strategy and an ability to roll with the dice. In your role, you will travel around the board to our various ABW Locations in Woden, Dickson and the City’.*

---

In the 2019 Agency Survey, directorates were asked to report on the attraction and retention of employees from the following groups:

- > mature age employees;
- > Aboriginal and Torres Strait Islander employees;
- > People with Disability;
- > entry level positions/traineeships/employees;
- > people with specialist skills, including leadership skills at the Executive level;
- > Veterans; and
- > any other groups.

Five of the eight directorates reported strategies for attracting and retaining mature age employees, including:

- > Promoting greater take-up of flexible working arrangements;
- > Ensuring all recruitment processes are age-inclusive; and
- > Knowledge transfer programs such as mentoring of younger employees by older employees to provide value to the organisation;
- > Making reasonable adjustments to keep mature age employees in the workforce; and
- > Phased retirement options.

JACS continues to review role descriptions including fitness standards and application to functional requirements for specific roles, where necessary. The Human Rights Commission is developing a Social Inclusion Plan which includes actions for attracting and retaining mature age employees. The ACT Rural Fire Service is undertaking a Flexible Membership Program to attract people to non-firefighting roles to better diversify the volunteer base. ACT Ambulance Service has made roster modifications for staff members aged 55 and above.

All directorates confirmed their commitment to the attraction and retention of Aboriginal and Torres Strait Islander and People with Disability employees within their workforce.

Directorates identified various strategies used to increase the recruitment and retention of Aboriginal and Torres Strait Islander and People with Disability employees. Specific initiatives undertaken by directorates include the development and implementation of dedicated intranet pages to support managers and supervisors with the employment and retention of Aboriginal and Torres Strait Islander People and People with Disability and the continued implementation of the employment action plan for People with Disability.

ACT Fire and Rescue continues to participate in the Indigenous Fire and Rescue Employment Strategy (IFARES) with the South Western Sydney Institute of TAFE and Fire and Rescue NSW. Graduates of the IFARES program join ACT Fire and Rescue and undertake the recruit training program alongside applicants who enter through the community-based selection process. In 2018-19 there were three ACT Aboriginal and Torres Strait Islander graduates of the IFARES program, and these members commenced their training as part of Recruit College 41 on 27 June 2019.

Further information on programs and initiatives implemented during 2018-19 to improve the attraction and retention of Aboriginal and Torres Strait Islander Peoples and People with Disability in the ACTPS can be found at sections 5.1 and 5.2, respectively.

All directorates support and participate in at least one of the Whole of Government entry level programs such as the ACTPS Graduate Program, the Inclusion Vocational Employment Program and the Aboriginal and Torres Strait Islander Vocational Employment Program. Several directorates also participated in the Work Experience Support Program, creating an avenue for ACT residents from culturally and linguistically diverse backgrounds experiencing significant barriers to obtaining on-going employment by gaining work experience.

The Human Rights Commission and the ACT Courts and Tribunal offered internships as part of the Australian National University's internship program. ACT Corrective Services also offered two intern psychologist placements for 16 weeks each based in Community Corrections. In addition, two counselling students were based at the Alexander Maconochie Centre for a placement period of two days per week for five months.

---

## SNAPSHOT

### ENTRY LEVEL POSITIONS/TRAINEESHIPS: TRANSPORT CANBERRA AND CITY SERVICES

*TCCS strives to attract the right people, to the right job at the right time. Through the People Strategy, TCCS plans to broaden recruitment practices to include multimedia channels and targeted campaigns. Under the People Strategy 2019-2023, TCCS is building an Employee Value Proposition which will be the Directorate's service offer outlining what is unique to our organisation and will be a message to prospective candidates and current employees highlighting why they should choose to work with the organisation.*

*Entry level programs are an important workforce planning and development strategy as they support mentoring opportunities, build skills and capability, and support succession planning for the future. During 2018-19, through entry level programs TCCS employed:*

- > 30 apprentices in Horticulture, Civil Construction Road Construction and Maintenance, Auto Electrical and Heavy Vehicle with three being permanently appointed to qualified vehicle mechanic positions and one appointed to a permanent General Service Officer position;*
- > One Horticulture Cadet in Yarralumla Nursery; and*
- > Five trainees as part of the Aboriginal and Torres Strait Islander and Inclusion ACTPS Vocational Employment Programs.*

*TCCS hosted six Australian School Based Apprenticeships Scheme students in Transport Canberra Operations, Road Maintenance Service and Finance during 2018-19. TCCS provided numerous work experience opportunities to ACT high school and college students. TCCS also provided Internship placements in Finance, Innovation and Data Analytics during 2018-19.*

---

Five directorates reported initiatives for attracting and retaining employees with certain specialist skills including leadership skills at the Executive level.

CMTEDD continued to deliver and support leadership and management capability development programs to enhance operational and strategic management capabilities of managers. The CMTEDD Senior Executive Masterclasses is a five-module program designed to help build connections with other leaders, promote peer learning and foster a culture of innovation, positivity and accountability. The Masterclasses include presentations from guest speakers and participants also have the opportunity to receive individual executive coaching by accredited professional coaches. The program was developed in early 2019 with modules commencing in July 2019 and the program is due to be completed in December 2019.

The Workforce Capability and Governance Division and the Chief Digital Officer within CMTEDD commenced negotiations with the Australian Public Service Commission and the Digital Transformation Agency to deliver Digital Transformation Leadership programs for Senior Executives. A plan is in place to deliver a pilot program in 2019-20.

Several directorates reported initiatives for 2019-20 to align with the ACT Government Veterans' Employment Strategy. TCCS launched their Veterans' Support Network and Veterans Executive Sponsor. The network aims to develop a 'TCCS Pledge to Give a Hand Up, Not a Hand Out' in the coming year. The initiative is aimed at specifically attracting Veterans to the workforce.



## Attraction and Retention Incentives (ARIns)

The ACTPS Enterprise Agreements contain provisions for the Head of Service to determine that an employee or group of employees who occupy certain positions may be provided with ARIns that differ from some of the terms and conditions available under the Enterprise Agreement. It is a requirement of the Enterprise Agreements that ARIns are reviewed annually.

Prior to the introduction of ARIns in 2013, these arrangements were achieved through the use of Special Employment Arrangements (SEAs) and Australian Workplace Agreements (AWAs). SEAs and AWAs continue to apply until they are ceased by either party. Whilst there continues to be employees covered by SEAs and AWAs in the ACTPS, no new arrangements can be commenced using these instruments.

**Table 1: Attraction and Retention Incentives, benefits paid under Australian Workplace Agreements and Special Employment Arrangements as at 30 June 2019**

|                                                                                                 | 30 June 2019 <sup>7</sup> |
|-------------------------------------------------------------------------------------------------|---------------------------|
| <b>Total number of ARIns as at 30 June 2019</b>                                                 | 323                       |
| <b>Total number of SEAs as at 30 June 2019</b>                                                  | 6                         |
| <b>Total number of AWAs as at 30 June 2019</b>                                                  | 8                         |
| <b>Number of new ARIns commenced in 2018-19</b>                                                 | 256                       |
| <b>Number of ARIns terminated during 2018-19</b>                                                | 443                       |
| <b>Number of SEAs terminated during 2018-19</b>                                                 | 3                         |
| <b>Number of AWAs terminated during 2018-19</b>                                                 | 1                         |
| <b>Number of ARIns and/or SEAs providing for privately plated vehicles as at 30 June 2019</b>   | 1                         |
| <b>Total additional remuneration paid<sup>8</sup> under AWAs, ARIns and SEAs during 2018-19</b> | \$19,530,599              |

ARIns, SEAs and AWAs were provided to employees across a wide range of classifications and specialist roles throughout the 2018-19 reporting year. Of the 337 ARIns, SEAs and AWAs in place at 30 June 2019, 259 are within Canberra Health Services making up 76.9 per cent of the total number across the ACTPS. Canberra Health Services reported using ARIns to ensure it can attract and retain key staff with skills and abilities essential to service delivery, particularly medical practitioners. The number of CHS staff covered by ARIns has reduced significantly in the past 12 months, as long-standing arrangements for health professionals have been incorporated into enterprise agreements.

The additional remuneration paid under the Canberra Health Services arrangements accounts for approximately 92.9 per cent of the total additional remuneration paid in the ACTPS. The arrangements apply to employees with notional salaries ranging from \$73,874 per annum to \$345,442 per annum.

<sup>7</sup> For the purposes of reporting ARIns, SEAs and AWAs, the City Renewal Authority and Suburban Land Agency data is included in Chapter 7, Public Sector Bodies.

<sup>8</sup> Total additional remuneration paid under AWAs, ARIns and SEAs during 2018-19 is an approximate figure.

The other seven directorates reported ARIn, SEAs and AWAs being used for officers notionally ranging from an Administrative Services Officer Class 5 to a Senior Officer Grade A and across different employment classification groups such as Professional Officers and Information Technology Officers.

Please note that some ARIn do not contain additional remuneration and instead may contain some other non-remuneration benefits.

During the reporting year, the Education Directorate used a Group ARIn to enable the payment of an allowance for School Assistants providing health care tasks/procedures through the Health Access at School Program (HAAS). The Group ARIn was initiated in order to provide authority for the payment of the allowance during the life of the ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2014-2017. The Group ARIn ceased on commencement of the new ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2018-2021 which includes provision for the new HAAS Allowance.

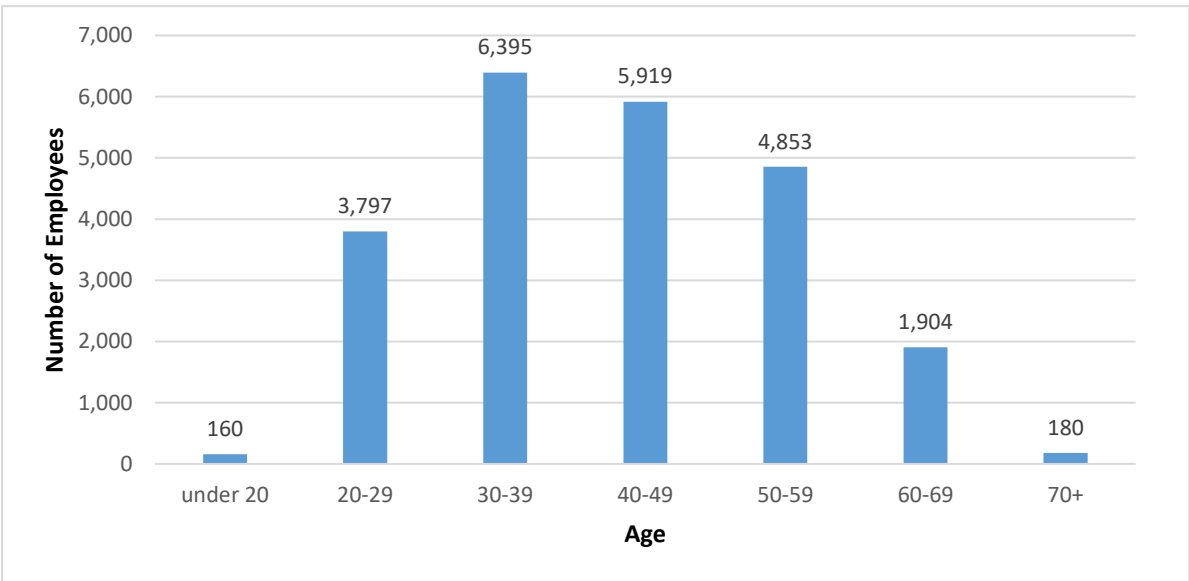
Shared Services within CMTEDD predominantly used ARIn in ICT areas, where skill shortages such as specialist IT, Finance and Human Resources business integration and solutions architecture are in high demand across ACTPS but also in the Federal Government and Private Sector. ACT Health Directorate also reported challenges in attracting and retaining highly skilled IT professionals.

## 2.2 Age Profile

During the 2018-19 reporting year, the age profile of ACTPS employees remained consistent with previous years. Graph 1 shows the distribution of the ACTPS workforce by age group and highlights that the majority of ACTPS workers are aged between 30 and 59 years old.

Of the 23,208 ACTPS employees, 17.1 per cent per cent were 29 years old or younger, 53.1 per cent were between the ages of 30 and 49 years old, and 29.9 per cent were 50 years old or older.

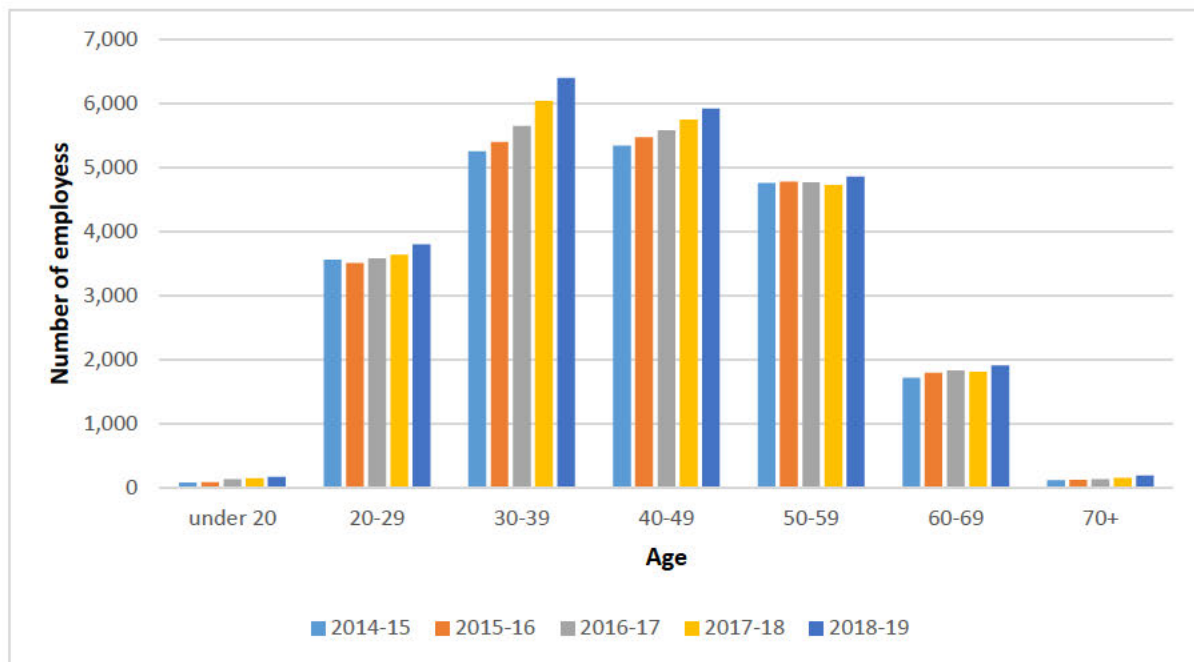
**Graph 1 – Age Profile of the ACTPS Workforce (30 June 2019)**



Graph 2 below illustrates the change in the age of the ACTPS workforce over the previous five-year period. Consistent with previous years there have been slight variations in the proportion of each age group from June 2015 to June 2019. That is, the trend continues to show a pattern of gradual ageing of the ACTPS workforce.

The ACTPS workforce experienced the highest growth in headcount during the last twelve months in employees between the ages of 30 to 49 years old with a total increase of 530 employees. The 30 to 39 age group increased by 356 employees and the 40 to 49 age group increased by 174 employees. All other age groups had minimal change in their growth.

**Graph 2 – Change in ACTPS Age Profile (June 2015 – June 2019)**



## 2.3 Gender Profile

Gender, as defined in the Australian Government Guidelines on the Recognition of Sex and Gender is *'part of a person's personal and social identity. It refers to the way a person feels, presents and is recognised within the community. A person's gender may be reflected in outward social markers, including their name, outward appearance, mannerisms and dress'*<sup>9</sup>.

At June 2019, the ACTPS consisted of employees who identified as male, female and Indeterminate/Intersex/Unspecified (referred to as Gender X). Employees who identify as Gender X are those individuals who do not exclusively identify as male or female (i.e. a person of a non-binary gender)<sup>10</sup>.

<sup>9</sup> Australian Government Guidelines on the Recognition of Sex and Gender, Australian Government, 2013, <https://www.ag.gov.au/Publications/Documents/AustralianGovernmentGuidelinesontheRecognitionofSexandGender/AustralianGovernmentGuidelinesontheRecognitionofSexandGender.pdf>

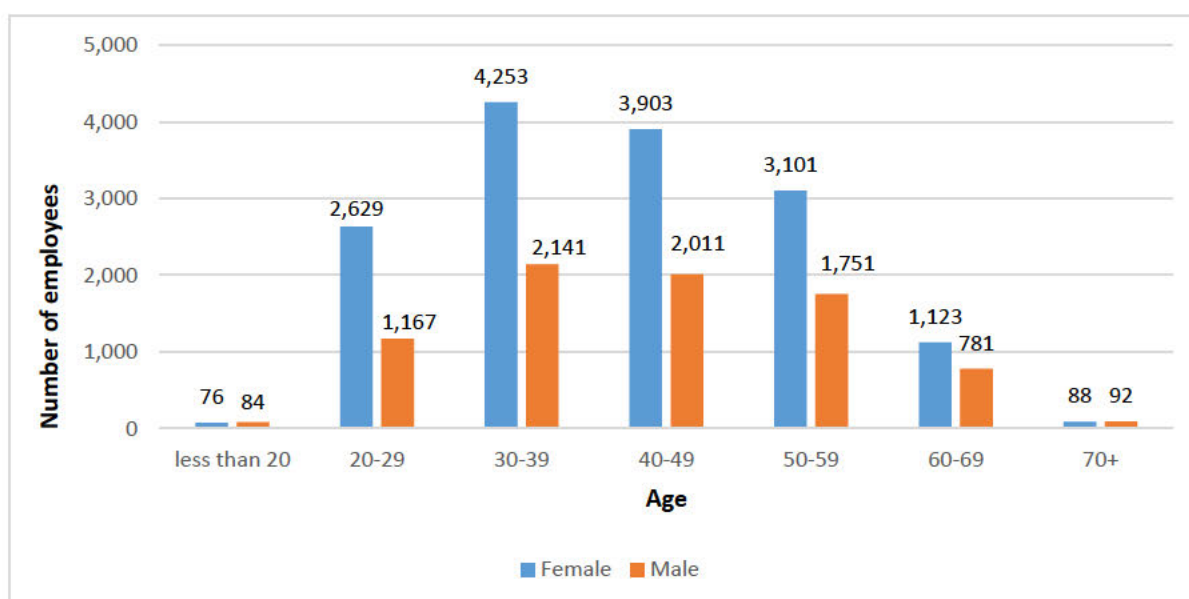
<sup>10</sup> *ibid*

For the purposes of reporting in the 2018-19 State of the Service Report, gender information is presented as male/female only. While the ACTPS recognises that there are employees who identify as a gender other than male or female, for privacy reasons this information is not included where data has been broken down by gender.

At June 2019, the ACTPS workforce comprised of 15,173 female employees which is equivalent to 65.4 per cent of the workforce (based on headcount). Similar to last year, the representation of females in the ACTPS is approximately 17 per cent higher than the representation of females in the ACT labour force (49.0 per cent at June 2019)<sup>11</sup>, and approximately 18 per cent higher than in the Australian labour force (47.0 per cent at June 2019)<sup>12</sup>. In comparison, male employees total 8,027 or 34.6 per cent of the ACTPS.

Illustrated in Graph 3 is the number of female and male employees by age group. Like last year, there are more females than males in all age groups across the ACTPS, with the exception of the less than 20 age group and the over 70 cohort. Given females make up 65.4 per cent of the total ACTPS workforce, the higher proportion of females in each age group is to be expected. Of all the age groups, the highest proportion of females is in the 30-39 age group at 69.2 per cent. The lowest proportion of females is in the age group under 20 at 47.5 per cent.

**Graph 3 – Gender Profile by Age (June 2019)**



At June 2019 the average salary of females in the ACTPS was \$93,911 and the average salary of males was \$95,363.

<sup>11</sup> Australian Bureau of Statistics, Labour Force Australia 6202.0  
<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Jul%202019?OpenDocument>

<sup>12</sup> Ibid

The gender pay gap for the 2018-19 reporting year is 1.5 per cent. This means that females in the ACTPS are paid slightly less than their male counterparts, with the average female earning \$0.98 for every \$1 earned by males. From June 2018 to June 2019 the gender pay gap reduced by 0.8 per cent. While it is difficult to conclusively determine reasons for the reduction in gender pay gap, a likely attributing factor is the increase in the number of female staff in the greater than \$90,000 salary range. In 2018-19 there were 50 per cent of female staff in the greater than \$90,000 salary range, as shown in Graph 4. This compares with 44.7 per cent of males falling in the same group.

Comparatively in 2017-18, the percentages for the greater than \$90,000 salary range were 46.2 per cent female and 42.4 per cent male. The growth in the number of staff represented in the greater than \$90,000 range for 2018-19 is 13.1 per cent for females while males increased 9.3 per cent. Of the entire increase in staff over \$90,000, 74.1 per cent were female and 25.9 per cent were male. When compared to the gender split of the ACTPS, this indicates that a higher proportion of female staff moved into the greater than \$90,000 salary range in 2018-19, bringing the average salary up and closing the gender pay gap.

Research continues to identify and support that gender pay gaps are lower in those organisations with higher representation of females in executive leadership roles<sup>13</sup>. This is certainly the case for the ACTPS with 52.5 per cent of the Senior Executive Service being females, an increase from 46.1 per cent in 2017-18.

In the ACTPS, females and males undertaking the same job receive the same remuneration. That is, females and males with the same role and responsibilities receive the same salary (for example a female and a male in an Administrative Services Officer Class 6 position receives the same salary, just as a female and a male in a Classroom Teacher 1 position receives the same salary).

---

<sup>13</sup> Cassells R, Duncan A and Ong R (2017), *Gender Equity Insights 2018: Inside Australia's Gender Pay Gap*, Bankwest Curtin Economics Centre, Workplace Gender Equality Agency - Gender Equity Series, Issue #2, March 2017.



**Graph 4 – Gender Profile by Salary Range (June 2019)<sup>14</sup>**



Graph 4 shows the number of male and female employees across different salary groups in the ACTPS. There are significantly more females in the \$60,000-\$119,000 salary groups, while in the under \$59,000 and over \$120,000 salary groups the number of females and males is more similar.

Over the past year the number of females has increased in all salary groups above \$60,000. The highest increase was within the \$60,000 to \$79,000 range from 3,805 in 2018 to 4,291 in 2019, an increase of 486 female employees. Comparatively, over the same period the number of males has remained consistent across all salary ranges.

Females hold 52.5 per cent of Senior Executive positions in the ACTPS, a proportion that has increased by roughly ten per cent over the past five years (43.1 per cent at June 2014). Of those Senior Executive positions five out of eight Directors-General are females.

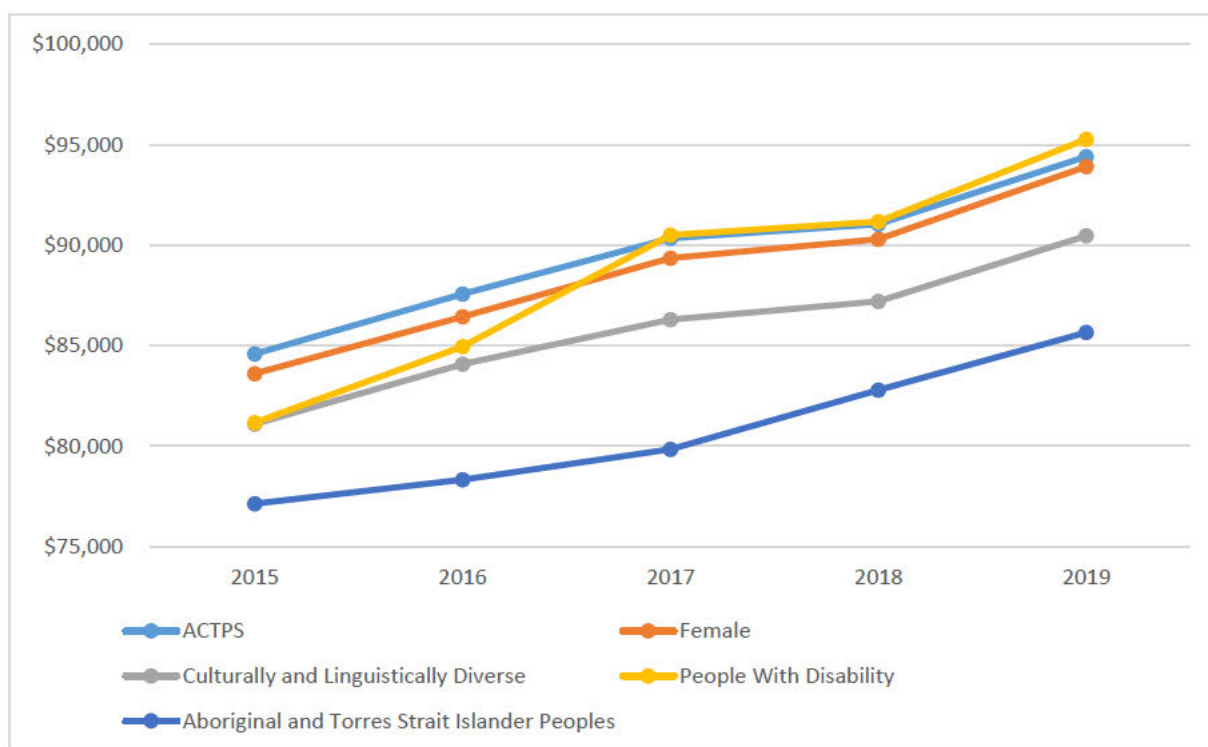
Females working in the ACTPS hold a diverse range of professions, including: Administrative Officers, Ambulance Officers, Fire and Rescue Officers, Information Technology Officers, Teachers and Transport Officers. At June 2019 the professions with the highest proportion of female employees were: Nurses and Midwives (86.1 per cent), Health Assistants (82.8 per cent), Health Professional Officers (80.6 per cent), Teachers (76.8 per cent), Legal Support Officers (75.0 per cent), Legal Officers (74.8 per cent) and Administrative Officers (74.4 per cent).

Graph 5 provides an overview of the average salary growth of females over the last five years in comparison to other diversity groups and the overall ACTPS workforce.

<sup>14</sup> Data for Gender Profile by Salary Range excludes casuals.



**Graph 5 – Comparison of average salary (June 2015 - June 2019)**



## 2.4 Flexible Working Arrangements

The ACTPS recognises the need to provide sufficient support and flexibility at the workplace to assist employees in achieving work and life balance and to meet their caring responsibilities. While family friendly initiatives are important aspects of work and life balance, it is also important that all employees at all stages in their working lives are supported.

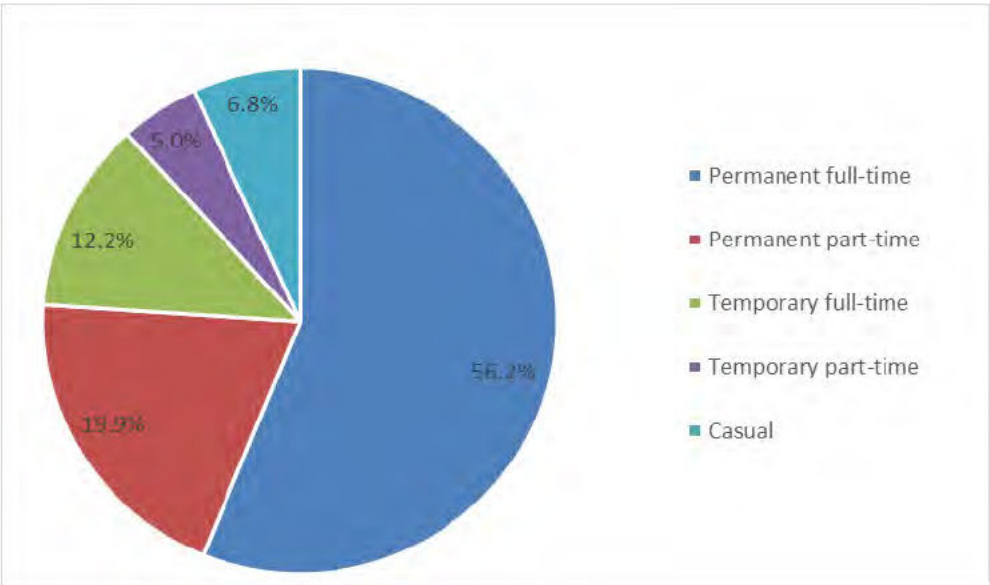
To assist employees in balancing work and personal commitments, flexible working arrangements are available. Examples of these flexible working and leave arrangements include:

- > flexible starting and finishing times;
- > ability to take a few hours off work, and make it up later;
- > home based work on a short or long-term basis;
- > part-time work;
- > job sharing;
- > purchased leave;
- > annual leave;
- > long service leave;
- > leave without pay; and
- > other leave, such as to attend an Aboriginal or Torres Strait Islander ceremony or meeting, accompany a partner on a posting, or attend a sporting event as an accredited competitor or official.

In the ACTPS, employees who work part time make up almost one quarter of the workforce. The high proportion of permanent part time employees in the ACTPS demonstrates that this commitment is being supported through part time arrangements. Part time work allows employees to combine employment with other activities such as education or raising or caring for family and allows both female and male employees to maintain a healthy work life balance while progressing their careers.

Displayed below in Graph 6 is the ACTPS workforce by employment category. At June 2019, 24.8 per cent of the workforce worked part time (5,763 employees), which is slightly lower than both the percentage of part time employees in the ACT labour force (28.2 per cent)<sup>15</sup> and the Australian labour force (31.9 per cent)<sup>16</sup> at June 2019. Since June 2018 the number of employees working part time has risen by 267 employees, which is consistent with the growth since over the past five years.

**Graph 6 – ACTPS Workforce by Employment Category (June 2019)**



As can be seen in Table 2, at June 2019 there were 960 part time Culturally and Linguistically Diverse employees, representing 16.6 per cent of the total number of part time employees. People with Disability made up 2.4 per cent, and Aboriginal and Torres Strait Islander Peoples made up 1.5 per cent.

Consistent with previous years, the majority of ACTPS part time employees are female (82.7 per cent). At 30 June 2019, 31.4 per cent of females worked part time in comparison to 12.4 per cent of males. The percentage of males who work part time has increased by 0.6 per cent within the last 12 months.

<sup>15</sup> Australian Bureau of Statistics, Labour Force Australia 6202.0. <https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Jul%202019?OpenDocument>

<sup>16</sup> Ibid.

The proportion of ACTPS part time employees who are female is approximately 15 per cent higher than the percentage of female part time employees in both the ACT labour force<sup>17</sup> (65.9 per cent) and Australian labour force<sup>18</sup> (69.1 per cent) at June 2019.

In the ACT labour force, 38.3 per cent of all females work part time compared to 18.6 per cent of all males<sup>19</sup>, and in the Australian labour force 46.2 per cent of females work part time compared to 19.2 per cent of all males<sup>20</sup>.

**Table 2: Part time employment by diversity (June 2019)**

|                            | ACTPS | Females | Aboriginal<br>and Torres<br>Strait Islander<br>Peoples | People with<br>Disability | Culturally and<br>Linguistically<br>Diverse |
|----------------------------|-------|---------|--------------------------------------------------------|---------------------------|---------------------------------------------|
| <b>Permanent part time</b> | 4,610 | 3,855   | 63                                                     | 119                       | 773                                         |
| <b>Temporary part time</b> | 1,151 | 916     | 24                                                     | 22                        | 187                                         |
| <b>Total part time</b>     | 5,768 | 4,771   | 87                                                     | 141                       | 960                                         |

As shown in Table 2, part time employees within the ACTPS are predominantly employed on a permanent part time basis, with these employees making up 79.9 per cent of all part time employees. Trends within the part time workforce have remained consistent with previous years, and the proportion of part time employees who identified with a diversity group has also remained largely unchanged.

<sup>17</sup> Ibid.

<sup>18</sup> Ibid.

<sup>19</sup> Ibid.

<sup>20</sup> Ibid.

# Chapter 3

Innovative, collaborative  
and responsive

# CHAPTER 3: INNOVATIVE, COLLABORATIVE AND RESPONSIVE

---

## 3.1 Workforce Planning

The Chief Minister's Statement of Ambition recognises that an effective public service must '*attract and retain the talented people that can help make our city great.*'<sup>21</sup> The ACTPS workforce is continuing to be shaped and supported through a range of whole of government workforce strategies.

### A modern work environment

The ACT Government is committed to providing contemporary and innovative work environments that support staff to deliver services to the Government and the broader community.

Activity Based Work (ABW) has been endorsed as the presumptive model for the refurbishment of existing office accommodation across the ACTPS. This decision has also informed the design of the Dickson and Civic office buildings, which are expected to be occupied by the ACTPS in 2020 and will accommodate 3,000 employees across both buildings.

Currently, over 800 ACTPS employees are working flexibly in ABW-designed office environments at a number of locations. Lessons learned from each roll-out of ABW environments have been applied to the design of subsequent office fit outs. Collaboration with the unions has occurred. Significant knowledge and experience has been established to inform the change program that will assist to transition staff into the Civic and Dickson office blocks.

### Workforce Transformation Program

A cross-Service working group of Human Resource Directors has supported the development of people and workplace culture across the ACTPS by focussing on the transition of staff to the new Government Office Blocks.

Two important outcomes were achieved in 2018-19: the development and launch of a package of team resources called *Culture Ready Conversation Starters* and a 'Train the Trainer' program for HR practitioners focused on the emotional and interpersonal aspects of organisational change called the *Dynamics of Change Program*.

A new intranet portal was also developed and released during the reporting year. The Workforce Transformation Portal is a whole of government intranet platform for staff moving to the Dickson and Civic Office blocks.

To further support workforce transformation, additional resources and tools will be developed in 2019-20 for people managers and staff. These will focus on staff in ABW environments.

---

<sup>21</sup> Canberra: A statement of Ambition, page 7, [http://www.cmd.act.gov.au/\\_data/assets/pdf\\_file/0006/865482/Canberra-A-Statement-of-Ambition.pdf](http://www.cmd.act.gov.au/_data/assets/pdf_file/0006/865482/Canberra-A-Statement-of-Ambition.pdf)

## **Culture Ready Conversation Starter Resources**

Culture Ready Conversation Starter Resources assist managers and teams to build positive team cultures through regular, good quality communication and engagement with each other. The resource topics include: collaboration and communication; change management; team innovation and strategic thinking. The resource also provides guidance for managers on how to manage team conversations.

The resources are available on the Workforce Transformation Portal.

Work will continue in 2019-20 to monitor the frequency with which the resources are accessed, and any feedback received about them.

## **Dynamics of Change**

In 2018, Human Resource Directors identified further opportunities to support Workforce Transformation activities by sharing the Dynamics of Change Program. The Program is a best practice training program for managers and staff, developed by Canberra Health Services (CHS).

The program supports managers to navigate emotional or interpersonal elements of organisational change and effectively lead teams through transitions. Phase one of the program is a manager workshop with a supporting manager guidance document, followed by an ongoing peer support network for managers. Phase two is a facilitated team workshop.

To create positive change processes across Directorates, CHS shared the program for use across directorates. A CHS facilitator delivered a program demonstration session and a series of dedicated Dynamics of Change 'Train the Trainer' sessions. Sixteen HR practitioners and managers participated in the demonstration of the program material and thirteen practitioners participated in dedicated Dynamics of Change 'Train the Trainer' sessions. These practitioners are currently involved in workforce transformation and change projects in their respective directorates.

## **University of Canberra Smart Work Study**

In November 2018, researchers from the University of Canberra Institute for Governance and Policy Analysis commenced a study into 'smart work' practices in the ACTPS.

Smart work is a collection of working practices and employee attitudes that include alternative work arrangements such as part-time or home-based work; flexible working practices such as jobshare arrangements and contemporary working practices and office design such as ABW environments.

The University of Canberra research team have completed an extensive literature review and a series of face to face interviews with ACTPS personnel and expect to publish their research for peer review in 2019-20.

## **Australian Public Service Commission (APSC) Branch Out Pilot**

The ACTPS has joined a collaborative cross-government working group run by the APSC on the secondment 'Branch Out' Pilot program.

The program aims to help participating organisations transform and advance their policy and business outcomes by strengthening cross-sector relationships and building capability through secondments. Work will continue on this program in 2019-20.

## Whole of Government Training Panel

A new Whole of Government Training Panel commenced on 1 July 2018 which offered a larger choice of courses with additional providers. The new panel arrangement provides directorates and public sector bodies with access to a variety of suppliers who provide contemporary, future focussed and structured training.

Forty providers have formed part of the Training Panel. The new Panel offers the following training categories:

- > Communication and Engagement – 19 providers;
- > Computer Skills – 3 providers;
- > Executive Development – 9 providers;
- > Emergency Response and Fire Safety – 4 providers;
- > First Aid – 8 providers;
- > Inclusion – 6 providers;
- > Management and Leadership – 20 providers;
- > National Qualifications – 13 providers;
- > Self-Development – 14 providers;
- > Work Safety – 11 providers; and
- > Working in Government – 12 providers.

Training in Executive Development, Emergency Response and Fire Safety and Inclusion were added as standalone sessions to the training categories for the first time.

During the reporting year, there were 1,696 attendees as part of the ACTPS Training Calendar. The most popular courses covered topics such as Essential Writing Skills, Introduction to Procurement, Job Applications and Interview skills, First Aid courses and Respect, Equity and Diversity.

## ACTPS Graduate Strategy

The ACTPS Graduate Program is a program designed to recruit the graduates needed to build an agile, responsive and innovative public service and ensure the future provision of services to the Canberra community.

To support these aims, the Strategic Board has endorsed the development and implementation of a Graduate Strategy.

During the reporting year, an interim report into the ACTPS Graduate program was delivered. The ACTPS Graduate Strategy Interim Report looked at the evidence on the effectiveness of current ACTPS whole of government graduate talent management and provided a focus on opportunities for future improvements to the ACTPS Graduate Program. Primary data on existing graduate career development and cohort characteristics was gathered and analysed. Qualitative data about graduate workforce planning was obtained through an ACTPS Strategic Workforce Plan Survey. The survey generated useful feedback on the future business needs and current experiences of graduates and the ACTPS Graduate Program.



In June 2019, the ACTPS Graduate Strategy 2021-2026 was approved by Strategic Board. The Strategy identified improvements to the ACTPS Graduate Program in five areas:

- > a renewed focus on attracting and retaining inclusion graduates and graduates from key professional groupings;
- > communication and engagement with potential graduates on the breadth and impact of working in the ACTPS and promoting our organisation as a graduate employer of choice;
- > shaping a tailored learning experience to support graduate learning in both technical and generalist ACTPS capability;
- > establishment of an Executive Stream Sponsor role to better match graduate talent with business areas and workforce planning needs and graduate recruitment focus for the next five years; and
- > measuring what matters and listening to the business, the data and graduates themselves to achieve continuous improvement.

The Strategy is currently being rolled out across the ACTPS. More information on the Graduate program is available in Section 2.1, Attraction and Retention.

## 3.2 Senior Executive Service

The capability of public service senior executives is key to successfully driving outcomes and delivering better services to the Canberra community. The Head of Service has been driving reforms to create a more agile and mobile Senior Executive Service.

### Mobility

The *Public Sector Management Act 1994* (PSM Act) was amended in 2016 to establish the Senior Executive Service (SES). The amendments created a clearer delineation between executive levels and provided for ACTPS executives to be engaged as members of the SES rather than to specific executive positions.

These changes were designed to facilitate greater mobility arrangements and temporary assignments across the ACTPS according to an executive's skills and capabilities and to enable operational requirements in order to meet Government priorities. Whilst reinforcing the 'One Service' model, these arrangements also provide career development opportunities and help to broaden the experience of executives across the ACTPS.

In order to facilitate mobility of the SES, all temporary and permanent positions are advertised, with executives encouraged to apply for opportunities in different areas of the ACTPS.

### Revised Executive Classification Structure

On 1 July 2018, the PSM Standards 2016 were amended to introduce a revised executive classification structure. This change further supports amendments made in 2016 to the PSM Act by creating a four band 16-point executive classification structure replacing the previous three band 12-point executive structure. This revised structure enables a clearer delineation between executive levels.

The new executive classification structure has been based on the findings of an independent review of the executive structure, the first review of the executive structure conducted since the original structure was established in 1994. The review included a comprehensive interjurisdictional analysis of Commonwealth, State and Territory executive structures.

The ACT Remuneration Tribunal issued a new determination to reflect the revised structure which commenced on 1 July 2018.

## **Remuneration Tribunal Major Review into the Senior Executive Service remuneration, allowances and other entitlements**

During 2018-19, the ACT Remuneration Tribunal delivered its major review of the ACT Public Service Senior Executive Service (SES) remuneration, allowances and other entitlements<sup>22</sup>.

This was the first review into ACTPS SES remuneration, allowances and other entitlements since the ACTPS was established. The Remuneration Tribunal acknowledged the significant roles and responsibilities of executives that have evolved since the establishment of the ACTPS in 1994 and the competitive environment in which the ACTPS operates. The Remuneration Tribunal noted the importance of the ACTPS to be competitive with the Australian Public Service (APS) and its closest neighbour, New South Wales. The Remuneration Tribunal is continuing to monitor the competitiveness of the ACTPS Senior Executive Service with other jurisdictions, particularly the APS and NSW.

## **Standardised Senior Executive Service position titles**

During the report year, the Head of Service commenced the implementation of a consistent approach to standardising position titles for executives across the ACTPS. The standardised position titles are:

- > Band 1: Executive Branch Manager;
- > Band 2: Executive Group Manager;
- > Band 3: Deputy Director-General; and
- > Band 4: Director-General.

## **Executive Learning and Development**

A key focus in 2018-19 has been strengthening the leadership and capability of the ACTPS executive cohort. The Executive Speaker Series presents an opportunity for the ACTPS executive cohort to hear from leading key note speakers and provides time for executives to network and discuss opportunities and some of the challenges in improving the way the ACTPS operates. During the year, the Executive Speaker Series focussed on the development of strategic leadership, change management skills and collaboration. There were six events held with an average of 166 participants per event. The speakers included the Chairperson of the Aboriginal and Torres Strait Islander Elected Body, the Ombudsman, the Public Sector Standards Commissioner and the Director of Public Prosecutions.

---

<sup>22</sup> ACT Remuneration Tribunal Major Review: ACT Public Service Senior Executive Service remuneration, allowances and other entitlements, <https://www.remunerationtribunal.act.gov.au/major-reviews>

During 2018-19, 58 ACTPS senior executives took part in Executive Learning and Development which provided a focus on policy skills development. During 2019-20 Executive Learning and Development will focus on the Leading Digital Transformation Program. The program will support executives to:

- > lead the movement for digital transformation;
- > create public value through digital ways of working;
- > create the environment for successful digital transformation;
- > mobilise colleagues to deliver digital transformation and change; and
- > recognise where and how to prioritise effort to create a roadmap for a digital future.

### 3.3 Delivering digital services and engaging with the Community

The ACT Government Digital Strategy articulates a vision of the Territory as a leading digital city that embraces revolutionary and innovative technology, with an ACTPS that is fully engaged with digital service delivery. It allows the ACT Government to engage with citizens and staff, business and academia, to stand behind a common vision to capitalise on the opportunities of the digital age.

This section provides a snapshot of some initiatives being delivered in this area.

#### **Access to government information and data**

By making effective use of data, the ACTPS is making more informed decisions and delivering more tailored services for the Canberra community.

Developing the capability of employees in data analytics and data management provides significant opportunities to strengthen our performance as a service. Data analytics has the potential to help identify new perspectives on complex problems and improve outcomes.

During 2018-19, the Office of the Chief Digital Officer (OCDO) in CMTEDD established the ACT Data Analytics Centre (formerly known as the Centre of Data Excellence). The Centre consists of a team of data experts, an ACT-wide scalable data analytics platform and associated governance arrangements. The purpose of the Centre is to enable better services and policies by using data more effectively. The centre also embarked on nine Data Analytics Projects aimed at enhancing practice, discovering new insights, and building analytical and visualisation capabilities within the ACTPS.

---

## **SNAPSHOT**

### **GovHack 2018**

*The Office of the Chief Digital Officer coordinated the whole of Government sponsorship of GovHack 2018 – Australia’s largest community hackathon, which focuses on using government open data to solve real-world problems.*

*Ten challenges were set for the local competition, held over the weekend of 7-9 September 2018. Canberra was well represented, with a total of ten local teams, covering 12 different projects, receiving national recognition. The ACTPS representatives were runners up to Queensland in the Best State/Territory Participation category.*

---

## **Open Access**

The *Freedom of Information Act 2016*, which commenced on 1 January 2018, introduced an open access regime that ensures regular disclosure of certain categories of government information.

Public access to government information ensures greater transparency and strengthens democratic government. Information sharing better enables the community to contribute to policy formulation, assist government regulation, participate in program administration, provide evidence to support decision making and evaluate service delivery performance.

The ACT Open Access Information website was launched in early 2019 which provides a convenient, central place from which the community can search for agencies’ functional information, policies, information about government grants and other categories of open access information released under the *Freedom of Information Act 2016*. The site also provides links to other important sources of government information such as legislation, the ACT Budget, open data and historical government archives.

During the reporting year, Directorates were required to monitor the number of decisions to publish open access information, the number of decisions not to publish open access information, and the number of decisions not to publish a description of open access information withheld. This information is collected and reported in individual Directorate annual reports, which area available at [https://www.cmtedd.act.gov.au/open\\_government/report/annual\\_reports](https://www.cmtedd.act.gov.au/open_government/report/annual_reports).

The ACT Open Access Information website can be accessed at <https://www.act.gov.au/open-access>.

## **Digital transformation**

The ACTPS has been working to meet the government’s objective to establish Canberra as a fearlessly digital city that has embraced revolutionary and innovative technology to grow and diversify our economy, connect our people, accelerate our learning, and nurture our culture and community.

The Office of the Chief Digital Officer (OCDO) within CMTEDD is responsible for setting the digital strategic direction across the ACT Government. The OCDO has been working with Directorates to deliver and enhance a range of digital platforms.

ACT Digital (formerly known as iConnect) is a capability that allows people to prove who they are to the government once and be able to access a range of services applicable to them. During 2018-19, more than 7,400 people created a digital account to access these services, including the following two services released in the reporting year:

- > Rental Bond Help that offers eligible people interest-free financial assistance to enter the private rental market; and
- > Transfer My Infringement, for people to transfer their infringement notice to the driver of the vehicle at the time of the offence.

---

### **SNAPSHOT**

#### **ROBOTIC PROCESS AUTOMATION: PROCESSING WORKING WITH VULNERABLE PEOPLE APPLICATIONS**

*The Working with Vulnerable People (Background Checking) Act 2011 commenced on 8 November 2012 and requires those who work or volunteer with vulnerable people to have a background check and be registered. When it was designed, the scheme anticipated 40,000 Canberrans would register. Today, there are over 120,000 registrations. The significant increase in applications led to extended processing times, increasing potential risk to the most vulnerable and delaying workforce participation for people in key service and support roles.*

*Access Canberra's solution was to employ Robotic Process Automation (RPA) and machine learning as a solution to the number of simple, repetitive tasks in the application process. The software, or "bot", named Raider, has become an integral part of the team, freeing people to be redeployed and trained in higher value tasks, where their skills and expertise can best be utilised. Thanks to Raider and the team, the average processing time has been significantly reduced. The bot does in 5 minutes what team members previously completed in 17 minutes. In four weeks, the bot learnt the tasks of five people.*

*By automating a manual process of working between multiple business systems, Access Canberra has been able to provide an economic benefit to Canberra citizens, improve the application experience for individuals and protect vulnerable members of the community. Internally, team members have been upskilled and morale has been lifted by the removal of a significant backlog of work. In this project, Access Canberra demonstrated that if you trust people and prepare them for change, they'll positively engage with the change process.*

---

During 2018-19, CMTEDD delivered the following digital services to give staff and customers the option of dealing with the ACT Government online:

- > Establishment of an online job application form: A Whole of Government online job application form was created, digitising a previously paper-based process. This was launched in late May 2019, with over 1,000 applications received in the first month (June 2019).
- > Automated Salary Report approvals: The process has automated the way cost centre managers approve their cost centre report(s), digitising a previously paper-based process.
- > Long Service Leave Automation Project: A system for the automated calculation and reporting of Long Service Leave entitlements.

The Security and Emergency Management Branch in JACS commenced Project Bluesky to make the storage and retention of CCTV data more efficient by using data centres.

Housing ACT is driving a \$2.134 million business transformation program to deliver a modern digital service platform for its clients. Work to deliver the program began in 2018-19. Through this program, Housing ACT has launched its first digital client service, Rental Bond Help.

In May 2019, the ACT Health Directorate delivered the *Digital Health Strategy 2019-2029*, which sets out key strategic priorities and objectives to guide the development of future health services across the public healthcare system in the ACT. The Directorate is also investing in a range of important strategies to operationalise these objectives and support reform priorities.

---

### **SNAPSHOT** **ACT HEALTH MOBILE APP**

*As part of the Digital Health Strategy 2019–2029, ACT Health launched a new ACT Health mobile app. The app provides real-time waiting times for emergency departments and Walk-in Centres across the ACT.*

*The app enables members of the public to find location details, travel directions and average waiting times to help them make an informed decision about the best location to visit. The app also allows users to learn more about what to expect during and after a stay in hospital. The app can be accessed on the Google Play store or the Apple App store.*

---

## **Digitising Government records**

Digitisation supports the commitment by the ACTPS to reducing paper waste and red tape.

During the reporting year, CMTEDD commenced implementation of an Electronic Document and Records Management System (EDRMS). Approximately \$2.1 million was appropriated for the 2019-20 financial year for this initiative in the 2018-19 Budget. This initiative is a key enabler of the transition to digital record keeping across the ACTPS. The EDRMS project team has initially focused on implementing the system to those Directorates moving into the new Civic and Dickson office blocks to support Activity Based Work in 2020.

The Territory Records Office (TRO) has engaged in driving the transition of recordkeeping from paper to digital form. The provision of authentic, reliable, accessible and authoritative digital records of government activity is vital to support the ACTPS in its efficient administration, informed decision-making, accountability and community memory. The TRO, in partnership with Shared Services, is leading the widespread implementation of digital records solutions in the ACTPS.

## **Human Resources Information Management System**

During the reporting year, further work was completed in planning for the Human Resources Information System (HRIMS). The HRIMS will deliver an ICT solution that will optimise Payroll Services' integration with effective Human Capital Management within the ACTPS. This will increase efficiency, improve service delivery and create a more strategic approach to managing human capital within the ACTPS. The HRIMS will replace the current system, Chris21 Employee Self Service System.



During 2019-20 the HRIMS project will focus on the design, build and implementation phases of the program. The 2019-20 Budget has appropriated approximately \$4.3 million for the HRIMS project. This work is being overseen by the HRIMS Steering Committee who will have ongoing responsibility for the strategic direction of this significant program. The HRIMS will be implemented in a phased approach over three releases, commencing in the third quarter of 2020 and concluding in the first quarter 2021.

## Engaging the community

The ACTPS has been working to collaborate and engage with the community on policies and projects.

### YourSay Community Conversations

The Communications and Engagement Division in CMTEDD has supported directorates to use the YourSay Community Conversations (YourSay) website as the place for online consultations with the community.

In 2018-19, there were more than 100,000 visitors to YourSay, and the YourSay e-newsletter had more than 6,500 subscribers. Some significant engagements included:

- > a New Bus Network for Canberra, with 11,500 pieces of written feedback received, and 12,913 conversations held with the community; and
- > ACT Planning Strategy Refresh, with 911 quick poll votes submitted, 90 registered workshop attendees and 675 votes on community priorities.

---

#### SNAPSHOT

##### *YOURSAY: CITIZENS' JURY ON COMPULSORY THIRD PARTY INSURANCE*

*The ACT Government successfully used the YourSay Community Conversation in informing the public about improving the Territory's Compulsory Third Party (CTP) scheme. The government chose to use a citizens' jury process to consider with the community and other key stakeholders how to improve the scheme so it reflects the priorities of Canberrans.*

*Feedback received was given to the citizens' jury to help inform their deliberations on priority areas for the reformed scheme. The jury – made up of a representative group of Canberrans – met over three weekends to analyse, research and consider submissions from experts, consider feedback from the community, and deliberate about what the objectives of a new scheme should be and choose a new motor accident insurance model. The final report on the chosen model was presented to Chief Minister Andrew Barr MLA on 27 March 2018.*

*On 19 March 2019, the Chief Minister introduced the Motor Accident Injuries Bill 2019 in the Legislative Assembly - it was successfully passed with some amendments on 16 May 2019.*

---

## YourSay Community Panel

During the reporting year, the Communications and Engagement Division has also been working to design, build and deliver a new digital platform to engage with Canberrans. The YourSay Community Panel, due to be launched on 1 July 2019, is a place for Canberrans to share views and opinions through surveys and other research activities.

Panel membership makes it easy and convenient for members to have their say on any device, anywhere and at a time that suits them. Any ACT resident over the age of 16 is eligible to join, including ACT Government employees.

The Panel gives government the ability to recruit participants for focus groups and workshops to gain a deeper understanding from the community.

Feedback sought through research activities will help shape the policies, programs and services that make Canberra a great place to live and work.

The Panel is supported by an online platform with industry-leading security and data segmentation capabilities. The Panel allows government to seek the views and opinions of a representative group of the community on a broad range of topics, as well as evaluate programs, services and communications campaigns. To thank members for their time, they are placed in a monthly prize draw to win e-gift vouchers.

Data security and privacy is one of the most important considerations of the project with advice sought from Shared Services ICT Security and privacy experts within the Government Solicitor's Office as well as an independent Privacy Impact Assessment by Clayton Utz.

Qualified market researchers within CMTEDD will lead the development of the research program to seek the views of the community on a range of topics. Crucial to the Panel's success will be the ability to share the results so that members understand how their views were used to inform decision-making and the improvement of programs and services for the benefit of all Canberrans.

During the 2019-20 reporting year, the team will roll out a targeted marketing and communication campaign to encourage people from a range of age groups and backgrounds to join the panel. For more information, please visit <https://www.yoursay.act.gov.au>.

## Customer Relationship Management System

The ACT Government has been trialling a Whole of Government Customer Relationship Management (CRM) system, as part of a suite of initiatives aimed at improving engagement across government.

The CRM supports coordination of common stakeholder relationships in the ACT Government, particularly where relationships cross over several projects and initiatives and are long term in nature. This includes the government's ongoing relationship with community councils, resident action groups, community service providers, peak bodies, industry representative groups, and major employers.

The CRM, Consultation Manager, gives business areas across government free access to a database where they can store information about their formal engagements with stakeholder organisations. Business areas are able to run reports and see what other government engagements are involving their stakeholders.

For stakeholders, the CRM is intended to minimise duplication of their engagements with the ACT Government, to ensure their contributions and conversations are shared across government as appropriate.

Managed by the Communications and Engagement Division in CMTEDD, the CRM is being trialled on a limited use basis. The directorates and agencies in the trial are:

- > Chief Minister, Treasury and Economic Development Directorate;
- > Environment, Planning and Sustainable Development Directorate;
- > City Renewal Authority;
- > Transport Canberra and City Services Directorate; and
- > Suburban Land Agency.

## 3.4 Workforce Growth

### Employment Growth

At 30 June 2019, the ACTPS comprised 23,208 employees. Employment, based on headcount, has experienced another year of growth with a 4.4 per cent increase or 978 employees during the 2018-19 reporting year. Full-time equivalent (FTE) employment also increased by 4.4 per cent, or 862.5 FTE over the same period. At 4.4 per cent, employment growth exceeds that of the general Australian labour force (employment growth of 2.6 per cent during 2018-19) over the same period.

While the ACTPS increased by 978 employees, 79.1 per cent of the total workforce were permanent, 17.5 per cent were temporary and 3.4 per cent were casual employees at the end of the reporting year. Table 3 displays ACTPS employment growth by directorate for the June 2018 to June 2019 period.

**Table 3: ACT Public Service Employment Growth by Directorate**

| Directorates                                                  | Headcount     |               |             | FTE             |                 |             |
|---------------------------------------------------------------|---------------|---------------|-------------|-----------------|-----------------|-------------|
|                                                               | Jun-18        | Jun-19        | Change (%)  | Jun-18          | Jun-19          | Change (%)  |
| Canberra Health Services <sup>23</sup>                        | n/a           | 7,381         | n/a         | n/a             | 6,424.8         | n/a         |
| Chief Minister, Treasury and Economic Development Directorate | 2,411         | 2,498         | 3.6%        | 2,318.6         | 2,399.0         | 3.5%        |
| <i>ACT Insurance Authority</i>                                | 18            | 18            | 0.0%        | 18.3            | 16.7            | -8.9%       |
| Community Services Directorate                                | 933           | 961           | 3.0%        | 865.8           | 900.0           | 4.0%        |
| Education Directorate                                         | 6,814         | 7,131         | 4.7%        | 5,664.1         | 5,968.3         | 5.4%        |
| Environment, Planning and Sustainable Development Directorate | 672           | 686           | 2.1%        | 635.1           | 646.7           | 1.8%        |
| ACT Health Directorate <sup>24</sup>                          | 7,607         | 568           | n/a         | 6,661.2         | 540.5           | n/a         |
| Justice and Community Safety Directorate                      | 1,869         | 1,910         | 2.2%        | 1,781.0         | 1,822.3         | 2.3%        |
| Transport Canberra and City Services Directorate              | 1,906         | 2,055         | 7.8%        | 1,753.9         | 1,842.3         | 5.0%        |
| <b>ACTPS Directorates Total</b>                               | <b>22,230</b> | <b>23,208</b> | <b>4.4%</b> | <b>19,697.9</b> | <b>20,560.4</b> | <b>4.4%</b> |

Table 4 below displays employment growth by classification groups. As shown, employment growth has been recorded in the vast majority of ACTPS classification groups. The largest percentage growth has been seen in the following classification groups: Ambulance Support Officers at 27.1 per cent, Transport Officers at 23 per cent, Judicial Officers at 21.4 per cent and Dentists/Dental Officers at 18.8 per cent.

<sup>23</sup> On 1 October 2018, ACT Health split into two organisations, Canberra Health Services and ACT Health Directorate.

<sup>24</sup> On 1 October 2018, ACT Health split into two organisations, Canberra Health Services and ACT Health Directorate.

**Table 4: ACT Public Service Employment Growth by Classification (Headcount)**

| Classification group                      | Jun-18        | Jun-19        | Change %    |
|-------------------------------------------|---------------|---------------|-------------|
| Administrative Service Officers           | 5,500         | 5,778         | 5.1%        |
| Ambulance Officers                        | 215           | 214           | -0.5%       |
| Ambulance Support Officers                | 48            | 61            | 27.1%       |
| Bus Operators                             | 740           | 802           | 8.4%        |
| Correctional Officers                     | 217           | 232           | 6.9%        |
| Dentists/Dental Officers                  | 16            | 19            | 18.8%       |
| Disability Officers                       | 3             | 3             | 0.0%        |
| Executives                                | 243           | 255           | 4.9%        |
| Fire and Rescue Officers                  | 336           | 332           | -1.2%       |
| General Service Officers and Equivalent   | 1,194         | 1,221         | 2.3%        |
| Health Assistants                         | 114           | 122           | 7.0%        |
| Health Professional Officers              | 1,459         | 1,487         | 1.9%        |
| Information Technology Officers           | 176           | 176           | 0.0%        |
| Judicial Officers                         | 14            | 17            | 21.4%       |
| Legal Officers                            | 132           | 127           | -3.8%       |
| Legal Support Officers                    | 20            | 20            | 0.0%        |
| Linen Production and Maintenance Officers | 53            | 54            | 1.9%        |
| Medical Officers                          | 932           | 985           | 5.7%        |
| Nurses and Midwives                       | 3,159         | 3,362         | 6.4%        |
| Professional Officers                     | 226           | 246           | 8.8%        |
| Prosecutors                               | 44            | 46            | 4.5%        |
| Rangers                                   | 47            | 38            | -19.1%      |
| School Leaders                            | 752           | 780           | 3.7%        |
| Senior Officers                           | 2,494         | 2,674         | 7.2%        |
| Statutory Office Holders                  | 15            | 15            | 0.0%        |
| Teachers                                  | 3,736         | 3,781         | 1.2%        |
| Technical Officers                        | 272           | 283           | 4.0%        |
| Trainees and Apprentices                  | 38            | 35            | -7.9%       |
| Transport Officers                        | 35            | 43            | 22.9%       |
| <b>Total</b>                              | <b>22,230</b> | <b>23,208</b> | <b>4.4%</b> |

## Contractor Central – Contingent Labour System

In addition to the public sector employees, the ACT Government uses a contingent workforce management arrangement.

Contractor Central was introduced in April 2017 and is the Territory's system for engaging contingent labour services utilising the NSW Government Contingent Workforce arrangement scheme. Comensura is the head contractor for the provision of this service supported by Fieldglass as the Vendor Management System provider.

The scheme makes it easier for all suppliers to do business with the Territory, including improving access by small to medium enterprises (SMEs) to Government goods and services procurement and assisting in reducing red tape.

The scheme acts as a simple, streamlined process for suppliers and allows the Territory access to greater choice, better leverage of the available talent pool and access to a supplier performance management framework which includes satisfaction reviews, invoicing accuracy, response times and system data collection requirements.

The scheme currently has 57 prequalified suppliers and is taking an average 18 days to fill a position. The top four worker categories being filled are IT Applications Database and Systems, IT Management Implementation and Support, administration and industry/trade.

During the 2018-19 reporting year, there were a total of:

- > 633 individual contractors engaged;
- > 129 business units engaged;
- > 229 hiring managers engaged;
- > 27 suppliers engaged;
- > 673 job postings approved;
- > 869 work orders created; and
- > 20 suppliers have had active workers.

During this period, Contractor Central has delivered net savings to the Territory of \$3.85 million.

## Salary Growth

The average salary of the ACTPS was \$94,406 at June 2019. This is 3.7 per cent higher than the previous reporting year when the average salary was \$91,046 at June 2018. The ACTPS average salary is coincidentally the same as the average salary of an individual in the ACT labour force (\$94,406 at May 2019<sup>25</sup>), and approximately \$9,000 higher than the average salary of an individual in the Australian labour force (\$85,282 at May 2019<sup>26</sup>).

A five year average salary growth chart for the various diversity groups can be viewed at Graph 5 in section 2.3, Gender profile.

---

<sup>25</sup> Australian Bureau of Statistics, 6302.0 Average Weekly Earnings, Australia, May 2019.

<sup>26</sup> Australian Bureau of Statistics, 6302.0 Average Weekly Earnings, Australia, May 2019.



Salary growth amongst all diversity groups remained broadly similar during the reporting year. The most significant increase in this area was for employees identifying as people with disability. At June 2019 the average salary of employees with disability was \$95,276, an increase of 4.5 per cent since June 2018.

The average salary of female employees (\$93,911) continues to be slightly under that of the average ACTPS salary, a trend that is likely attributable to the proportionally larger number of female employees choosing part time work across the ACTPS.

Meanwhile, the average salary of employees identifying as Culturally and Linguistically Diverse increased by 3.7 per cent over the reporting year. At June 2019 the average salary of employees identifying as Culturally and Linguistically Diverse was \$90,465.

From June 2018 to June 2019, the average salary of employees identifying as Aboriginal and Torres Strait Islander increased by 3.5 per cent from \$82,798 to \$85,657.

**Table 5: Appointments and Promotions (July 2015 – June 2019)**

| Reporting year | Total Appointments/<br>Promotions/<br>Transfers | Appointment<br>from External | Appointment<br>from Temporary<br>Contract | Promotion<br>from HDA | Permanent<br>Transfer/<br>Promotion |
|----------------|-------------------------------------------------|------------------------------|-------------------------------------------|-----------------------|-------------------------------------|
| 2014-15        | 2,734                                           | 15.1%                        | 33.4%                                     | 19.7%                 | 31.8%                               |
| 2015-16        | 2,923                                           | 14.9%                        | 32.6%                                     | 21.1%                 | 31.4%                               |
| 2016-17        | 3,060                                           | 15.7%                        | 33.0%                                     | 22.9%                 | 28.4%                               |
| 2017-18        | 3,444                                           | 14.1%                        | 36.1%                                     | 22.4%                 | 27.3%                               |
| 2018-19        | 4,716                                           | 13.3%                        | 29.7%                                     | 22.2%                 | 34.9%                               |

Table 5 provides an overview of ACTPS appointments and promotions from July 2014 to June 2019. The total number of appointments/promotions/transfers for the period 2018-19 has increased to 4,716 from the previous year of 3,444. Of this, appointments from a permanent transfer or promotion has had the highest proportion at 34.9 per cent. This was an increase of 7.6 per cent from the previous year.

During 2018-19, appointments from external applicants and promotion from Higher Duties Allowance were consistent with previous years. A promotion from HDA occurs where an employee receiving a HDA is promoted into that position or into a different permanent position with the ACTPS following a recruitment process. From June 2018 to June 2019, appointments from temporary contracts reduced by 6.4 per cent, that is, the number of employees who held a temporary contract and were appointed to a permanent position with the ACTPS. During the same period the number of employees who received a permanent transfer or promotion increased by 7.6 per cent.



# Chapter

# IV

Positive workforce  
culture

# CHAPTER 4: POSITIVE WORKFORCE CULTURE

---

The ACTPS Employee Values and Signature Behaviours define who we are as an organisation. The ACTPS employee values of Respect, Integrity, Collaboration and Innovation are enshrined in the *Public Sector Management Act 1994* (PSM Act).

Directorates strive to promote and uphold the ACTPS Values and Signature Behaviours and implement innovative practices and solutions to assist employees in incorporating these practices into their work.

---

## SNAPSHOT

### VALUES IN ACTION: TRANSPORT CANBERRA AND CITY SERVICES DIRECTORATE (TCCS)

*Transport Canberra and City Services is committed to upholding the ACTPS values of respect, innovation, collaboration and integrity. In addition, TCCS has recently extended the values to include:*

**Excellence:** *‘When we demonstrate excellence: • We are proud of our work • We share skills and knowledge • We enjoy coming to work • We encourage people to do their best.*

**Safety:** *‘When we demonstrate safety: We are open to learn from our mistakes • We are focused on the job • We look after one another’.*

*Through recent employee engagement surveys, TCCS staff told the organisation how important it was to see the values not only on paper but demonstrated in action in the workplace. TCCS responded by inviting employees to help bring the values to life by articulating what each value might look like when on display in the workplace, and conversely what they might see when values are not demonstrated. What resulted was a comprehensive Values Toolkit with concrete examples of TCCS values in action, spoken in the language of their unique workforce. The toolkit also includes values-based questions that can be asked in recruitment processes to help attract and select people who not only have the right skills and qualifications, but who can also work within TCCS’ expected values and behaviours.*

*Values workshops have been held with a variety of work groups to enable them to develop ‘Respect Charters’, articulating expected behaviours for their individual teams and increasing their ability to hold each other accountable and address inappropriate behaviour at ground-level when it occurs. This focus on ‘Values in Action’ has brought the values to life.*

---

In the 2019 Agency Survey, directorates were asked to report on some of the activities undertaken to promote the values. Some examples of these activities involve:

- > Inclusion of values sessions in employee induction programs;
- > Fraud and Ethics, Risk Management and Respect, Equity and Diversity (RED) Training;
- > Inclusion of workplace values in the performance framework in directorates;
- > Hosting regular directorate consultative forums and workshops;
- > Inclusion of values aligned categories in Awards and Recognition Programs;
- > Celebration of significant dates and events; and
- > Promotion of White Ribbon awareness.

---

### **SNAPSHOT**

#### **VALUES JOURNEY: COMMUNITY SERVICES DIRECTORATE (CSD)**

*CSD regularly invites all staff to provide their feedback and views on 'how our values are being demonstrated and how these link to the Strategic Plan'. Throughout 2018-19 all staff were invited to complete four online quarterly surveys, designed to be regular pulse checks of the organisation.*

*The ongoing Values Project engages CSD staff to consider the ACTPS Values and Signature behaviours and to recognise these in the workplace. A range of materials have been provided to support these conversations, including:*

- > *A working with values leader's guide;*
- > *Four types of values postcards for staff to give to each other for personal recognition (thank you cards) for a job well done or where initiative has been shown;*
- > *Values trees were displayed throughout all CSD locations. Leaves in the four colours associated with the values were provided to all staff. Staff were invited to have values conversations within their teams and to write a message on a leaf together and attach to a tree;*
- > *Four types of value pins were provided to staff to 'pay forward' and pass on praise to each other, recognising values in action;*
- > *Banners, web pages, videos and photos to capture the values journey; and*
- > *The Development of a 'Our Values Promise'.*

*Through focusing on values, 'Our Values Promise' is being continuously embedded, which sets out how the values guide work across the Directorate and represents CSD's commitment to each other and the community, guiding how they work with stakeholders, partners and clients.*

*CSD has agreed to establish several 'Tiger Teams' to investigate key issues raised by staff. The first Tiger team is investigating the topic of 'How do we manage underperformance and behaviours inconsistent with the ACTPS Values and Signature Behaviours?' At the end of their project, the team are required to make recommendations for any improvements and a presentation at a CSD Strategic Board of Management meeting.*

---

## 4.1 Appropriate Workplace Behaviour

### Bullying and Harassment

The 2019 Agency Survey asked directorates to report on the number of bullying and harassment contacts received during the 2018-19 reporting period, and whether the directorate had a formal system established for the management of bullying and harassment. All eight directorates reported that they had formal reporting systems in place during 2018-19 for the management of bullying and harassment.

Table 6 provides information on the different mechanisms available to each employee to report bullying and harassment within the ACTPS.

RiskMan is the ACT Public Service automated system for reporting workplace safety incidents. It is one of several mechanisms used to report contacts made by employees relating to behaviour in the workplace that includes possible bullying and harassment. Notifications made through RiskMan are a subjective indicator, and the figures reported in 2017-18 and 2018-19 represent the total number of reports made through RiskMan by an ACTPS employee where the cause selected by the employee is 'work colleague' (i.e. another employee and/or supervisor).

The figures captured in Table 6 are the total number of contacts received of potential bullying and harassment. The figures captured in Table 6 are not a 'one for one' indicator of bullying and harassment as it is possible for an employee to report through multiple mechanisms or have multiple employees report the same incident.

Any reports received are reviewed by the relevant manager or executive and the HR area, which may require further action or investigation. After this occurs, it may be found that formal bullying and harassment did not occur.

**Table 6: Mechanisms of Reporting Bullying or Harassment (2017-18 to 2018-19)**

|                                                                                              | 2017-18 | 2018-19 |
|----------------------------------------------------------------------------------------------|---------|---------|
| <b>Contacts received by directorate Respect, Equity and Diversity (RED) Contact Officers</b> | 75      | 78      |
| <b>Contacts received by HR (not by a RED Contact Officer)</b>                                | 121     | 93      |
| <b>Contacts received through RiskMan</b>                                                     | 168     | 185     |
| <b>Contacts received through other mechanisms</b>                                            | 3       | 12      |

All respondents to Agency Survey: 2017-18 = 7, 2018-19 = 8

As shown in Table 6, during 2018-19 the total number of contacts of bullying and harassment has remained broadly similar to 2017-18. The majority of bullying and harassment contacts continued to be made through the RiskMan and directorate HR areas, with approximately 76 per cent of contacts coming through these mechanisms.

These reporting trends continue to be reflective of the effort being made across all directorates in educating employees on both when and how to make a report about bullying and harassment and the introduction of the RiskMan in 2015.

While most of the bullying and harassment contacts were received by directorate HR areas and RiskMan, directorate RED Contact Officers were also used by employees to make contact about



bullying and harassment matters, with approximately 21 per cent of all reports coming through that mechanism in 2018-19.

Table 7 shows the number of reports of bullying and harassments reported by Directorates and should be read with Table 6.

**Table 7: Reports of Bullying or Harassment (2017-18 to 2018-19)**

|                                                                                                                                                                                                              | 2017-18 | 2018-19 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|
| <b>Number of reports of bullying or harassment where a preliminary assessment under Section H of ACTPS Enterprise Agreements was commenced during the 2018-19 financial year</b>                             | 225     | 90      |
| <b>Number of reports of bullying or harassment received during the 2018-19 financial year that resulted in a misconduct process under Section H of ACTPS Enterprise Agreements</b>                           | 14      | 18      |
| <b>Number of bullying or harassment related misconduct processes completed during the 2018-19 financial year where the delegate has made a substantiated finding of bullying and harassment<sup>27</sup></b> | 8       | 11      |
| <b>Number of bullying or harassment related misconduct processes that are currently underway/being investigated, as at 30 June 2019<sup>28</sup></b>                                                         | 11      | 7       |

**All respondents: 2017-18 = 7, 2018-19 = 8**

When comparing Table 6 and Table 7 above, a large difference exists between the total number of reported experiences of bullying and harassment in Table 6 and the total number of reports of bullying and harassment resulting in a finding of bullying or harassment through a misconduct process reported in Table 7. This demonstrates that many reports were either resolved within the workplace without the need for further intervention or were found during the preliminary assessment stage not to involve behaviour considered to be bullying or harassment.

Under the Enterprise Agreements, directorates are required to conduct a preliminary assessment of a bullying or harassment report to determine whether a formal investigation is required or if the matter can be resolved through other means.

Where it is determined that an investigation is required, the matter is referred to the Professional Standards Unit (PSU). All misconduct investigations in the ACTPS are conducted or overseen by the PSU under the auspices of the Public Sector Standards Commissioner. A small number of cases are referred to an external investigator by PSU. Investigations are undertaken in accordance with the provisions of the relevant ACTPS Enterprise Agreement, the PSM Act and the Public Sector Management Standards (PSM Standards).

The number of formal misconduct processes relating to bullying and harassment referred to the PSU is detailed in Table 8 below.

<sup>27</sup> In 2017-18 directorates reported on the 'number of bullying or harassment related misconduct processes completed during the 2018-19 financial year where a breach of section 9 of the PSM Act was found to have occurred'.

<sup>28</sup> Total number of investigations commenced, completed and ongoing may not reconcile due to action across financial years.

**Table 8: Misconduct processes relating to bullying and harassment investigated by the PSU**

|                                                     | 2017-18 | 2018-19 |
|-----------------------------------------------------|---------|---------|
| <b>Number bullying or harassment investigations</b> | 18      | 14      |

## **Ethical Behaviour, Professional Standards and Complaint Management**

The office of the Public Sector Standards Commissioner (the Commissioner) was established on 1 September 2016 following amendments to the *Public Sector Management Act 1994* (PSM Act). The Commissioner is independent of the ACT Public Service, reporting directly to the Chief Minister. The Commissioner is Mr Ian McPhee AO PSM.

The Commissioner has important functions under the PSM Act and the *Public Interest Disclosure Act 2012*. The Commissioner has written to the Head of Service providing an update on the activities of the office during 2018-19. This letter is provided within the State of the Service Report at Chapter 8, Public Sector Standards Commissioner.

Table 9 below provides a summary of matters led by the Commissioner and the office during 2018-19:

**Table 9: Summary of matters led by Public Sector Standards Commissioner**

|                                  | Received during 2018-19 | Completed during 2018-19 |
|----------------------------------|-------------------------|--------------------------|
| <b>Misconduct investigations</b> | 85                      | 73                       |
| <b>Complaints</b>                | 11                      | 11                       |

The Commissioner is seeking to capture key messages arising from casework so that all in the ACT Public Sector can benefit and be more attuned to preventative steps to reduce the incidences of such cases. For further information, please see Chapter 8, Public Sector Standards Commissioner.

## Public Interest Disclosures

Table 10 provides the public interest disclosures made during the 2018-19 reporting year. Directorates and public sector bodies are required to report public interest disclosures to the Commissioner. The data is held and reported by the PSU.

**Table 10: Public interest disclosures during 2018-19**

|                                                                                                                                 | Number |
|---------------------------------------------------------------------------------------------------------------------------------|--------|
| <b>Number of claimed Public Interest Disclosures received</b>                                                                   | 8      |
| <b>Number of claims assessed by relevant entity as meeting definition of disclosable conduct under the PID Act<sup>29</sup></b> | 7      |
| <b>Number of claims investigated</b>                                                                                            | 3      |
| <b>Number of claims not investigated by virtue of Section 20 of the PID Act<sup>30</sup></b>                                    | 4      |

During the reporting year, the Commissioner issued new PID guidelines. The *Public Interest Disclosure Guidelines 2019* are available at <https://www.legislation.act.gov.au/ni/2019-281>.

Following the passage of the *Integrity Commission Act 2018* (IC Act), and in line with earlier commitments and a resolution of the Legislative Assembly, the ACT Government commissioned an independent review of the *Public Interest Disclosure Act 2012* (PID Act).

The Review will consider:

- > any potential conflict of interest (real or perceived) as it concerns decision makers and disclosure officers under the PID Act;
- > the findings of the Moss Review examining the operation of the Commonwealth Public Interest Disclosure Act 2013 as it concerns the strengthening of that legislation to achieve the Act's integrity and accountability aims;
- > matters raised in the submission of the Clerk of the Legislative Assembly to the Select Committee on an Independent Integrity Commission 2017 in relation to investigation of the conduct Members of the Legislative Assembly and their staff;
- > the application of the PID Act to the IC Act - in particular, its articulation with any protected disclosure provisions that may apply to any informants assisting the Integrity Commissioner or anyone consequently at risk; and
- > the suitability of an ACT Integrity Commission for the purposes of receiving disclosures pursuant to the PID Act;
- > relationships between existing integrity bodies in the ACT, including the sharing of information and the referral of complaints; oversight and accountability mechanisms; and identifying gaps in the current framework to determine solutions.

The findings of the Review will be delivered during the 2019-20 reporting year.

<sup>29</sup> These are claimed and unclaimed disclosures received which were assessed as being PIDs.

<sup>30</sup> Section 20 of the PID Act provides that a head of the public sector entity may refer the disclosure to the head of the other public sector entity if they reasonably believe that the disclosure is more appropriately investigated by another public sector entity that has a function or power to investigate.

## 4.2 Discipline Action

Table 11 shows the number of misconduct investigations commenced with a suspected breach of Section 9 of the PSM Act, during the 2017-18 and 2018-19 reporting periods. Data is held centrally by the PSU. Section 9 of the PSM Act provides the general obligations of public employees. Procedures for dealing with misconduct are provided in the employee's relevant Enterprise Agreement.

A misconduct investigation may involve one or more suspected breaches of Section 9 of the PSM Act. Reporting investigations rather than breaches provides a more typical sense of the level of discipline action across the ACTPS.

**Table 11: Misconduct Investigations Commenced**

|                                                                                                          | 2017-18 | 2018-19 |
|----------------------------------------------------------------------------------------------------------|---------|---------|
| <b>Number of misconduct investigations commenced with a suspected breach of section 9 of the PSM Act</b> | 73      | 70      |

**Table 12: Investigations completed in 2018-19 where a Breach(es) of Section 9 was found to have occurred or where allegations were not sustained**

|                                                                                                       | 2017-18 | 2018-19 |
|-------------------------------------------------------------------------------------------------------|---------|---------|
| <b>Number of investigations where a breach of section 9 of the PSM Act was found to have occurred</b> | 45      | 66      |
| <b>Number of investigations where the allegations were not sustained</b>                              | 7       | 6       |

Table 12 shows the number of Investigations completed in 2018-19 where a Breach of Section 9 was found to have occurred. Note: one process was undetermined as at 30 June 2019. Table 13 below shows the time taken to complete those investigations from available data held by the PSU.

**Table 13: Average Length of Time to Complete Misconduct Investigations Undertaken by PSU 2014-15 to 2018-19**

|                                                                         | 2014-15 | 2015-16 <sup>31</sup> | 2016-17          | 2017-18          | 2018-19           |
|-------------------------------------------------------------------------|---------|-----------------------|------------------|------------------|-------------------|
| <b>Number of investigations completed</b>                               | 23      | 42                    | 80 <sup>32</sup> | 52 <sup>33</sup> | 73 <sup>34</sup>  |
| <b>Average time to complete investigations in working/business days</b> | 83      | 101                   | 96               | 101              | 124 <sup>35</sup> |

The PSU has continued to focus on providing quality investigations while also improving and maintaining timeliness. As a centralised team, the PSU is well placed to conduct investigations on behalf of the ACTPS in an effective and efficient way.

<sup>31</sup> The 2015-16 figures have been adjusted to reflect a consistent methodology of calculating statistics between financial years, and as such may differ from figures reported in previous versions of the State of the Service Report.

<sup>32</sup> Includes full investigations and taking of admission statements by PSU.

<sup>33</sup> Includes full investigations and taking of admission statements by PSU.

<sup>34</sup> Includes full investigations and taking of admission statements by PSU. Four misconduct investigations were completed by external investigation services which were managed by PSU.

<sup>35</sup> This figure does not include completion of admission statements or investigations conducted by external investigation services.

During the 2018-19 reporting year, the PSU commenced more investigations than the previous year (16 per cent increase) and the average time to complete was slightly higher than the previous year. This was primarily due to an increasing volume of investigations being of a larger scale and complexity. During the 2018-19 reporting year, the PSU reviewed their processes and expect the average time to reduce during the next reporting year.

Table 14 shows the numbers against the type of sanctions imposed by Directorates during 2018-19 as a result of misconduct processes in the ACTPS. More than one sanction can be issued as a result of misconduct, therefore, the number of misconduct processes resulting in a breach may not reconcile with the total number of sanctions. Sanctions imposed during the 2018-19 reporting year may relate to investigations commenced and completed in prior years.

**Table 14: Disciplinary Sanctions (2018-19)**

|                                                                                              | <b>2018-19<sup>36</sup></b> |
|----------------------------------------------------------------------------------------------|-----------------------------|
| <b>Written warning and admonishment</b>                                                      | 34                          |
| <b>Other financial penalty</b>                                                               | 24                          |
| <b>Temporary or permanent transfer, to another position at level or lower classification</b> | 9                           |
| <b>Termination of employment</b>                                                             | 13                          |
| <b>Employee resigned prior to sanction being imposed</b>                                     | 16                          |

As shown in the Table 14, during 2018-19 the most common outcome reported where a breach was determined was the sanction of a written warning and admonishment. For further information about the misconduct process, please see Chapter 8, Public Sector Standards Commissioner.

## 4.3 Integrity, Fraud Prevention and Risk

Directors-General are obligated to ensure risks to the integrity of their directorates are assessed and treated in accordance with the appropriate Risk Management Standard and addressed in detailed fraud and corruption prevention plans. The obligation is set out in part 2.3 of the *Public Sector Management Standards 2006* which continues to apply in accordance section 113 of the *Public Sector Management Standards 2016*.

Each directorate is required to appoint an executive responsible for the implementation of the integrity strategies and processes for the detection and investigation of fraud and corruption. These officers are known as the Senior Executive Responsible for Business Integrity Risk (SERBIR). All eight directorates had a SERBIR in place throughout the 2018-19 reporting year.

Six directorates reported that a formal risk assessment had been undertaken in accordance with the Risk Management Standard during 2018-19. In October 2018, CHS and ACTHD transitioned into two separate organisations. As a result, no formal risk assessment was undertaken during the reporting year for both CHS and ACTHD. Both directorates are currently reviewing their risk and management arrangements to align with the new organisational structure.

<sup>36</sup> Includes PSU statistics and any sanctions reported by each Directorate in the Agency Survey.

Directorates identified a number of common key and emerging risks, including:

- > fraud and corruption;
- > ICT, cyber threats and data integrity including the loss or misuse of sensitive data and information;
- > public safety (including Events, Crowded Places);
- > workplace health and safety; and
- > prevention, preparedness and response to environmental threats (loss of utilities and key infrastructure due to physical and environmental conditions).

Six directorates identified their intentions to review the risk assessment process within their directorate during the 2019-20 reporting year.

Directorates noted the timing and event triggers of these reviews included:

- > the release of the new whole of Government Risk Management Policy by the ACT Insurance Authority in 2019;
- > the risk assessment process undertaken in line with business planning cycle;
- > directorate restructure (including machinery of government changes such as the creation of Major Projects Canberra); and
- > ongoing review as part of the risk management framework and business continuity planning.

JACS reported acquiring access to licences to implement a new Enterprise Risk Management (ERM) system which will allow greater levels of automation to current risk assessment and management processes. This will empower staff to actively manage and report on risks on a day to day basis. This expands a system which currently operates in TCCS.

The Education Directorate reported a commitment to a program called 'Strengthening the Foundations of Risk Management' at the school and Education Support Office (ESO) level. The program aims to embed risk management as part of the organisational business as usual program and integrate risk management as part of the normal school planning cycle.

In the 2018-19 reporting year, seven directorates reported that they had a current Fraud and Corruption Plan. CHS is currently reviewing their Fraud and Corruption Plan to align with their new organisational structure. Directorates reported that they had reviewed or were in the process of reviewing their Fraud and Corruption Plans.

As required by the *Public Sector Management Standards 2006*, all directorates must have an Audit Committee created in accordance with the *Internal Audit Framework*. The aim of the Audit Committee is to monitor and review the effectiveness of corporate governance within the respective directorates.

All directorates reported that an Internal Audit Committee was in operation for the 2018-19 reporting year. Each committee reported to include members who are external to the directorate, including the Chair.

Directorates were asked to report on any specific strategies implemented or activities that took place within each area to promote and educate employees on public sector ethics and values, integrity, governance and risk management. Some examples reported included:

- > e-learning modules;
- > orientation programs for new starters;
- > the availability of resources on the directorate intranet sites; and
- > SERBIR emails sent to all employees within the directorate.

In 2019, JACS piloted a Supervisor Development Program aimed at providing managers with information to support them to effectively undertake core supervisory duties and improving their confidence and performance as supervisors. The program was based on a successful Shared Services program. Topics covered in the program included ACTPS accountability, governance frameworks, financial integrity and delegations, HR delegations and governance, risk management framework and tools, and project risk and governance.

EPSDD also reported undertaking a fraud and corruption awareness survey in 2019, with 261 staff participating in the survey, which was up from the 91 staff responses in the 2017 fraud and corruption survey.

Directorates were asked to rate a number of integrity risks within their organisation against a category of low, medium, high or extreme. The integrity risks identified by directorates 2018-19 reporting year under each risk rating was:

- > Low risk category: Fraud (clients);
- > Medium risk category: Fraud and Integrity, Asset Management; and
- > High risk category: Procurement and Contract Management, Finance and IT Systems.

No directorates identified a risk as extreme. Most directorates reported risk ratings had remained consistent or reduced in rating since the 2017-18 reporting year.

In relation to the high risk category, directorates reported several strategies underway to help mitigate these risks. In relation to Procurement and Contract Management, work has commenced on implementing systems such as Project Management and Reporting System (PMARS) and the Online Simple Quote and Reporting System (OSQAR).

PMARS provides a systematic approach for delivering, managing and reporting on capital works projects. Integrated with budgeting and payment systems to maintain controls over project progress against milestones, budgeting and expenditure and an audit trail of decisions. The system will assist in providing current and accurate reporting. PMARS will also provide a standardised process for the development and delivery of capital works projects based on best practice. In the 2018-19 financial year, Phase 1 of the PMARS was progressed providing CMTEDD, TCCS and ACTHD with projects and associated contract reports available from the system, along with most of the Education Directorate's capital works projects. All budgeted projects for in the 2019-20 budget process are expected to be delivered within PMARS and reported on from the new system.

Procurement ACT is developing a tool, OSQAR, to simplify the procurement process for low value goods and services procurements. The tool takes users through a series of questions and prompts them to consider relevant policies and legislative requirements. The tool will be launched during the 2019-20 reporting year.



The newly established ACT Integrity Commission commenced on 1 July 2019 and is due to be fully operational by 1 December 2019. The ACT Integrity Commission will play a significant role in ensuring the transparency and accountability of the ACTPS. In addition to existing obligations under other legislation, the *Integrity Commission Act 2018* now requires that Directors-General, other senior executives and statutory office holders have mandatory responsibilities to notify the Integrity Commission about any matter that may involve serious corrupt conduct or systemic corrupt conduct.

A whole of government Compliance Project has been established to review all its obligations, both legislative and non-legislative including delegations, to ensure all employees are aware of their obligations and directorates have arrangements and resources in place to ensure compliance across all levels.

## 4.4 ACTPS Respect Equity and Diversity (RED) Framework

The ACTPS is committed to creating a positive, respectful, supportive and fair work environment where employee differences are respected, valued and utilised to create a productive and collaborative workplace. The RED Framework, launched in 2010, supports the ACTPS in achieving this commitment. During the 2018-19 reporting year, all eight directorates provided RED specific training to employees, with approximately 1,470 staff undertaking training during the reporting year.

The 2019 Agency Survey asked directorates to provide comment on the different activities they used during the 2018-19 reporting year to continue to reinforce the RED message.

**Table 15: Activities to promote the RED message (2018-19)**

|                                                                                                                 | Number of Directorates |
|-----------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Executive support of National Aborigines and Islanders Day Observance Committee (NAIDOC Week) activities</b> | 8                      |
| <b>Workplace celebrations of Harmony Day</b>                                                                    | 7                      |
| <b>International Women's Day events</b>                                                                         | 7                      |
| <b>Disability training</b>                                                                                      | 6                      |
| <b>Aboriginal and Torres Strait Islander cultural awareness training</b>                                        | 8                      |
| <b>Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) awareness training</b>                      | 5                      |

All respondents: 2018-18 = 8

In addition to the activities mentioned in Table 15, directorates reported undertaking other initiatives to promote the RED message. These initiatives included:

- > establishment of a LGBTIQ, Disability Employee and Aboriginal and Torres Strait Islander Networks in a number of directorates;
- > participation in Ngunnawal language presentations;
- > cultural safety masterclasses;
- > establishment of a Diversity Council to oversee issues relating to workforce diversity;
- > provision of Domestic and Family Violence Awareness training; and

- > statements of commitment to LGBTIQ employees.

**Table 16: Promotion of the RED Framework (2018-19)**

|                                                                  | Number of Directorates |
|------------------------------------------------------------------|------------------------|
| <b>RED Overview sessions (separate from formal RED training)</b> | 4                      |
| <b>Regular discussions regarding RED issues</b>                  | 6                      |
| <b>A RED network that meets quarterly or more frequently</b>     | 5                      |
| <b>Other</b>                                                     | 6                      |

All respondents: 2018-18 = 8

All directorates reported using a range of communication methods to provide details of their RED Contact Officers, including:

- > posters and promotion of access to RED Contact Officer details in common areas and on noticeboards;
- > information provided in directorate induction sessions and through RED Training;
- > access to the Whole of Government RED Contact Officer list on the ACT Government Directory; and
- > self-promotion of RED Contact Officers, such as the display of posters at the location of their workstation.

### **SNAPSHOT**

#### **NAIDOC AWARDS: ACT HEALTH DIRECTORATE**

*ACT Health's annual NAIDOC awards were celebrated on 12 July 2018 with the focus of the event being the 2018 theme "Because of Her, We Can!"*

*The awards started with a very special Welcome to Country from Aunty Agnes, Ngunnawal Elder and prominent Canberra figure. Aunty Agnes set the scene for an inspiring occasion with local community members and staff from across ACT Health.*

*Author and poet Samantha Faulkner was the guest speaker and she shared stories of the strong and inspirational women in her life that have shaped and encouraged her.*

*Minister for Aboriginal and Torres Strait Islander Affairs, Rachel Stephen-Smith MLA and Director-General Michael De'Ath were on hand to congratulate and present award recipients with their awards.*

*The awards also featured a video showcasing ACT Health's Jo Lesiputty, Acting Manager of the Aboriginal and Torres Strait Islander Practice Centre. Jo's achievements both at work and on the sporting field are inspirational.*

To ensure that the ACTPS provide the right supports to meet the needs of its workforce, staff are encouraged to update their diversity status in the HR21 Employee Self Service System. The 2019 Agency Survey asked if directorates had conducted an 'Update your Details' process during the 2018-19 reporting year. Six directorates reported that they had conducted an 'Update your Details' process.

Directorates were asked to report on the initiatives implemented during 2018-19 to support employees and potential employees from diversity groups, in particular people from a Culturally and Linguistically Diverse Background, Aboriginal and Torres Strait Islander People and People with Disability. Common initiatives utilised by directorates included:

- > participation in the ACTPS Work Experience and Support Program;
- > delivery of a pilot Aboriginal and Torres Strait Islander Employment Pathway Program;
- > establishment of an Indigenous Peer to Peer Network;
- > establishment of a Veterans' support network;
- > presentations calling for the reduction of men's violence against women on White Ribbon Day;
- > establishment of a Women's network; and
- > participation in the Indigenous Fire and Rescue Employment Strategy with the South Western Sydney Institute of TAFE and Fire and Rescue NSW. Graduates of this program joined ACT Fire and Rescue and completed the recruit training program.

For more information on initiatives and activities to support employees from diversity groups see Chapter 5, A Diverse and Inclusive Workforce.

# Chapter 5

A diverse and  
inclusive workforce

# CHAPTER 5: A DIVERSE AND INCLUSIVE WORKFORCE

---

As an employer, the ACT Government strives to achieve a diverse and skilled public service comprised of individuals who are valued for their differences, experiences, knowledge, backgrounds and their contribution to the service.

The ACTPS continues to offer an inclusive working environment where diversity is valued and celebrated. The Workforce Capability and Governance Division (Employment Inclusion Team) in CMTEDD designs and administers Whole of Government inclusion strategies, programs and initiatives. The inclusion employment programs and initiatives focus on increasing participation numbers to better represent the Canberra community who we serve and assist with meeting targets while also retaining and developing staff.

Whole of Government staff networks are in place to support human resource practitioners and other employees to drive inclusive programs and initiatives, including the ACTPS Inclusion Practitioners Network and ACTPS Staff with Disabilities and Allies Network. Directorates also participate in and establish inclusion networks and working groups to encourage conversations on inclusion and diversity in the workplace.

---

## **SNAPSHOT**

### ***CHIEF MINISTER, TREASURY AND ECONOMIC DEVELOPMENT DIRECTORATE***

*CMTEDD established three staff networks to provide employees with a supportive forum to engage in conversation on diversity in the workplace. These networks are:*

- > CMTEDD Pride Network;*
- > CMTEDD Disability Employee Network; and*
- > CMTEDD Aboriginal and Torres Strait Islander Network.*

*CMTEDD's Diversity and Inclusion Champion and Sponsors continue to lead and support the value of respect within the Directorate, by engaging with staff through participation in staff networks, open-door policies and supporting awareness events. CMTEDD's Diversity and Inclusion Champion and Sponsors include:*

- > Diversity and Inclusion Champion – Deputy Director-General, Economic Development;*
- > Respect, Equity and Diversity Executive Sponsor – Deputy Under Treasurer, Economic, Budget and Industrial Relations; and*
- > Reconciliation Action Plan Executive Sponsor – Executive Group Manager, Economic and Financial Policy Group.*

## 5.1 Aboriginal and Torres Strait Islander Peoples

The ACTPS is committed to building a more inclusive workforce. During the 2018-19 reporting year, multiple pathways and programs were delivered to support and encourage employment opportunities for Aboriginal and Torres Strait Islander Peoples in the ACTPS. In February 2018, the ACT Government and the ACTPS renewed their partnership with Canberra's Aboriginal and Torres Strait Islander community with the formal signing of the new *ACT Aboriginal and Torres Strait Islander Agreement 2019-2028* (the Agreement).

The Agreement is a commitment to Reconciliation and Self-Determination for Aboriginal and Torres Strait Islander people as the guiding principle. The Agreement builds on the strength of the previous Agreement (2015-2018) and outlines five significant focus areas of work with Aboriginal and Torres Strait Islander people in our community. One of these key areas is increasing economic participation by maximising opportunities for employment.

To deliver on its commitments, the ACTPS will increase the number of:

- > Aboriginal and Torres Strait Islander people employed through the Employment Inclusion Program (supporting traineeships and apprenticeships);
- > Aboriginal and Torres Strait Islander people in senior positions across the ACT Public Service by 2021; and
- > Aboriginal and Torres Strait Islander employees across the ACT Public Service and non-government services.

At 30 June 2019, the number of employees who identified as an Aboriginal and Torres Strait Islander Peoples increased from 380 to 423 employees, a growth of 11.3 per cent since 30 June 2018. This represents a 41.5 per cent increase over the last five years, as shown in Table 17.

**Table 17: Aboriginal and Torres Strait Islander Employees (June 2015 – June 2019)**

|                                      | Jun-15 | Jun-16 | Jun-17 | Jun-18 | Jun-19 |
|--------------------------------------|--------|--------|--------|--------|--------|
| <b>Headcount</b>                     | 299    | 313    | 350    | 380    | 423    |
| <b>Percentage of total workforce</b> | 1.4%   | 1.5%   | 1.6%   | 1.7%   | 1.8%   |

The 2016 Census revealed that Aboriginal and Torres Strait Islander Peoples represented 2.8 per cent of the Australian population, up from 2.5 per cent in 2011 and 2.3 per cent in 2006<sup>37</sup>. In the ACT, Aboriginal and Torres Strait Islander Peoples represented 1.6 per cent of the total population of the ACT<sup>38</sup>.

<sup>37</sup> Aboriginal and Torres Strait Islander Population: 2016 Census Data Summary

[http://www.ausstats.abs.gov.au/Ausstats/subscriber.nsf/0/C1DE83F220B089E3CA2581470023C96E/\\$File/aboriginal%20and%20torres%20strait%20islander%20population,%202016%20census%20data%20summary.pdf](http://www.ausstats.abs.gov.au/Ausstats/subscriber.nsf/0/C1DE83F220B089E3CA2581470023C96E/$File/aboriginal%20and%20torres%20strait%20islander%20population,%202016%20census%20data%20summary.pdf).

<sup>38</sup> Ibid.

The Education Directorate has the highest number of Aboriginal and Torres Strait Islander employees across the ACTPS Directorates, followed by Canberra Health Services. Trainees continue to be the largest cohort of Aboriginal and Torres Strait Islander employees at 22.9 per cent, followed by Corrections Officers at 6 per cent and Legal Support Officers at 5 per cent.

The average salary for Aboriginal and Torres Strait Islander employees in the ACTPS increased to \$85,657 but continues to be less than the average ACTPS salary (\$94,406).

The separation rate of Aboriginal and Torres Strait Islander employees has increased to 10.5 per cent over the last 12 months. This rate continues to be higher than the separation rate for the whole ACTPS which was 6.9 per cent at June 2019, however the sample size is smaller.

**Table 18: Aboriginal and Torres Strait Islander Peoples Snapshot (June 2019)**

| <b>Total Employees (Headcount)</b>                                  | <b>423</b>               | <b>Age</b>                 | <b>Headcount</b> |
|---------------------------------------------------------------------|--------------------------|----------------------------|------------------|
| <b>Total Employees (FTE)</b>                                        | 383.1                    | <20 years old              | 12               |
| <b>Aboriginal and Torres Strait Islander Peoples by directorate</b> | <b>%<br/>(Headcount)</b> | 20-29 years old            | 108              |
| Canberra Health Services                                            | 1.0%<br>(76)             | 30-39 years old            | 117              |
| Chief Minister, Treasury and Economic Development Directorate       | 1.8%<br>(45)             | 40-49 years old            | 90               |
| <i>ACT Insurance Authority</i>                                      | n/a                      | 50-59 years old            | 74               |
| Community Services Directorate                                      | 4.1%<br>(39)             | 60-69 years old            | 22               |
| Education Directorate                                               | 1.7%<br>(119)            | >70 years old              | 0                |
| Environment, Planning and Sustainable Development Directorate       | 3.5%<br>(24)             | <b>Employment Type</b>     |                  |
| ACT Health Directorate                                              | 2.1%<br>(12)             | Permanent                  | 298              |
| Justice and Community Safety Directorate                            | 2.8%<br>(54)             | Temporary                  | 100              |
| Transport Canberra and City Services Directorate                    | 2.6%<br>(54)             | Casual                     | 25               |
| <b>ACTPS Total</b>                                                  | <b>1.8%</b>              | <b>Employment Category</b> |                  |
|                                                                     |                          | Full Time                  | 311              |
| <b>Average Salary</b>                                               | <b>\$85,657</b>          | Part Time                  | 87               |
| <b>Separation Rate</b>                                              | <b>10.5%</b>             | Casual                     | 25               |

The Workforce Capability and Governance Division (Employment Inclusion Team) in CMTEDD continues their strong focus on expanding Whole of Government inclusion employment initiatives, developing diversity employment resources and providing direct support to directorates to assist the ACTPS in increasing the employment of Aboriginal and Torres Strait Islander people across the workforce. By strengthening career pathways and providing increased permanent employment opportunities, the ACTPS increased the number of Aboriginal and Torres Strait Islander employees and exceeded its employment target in 2018-19 by 3.9 per cent.



Recruitment for the 2018 Aboriginal and Torres Strait Islander Vocational Employment Program (VEP), previously known as the Aboriginal and Torres Strait Islander Traineeship Program, was finalised in July 2018. Ten candidates commenced the program between September and November 2018. Nine participants remain in the program. One participant resigned for personal reasons.

As part of the program, participants are required to complete a learning and development program equivalent to a minimum Certificate III or undertake training and development applicable to the position. Following successful completion, participants are permanently confirmed to the ACT Public Service at the Administrative Service Officer Class 2 or equivalent depending on the directorate and position in which they are placed. The Vocational Employment Program also allows for flexibility in the level of promotion.

Applications for the 2020 Aboriginal and Torres Strait Islander VEP are expected to open in September 2019 with participants commencing in January-February 2020.

In 2018-19, a number of career development and retention programs and initiatives were introduced for Aboriginal and Torres Strait Islander employees. These included:

- > Mentor training with specific cultural focus. In March 2019, training was held for 52 employees to develop individuals (both Aboriginal and Torres Strait Islander and non-identified) to mentor and support Aboriginal and Torres Strait Islander employees. From this training, a mentor pool has been created to support and mentor Aboriginal and Torres Strait Islander ACT Public Service Employees.
- > Aboriginal and Torres Strait Islander Career Development and Retention Program. In May 2019, 26 Aboriginal and Torres Strait Islander employees participated in the program which help participants reach their full potential in the ACT Public Service for personal satisfaction and career advancement.
- > ACT Public Service Aboriginal and Torres Strait Islander Leadership Program. In June 2019, 19 Aboriginal and Torres Strait Islander employees at the Senior Officer Grade level and Executives commenced this new program. The program provides participants with the opportunity to develop in their current leadership roles and will assist these employees to reach their full potential in the ACTPS.

These training and development programs will be evaluated. Participants will be asked to complete training evaluation forms and follow up surveys at six month and 12 month intervals which will measure the impact of each initiative and inform future improvement and directions.

Other programs and initiatives undertaken at a Whole of Government level for Aboriginal and Torres Strait Islander employment include:

- > Australian School Based Apprenticeships in both the Disability and Aboriginal and Torres Strait Islander Groups;
- > Development, maintenance and promotion of inclusion employment policies and guidelines (for example, the Reasonable Adjustment Policy and the Aboriginal and Torres Strait Islander employment pathways overview);
- > Maintenance of the Respect Equity and Diversity (RED) Framework;
- > Pastoral care and support to participants and work areas for inclusion trainees, VEPs and inclusion graduates;
- > Monitoring and reporting on inclusion employment numbers and initiatives across the ACT Public Service;

- > Creation, implementation, development, coordination and ongoing support of the ACT Public Service Inclusion Practitioners Network;
- > Monitoring and providing support and advice to ACT Public Service directorates and agencies on cultural inclusion matters; and
- > Promotion of the ACTPS commitment to inclusion employment at public events including expos, forums, schools, organisations and broader community.

## Attracting, retaining and supporting employees

The 2019 Agency Survey asked directorates to report on their employment strategies for the attraction and retention of Aboriginal and Torres Strait Islander Peoples. The most commonly reported strategy during 2018-19 was designated positions (see Table 19).

**Table 19: Employment Strategies for the Attraction and Retention of Aboriginal and Torres Strait Islander Peoples (2018-19)**

|                                                                                                  | Total directorates |
|--------------------------------------------------------------------------------------------------|--------------------|
| <b>Designated positions</b>                                                                      | 8                  |
| <b>Aboriginal and Torres Strait Islander Traineeship</b>                                         | 4                  |
| <b>Work experience</b>                                                                           | 1                  |
| <b>Positions in the ACTPS Graduate Program for Aboriginal and Torres Strait Islander Peoples</b> | 3                  |
| <b>Mentoring programs</b>                                                                        | 7                  |
| <b>School based apprenticeships for Aboriginal and Torres Strait Islander Peoples</b>            | 5                  |

All respondents: 2018-19 = 8

Most Directorates reported having mentoring programs for senior Aboriginal and Torres Strait Islander employees to provide support and career pathway advice for other Aboriginal and Torres Strait Islander employees.

### **SNAPSHOT**

#### **MENTORING NETWORK: NATIONAL ARBORETUM CANBERRA**

*On 18 June 2019, CMTEDD's Aboriginal and Torres Strait Islander Staff Network participated in a Back to Country activity at Tidbinbilla to create a range of cultural objects.*

*Back to Country activities are a key element for the Network which began in late 2017 as a mentoring group continuing as a Staff Network. The Network is led by Scott Saddler, Senior Director at the National Arboretum Canberra, a proud Wiradjuri man.*

*The Network meets approximately every two months. All Aboriginal and Torres Strait Islander staff are welcome to become members of the Network at any time and/or join the contacts list for ongoing Network updates and opportunities.*

In addition to the employment strategies listed in Table 19, directorates also reported using the following strategies to attract and retain Aboriginal and Torres Strait Islander Peoples to the ACTPS:

- > participation in the Aboriginal and Torres Strait Islander Career Development Program;
- > encouraging Aboriginal and Torres Strait Islander employees to have performance and learning and development plans which include professional development and work-related study opportunities;
- > engaging local Indigenous Employment Networks to build relationships and identify talent pipelines with employment providers;
- > tapping into Scholarships which provide financial support beyond study assistance;
- > creating fact sheets to assist with recruiting to positions identified for Aboriginal and Torres Strait Islanders; and
- > utilising their Reconciliation Action Plan art work when advertising vacancies.

The Agency Survey also asked Directorates what strategies were used to support Aboriginal and Torres Strait Islander employees during 2018-19. Aboriginal and Torres Strait Islander cultural awareness training was the most commonly reported strategy.

---

### **SNAPSHOT**

#### **SCHOOL LEADERS PROGRAM: EDUCATION DIRECTORATE**

*The Education Directorate is focussed on building the cultural integrity of staff in order that the policy position of 'Schools that meet the needs and aspirations of all Aboriginal and Torres Strait Islander students' is met. A significant investment was made in designing and delivering a professional learning program to school leaders, called "Cultural Integrity – Eighteen Months On". During this program principals confirmed the cultural action plans developed with individual school communities and challenged their own assumptions to confirm next steps.*

*To deeply explore stereotypes and deficit discourse, excerpts of the lived experiences of Aboriginal and Torres Strait Islander students; staff and community members were captured and replayed to principals with the key objective of working to eliminate racism from the public education system. Addressing organisational culture, through an increased understanding of the lived experience of staff is critical in attracting and retaining Aboriginal and Torres Strait Islander employees.*

---

Four of the eight Directorates have a dedicated Liaison Officer or an identified position in place to provide support to Aboriginal and Torres Strait Islander staff. Six Directorates reported having a formal Aboriginal and Torres Strait Islander Staff Network to provide ongoing support for Aboriginal and Torres Strait Islander employees.

Examples of other activities reported by Directorates during 2018-19:

- > EPSDD facilitated the Murumbung Rangers Network, which is a network of Aboriginal and Torres Strait Islander staff from across ACT Parks and Conservation Service, who together help manage culturally significant areas and projects relating to the management of national parks, reserves, wildlife, forests and rural lands in the ACT.
- > TCCS provided a 'scholarship' opportunity aimed at building capability for progression to more senior roles;

- > JACS Aboriginal and Torres Strait Islander staff had access to training and leadership development including Job Application and Interview Skills, and career planning programs organised by the Workforce Capability and Governance Division (Workforce Learning and Development Unit), CMTEDD. Seven staff attended the ACT Government Career Development Program for Aboriginal and Torres Strait Islander Staff, and two have enrolled to attend the Leadership Program for Aboriginal and Torres Strait Islander Senior Officers which will commence in July 2019; and
- > CSD purchased the Australian Institute of Aboriginal and Torres Strait Islander Studies eLearning program to enhance their workforce learning. The Aboriginal and Torres Strait Islander Australia (CORE) Foundation Course is an online course developed to strengthen an organisation's cultural capability. It is designed to be informative, interactive and to create a greater awareness of the history and cultural heritage of Aboriginal and Torres Strait Islander peoples. The 10-module program is designed to encourage people to understand their own cultural perspectives as the basis for effective interactions with people of (other) diverse backgrounds. CSD has identified CORE as mandatory training for new starters.

International Year of Indigenous Languages 2019 was an opportunity for the ACTPS to raise awareness of the crucial role languages play in people's daily lives, and to revitalise, preserve and promote Australia's indigenous languages. Australia has an estimated 250 original Aboriginal and Torres Strait Islander languages. Of these, 120 are still spoken but 90 per cent are considered endangered.<sup>39</sup> In support of International Year of Indigenous Languages, the ACTPS encouraged all staff to include an acknowledgement of country in all suitable communications.

---

### **SNAPSHOT**

#### **SENIOR EXECUTIVE SERVICE PLANNING DAY: CHIEF MINISTER, TREASURY AND ECONOMIC DEVELOPMENT DIRECTORATE**

*CMTEDD Senior Executive participated in a Ngunnawal language presentation by Roslyn Brown, Co-Chair of the United Ngunnawal Elders Council and Ngunnawal Elder and Dr Doug Marmion, Research Fellow in Linguistics with Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) as part of their Planning Day. The presentation was designed to educate staff as to the significance of Aboriginal languages and teach them how to do an Acknowledgment of Country in Ngunnawal.*

*Below is a comment from an executive participant from the Planning Day:*

*'Gulanyin dhuniang, ngalawirinyin, dhunayinyin, Ngunnawal dhawra (we acknowledge that we are meeting on the lands of the Ngunnawal people). Sharing language is a great way of recognizing culture and respecting the custodians of this country. Knowing just these 6 words, gives me a foundation to strengthen my understanding of the Ngunnawal people.'*

*(Andrew Parkinson, Registrar, Secure Local Jobs Code)*

---

<sup>39</sup> Department of Communications and the Arts, <https://www.arts.gov.au/what-we-do/indigenous-arts-and-languages/2019-international-year-indigenous-languages>

## Supporting the community

### Aboriginal and Torres Strait Islander Procurement Policy

During the 2018-19 reporting year, the ACTPS developed the *Aboriginal and Torres Strait Islander Procurement Policy (ATSIPP)* and it was launched on 31 May 2019.

The policy is part of the *ACT Aboriginal and Torres Strait Islander Agreement 2019-28* and the ACT Government's commitment to providing equal access to employment and growth. The policy addresses known barriers for Aboriginal and Torres Strait Islander enterprises when trying to compete for government work, clarifying procurement requirements, allowing enough time for responses and considering financial burdens.

Directorates must consider the ACT Government Aboriginal and Torres Strait Islander Procurement Policy when buying goods, services or works on behalf of the ACT Government. From 1 July 2019, Directorates will report annually on three performance measures:

- > The number of responses to proposals or requests for quotes from Aboriginal and Torres Strait Islander enterprises;
- > The number of unique Aboriginal and Torres Strait Islander enterprises Directorates have engaged; and
- > One per cent of total Directorate spend has been spent on goods and/or services from Aboriginal and Torres Strait Islander enterprises.

### Reconciliation Action Plans

The 2019 Agency Survey asked Directorates to report whether their directorate had a Reconciliation Action Plan (RAP) in place during the 2018-19 reporting year, and if so, what the key attributes of the plan were, and what activities/initiatives were undertaken by the directorate to promote/implement the plan. A RAP is a framework for an organisation to realise their vision for reconciliation. 'It is a strategic document that supports an organisation's business plan and includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities'<sup>40</sup>.

Of the eight directorates, five reported having a current RAP in place during the 2018-19 reporting year. ACT Health Reconciliation Action Plan 2015-2018 was current until 31 December 2018. Following the transition of ACT Health Directorate and Canberra Health Services (CHS) into two separate organisations on 1 October 2018 a decision was made to develop a new Reconciliation Action Plan for Canberra Health Services to lay the foundations and prepare the organisation for future RAPs and reconciliation initiatives. The remaining directorate reported that they are developing their RAP in consultation with Reconciliation Australia.

Directorates also reported various activities and initiatives used for the promotion and/or implementation of their RAP, including through information on their directorate website, intranet and email, and through celebration of significant days and events, such as Reconciliation Week and NAIDOC Week.

---

<sup>40</sup> Reconciliation Australia, <https://www.reconciliation.org.au/reconciliation-action-plans/>

---

**SNAPSHOT**  
**RECONCILIATION WEEK**

Colleagues from across the ACT Public Service participated in a range of activities and events to celebrate National Reconciliation Week – below are a few examples:

- > A number of our colleagues participated in the National Sorry Day Bridge Walk on Friday 24 May 2019. The Bridge Walk commemorates the first National Sorry Day held on 26 May 1998.
- > The Aboriginal and Torres Strait Islander Elected Body, in conjunction with the ACT Government, hosted the 'Back to Boomanulla' event to mark the re-opening of Boomanulla Oval following recent renovations. The day featured entertainment, music, storytelling and tours of the Garden of Achievement.
- > 'Reconciliation Day in the Park' was held on Monday 27 May 2019 in Glebe Park, Civic. This celebration of Aboriginal and Torres Strait Islander culture featured many Aboriginal and Torres Strait Islander artists and performers. A walking track was featured highlighting touchpoints of reconciliation.
- > EPSDD held a Reconciliation Week BBQ at Dame Pattie Menzies House where commissioned artwork by Leilani Keen-Church was officially presented. The new artwork will feature on the EPSDD Innovate RAP.
- > ACT Health hosted an unveiling of a sculpture at the Ngunnawal Bush Healing Farm by Minister for Aboriginal and Torres Strait Islander Affairs, Rachel Stephen-Smith. For the past year, people attending the Ngunnawal Bush Healing Farm have been building a sculpture of a wedgetail eagle (Mulyan or Mulleun) using blacksmithing techniques.
- > CSD hosted a forum at the University of Canberra aimed at supporting Aboriginal and Torres Strait Islander entrepreneurs to engage in the local innovation ecosystem. A panel discussed the question 'What can (and does) the oldest surviving culture on the planet teach us about how to do business and good at the same time and, perhaps most importantly, will we listen?'.
- > The TCCS Women's Network and RAP Working Group held a 'TCCS Reconciliation Walk' through the Southern Tablelands Ecosystems at the National Arboretum. Participants came together and shook hands in a gesture of being united and 'walking together with courage'.
- > CMTEDD held its 2019 Reconciliation Staff Awards at the National Arboretum. Following the awards, a tree planting ceremony was performed in the Arboretum's Bush Tucker Garden that also acknowledged the launch of the Indigenous Weaving Area. The bush tucker garden and the weaving area were both commitments in the CMTEDD RAP and were completed in partnership with the Southern Tablelands Ecosystems Park volunteers.
- > Throughout the week, the Education Directorate had a special focus on reconciliation with staff submitting their own personal commitment to reconciliation as part of the Directorate's RAP plan. Schools across the ACT also acknowledged Reconciliation Week with events focusing on Indigenous culture, bush tucker and language.

## 5.2 People with Disability

The ACTPS is committed to building a more inclusive workforce and has continued to support and encourage employment opportunities for People with Disability.

At 30 June 2019, workforce data showed that the employment of People with Disability had increased from 565 to 622 employees since 30 June 2018, a growth of 10 per cent. Table 20 shows People with Disability makes up 2.7 per of the total ACTPS workforce at June 2019.

**Table 20: People with Disability (June 2015 – June 2019)**

|                                      | June 2015 | June 2016 | June 2017 | June 2018 | June 2019 |
|--------------------------------------|-----------|-----------|-----------|-----------|-----------|
| <b>Headcount</b>                     | 437       | 458       | 521       | 565       | 622       |
| <b>Percentage of total workforce</b> | 2.1%      | 2.2%      | 2.4%      | 2.5%      | 2.7%      |

Of the 622 employees who identify as a Person with Disability, trainees were the largest classification of People with Disability at 5.7 per cent, followed by Dentist/Dental officers at 5.3 per cent and Executive at 5.1 per cent. CSD had the largest proportional representation of employees identifying as People with Disability at 5.2 per cent, followed by CMTEDD at 4.8 per cent. However, CHS had the greater number of employees identifying as People with Disability across the Directorates.

The average salary for employees who identify as a Person with Disability was \$95,276, slightly higher than the ACTPS average salary (\$94,406). The separation rate of People with Disability continues to be slightly higher than the separation rate of the ACTPS (7.4 per cent compared to 6.9 per cent), noting the small sample size of this diversity group.



**Table 21: People with Disability Diversity Snapshot (June 2019)**

| <b>Total Employees (Headcount)</b>                            | <b>622</b>               | <b>Age</b>                 | <b>Headcount</b> |
|---------------------------------------------------------------|--------------------------|----------------------------|------------------|
| <b>Total Employees (FTE)</b>                                  | 553.9                    | <20 years old              | 3                |
| <b>People with Disability employees by directorate</b>        | <b>%<br/>(Headcount)</b> | 20-29 years old            | 102              |
| Canberra Health Services                                      | 1.8%<br>(134)            | 30-39 years old            | 140              |
| Chief Minister, Treasury and Economic Development Directorate | 4.8%<br>(120)            | 40-49 years old            | 161              |
| <i>ACT Insurance Authority</i>                                | 5.6%<br>(1)              | 50-59 years old            | 158              |
| Community Services Directorate                                | 5.2%<br>(50)             | 60-69 years old            | 51               |
| Education Directorate                                         | 2.2%<br>(156)            | >70 years old              | 7                |
| Environment, Planning and Sustainable Development Directorate | 3.2%<br>(22)             | <b>Employment Type</b>     |                  |
| ACT Health Directorate                                        | 2.8%<br>(16)             | Permanent                  | 492              |
| Justice and Community Safety Directorate                      | 2.7%<br>(51)             | Temporary                  | 90               |
| Transport Canberra and City Services Directorate              | 3.5%<br>(72)             | Casual                     | 40               |
| <b>ACTPS Total</b>                                            | <b>2.7%</b>              | <b>Employment Category</b> |                  |
|                                                               |                          | Full Time                  | 441              |
| <b>Average Salary</b>                                         | <b>\$95,276</b>          | Part Time                  | 141              |
| <b>Separation Rate</b>                                        | <b>7.4%</b>              | Casual                     | 40               |

## Whole of Government Programs and Initiatives

The Workforce Capability and Governance Division (Employment Inclusion Team) in CMTEDD continued to provide Whole of Government inclusion employment initiatives and provide diversity employment resources to support Directorates increase the employment of People with Disability across the workforce.

The Disability Employment Services Provider Expo is an avenue for members of the community and new school leavers to link in and meet with local providers that support the employment for People with Disability and Aboriginal and Torres Strait Islander Peoples. Attendees are also able to meet potential employers from the ACT Government and the Australian Public Service. Due to the success and positive feedback from the first Disability Employment Services Provider Expo in August 2017, the second Expo was held in August 2018, again with very positive feedback. The third expo will be held on 30 August 2019.

Over 250 applications were received for the 2018 Inclusion Vocational Employment Program (previously the Inclusion Traineeship Program). Interviews were held in July 2018 and eight participants commenced between September and November 2018. Six participants are still completing the program. One participant has completed the program and has been promoted to an Administrative Services Officer Class 3 position. One participant has resigned from the program to undertake further studies.

The pool of suitable applicants for the Vocational Employment Program was shared with the Australian Public Service to increase the scope of employment opportunities for applicants.

Mentoring, career development and leadership programs will be held for employees with Disability in 2019-20. A mentor pool will also be created to support and mentor ACTPS employees with Disability.

Other programs and initiatives undertaken on a Whole of Government level for Disability employment include:

- > Australian School Based Apprenticeships in both the Disability and Aboriginal and Torres Strait Islander Groups;
- > Development, maintenance and promotion of inclusion employment policies and guidelines (for example, the Reasonable Adjustment Policy and the Disability employment pathways overview);
- > Maintenance, review and promotion of the Respect Equity and Diversity (RED) Framework;
- > Pastoral care and support to participants and work areas for inclusion trainees/VEPs and inclusion graduates;
- > Monitoring and reporting on inclusion employment numbers and initiatives across the ACTPS;
- > Creation, implementation, development, coordination and ongoing support of the ACT Public Service Inclusion Practitioners Network;
- > Monitoring and providing support and advice to ACTPS directorates and agencies on inclusion matters; and
- > Promotion of the ACTPS commitment to inclusion employment at public events including expos, forums, schools, organisations and broader community.

## **Directorate specific activities**

The 2019 Agency Survey asked directorates to report whether they had a Disability Action Plan in place during the 2018-19 reporting year, and if so, what the key attributes of the plan were and what activities/initiatives were undertaken by the directorate to promote or implement the plan.

Four of the eight Directorates reported having a Disability Action Plan in place during the reporting period year. The plans outline a range of actions for supporting people with disability and promoting positive workplace culture. Some of the actions reported by the Directorates include the establishment of a Disability Employee Staff Network, engaging with external disability recruitment organisations, promotion of International Day of People with Disability, promotion of resources and tools for managing employees with mental illness, the provision of Disability Awareness training, participation in Whole of Government Inclusion Employment Programs, promotion of self-identification through the HR system, and promotion of flexible working conditions and reasonable adjustments.

Six of the eight directorates reported that they utilise at least one of the strategies identified in Table 22 to attract People with Disability.

**Table 22: Employment Strategies for the Attraction of People with Disability (2018-19)**

|                                                                           | Total directorates |
|---------------------------------------------------------------------------|--------------------|
| <b>Designated positions</b>                                               | 4                  |
| <b>Disability Traineeship</b>                                             | 4                  |
| <b>Work experience</b>                                                    | 3                  |
| <b>Positions in the ACTPS Graduate Program for People with Disability</b> | 3                  |
| <b>Disability cadetship</b>                                               | 1                  |
| <b>Mentoring programs</b>                                                 | 2                  |
| <b>School based apprenticeships for People with Disability</b>            | 1                  |
| <b>Other Initiatives</b>                                                  | 3                  |

All respondents: 2018-19 = 8

The ACTPS Graduate Program and the Disability Traineeship were reported by Directorates as the most commonly used strategy to attract and retain People with Disability in the ACTPS workforce. Some other initiatives included:

- > Bimberi Youth Justice Centre engaged Koomarri to deliver specialised training titled ‘Working with young offenders with cognitive impairment’ for all new staff; and
- > TCCS continued to work collaboratively with Black Mountain School and Canberra College to provide senior students with disability opportunities to gain experience in the horticultural industry.

Directorates were also asked what strategies they use to support employees with disability during the 2018-19 reporting year. The most commonly reported strategy was the use of the Whole of Government *Reasonable Adjustment Policy*.

The Whole of Government *Reasonable Adjustment Policy* developed in 2015 requires Directorates to follow the principles of Reasonable Adjustment to ensure all individuals have equal opportunities in the workplace. ‘Reasonable Adjustment is defined as administrative, environmental or procedural modification required enabling an individual to meet the requirements of a position. It may be a change to a Recruitment/Selection process or work process, practice or procedure that enables an individual with a disability or injury to apply for a job and perform their job in a way that minimises the impact of their disability or injury.’<sup>41</sup>

Disability Awareness Training was used by six of the eight Directorates to support employees with disability. The training is aimed to increase understanding in developing and maintaining an inclusive workplace, develop confidence in using the right language, understand key concepts such as workplace adjustment, inherent requirements and sharing information, and awareness of the legislative requirements and risk management.

During the reporting year, JACS provided staff with access to relevant training in disability and mental health awareness (including Mental Health First Aid, Suicide Awareness and Positive People, Positive Psychology) and engaged Wayne Herbert – diversity, inclusion and disability advocate, to facilitate a session on Engaging People with Disability to senior executives at their leadership retreat. The Emergency Services Agency developed volunteer training pathways and a flexible volunteering

<sup>41</sup> *Reasonable Adjustment Policy*, [https://www.cmtedd.act.gov.au/data/assets/pdf\\_file/0008/799424/Reasonable-Adjustment-Policy.pdf](https://www.cmtedd.act.gov.au/data/assets/pdf_file/0008/799424/Reasonable-Adjustment-Policy.pdf)

model to allow members to have different levels of Operational and Unit Support roles. They also engaged interpreters to enable a hearing impaired volunteer the opportunity to participate in training and development as part of volunteer career pathways.

Four Directorates reported using Disability employee networks. In 2018-19, CMTEDD established the CMTEDD Disability Employee Network for employees within the Directorate with disability, carer responsibilities and other employees with an interest in disability inclusion. The Network, which meets bi-monthly, provides a forum for employees to assist in identifying initiatives that will further support positive cultural change.

**Table 23: Strategies to support employees with Disability (2018-19)**

|                                                                 | <b>Total directorates</b> |
|-----------------------------------------------------------------|---------------------------|
| <b>Disability employee networks</b>                             | 4                         |
| <b>Directorate/agency specific Reasonable Adjustment Policy</b> | 6                         |
| <b>Whole of Government Reasonable Adjustment Policy</b>         | 7                         |
| <b>Disability awareness training</b>                            | 6                         |

**All respondents: 2018-19 = 8**

Other support strategies used by Directorates during the 2018-19 reporting year include:

- > actively recognising Mental Health Week, National Safe Work Month, R U OK Day and the International Day of People with Disability;
- > having Disability Executive Sponsors or champions;
- > reviewing job descriptions;
- > providing information at directorate induction sessions;
- > ongoing promotion and training of the ACTPS reasonable adjustment policy; and
- > working collaboratively with the whole of government Employment Inclusion Team, Workforce Capability and Governance Division, CMTEDD.

---

## SNAPSHOT

### **CELEBRATING ACHIEVEMENTS AND CONTRIBUTION: TRANSPORT CANBERRA AND CITY SERVICES**

*To raise awareness and celebrate the achievements and contribution made by TCCS employees with disability, the Inclusion Officer presented multiple roadshows across the directorate. The presentation included the screening of *The Interview*, conversations about what inclusivity is and what and how each of us have a role to play.*

*Quote from Toni Hicks, Inclusion Officer, TCCS:*

*'As the Inclusion Officer and someone who has worked in the disability sector for 30 plus years, I often get told that I'm not a manager, so how can I make a difference?*

*The Inclusion roadshow was held across the directorate; six in total. It centred on a short 12 minute video; *The Interview* and followed with a conversation about inclusion and our behaviour. The roadshow followed the following format.*

*Lead the conversation at depots and show the video: *The Interview Vignette* <https://vimeo.com/45742131>.*

- > *What are the barriers faced by people with disability?*
- > *What do people with disability have to offer an organisation?*
- > *What role did the interviewee play? – Role Model, Advocate, Ally - descriptors*
- > *Like the interviewee, what can you do to break down the barriers within our own workplace?*
- > *Promote our reasonable adjustment policy, the diversity scholarship and 'up-date your details'.*

*Working from the view point that each of us has a role to play in the inclusion of people with disability in our workplace, this discussion enabled people to see themselves in one of the mentioned roles. It illustrated that you don't have to be a manager or in a position of authority/decision maker, to make a difference.*

*The roadshow was well received and there has been requests for further conversations, including training, exploring opportunities for people with disabilities and more inclusion discussions.'*

---

The 2019 Agency Survey asked Directorates how they make managers and supervisors aware of the requirements to investigate and where practical, make reasonable adjustment(s) following the disclosure of a disability. Common methods reported include:

- > providing disability awareness training to managers and supervisors, such as Let's Talk Disability and Disability Confident Managers;
- > all staff messaging promoting the *Disability Discrimination Act 1992*, the definition of disability, and employees updating their details;
- > Inclusion Officers attending induction training sessions to provide information on the benefits of self-identification and reasonable adjustment;
- > mandatory recruitment and selection training for chairs of selection panels; and
- > through the ACTPS Managers' Toolkit available on the ACTPS Employment Portal.

When asked to report on the strategies implemented to ensure accessible workplaces, Directorates reported utilising strategies such as:

- > external assistance such as sourcing an Occupational Therapist and disability specialist, such as the Autism Association, to provide advice and awareness training tailored to individual needs;
- > use of a Work Health and Safety Committee or Workplace Consultative Committee, allowing employees to raise and resolve health and safety issues;
- > ensuring that new office buildings are fitted to comply with current legislative requirements for accessibility;
- > ensuring accessibility improvements are considered when upgrades to buildings are being planned such as entrances, lift replacements and building fit-outs;
- > ergonomic office equipment and other equipment for necessary modifications are provided for staff as required; and
- > making necessary modifications to support staff working in Activity Based Working environments, as needed. This mode of working enables staff to be effective wherever they need to work, whether it be at Nara House, the Cosmopolitan Building, ACT Government venues such as Manuka Oval or at home.

Five directorates reported that they had engaged a Disability Employment Service provider during the 2018-19 reporting year. Disability Employment Service providers are also invited to participate in the annual Disability Employment Provider Expo.

## 5.3 Cultural and Linguistic Diversity

The ACTPS is committed to having a workforce which is representative of the community that it serves. As shown in Table 24, Culturally and Linguistically Diverse employees made up 18.7 per cent of the ACTPS workforce at June 2019. Of the 4,334 Culturally and Linguistically Diverse employees:

- > the average salary for Culturally and Linguistically Diverse employees was slightly less than the average ACTPS salary (\$90,465 compared to \$94,406);
- > the highest proportion of Culturally and Linguistically Diverse employees work in Canberra Health Services (2,141 employees), followed by the Education Directorate with 764 employees as at 30 June 2019;
- > the separation rate of Culturally and Linguistically Diverse employees was lower than the separation rate of the whole of the ACTPS (5.2 per cent compared to 6.9 per cent); and
- > 47.4 per cent of Culturally and Linguistically Diverse employees were in the Dentists/Dental Officers classification group, followed by nursing and midwifery at 33.7 per cent. This is consistent with previous years.

**Table 24: Cultural and Linguistic Diversity Snapshot (June 2019)**

| <b>Total Employees (Headcount)</b>                                    | <b>4,334</b>             | <b>Age</b>                 | <b>Headcount</b> |
|-----------------------------------------------------------------------|--------------------------|----------------------------|------------------|
| <b>Total Employees (FTE)</b>                                          | 3,892.6                  | <20 years old              | 9                |
| <b>Culturally and Linguistically Diverse employees by Directorate</b> | <b>%<br/>(Headcount)</b> | 20-29 years old            | 395              |
| Canberra Health Services                                              | 29.0%<br>(2,141)         | 30-39 years old            | 1565             |
| Chief Minister, Treasury and Economic Development Directorate         | 20.2%<br>(504)           | 40-49 years old            | 1275             |
| <i>ACT Insurance Authority</i>                                        | 16.7%<br>(3)             | 50-59 years old            | 777              |
| Community Services Directorate                                        | 16.9%<br>(162)           | 60-69 years old            | 289              |
| Education Directorate                                                 | 10.7%<br>(764)           | >70 years old              | 24               |
| Environment, Planning and Sustainable Development Directorate         | 13.3%<br>(91)            | <b>Employment Type</b>     |                  |
| ACT Health Directorate                                                | 20.8%<br>(118)           | Permanent                  | 3,208            |
| Justice and Community Safety Directorate                              | 9.5%<br>(181)            | Temporary                  | 829              |
| Transport Canberra and City Services Directorate                      | 18%<br>(370)             | Casual                     | 297              |
| <b>ACTPS Total</b>                                                    | <b>18.7%</b>             | <b>Employment Category</b> |                  |
|                                                                       |                          | Full Time                  | 3,077            |
| <b>Average Salary</b>                                                 | <b>\$90,465</b>          | Part Time                  | 960              |
| <b>Separation Rate</b>                                                | <b>5.2%</b>              | Casual                     | 297              |

In 2019, the ACT Government hosted twenty employees and provided opportunities through the Work Experience and Support Program. This program is designed to help Canberrans from culturally and linguistically diverse backgrounds to enter the workforce, providing opportunities for people to improve employment skills and develop networks within the ACT Public Service. The eight-week program is run by the Community Services Directorate and recently ran from 15 April 2019 to 7 June 2019.

Directorates were also asked what initiatives they implemented to support employees from culturally and linguistically diverse backgrounds. Some examples provided by Directorates included:

- > Celebrating Harmony week;
- > Promoting awareness programs, such as the ACTPS Training Calendar Engaging with Different Cultures training;
- > Providing reasonable workplace adjustments; and
- > Promoting the National Multicultural Festival 2019 through our staff newsletter.



During Harmony Week, Directorates undertook a range of activities including:

- > EPSDD hosting its first organisational 'Taste of Harmony' lunch. Over 100 people attended the lunch and many people brought dishes from their country of origin or from places that they would like to visit. The Welcome to Country focused on welcoming all people from all nations across the world, working together to build a better Australia. Staff had the opportunity to watch a video presentation on discrimination in the workplace and to meet other people from across the Directorate that they may not have met previously.
- > CMTEDD showed support for Harmony Day by encouraging staff to wear orange and show support by hosting a morning tea or lunch in their workplace, where they could share a dish that represented their ancestry, cultural background, or their favourite dish from abroad. These events provide a platform for staff to share stories of heritage and promote a positive workplace that celebrates the value of inclusion and diversity.

## 5.4 LGBTIQ+ people

In December 2018, the ACTPS Strategic Board endorsed the Whole of Government Action Plan to Enhance LGBTIQ+<sup>42</sup> Workplace Inclusion across the ACT Public Service. The Action Plan, developed in response to an ACTPS survey on LGBTIQ+ inclusion in the workplace, commits all Directorates and agencies to implement initiatives to support the inclusion of LGBTIQ+ people across all government workplaces.

The Action Plan set down a range of actions for Directorates against specific themes:

- > Culture and visibility – Executive Sponsors or Champions for LGBTIQ+ within Directorates, calling out behaviour and negative commentary, celebrating LGBTIQ+ Days of Significance;
- > Policy and practices – Develop a strategy specifically addressing LGBTIQ+ inclusion and ensure that work completed on LGBTIQ+ inclusion is communicated to all staff;
- > Staff training and support – Provide open, standalone LGBTIQ+ inclusion/awareness training and targeted training specifically for team leaders/people managers to ensure they are skilled in the management of diverse teams; and
- > Employee Pride Networks – Support networks which contribute to the promotion of diversity and serve as a point of reference with subject matter expertise on LGBTIQ+ issues.

During 2018-19, senior representatives from all ACTPS Directorates worked collaboratively with the Office for LGBTIQ+ Affairs to develop a strategy to deliver equitable outcomes for LGBTIQ+ people.

In June 2019, the Chief Minister released the ACT Government's new *Capital of Equality* strategy to advance equality for lesbian, gay, bisexual, trans and gender diverse, intersex and queer Canberrans, backed by investments in peer-led services and community grants for LGBTIQ+ individuals, their families and communities.

Directorates will report against Whole of Government Action Plans that support the delivery of the Strategy and will update actions over the life of the Strategy.

---

<sup>42</sup> LGBTIQ+ is respectfully being used as an umbrella term to refer collectively to a wider range of people than just those who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and/or queer. The use of the acronym is not intended to exclude people that may not be specifically represented by this term.

---

## SNAPSHOT

### LGBTIQ INCLUSION STAFF SURVEY: KEY FINDINGS

*The LGBTIQ Inclusion Staff Survey (the Survey) was the first whole of government survey to capture staff perspectives on the awareness, impact and effectiveness of current LGBTIQ workplace inclusion initiatives.*

*The Survey was anonymous and confidential, and comprised 17 questions designed to capture information and insights about staff demographics, workplace culture and visibility, experiences and attitudes, career development and retention, and employee-led pride networks.*

*The Survey was open to all ACTPS staff from 17 April 2018 to 13 May 2018 and was completed by 1,500+ employees across all Directorates. The following key findings were reported to staff during the 2018-19 reporting year:*

- > Three quarters of survey respondents agree that the ACTPS is an LGBTIQ inclusive workplace.*
- > Over 1,500 staff shared their experiences and perspectives on LGBTIQ inclusion in the ACTPS. We heard from staff across all Directorates and from a diverse range of ages, gender identities and sexual orientations, with over one fifth of survey respondents identifying as LGBTIQ.*
- > LGBTIQ respondents were three times more likely than their heterosexual peers to have witnessed or experienced bullying and harassment but the majority of incidents in the workplace were not formally reported.*
- > The majority of respondents considered an inclusive workplace culture to be an important element of work, including in making decisions about their career.*
- > Most survey respondents agree that their supervisor and Directorate are supportive of LGBTIQ staff. However, only half of survey respondents agree that their manager has the skills to address issues that LGBTIQ employees may face in the workplace (e.g. bullying and harassment).*
- > When asked how the ACTPS can continue to build an LGBTIQ inclusive culture the most common suggestions were to provide further LGBTIQ Awareness Training; promote LGBTIQ visibility in the workplace; and improve how harassment, bullying and discrimination is handled.*

---

In the 2019 Agency Survey, Directorates were asked what initiatives their directorate implemented during the 2018-19 reporting year to support LGBTIQ+ employees.

Three Directorates reported having Executive Sponsors or Champions for LGBTIQ+. TCCS announced their LGBTIQ+ Executive Sponsor and released a 'Statement of Commitment to our LGBTIQ Employees' on 15 November 2018, coinciding with the first anniversary of the same-sex marriage vote.

Most Directorates reported hosting LGBTIQ+ awareness training sessions run collectively by the AIDS Action Council and A Gender Agenda. The training provided participants with an understanding of the LGBTIQ+ community and related issues of importance, including language and terminologies; practical case studies on how to consider LGBTIQ+ implications in policy work; and offer resources and ideas on fostering LGBTIQ+ inclusivity in the workplace.

As a part of raising awareness on dealing with LGBTIQ+ clients, Canberra Health Services provided training courses including LGBTIQ – AIDS ACTION and improving access to health services for LGBTIQ people. An additional session of face to face training through the ACT AIDS Council was provided to 80 staff members of Canberra Health Services to increase their awareness on working with clients/patients/colleagues who identify as LGBTIQ+ people.

Directorates' reported promoting LGBTIQ+ inclusion and awareness sessions and resources and participating in events for International Day Against Homophobia, Biphobia, Interphobia and Transphobia and 'Wear it Purple Day'.

Two Directorates have LGBTIQ+ Staff Networks that provide information and advice to staff on issues that affect LGBTIQ+ staff and their families, clients and stakeholders. CMTEDD established their LGBTIQ+ Staff Network (Pride Network) as a forum for employees to assist in identifying initiatives that will further support positive cultural change. The Pride Network, with support from the CMTEDD Diversity and Inclusion Champion and the Office for LGBTIQ Affairs, hosted an event in celebration of International Day Against Homophobia, Biphobia, Interphobia and Transphobia.

The ACT Safe and Inclusive Schools (SAIS) Initiative provides assistance for school staff to develop and maintain safe, inclusive environments for all students regardless of their gender presentation/identity, intersex status or sexual orientation.

It enables schools and education programs in the ACT to seek assistance to develop their practice in areas such as supporting individual student need, welcoming and celebrating community and family diversity. The Initiative supports school staff to build respectful school cultures where prejudice, discrimination, harassment and violence on the basis of gender presentation/identity, intersex status or sexual orientation is unacceptable.

---

## **SNAPSHOT**

### **STUDENT AND STAFF DEVELOPMENT DAY: EDUCATION DIRECTORATE**

*On 16 May 2019, the Education Directorate marked International Day Against Homophobia, Biphobia, Interphobia and Transphobia: a day to challenge discrimination, celebrate pride and create safe spaces. The Directorate supported a Safe and Inclusive Schools Initiative Student and Staff Development Day, delivered by SHFPACT (Sexual Health & Family Planning ACT).*

*The day included workshops for ACT students and staff on leadership through school and community events, safe and inclusive school and community life, as well as looking after themselves and others. It included training from community organisations such as Headspace Canberra, Headspace Canberra, Headspace Queanbeyan, A Gender Agenda, the AIDS Action Council, Delta Society Australia's Delta Therapy Dogs, Ink Brush Art Therapy and The Youth Coalition of the ACT.*

---



# Chapter 6

A safe, supportive and  
engaged workforce

# CHAPTER 6: A SAFE, SUPPORTIVE AND ENGAGED WORKFORCE

---

## 6.1 Safe and Supportive Workplace

The ACTPS understands the importance of maintaining the health, safety and wellbeing of its workforce. Our people's wellbeing is fundamental to the ACT Government's pursuit of excellence in the services we deliver to the ACT Community.

### Work Health, Safety and Wellbeing Strategy

The *Work Health, Safety and Wellbeing Strategy 2019–2022* was launched in January 2019. The strategy is designed to deliver improved engagement, participation and productivity of our people through a whole of government work health, safety and wellbeing approach.

The strategy promotes a Whole of Government culture shift towards work health, safety and wellbeing and involves the implementation of activities that address workforce risks.

The strategy focuses on supporting access to safe work and workplaces, promoting health and wellbeing, and facilitating recovery or supporting people to return to work when illness and injury occurs.

In 2019-20, the Workplace Safety and Industrial Relations Group in CMTEDD will be rolling out a suite of activities to support the strategy, including the Occupational Violence Strategy, Healthy Minds – Thriving Workplaces, a physical health strategy, early intervention physiotherapy services and continuing return to work and rehabilitation management. The [Work Health, Safety and Wellbeing Strategy](#) is available on the ACTPS Employment Portal<sup>43</sup>.

Directorates reported a range of strategies used during 2018-19 to support the health, safety and wellbeing of their employees, including:

- > access to annual Flu vaccinations programs;
- > reasonable workplace adjustments in line with the whole of government policy;
- > all staff email messages providing updates and promoting health, safety and wellbeing;
- > Safety and Wellbeing notice boards;
- > Annual awards; and
- > Awareness training courses.

---

<sup>43</sup> [https://www.cmtedd.act.gov.au/\\_data/assets/pdf\\_file/0018/1322244/ACTPS-Work-Health-Safety-and-Wellbeing-Strategy.pdf](https://www.cmtedd.act.gov.au/_data/assets/pdf_file/0018/1322244/ACTPS-Work-Health-Safety-and-Wellbeing-Strategy.pdf)

Directorates also reported promoting the Employee Assistance Program (EAP). The EAP panel of providers offers free, professional and confidential services to support employees and their immediate family members through both personal and work-related issues. Employees have access to four providers under the EAP.

All employees (permanent and temporary) and members of their immediate family and/or members of their household can access the services of the EAP free of charge with up to six sessions, per issue, for each employee/immediate family member every financial year.

Canberra Health Services promoted the MyHealth initiative to staff, to support emotional, mental and physical health and wellbeing. MyHealth includes information on the importance of making reasonable adjustments for staff, including staff with disability, to support their participation in the workplace.

---

### **SNAPSHOT**

#### **TRANSPORT CANBERRA AND CITY SERVICES DIRECTORATE**

*During 2018-19, TCCS delivered a range of training programs focussed on creating and maintaining inclusive, respectful and safe workplaces, which included building the capability of executives, middle managers and field-based workers.*

*Ensuring the safety and competence of their field-based employees is a high priority for TCCS. A wide variety of competency-based training programs were provided which support the development and maintenance of practical skills required by employees to undertake their role, including courses such as:*

- > Asbestos Awareness
- > Temporary Traffic Management
- > Chainsaw operation
- > Chemical safety

*TCCS launched its new Work Health and Safety Management System, SafetyNet, on 25 February 2019 following extensive employee consultation. SafetyNet is an integrated systematic approach to managing work health and safety (WHS), including organisational structures, accountabilities, guidelines, procedures and factsheets to achieve work health and safety objectives and to create an efficient recordable way of managing work health and safety.*

*Following the launch, TCCS has turned its focus to implementation, delivering information sessions across both office and field-based teams. Striving to improve the safety culture, SafetyNet is a living system, being continuously updated capturing changes in legislation, Codes of Practice, Australian Standards and revised as more people use the system and suggest improvements and changes.*

---

## **Self-insurer for workers' compensation**

On 1 March 2019, the ACT Government became a licenced self-insurer for workers' compensation under the *Safety, Rehabilitation and Compensation Act 1988*. This change means that services are no longer provided by Comcare. Being a self-insurer enables the Government to have greater influence over the experience of ACT Government employees who have sustained an injury or illness in the workplace.



In the first 100 days of workers' compensation self-insurance, the ACT Government:

- > transferred in and took responsibility for 29,361 historic workers' compensation claims;
- > transferred 789,602 documents;
- > received 128 new claims; and
- > received 109,500 new documents.

Feedback from stakeholders, including employees with open and active claims, has been overwhelmingly positive and the Workplace Safety and Industrial Relations Group is continuing to prioritise improving the experience of employees who find themselves in need of this service.

## **Mental Health and Wellbeing**

Following the commencement of the new ACT Coordinator-General on 3 December 2018, the Office for Mental Health and Wellbeing led a co-design process to develop a Territory-wide vision and to identify priority areas for action.

The process included three successful co-design workshops and a community survey. The Territory-wide Vision for mental health and wellbeing was developed by workshop participants. The process also underpinned the development of the Office for Mental Health and Wellbeing Work Plan (Work Plan) which was released in May 2019.

The Work Plan sets out a range of areas for action and key deliverables across three themes: mentally healthy communities and workplaces; support for individuals, families and carers and system capacity and workforce. The plan builds on the positive work already happening across the territory and brings together contributions from the mental health sector including those with lived experience, the broader ACT community, government and business.

The Mental Health and Wellbeing Inter-Directorate Committee comprises officers from all ACT Government Directorates and drives across government collaboration to identify and prioritise mental health and wellbeing initiatives. The Committee contributes to the identification of systemic gaps and opportunities to address the social determinants of health. The committee will have a key role in delivering and reporting on actions in this work plan. To access the plan visit <https://www.health.act.gov.au/about-our-health-system/office-mental-health-and-wellbeing>.

Directorates continue to actively support employees by providing awareness training programs and participating in events during Mental Health Week, National Safe Work Month, R U OK Day and the International Day of People with Disability.

Other strategies reported by Directorates during the 2018-19 reporting year included:

- > JACS held a Market Day, which brought together human resources and wellbeing staff with local service providers: Benestar, Canberra Rape Crisis Centre, EveryMan, Menslink, PeopleSense, Restorative Justice Unit, and Victim Support ACT; and
- > The Education Directorate has partnered with the ACT Principals Association (ACTPA) to develop a Principal Health and Wellbeing Plan which will deliver on a range of immediate, short-term and long-term initiatives to increase the focus on Principal health and wellbeing.

## Addressing Occupational Violence

During 2018-19, a cross-directorate working group was established and focused on the development of an Occupational Violence Strategy to address occupational violence through a whole of government approach.

Occupational violence is any action, incident or behaviour that departs from reasonable conduct in which a person is assaulted, threatened, harmed or injured by a person other than a co-worker in the course of, or as a direct result of, their work.

Occupational violence can be physical, but may also include personal intimidation, verbal abuse, sexual harassment, threatening behaviour, abuse through technology (text, emails and phone calls), making vexatious complaints, and making derogatory, slanderous or threatening statements to or about another person.

The Addressing Occupational Violence Strategy, which was launched in May 2019, sits under the overarching Work Health, Safety and Wellbeing Strategy 2019-2022 and outlines priority actions to address occupational violence through a whole of government approach. The priority actions are:

- > Design work and workplaces to minimise the rise of occupational violence;
- > Take a risk management approach to occupational violence;
- > Foster a reporting culture;
- > Improve the skills of senior leaders;
- > Improve the capabilities of managers and supervisors; and
- > Improve the skills of workers to minimise the likelihood of occupational violence.

To access the strategy visit <https://www.cmtedd.act.gov.au/employment-framework/wpsafety/managing-occupational-violence>.

A Whole of Government Work Health Safety Policy was recently issued to ensure Directorates develop procedures that protect health and safety of workers who have the potential to experience occupational violence, and further materials will be developed and provided to Directors-General, Human Resources directors, and directorate communication teams.

## Domestic and Family Violence

The ACTPS recognises that workplaces have an important role in preventing and responding to domestic and family violence in our communities. Employers have a legal responsibility to create safe work environments. Beyond this, workplaces significantly influence our attitudes, beliefs and behaviours in both our personal and professional lives.

To reduce violence, workplace cultures need to reject sexism and discriminatory attitudes, confront organisational practices that devalue, exclude or marginalise women and support increasing the number of female leaders.

The role of violence in our society is complicated. We know that while men overall experience more violence than women, men also use most of the violence. What is clear is both men and women have an enormous amount to gain from reducing violence in our community.

Women's experiences of violence, even if occurring in the home, impact on the workplace. By implementing programs and policies to prevent violence against women, workplaces stand to

benefit through increased productivity, reduced absenteeism, decreased staff turnover and improved staff health and wellbeing.

The *ACTPS Domestic and Family Violence Toolkit* provides a range of guidance materials, for employees and managers, to support employees who are experiencing domestic and family violence.

The Toolkit was originally released in 2017. The Office of the Coordinator-General for Family Safety has recently led the co-design of the Family Safety Hub. Through that process, we learnt that people experiencing domestic and family violence disclose to people they trust, who are often outside the specialist service system, and that many people are afraid of the consequences of seeking help and need anonymous ways to get information to help them find safety. In 2018, the Toolkit was updated to reflect these learnings.

The Toolkit materials listed below are available on the [Safer Families website](#)<sup>44</sup>:

- > Whole-of-Government messages;
- > ACTPS Domestic and Family Violence Policy;
- > Leave for domestic and family violence purposes;
- > Guide to responding to domestic and family violence; and
- > Where to get help.

In 2019, as part of the ACTPS ongoing commitment, staff training in understanding, identifying and responding to Domestic and Family Violence is being rolled out to all ACTPS employees, as well as managers.

The training has been developed by the Office for Family Safety in the Community Services Directorate, with expert input from domestic and family violence organisations and consultation with all directorates so that it is specifically tailored to the ACT Public Service. The training will comprise:

- > a one hour e-learning module and specific three hour face-to-face managers training;
- > Tier 1 training for frontline staff who have regular contact with those impacted by domestic or family violence (for example transport officers and librarians); and
- > Tier 2 training for staff in specialist roles who regularly come into contact with those impacted by domestic or family violence, such as nurses, teachers.

All Directorates took part in user testing the foundation e-learning as well as trialling the managers' face to face training. Their feedback helped refine the content and presentation. This training is required core learning for all ACTPS employees and aligns with the ACT Government Response to Family Violence (2016) and the ACTPS Core Learning Policy.

Some Directorates reported working with CSD to develop additional training targeted at managers and staff in specific frontline positions. TCCS has appointed a dedicated project officer to administer the implementation of this training in the directorate. An implementation plan has been developed for the delivery of the training to all TCCS employees over the next 3 years. The training package acknowledges the gendered nature of domestic and family violence and gender inequality as a driver of domestic and family violence. Different levels of training will be targeted for different roles.

---

<sup>44</sup> <https://www.communityservices.act.gov.au/safer-families/domestic-and-family-violence-toolkit>

In June 2019, CMTEDD in partnership with the Office of the Coordinator-General for Family Safety developed a Managers' Briefing Guide for employees within the Directorate.

The White Ribbon Accreditation Program 'recognises workplaces that are taking active steps to stop violence against women, accrediting them as a white Ribbon Workplace'<sup>45</sup>. Workplaces are required to meet '15 criteria under three standards to create a safer and more respectful workplace'<sup>46</sup>. CSD was the first Directorate to be accredited as a White Ribbon Workplace and have successfully completed the reaccreditation process for the next 3 years. A number of directorates are working towards becoming White Ribbon Workplaces.

---

## SNAPSHOT

### WHITE RIBBON ACCREDITATION: JUSTICE AND COMMUNITY SAFETY DIRECTORATE

*The JACS continues its journey to becoming a White Ribbon accredited workplace. Activities undertaken during the reporting year include:*

- > *Establishment of the JACS White Ribbon Accreditation Implementation Committee;*
- > *A strong response to the Baseline Survey conducted in the previous financial year informed the Accreditation process;*
- > *Release of JACS Policy Statement: Violence as a Workplace Issue and factsheet;*
- > *Establishment and continued JACS White Ribbon Workplace Monthly messaging and information through JACS News;*
- > *Development of 16 JACS/White Ribbon Australia co-branded pull up banners that circulate between JACS workplaces: Courage, Integrity, Respect, and Stand Up/Speak Out;*
- > *White Ribbon Australia eLearning for executives and some managers;*
- > *South Australia Equal Opportunity Commission eLearning for executives and most managers;*
- > *Executive retreat sessions focusing on preventing men's violence against women and being an active bystander;*
- > *Contribution to the development of the ACT Government Family and Domestic Violence training;*
- > *Workplace sessions hosted by David Pryce (Deputy Director-General Community Safety) for over 520 staff members. These focus on accreditation and JACS being a safe workplace;*
- > *White Ribbon Day events held by the Directorate and individual business units. This included fundraising for the Nguru Program (Canberra Rape Crisis Centre) and White Ribbon Australia; and*
- > *JACS Market Day, which brought together human resources and wellbeing staff with local service providers: Benestar, Canberra Rape Crisis Centre, EveryMan, Menslink, PeopleSense, Restorative Justice Unit, Victim Support ACT; and*
- > *JACS has provided significant input to the whole of ACT Government Domestic and Family Violence training being developed by the Office of the Coordinator General for Family Safety.*

---

<sup>45</sup> White Ribbon Workplace Accreditation Program, [www.whiteribbon.org.au](http://www.whiteribbon.org.au)

<sup>46</sup> *ibid*

## Job Security and Classification Review

The ACT Government is committed to the proper resourcing of the ACTPS and to promoting permanent employment and job-security for ACTPS employees. This means minimising the use of labour-hire, casual, temporary and contract employment in the ACTPS as well as the use of outsourcing. These commitments have been reinforced recently in the new ACTPS enterprise agreements and supported by the Government's election commitment to maintain the size of the ACTPS.

To ensure these commitments are delivered, a joint ACTPS and Union Taskforce has been set up to look into existing Government employment and outsourced functions to assess if employees should be offered permanent employment or whether functions should be insourced. The Government has funded \$471,000 in the 2019-20 Budget to support the taskforce and to conduct a Classification Review. The classification review will examine how classifications align across the ACTPS, focussing in the first instance on lower paid jobs to ensure that employees are fairly remunerated and recognised for the work they perform.

## Union encouragement policy

The Government is committed to encouraging union membership among the ACTPS workforce and working collaboratively with unions to ensure workplace rights of staff are protected.

The Government has developed and issued a Union Encouragement Policy which recognises this joint commitment and the important role unions play in the workplace. It is the responsibility of Directorates to implement the Union Encouragement Policy. The policy has been formally communicated to staff and will be further promulgated throughout the ACTPS.

While recognising the decision to join a union remains the discretion of individual employees, the ACTPS ensures that all employees have access to information to allow them to make informed decisions about workplace rights and how they are represented. In addition, the ACTPS gives its employees full access to union officials and delegates whilst ensuring that there be proper consultation on any matter that employees or their union representatives consider is likely to significantly affect them.

The commitment between unions and the ACTPS working closely together has been further supported by specific provisions in the new ACTPS enterprise agreements.

## 6.2 Performance and Capability Development

The ACTPS is committed to building the skills and capability of its workforce by ensuring that each employee is engaged and supported through a positive workplace environment that enables employees to contribute towards positive outcomes for the ACT community.

The ACTPS Performance Framework (the Framework) sets out the process for managing employee performance and supports managers to develop workplace culture and capability. The key objectives of the framework are to:

- > support employee effectiveness for the benefit of the ACTPS through providing a consistent and sustainable approach to achieving high performance standards across the ACTPS;

- > support the ACTPS Values and Signature Behaviours by ensuring that employees' performance is managed in a holistic sense, with the way in which an employee conducts themselves being as important as the results they achieve;
- > provide a consistent approach to the way in which the ACTPS holds its employees accountable for their work performance; and
- > embed performance management and development as a familiar and supportive part of working life in the ACTPS, creating a Service that consistently provides its employees with role and task clarity, strengthens capability and retains talented employees.

To achieve high levels of employee engagement, it is important that managers and employees have a shared understanding of roles, responsibilities and objectives. The Framework assists employees and managers to have quality performance conversations in which employees have an opportunity to highlight their achievements, obtain and provide feedback, and seek assistance when required. Performance conversations can also assist employees to understand more fully the skills, knowledge and behaviour they need to develop in order to do their job effectively and progress within the ACTPS.

The ACTPS Shared Capability Framework (the Capability Framework) describes the skills, knowledge and behaviour expected of all ACT Public Servants across the whole ACTPS. Using the Capability Framework in conjunction with a Personal Performance and Development Plan, employees can track their development goals.

The 2019 Agency Survey asked directorates to report on whether they monitored the utilisation of the ACTPS Performance Framework during the 2018-19 reporting year. Four of the eight directorates reported that they monitored usage.

Directorates were then asked to report on the percentage of their workforce that had a performance agreement in place at 30 June 2019. Two of the eight directorates reported that they were unable to determine the percentage as they did not have a system available to capture this information. The directorates that were unable to determine this figure were in areas that involved largely field based workers and reported that whilst they were unable to actively collect data in relation to the completion of performance agreements, they actively support line areas to ensure agreements are in place.

The remaining six directorates reported participation rates of between 8 and 77 per cent, with an average rate of 58 per cent<sup>47</sup> of their workforce with a performance agreement in place at 30 June 2019. This is a slight reduction on the 2017-18 figure of 63 per cent. Further work will be required over the coming year in order to increase the number of employees with performance agreements.

During 2018-19, TCCS reported that they trialled the use of electronic performance and development plans. Approximately 160 staff from different business units of TCCS participated in the trial and staff will now be actively encouraged to use the electronic plan.

Providing employees with the opportunity to develop skills and capability has been shown as a key factor in driving high performance and motivation in the workforce. Directorates were asked to report on the strategies employed during 2018-19 to enhance, develop or improve employee capability and performance. The results are provided in Table 25 below.

---

<sup>47</sup> total headcount of participating directorates (13,511, see Table 37) divided by the total number of participating employees (7,827) in each directorate x 100%.

**Table 25: Strategies used during 2018-19 to enhance, develop or improve employee capability and performance**

|                                | Total Directorates |
|--------------------------------|--------------------|
| <b>Mentoring programs</b>      | 6                  |
| <b>Funded training</b>         | 6                  |
| <b>Secondments</b>             | 3                  |
| <b>Job swap opportunities</b>  | 4                  |
| <b>Communities of practice</b> | 5                  |
| <b>Other</b>                   | 4                  |

All respondents: 2018-19 = 8

Directorates reported using a range of strategies to enhance, develop or improve employee capability and performance. These included using the ACTPS Training Calendar, providing study assistance to undertake external courses of study and arranging mentoring and job rotation opportunities. Several directorates also reported an increased use of online or e-learning opportunities. These provide employees with more flexible learning opportunities that can be accessed at any time and from any location.

## 6.3 Managing Underperformance

Having clear procedures for managing underperformance is essential in supporting workforce productivity and maintaining employee engagement. The Australian Government Fair Work Ombudsman states that underperformance can be exhibited through:

- > unsatisfactory work performance, that is, a failure to perform the duties of the position or to perform them to the standard required;
- > non-compliance with workplace policies, rules or procedures;
- > unacceptable behaviour in the workplace; and/or
- > disruptive or negative behaviour that impacts on co-workers<sup>48</sup>.

The focus of the Performance Framework is to support employee effectiveness for the benefit of the ACTPS through providing a consistent and sustainable approach to achieving high performance standards. Where an underperformance issue is initially identified, managers and supervisors are required to address the concerns with the employee informally and provide assistance to help the employee to achieve the required standard of performance. Where underperformance continues to be an issue, a formal performance action plan is developed under the enterprise agreements.

<sup>48</sup> Australian Government, Fair Work Ombudsman, Managing Underperformance: <https://www.fairwork.gov.au/how-we-will-help/templates-and-guides/best-practice-guides/managing-underperformance>.



Directorates were asked to identify whether they monitored the number of preliminary performance discussions held during the 2018-19 reporting year. Of the eight directorates, five reported that they did monitor preliminary performance discussions. Between these directorates twenty-three preliminary discussions occurred during the reporting year all of which resulted in employees realising the required improvements. These cases did not proceed to a formal underperformance process.

Directorates were asked to provide details of the number of formal underperformance processes that were commenced in the 2018-19 reporting year under the procedures set out in the relevant ACTPS Enterprise Agreement. The results are provided in Table 26.

**Table 26: Underperformance Processes (2018-19)**

|                                                                        | <b>Total Processes</b> |
|------------------------------------------------------------------------|------------------------|
| <b>Number commenced in 2017-18 but finalised in 2018-19</b>            | 10                     |
| <b>Number commenced in 2018-19</b>                                     | 28                     |
| <b>Number commenced and finalised in 2018-19</b>                       | 23                     |
| <b>Number commenced in 2018-19 and to be finalised at 30 June 2019</b> | 6                      |

Four of the eight directorates indicated that they have commenced at least one formal underperformance process as set out in the relevant Enterprise Agreement during the 2018-19 reporting year. The commencement of 28 new underperformance processes during the 2018-19 reporting year is a small increase from the 2017-18 figures, where a total of 24 new underperformance cases commenced.

Directorates were also asked to report on the outcomes of the underperformance processes that were finalised during 2018-19. These results are provided in Table 27.

**Table 27: Outcomes from Underperformance Processes (2018-19)**

|                                                                           | <b>Total Outcomes</b> |
|---------------------------------------------------------------------------|-----------------------|
| <b>Satisfactory performance achieved at the completion of the process</b> | 17                    |
| <b>Development program instituted</b>                                     | 1                     |
| <b>Assignment to other duties</b>                                         | 1                     |
| <b>Deferral of increment</b>                                              | 0                     |
| <b>Reduction in classification</b>                                        | 2                     |
| <b>Termination of employment</b>                                          | 1                     |
| <b>Resignation of employee during process</b>                             | 9                     |

It is recognised that a formal underperformance process can be a stressful experience for employees. Employees are provided with assistance, coaching, support and confidential access to Employee Assistance Providers throughout these processes. Positively, the majority of employees involved in these processes were able to either return to a satisfactory level of performance in their role (seventeen employees achieved satisfactory performance and one employee was placed on a development plan), or were re-allocated to a role more suited to their capabilities (one employee was assigned to other duties and two employees were assigned to a lower classification).

**Standing Committee on Economic Development and Tourism  
 Inquiry into Annual and Financial Reports 2018-19**

**Monday 4 November 2019**

| <b>Time</b>                           | <b>Office</b>                               | <b>Annual Report</b>                                                                                                          |
|---------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| 9.15am-10.30am<br>(1 hour 15 minutes) | Chief Minister                              | <b>CMTEDD Portfolio</b><br>Government Policy Reform<br>Coordinated Communication and Community Engagement<br>Digital Strategy |
| 10.45am-11.45am<br>(1 hour)           | Treasurer                                   | <b>CMTEDD Portfolio</b><br>Infrastructure Finance and Capital Works<br>Venues                                                 |
| 11.45am-12.15pm<br>(30 minutes)       | Minister for Trade, Industry and Investment | <b>CMTEDD Portfolio</b><br>Innovate, Trade and Investment                                                                     |
| 12.15pm-12.45pm<br>(30 minutes)       | Minister for Tourism and Special Events     | <b>CMTEDD Portfolio</b><br>Visit Canberra<br>Events                                                                           |

**Briefs:**

|                                                                  |    |
|------------------------------------------------------------------|----|
| Wellbeing Indicators.....                                        | 2  |
| Intergovernmental Relations .....                                | 3  |
| Policy Reforms (Cannabis, Child Safe Standards, Evaluation)..... | 5  |
| Social Inclusion .....                                           | 7  |
| Coordinated Communications and Engagement .....                  | 8  |
| Digital Strategy .....                                           | 10 |
| Venues Canberra .....                                            | 11 |
| Innovate, Trade and Investment.....                              | 13 |
| Strategic Projects .....                                         | 15 |
| Tourism.....                                                     | 16 |
| Major Events.....                                                | 17 |

## Wellbeing Indicators

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 29,34,171,195

- The ACT Wellbeing Indicators will monitor progress across a broad range of areas that reflect the values of Canberrans and influence our quality of life, alongside the traditional economic and financial indicators typically considered. They will be used to not only to track our progress but to also make policy and investment decisions through the annual budget process.
- The ACT Wellbeing Indicators framework will be launched on Canberra Day 2020.
- The first stage of community, stakeholder and expert engagement was undertaken in July and August 2019 to develop draft indicators, activities included:
  - four expert roundtables with around 100 community groups and peak bodies contributing ideas on possible wellbeing domains and indicators;
  - a YourSay Community Panel wellbeing survey which received contributions from over 1200 Canberrans; and
  - direct consultation with particular groups and bodies including the Aboriginal and Torres Strait Islander Elected Body, Youth Advisory Council, Multicultural Advisory Council and LGBTIQ+ Advisory Council, with further engagement proposed with segments of the population unlikely to engage through traditional channels;
- 12 draft wellbeing domains have been developed via a co-design process with all Directorates, based on analysis of the first phase of community engagement.
- The second phase of broad community engagement period will run from September to December 2019 and will test draft domain and indicator areas that were informed from the first phase of engagement, with the public and various stakeholder groups in the community.
- Further work is underway to develop the datasets and analytics needed to support the wellbeing framework.
- Given the whole-of-Government focus and work underway on wellbeing indicators, a proportion of funding from the former Healthy and Active Living (HAL) project (under the portfolio responsibility of the former Health and Wellbeing Minister's ) was transferred to your portfolio in March 2019. The remaining of the funding from the HAL project \$1.818 Million was provided back to the Health Directorate for various preventative health initiatives.
- The funding allocated for the Wellbeing project is as follows;

|                |          |                |           |                  |          |
|----------------|----------|----------------|-----------|------------------|----------|
| <b>2018-19</b> | \$56,000 | <b>2019-20</b> | \$360,000 | <b>2020-2021</b> | \$528,00 |
|----------------|----------|----------------|-----------|------------------|----------|

- Costs cover salaries, community engagement activities and expert advice on wellbeing.

Contact Officer: Leesa Croke  
 Cleared as complete and accurate: 18/10/2019

Deputy Director-General, Policy and Cabinet

## Intergovernmental Relations

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 24,84,85

### *Council of Australian Governments (COAG) and Council for the Australian Federation (CAF)*

- The COAG held its 46th general meeting on 12 December 2018 in Adelaide. Key issues on the COAG agenda included population planning and management, Closing the Gap, reforming Australia's health system, reducing violence against women and their children, and ensuring the wellbeing of Australia's young people with leaders agreeing to the Early Learning Reform Principles developed by the COAG Education Council and informed by the *Lifting Our Game* review.
- As 2018 Chair of the CAF, the ACT led important discussions and promoted joint advocacy among states and territories on these agenda items and other issues leading up to COAG, at a meeting also held on 12 December 2018.

### *ACT-NSW Memorandum of Understanding for Regional Collaboration*

- In February 2019, First Ministers' agencies from the ACT and NSW Governments commenced renegotiation of the ACT-NSW Memorandum of Understanding for Regional Collaboration (ACT-NSW MoU) for 2019-22. Subject to agreement of both Governments, it is anticipated the MoU will come into effect in the final quarter of 2019.
- The 2019-22 iteration of the MoU is a principles based arrangement, which sets out the shared objectives and commitments of both Governments to work together in the delivery of targeted services, infrastructure development, economic outcomes and the implementation of policy to improve the wellbeing of cross-border communities.
- The most significant adjustment to the MoU is the introduction of a revised governance approach which includes shared Priority Focus Area Plans, annual reporting on key milestones, and the introduction of Senior Officials Dialogue on Regional Collaboration.

### *ACT-CRJO Memorandum of Understanding*

- The ACT Government has proactively established productive cross border regional engagement frameworks to progress ACT and Canberra Region priorities. The Canberra Region Joint Organisation (CRJO) is a strategically focussed regional governance group consisting primarily of the NSW local councils surrounding Canberra.
- In September 2018, the Chief Minister met with the CJRO re-sign the CBRJO-ACT MoU, reaffirming a shared commitment to work together and achieve the best outcomes for ACT and regional communities.
- In March 2019, the ACT and CRJO published the Prospectus for a Canberra Region Deal, calling on the NSW and Australian Governments to support and invest in the Canberra Region's future.

### *Council of Capital City Lord Mayors (CCCLM)*

- The CCCLM provides a platform for the effective co-ordination and representation of the special interests Australia's capital cities.
- The Chief Minister was Chair of the CCCLM for the 2018 calendar year, during which time the CCCLM held an Australian Cities Forum at Parliament House, launching the CCCLM's strategic

policy and advocacy platform and bringing together federal parliamentarians, local governments, industry and community representatives to discuss the challenges and opportunities facing Australia's capital cities.

- In 2019, the CCCLM has committed to a strong Housing & Homelessness advocacy agenda, which continues to be progressed.

Contact Officer: Leesa Croke

Deputy Director-General, Policy and Cabinet

Cleared as complete and accurate: 18/10/2019

## Policy Reforms (Cannabis, Child Safe Standards, Evaluation)

### Talking points:

Annual Report Ref: Vol: 1 Page: 34

#### *Cannabis*

- CMTEDD co-ordinated whole of Government work on changes to the Drugs of Dependence Act, prompted by a Private Members Bill to legalise personal possession of small amounts of cannabis.
- The Bill was passed with a range of Government amendments in September 2019. The Bill created an exception from offences for possession and cultivation of small amounts of cannabis for adults and added a number of new offences intended to safeguard the community.
- The changes are part of the Governments's efforts to reduce the harms caused by drugs in our community, by responding to illicit drug use as a health issue, rather than a justice issue. The Government does not condone or encourage the use of cannabis, but considers these reforms are a sensible evolution of current laws that will better respond to the issue of cannabis use in our community.

#### *Child Abuse Royal Commission*

- ACT Government will release the second annual progress report on implementation of Royal Commission recommendations in December 2019. Policy reforms in the past year (by ACT Government as well as independent authorities):
  - Failure to Report offence commenced on 1 September 2019;
  - Reportable Conduct scheme expanded to includes religious organisations;
  - Ministers of religious and clergy were brought within the mandatory reporting scheme in September 2019;
  - Health Directorate received funding for two staff to implement health related recommendations;
  - DPP issued new guidelines on Decisions to Discontinue Prosecutions – Victims' Right of Review in September 2019; and
  - Witness intermediary scheme will commence in 2020.

#### *Child Safe Standards*

- ACT Government has decided to fully implement Royal Commission recommendations to regulate Child Safe Standards, and appoint independent oversight.
- Organisations working with children and young people will be required to use the Standards to make continuous improvements to child safety. The Standards provide practical guidance to organisations on how to create safe environments (eg. explaining how to make improvements to their governance systems, and empower children and young people in their care).
- The scheme will focus on long term capacity building, rather than fixed rules and penalties. Organisations will receive training, tools and support from the oversight body which will be located within the Human Rights Commission.
- Community consultation on the design of the scheme will commence the week of these annual report hearings (and continue for an extended four month period due to the summer break).

## *Policy Design and Evaluation Team*

- The Policy Design and Evaluation Team is a new function in CMTEDD to shape and lead key government initiatives to improve policy design and evaluation across the ACT Public Service.
- This new team is part of a strategy to embed a culture of learning, evidence and evaluation into how the ACT designs and delivers policy and programs. The team will embed evaluative thinking in the ACT's policy design process and build the capability of the ACT Public Service to plan, design and undertake evaluations. The team will lead and undertake priority evaluations on whole of government and cross-government initiatives, and work with key stakeholders on approaches to measure and continually improve their impact, particularly for programs with shared outcomes.

Contact Officer: Leesa Croke  
Cleared as complete and accurate: 18/10/2019

Deputy Director-General, Policy and Cabinet



## Social Inclusion

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 34,41,184,192, 194,195

- In the reporting period, the Office for LGBTIQ+ Affairs, working across government and with the community, developed Canberra's first LGBTIQ+ inclusion strategy *Capital of Equality*, setting out how we will continue to grow as Australia's most LGBTIQ+ welcoming and inclusive city.
- The four-year strategy seeks to ensure that LGBTIQ+ people, their families and communities are visible, valued and respected, and that the ACT has LGBTIQ+ inclusive and competent government services.
- The Office worked in conjunction with Justice and Community Safety Directorate on amendments to the *Discrimination Act* to ensure greater protections for vulnerable students, teachers and staff in our schools; commissioned an independent audit of ACT laws to identify any remaining areas of discrimination against LGBTIQ+ people; and established a new program to deliver specialist, peer-led services for LGBTIQ communities, individuals, their families and allies.
- In the reporting period, Hands Across Canberra through the Chief Minister's Charitable Fund Grants Program shared more than \$400 000 across 29 local charity organisations delivering innovative and inclusive programs in the Canberra region.
- The grants program is aimed at addressing the needs of vulnerable people by supporting and working with charitable organisations and social enterprises.
- The wide range of beneficiaries of the Chief Minister's Charitable Fund includes Aboriginal and Torres Strait Islander people; children and young people; LGBTIQ+ community members; detainees, parents from culturally and linguistically diverse backgrounds and people with disabilities.

Contact Officer: Leesa Croke  
Cleared as complete and accurate: 18/10/2019

Deputy Director-General, Policy and Cabinet

## Coordinated Communications and Engagement

### Talking points:

Annual Report Ref: Vol: 1 Page: 40

#### *YourSay Community Panel*

- The government is committed to ensuring the voices of a diverse range of Canberrans are heard in the development of policies, programs and services. The new YourSay Community Panel ([www.yoursaypanel.act.gov.au](http://www.yoursaypanel.act.gov.au)) provides Canberrans with another opportunity to have their say.
- Launched on 1 July, the Panel now has more than 2600 members, with a target of 3,000 in the first year. Panel membership is already broadly corresponding with the demographics of the Canberra community. Including membership of 16-17 year olds at 1% of the population (and the Panel).
- The Panel has already helped inform the early development of the Wellbeing Indicators and Framework, its given feedback on the Wintervention event which will help strengthen it for next year.
- Panel members have also helped government know how best to keep it informed about the new Motor Accident Insurance Scheme and is helping to improve content on government websites. Results of recent surveys have been published back to the Panel.
- The total value of the contract with provider Vision Critical (now Potentiate) over three years is up to \$660,600. This includes platform subscription and an allowance for provision of research services if required.
- The government continues to hear from Canberrans through the YourSay Community Conversations website ([www.yoursay.act.gov.au](http://www.yoursay.act.gov.au)) which is open to any Canberran who wishes to give feedback on government projects.
- It had more than 100,000 visitors in 2018-19, a 20% increase in visitation from the year prior.
- More than 6,000 people signed up to receive the YourSay e-newsletter.

#### *Our Canberra*

- The government has continued to ensure the ensure the community is well informed on ACT Government policies, programs and services, with latest research showing 72% of Canberrans feel well informed.
- Our Canberra is one of the key ways government keeps Canberrans informed about local services, their entitlements, their obligations and how they can participate decision-making.
- 11 editions of our Canberra were delivered to around 190,000 Canberra households and a monthly digital newsletter with more than 51,000 subscribers.
- The monthly cost of Our Canberra print is approximately \$54,000. This includes \$23,000 for printing, and \$31,000 for delivery by Australia Post.
- Costs are gradually increasing with an increase in the number of households it is delivered to.
- There are also additional costs when Our Canberra includes extra material, for example the inclusion of the Bushfire Survival Plan in the November 2019 edition.

## *Public information campaigns*

- CMTEDD Communications & Engagement supported delivery of a range of priority ACT Government engagements and public information campaigns, including the Territory's first LGBTIQ+ inclusion strategy and Gambling Harm Awareness Week.
- CMTEDD Communications supported the introduction of the ACT's mammal emblem, the Southern Brush-tailed Rock-wallaby and continues to support many of the important protocol matters that come with First Minister portfolio.
- Access Canberra continues to make it easier for Canberrans to do their life admin online. Communication activities were supported to encourage Canberrans to take advantage of the more than 400 online services and transactions.

Contact Officer: Anita Perkins  
Cleared as complete and accurate: 18/10/2019

Executive Group Manager, Communications &  
Engagement

## Digital Strategy

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 43

- The Office of the Chief Digital Officer (OCDO) supports directorates to use technology to deliver better citizen and business interactions with government, improve government business processes, and make better decisions based on data.
- The OCDO support and champion the use of contemporary methodologies such as co-design to ensure that the perspectives of all involved in, or affected by, digital transformation are heard.
- The Office, through the Digital Services Governance Committee (DSGC), provided expert advice to Budget Committee of Cabinet (BCC) on budget proposals with a digital/ICT component, to assist with more strategic digital investment decisions.
- The OCDO manages the ACT Digital Account, which provides the foundation for citizens to personalize and customize how they receive services from across government. More than 7,400 people created a digital account in 2018-19 (now more than 11,000 since its 31 May 2018 release) to access existing services that include applying for Rental Bond Help, transferring a traffic infringement, and the ACT Diversity Register.
- ACT Digital (previously iConnect) received funding in the 2019-20 ACT Budget (\$7.5m expense) to maintain the ACT digital account and existing services over four years. In addition, funding was allocated for 2019-20 (\$7.3m capital) to deliver more digital services that reflect reforms to the Working with Vulnerable People scheme and to explore ways to make it easier for people to prove their eligibility for a range of concessions.
- During 2018/19 the ACT Data Analytics Centre within the OCDO established an ACT Government-wide scalable data analytics platform and embarked on nine (9) Data Analytics Projects aimed at applying data insights into policy and practice, while building staff data analysis capabilities.
- The Office is currently refreshing the ACT Government Digital Strategy, with key chapters of Community-Centred Services, Valuing and Protecting Data, City Planning by Design and Strategic Relationships.
- Community feedback is being sought for a second time on the Strategy through a YourSay Consultation (Your Digital Territory).
- The Office support government transparency through the release of Open Data and participate each year in the annual community open data hackathon, GovHack.

Contact Officer: David Colussi  
Cleared as complete and accurate: 17/10/2019

Executive Branch Manager, Digital Experience, Office  
of the Chief Digital Officer

## Venues Canberra

### Talking points:

**Annual Report Ref:** Vol: 2.1 Page: 208-210

### *Number of Major Events by Venue 2018/19*

- The number of major events at GIO Stadium, Manuka Oval and Exhibition Park in Canberra exceeded original targets. Stromlo Forest Park was one below the target due to the cancellation of one major booked event by the hirer.

| Number of Major events at:  | Original Target | Actual Result | % Variance |
|-----------------------------|-----------------|---------------|------------|
| GIO Stadium                 | 20              | 21            | 5%         |
| Manuka Oval                 | 5               | 11            | 120%       |
| Stromlo Forest Park         | 10              | 9             | -10%       |
| Exhibition Park in Canberra | 85              | 124           | 46%        |

- GIO Stadium hosted the Keith Urban concert in January 2019 and the Brumbies were also successful in securing a home quarter final in June 2019. This was offset by the Raiders moving one home game interstate. Manuka Oval secured six additional events that were unknown at the time of budget. This included a women's AFL game, a women's T20 match and four additional men's cricket matches.
- With ongoing marketing to attract new and return events EPIC secured additional bookings following the preparation of the budget. This included a number of large events such as Groovin' the Moo; the Showroom; Home Renovation and Building Show; and the Australian Local Government Association Gala Dinner.

### *Venues Canberra – Own Source Revenue by Venue 2018/19*

- Own source revenue at Manuka Oval and Exhibition Park in Canberra exceeded original targets.

| Own Source Revenue at:      | Original Target | Actual Result | % Variance |
|-----------------------------|-----------------|---------------|------------|
| GIO Stadium                 | \$3.0 million   | \$2.7 million | -10%       |
| Manuka Oval                 | \$360,000       | \$595,000     | 65%        |
| Exhibition Park in Canberra | \$3.5 million   | \$4.4 million | 28%        |

- The increase in own source revenue at Manuka Oval is associated with an increase in catering and ticketing revenue due to additional events.
- An increase in the number of events hosted at EPIC and an increase in camping resulted in an increase in own source revenue.
- GIO Stadium was 10% below the original target due to ongoing decline in attendance at Brumbies events and removal of one Raiders regular season match resulting in a decreased catering and corporate sales.
- Venues Canberra continues to work with event organisers to increase the number of events at all venues.
- Major events at Stromlo Forest Park are national or international events.
- Events with over 500 patrons are considered "major" for the purposes of Exhibition Park in Canberra.

- Own source revenue at GIO Stadium and Manuka Oval is measured as gross profit, that is, revenue less expenses incurred in conducting events and is based on pre-existing venue hire agreements.
- Own source revenue at Exhibition Park in Canberra is measured as gross revenue.

### *National Arboretum Canberra – Level of Customer Satisfaction*

- The level of customer satisfaction at the National Arboretum Canberra is the accountability indicator.
- The target for 2018-19 was 85%. The actual result for 2018-19 for customer satisfaction was 95%.
- The results of the survey indicate that visitors strongly value the National Arboretum Canberra as a beautiful, natural place to visit and a place for the conservation of rare and endangered trees. It is valued as an important tourist attraction for Canberra.
- The survey is undertaken using Qualitix software and responses are online or via an iPad in the Arboretum's Village Centre.
- The survey also captures likelihood of recommending it as a place to visit, most liked elements and suggested improvements. It also provides information on the demographics of visitors to the Arboretum.

Contact Officer: Shaun Strachan  
Cleared as complete and accurate: 15/10/2019

Deputy Under-Treasurer, Commercial Services and  
Infrastructure

## Innovate, Trade and Investment

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 62-66

- The ACT Government is focused on creating the right business environment and using our competitive strengths to accelerate innovation and investment in Canberra. The Government will continue to work with Canberra's business community and university sector to create a city with its own distinct economic identity for the future.

### Priority Sectors

- The 2017-18 Budget committed \$1.2 million over four years to defence and local industry advocacy.
- Highlights from 2018-19 include:
  - Establishing a Memorandum of Understanding with the Australian Space Agency to further develop the Canberra region space industry;
  - Delivering a Defence, Cyber, Space student-industry STEM skills connect event, facilitating connections between 20+ companies and approximately 100 STEM students;
  - Appointed a full-time dedicated Manager to the AustCyber Canberra Node to support the growth of the local cyber security sector.

### Investment Attractions and Facilitation

- In the 2018-19 Budget the ACT Government allocated \$9.75 million over 3 years for the Priority Investment Program. In the first round \$5.2 million was awarded through a competitive grant round to proposals that will catalyse the development of the space, agri-technology, renewable energy and cyber security sectors.
- In 2018-19 IIR responded to 30 investment leads, meeting the accountability indicator target for the year. Investment leads were dominated by Agritech and Foodtech, Renewable Energy and Cleantech and ICT sectors. The top global markets of interest in the ACT included USA, Canada, China, Japan, India and Singapore which coincide with the International Engagement Strategy key international markets.
- In 2018-19 IIR hosted two significant inbound delegations of international investors:
  - an Agritech mission featuring the Centre for Entrepreneurial Agri-Technology The mission hosted 15 international visitors from private and public sectors and provided valuable opportunity to establish networks and demonstrate the ACT's leading capabilities in the Agri-Tech sector.
  - VisitCanberra and the City Renewal Authority, featuring investment opportunities and site visits. Delegates included senior representatives from major global hotel brands and developers and provided valuable connections. There is already one potential investor undertaking an advanced interest and progress toward a potential development in the ACT.



## Innovation

### *Canberra Innovation Network*

- In 2018-19, CBRIN began delivering the Innovation Connect grants program in partnership with the ACT Government. This small but successful Program has been run inside the ACT Government since inception in 2008. The move to CBRIN is about bringing more of the innovation program levers together under CBRIN's management to maximise system synergies. The third round of Innovation Connect under this arrangement was held recently.

### *CBRfree*

- CBRfree is an important and successful initiative to address digital disadvantage, by providing all Canberrans and visitors to Canberra with widespread, free, safe access to WiFi internet services. It is used by around 30,000 people per month.
- CBRfree is the only free, public WiFi offering that has a widespread footprint outside the Central Business District.

### *5G*

- A whole-of-government approach was developed in 2018-19 to identify policy and regulatory roadblocks to the implementation of 5G and seek to encourage the roll out in a manner that helps develop Canberra as a digital city; encourages economic development; takes account of social equity and citizen privacy; and provides for market competition and consumer choice.

### *Screen Canberra*

- In 2018-19, the Government provided Screen Canberra with \$368,000 in support of its core operational expenses. The ACT Government established a \$5 million CBR Screen Fund which commenced 1 July 2018 and expires 30 June 2025 and was placed under the management of Screen Canberra.

## Trade and Export

- The Office of the Commissioner for International Engagement delivered five Chief Minister international delegations to priority international markets including Singapore, Seoul, Japan, New Zealand, Hong Kong and China.
- The ACT Government has built a collaborative relationship with Austrade during 2018/19 to provide trade development services to Canberra companies from 2019/20 including:
  - The TradeStart Program – a TradeStart Advisor who will work directly with eligible Canberra firms to assist them to grow their exports into new and established markets, leveraging Austrade's international network, resources and programs.
  - An ACT Business Development Manager based in Singapore - our first overseas based trade and investment specialist, located in the Austrade office in Singapore to promote ACT exporting capabilities into South East Asian markets.

## Strategic Projects

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 64-65

#### *University Of New South Wales (UNSW) Canberra City Campus proposal*

- UNSW submitted a formal proposal on 11 October 2019 and the ACT Government is currently working through the detail and the benefits it would bring to the Territory.
- If the project proceeds, there will be appropriate opportunities for stakeholder and community consultation during planning and development approval stages.
- UNSW's proposal offers a unique opportunity to secure the long term presence of a second "Group of Eight" university in the ACT, strengthening Canberra's reputation as the knowledge capital.

#### *Canberra Technology Park, including AIE proposal*

- In April 2019, after extensive community consultation in 2018, the ACT Government announced three key decisions about the future of Canberra Technology Park:
  - to demolish and remediate the buildings on the site, prior to the sale of land;
  - to retain responsibility for public green space; and
  - to enter into negotiations with the AIE for a direct sale of part of the site.
- Negotiations with AIE are underway, and once concluded the community will be updated on the outcome and on next steps for implementation.

#### *Future Location of Reid CIT - Woden site options analysis*

- In line with the Government's announcement in June 2019, an independent consultant, Urbis was engaged to investigate site options in the Woden Town Centre to help inform a decision on the best future location for Reid CIT, including:
  - their potential suitability to meet the Government's objectives and fulfil the future requirements of a modern new CIT campus;
  - the likely cost implications, benefits and limitations of each suitable site; and
  - how sites in Woden Town Centre compare to the current site in Reid.
- Canberra is changing and CIT is part of that transformation. CIT could become part of the revitalisation of the Woden Town Centre, which is being supported by the ongoing investment in light rail and the Canberra Hospital, funding to redevelop the Woden Bus Interchange and planning for a new Woden community centre.

#### *Aquis Entertainment – Casino Redevelopment*

- On 11 December 2018 the ACT Government decided the unsolicited proposal by Aquis Entertainment to redevelop the casino precinct could not proceed in its current form. Aquis was invited to consider alternatives to progress a smaller scale casino redevelopment and the ACT Government remains open to further discussions.

## Tourism

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 67

- Current State Tourism Satellite Accounts (State TSA) show Tourism's total contribution to the ACT's Gross State Product (GSP) for 2017-2018 was estimated to be \$2.44 billion, and supported an estimated 19,300 jobs. Tourism's contribution to the ACT's GSP grew 10.5 per cent between 2016-17 and 2017-18, the highest nationally and ahead of the national average of 6.5 per cent.
- Domestic visitation to Canberra for the year ending June 2019 show grew by 14.8 per cent. International visitation to Canberra grew by 7.1 per cent in the year ending June 2019. The total combined value of domestic and international overnight expenditure now sits at \$2.47 billion as at year ending June 2019.
- In 2018-19, an economic benefit of \$134.4 million was achieved through the Major Event Fund \$1 million investment, with five completed events during this period delivering a combined attendance of 727,990.
- VisitCanberra's digital owned channels achieved the following results in 2018-19;
  - Visitcanberra.com.au had 2 million visitors across the year; VisitCanberra Facebook grew by 9 per cent to reach 258,106 followers; Twitter grew by 4 per cent to reach 24,314 followers; and Instagram grew by 21 per cent to reach 56,730 followers.
- The directorate exceeded all three 2018-19 accountability indicators against this output;
  - Canberra and Region Visitors Centre visitor satisfaction rate for customer service levels of 98.4% (target 87%); ACT Accommodation Room Occupancy Rate – was 77.7% (target 74.2%); Number of visits to the 'visitcanberra' website – there were almost 2,000,000 visits to the visitcanberra.com.au (target 1,300,000 visits).

Contact Officer: Kareena Arthy  
Cleared as complete and accurate: 22/10/2019

Deputy Director-General, Economic Development

## Major Events

### Talking points:

**Annual Report Ref:** Vol: 1 Page: 73-75

#### **Floriade 2018 and 2019**

- Floriade 2018 generated \$38.6 million in economic impact, an increase of \$1.2 million on 2017.
- Floriade 2018 attracted 480,540 attendees – the second highest attendance on record.
- Floriade 2018 and NightFest were delivered within budget (\$4.2 million and \$0.600 million respectively).
- Floriade 2019 attracted 507,550 attendees – the highest attendance on record. This includes 24,451 attendees to NightFest over four nights.

#### **Enlighten 2019**

- Enlighten 2019 delivered \$5.46 million in economic impact, an increase of \$0.600 million on 2018 and exceeding the \$3.0 million accountability indicator by 82 per cent.
- Enlighten attracted 328,087 attendees – the largest on record for the event.
- Enlighten 2019 was delivered on budget – \$1.2 million.

#### **FYI Canberra**

- The development of the new winter festival is well underway. The name of the new festival is FYI Canberra.
- FYI Canberra will be delivered in winter 2020, focussing on promoting Canberra's strengths in innovation, design, culture, coding and gaming.
- \$1.85 million has been allocated over three years (2019-20 to 2021-22) to deliver FYI Canberra.
- A dedicated team has been established within Events ACT to deliver the planning, organisation and marketing of FYI Canberra.

Contact Officer: Kareena Arthy  
Cleared as complete and accurate: 22/10/2019

Deputy Director-General, Economic Development

## artsACT

### Output: 3.5

Annual Report Ref: Vol: 1 Page: 77

#### *Accountability Indicators*

- *Number of arts organisations supporting community participation* – 26 ACT arts organisations supported community participation in 2018-19, exceeding the target of 25;  
One organisation was no longer funded (Canberra International Film Festival), and two organisations commenced funding from Budget Initiatives in 2017-18 (Kulture Break and Art, Not Apart).
- *Tenants satisfaction with management of Community Arts Facilities* – 100% satisfaction was achieved, exceeding the target, reflecting the productive working relationships fostered over the year;
- *Satisfaction with the management of grants administered by artsACT* – an 88% satisfaction rate was achieved, surpassing the target. The result is due to introduction of a new and more flexible and responsive arts activities funding, new capacity building programs, and community outreach arts funding; and
- *Number of attendees at programs delivered by artsACT funded organisations* – there were 492,767 attendees, a significant increase on the original 350,000 attendees target. The result fluctuates from year to year depending on the types of programs delivered by arts organisations funded by the ACT Government.

#### *Key Facts and Background*

##### **ACT ARTS FUND**

- The 2018-19 arts budget was \$10.3 million
  - Key Arts Organisations are funded with a budget of \$5,288,000. This funding is delivered through five year funding agreements across 17 Key Arts Organisations for core operational costs. These have all been extended to 31 December 2021.
  - Program Organisations were funded with a budget of \$556,000. This funding is delivered through two year funding agreements to 31 December 2019 across seven arts organisations to support a specific program of activity. Applications for Program funding opened on 1 June 2019, closing on 31 July 2019, for funding in 2020 and 2021. Funding recommendations are currently being considered by government, with the outcome anticipated in November.
  - Arts Activities Funding is provided for self-determined one-off arts activities with a minimum budget of \$775,000 available for the two categories. This supports funding for the '\$500 up to \$5,000' category which is open all year, and funding for the 'Over \$5,000 and up to \$50,000' category for larger projects which is offered twice a year. For 2018-19, 50 applicants were funded at \$193,000 for the Up to \$5k category. While a further 11 applicants were approved in 2018-19 at \$41,000, these were paid in 2019-20 and hence do not appear in the 2018-19 annual report.

For 2018-19, there were 17 applicants funded at \$325,000 for the \$5k to \$50k category. While a further 14 applicants were approved in 2018-19 at \$279,000, these were paid in 2019-20 and hence do not appear in the 2018-19 annual report.

- Screen/film projects are funded by Screen Canberra with a budget of \$100,000 for self-determined film/screen projects. Six screen/film applicants were funded at \$84,000 with the remaining \$16,000 spent on small quick response grants.
- ACT Book of the Year Award has a budget of \$16,000 including \$10,000 for the winner, \$2,000 for any highly commended book and \$1,500 for any shortlisted book, and is offered once a year.
- Government initiatives include funding for:
  - Arts Law Centre at \$16,000;
  - DESIGN Canberra at \$100,000;
  - Kulture Break at \$35,000;
  - Aboriginal and Torres Strait Islander arts and culture at \$100,000;
  - Visual Arts and Crafts Strategy at \$156,000;
  - Art, Not Apart at \$130,000;
  - ANU Advanced Music Performance Program at \$250,000;
  - Belconnen Arts Centre at \$300,000 (Budget initiative);
  - Pop-up arts events in Woden and Gungahlin at \$270,000;
  - Arts Residencies at \$58,000 was rolled over to 2019-20.
- Community Outreach funding includes:
  - ANU School of Music and School of Art and Design at \$661,000;
  - Canberra Symphony Orchestra for community outreach and Llewellyn Hall at \$111,000;
  - Belconnen and Tuggeranong Arts Centres at \$93,000 each for community outreach;
  - capacity building for the arts at \$180,000 (\$75,000 for organisations, \$25,000 for artists and \$80,000 for Gorman House for governance/constitution reform);
  - Community Outreach Funding at \$325,000 for a one-off round;
  - \$108,000 for Music ACT for music capacity building; and
  - \$9,500 for Canberra Innovation Centre for organisation model workshop.
- The ANU School of Music's new programs, at a total cost of \$512,000 per year, were:
  - Girls Rock (for young girls to learn rock music at \$83,782) - program did not proceed and discussions are underway on replacement program;
  - Girls Jazz (for women and girls to learn jazz at \$84,265);
  - Community School of Rock (for any member of the community to develop their playing skills at \$82,927);
  - My Song (mentorship program with Gugan Gulwan Aboriginal Youth at \$50,830); and
  - Developing Musicians (non-auditioned program Year 7 to Year 12 students for music tuition and ensemble performances at \$209,444).

**ARTS FACILITIES**

- The ACT Government manages thirteen arts facilities, through artsACT, under licence agreements with several local not-for-profit arts organisations.
- In 2018-19, a total of \$469,000 was spend on repairs and maintenance (scheduled and reactive) at twelve arts facilities. Building management at the Former Transport Depot is funded from hire revenue. Expenditure on repairs and maintenance by facility was:
  - Ainslie Arts Centre \$66,000;
  - Belconnen Arts Centre \$27,000;
  - Canberra Glassworks \$70,000;
  - Canberra Contemporary Art Space (Manuka) \$7,000;
  - Gorman House \$85,000;
  - Manuka Arts Centre \$20,000;
  - Nissen Hut \$3,000;
  - Strathnairn Arts \$44,000;
  - The Street \$49,000;
  - The Chapel (artist accommodation at the Canberra Glassworks) \$1,000;
  - Tuggeranong Arts Centre \$60,000; and
  - Watson Arts Centre \$37,000.
- \$253,000 from the 2018-19 Better Infrastructure Fund was spent on six arts facilities with the majority of this funding going to projects at Gorman House Arts Centre (signage and bathroom upgrades), Strathnairn Arts (soil remediation) and the Street Theatre (replacement of heating and cooling system in the main theatre).
- Upgrade priorities in 2019-20 for arts facilities will focus on replacing aged mechanical systems (heating and cooling), roofing works to address leaks, rectifying trip hazards and improving accessibility.

**PUBLIC ART**

- artsACT manages 117 artworks in the public art collection. \$163,000 was spent in 2018-19 on public art repairs and maintenance (scheduled and reactive) as well as conservation works such as the re-painting of the Inge King artwork, *Red and Blue* located in West Row, City. Other projects included the installation of *Stopping to Smell the Flowers* by artist Jimmy Rix in Throsby and the installation of *Transflective Waterscape* by artists Holly Grace and Aaron Robinson in Kingston.
- Future priorities for public art are conservation works identified in the repairs and maintenance plan for the collection include the repainting of *Choice of Passage* by artist Phil Spelman. There is currently no new funding for public art commissions.
- The Minister's Creative Council has met a total of eight times since its establishment in October 2018. Of these, four meetings of the Minister's Creative Council were held in the 2018-19 financial year.



**ATTENDANCE FIGURES AND STATS**

- The ACT has the highest attendance rate for adults at cultural venues and events (92.5%) than any other jurisdiction in Australia (Source: Attendance at Selected Cultural Venues and Events 2017-18, Australian Bureau of Statistics).
- The ACT has the highest adult attendance rate for children at cultural venues and events (97.3%) than any other jurisdiction in Australia (Source: Attendance at Selected Cultural Venues and Events 2017-18, Australian Bureau of Statistics).
- The ACT has the highest cultural participation rate (45%) than any other jurisdiction in Australia (Source: Participation in Selected Cultural Activities 2017-18, Australian Bureau of Statistics).
- According to the Australia Council's National Arts Participation Survey undertaken in 2016, the majority of ACT residents felt the arts have a 'big' or 'very big' impact on:
  - their understanding of other people and cultures; and child development (both 74%)
  - stimulating their minds (72%)
  - their ability to express themselves (71%)
  - their ability to think creatively and develop new ideas (70%)
  - their sense of wellbeing and happiness (66%).
- Almost nine in ten ACT residents agree that:
  - First Nations arts are an important part of Australia's culture (87%)
  - the arts make for a richer and more meaningful life (85%).
- Around eight in ten ACT residents agree that:
  - the arts should be an important part of the education of every Australian (84%)
  - artists make an important contribution to Australian society (81%)
  - the arts in Australia reflect the diversity of cultures present in Australia (77%)
  - the arts are an important way to get different perspectives on a topic or issue (75%).
- According to the recent Australia Council's International Arts Tourism report, during 2017 in the ACT:
  - Nearly 243,000 international tourists visited the ACT, and 69% of those were international arts tourists;
  - The ACT has remained largely stable in the proportion of arts tourists visiting the state since 2008. With proportions ranging between 62% and 73% over the past 10 years, the trend has been increasing since 2014.
  - China was the largest market into the ACT in 2017, with 1 in 5 arts tourists being from China (20%), followed by the United Kingdom (11%) and the USA (11%). These three markets have remained the largest over the past decade.

However, since 2008, China has overtaken both the UK and the USA to become the largest group among the three.

Contact Officer: Sam Tyler

Cleared as complete and accurate: Kate Starick, Date

**2018-19 ANNUAL REPORT HEARINGS  
MINISTER FOR TERTIARY EDUCATION  
DDG BRIEFING**

|                           |                                                                       |                              |
|---------------------------|-----------------------------------------------------------------------|------------------------------|
| <b>TETR</b>               |                                                                       |                              |
| 1.                        | Facts and Figures – TETR                                              | Oliver Harrap x53147         |
| <b>SKILLS</b>             |                                                                       |                              |
| 2.                        | ACT Skilled Migration Program                                         | Josephine Andersen<br>x74791 |
| 3.                        | National Partnership on the Skilling Australians Fund                 | Josephine Andersen<br>x74791 |
| 4.                        | Mature workers: accessing upskilling via an Australian Apprenticeship | Josephine Andersen<br>x74791 |
| 5.                        | Government funded VET activity: All students – indicator 3.6di        | Josephine Andersen<br>x74791 |
| 6.                        | Government funded VET activity: ATSI students – indicator 3.6dii      | Josephine Andersen<br>x74791 |
| 7.                        | Future Skills for Future Jobs (FSFJ)                                  | Josephine Andersen<br>x74791 |
| <b>Strategic Projects</b> |                                                                       |                              |
| 8.                        | Strategic Projects – CIT Site Options Analysis                        | Jenny Priest x72070          |

## TETR – Facts and Figures

### Output: 3.6

Annual Report Ref: Vol: 2.1 Page: 183

#### *Accountability Indicators*

- Deliver the ACT International Education Strategy *Canberra: Australia's Education Capital* Destination Marketing and Engagement (Study Canberra Program)
- Student Experience (Student Ambassadors Program)

#### *Key Facts and Background*

- The tertiary education, training and research sector accounts for around 8 per cent of the ACT economy. Deloitte Access Economics in 2018 found the sector contributes \$3.3 billion in value add and 20,000 jobs, over 20 per cent more than in 2015.
- International education is Canberra's largest export, at \$1.009 billion in calendar year 2018, Canberra's first billion dollar export, up over 15 per cent on 2017 figures and up 120 per cent since 2013-14 when the Study Canberra program commenced.
- Per capita, the ACT exports more education services and employs more people than any other Australian jurisdiction, well above our population and GDP shares.
- Canberra's tertiary institutions host around 64,000 students, including over 19,200 international enrolments in 2018 (up 14 per cent on 2017, and 74 per cent in the five years since 2013 when the Study Canberra initiative commenced).
- Around 44,000 of these study at universities, and 20,000 at CIT.
- One in six people now work or study at a tertiary education institution in the ACT.
- The quality of Canberra's institutions and student experience is a large part of this success, with five university campuses among world top 150 rankings, and Canberra ranking among the top 25 student cities in the world by prestigious rankings firm QS in 2015, 2016, 2017 and 2018.
- The ACT International Education Strategy *Canberra: Australia's Education Capital* contains five themes and 26 actions to support growth and development of the sector.
- From 1 July 2017 the Government committed \$3 million to continue the Study Canberra program to market and promote Canberra as a centre for high quality education and research; a study destination of choice; and ensure an excellent student experience.
- Study Canberra's work program has included: welcome activities and events at Canberra Airport, Enlighten, O-Weeks, Tertiary Open Day and Careers Xpo; scholarships; producing destination marketing collateral for the sector; web and social channels; agent engagement; participation in national fora and peak body conferences; and delivering a Student Ambassador program, with 18 students employed from diverse backgrounds across 10 different countries, fields of study and all major institutions.
- A Tertiary Education, Training and Research function has also been established in Economic Development Division in 2018.
- The sector also contributes significantly to community and cultural life, vibrancy, urban renewal, attracting talent to grow and diversify Canberra, and better social outcomes.

Contact Officer: Oliver Harrap, Director Study Canberra, Tertiary Education Training and Research x53147

Cleared as complete and accurate: Kate Starick, 30 October 2019

## ACT Skilled Migration Program

### Output: 3.6

**Annual Report Ref:** Vol: 1 Page: 81, Vol: 2 Page: 185

#### *Accountability Indicators*

#### 3.6e – Skilled Migration Attraction and Facilitation

##### Employer Sponsored Nominated

- Target: 350                      Result: 121                      Variance: - 65%

This is an employer-demand driven program. Recent Department of Home Affairs visa reforms have restricted the eligibility criteria for skilled workers seeking employer nomination to apply for a permanent residence visa. The Skilling Australians Fund levy on employers nominating workers for this program has also been implemented.

##### Skilled Independent Nominated

- Target: 350                      Result: 140                      Variance: - 60%

This indicator only measures approvals for overseas applicants. Overseas applications were not processed between July and November 2018, while broader skilled migration application processes were reviewed and refined in light of high overall demand. The 2018-19 indicator does not measure the total number of applications approved for both domestic and overseas applicants. The 2019-20 skilled nominated indicator has been revised to include both domestic and overseas approvals. It is now aligned with the Home Affairs allocation of 1,400 places and will measure all approvals that count towards that target.

##### Average number of monthly visits to Canberra. Create Your Future website

- -Target: 15,000                      Result: 26,986                      Variance: + 80%

The Canberra. Create Your Future (CCYF) website is the portal for applicants to lodge online applications for ACT 190 visa nomination and Regional Certifying Body support of employer nomination.

##### Average processing time for applications across all skilled migration program streams

- Target: 45 business days                      Result: 26 business days                      Variance: - 42%

The introduction of a new program management structure and application process has resulted in a significant decrease in average processing time in 2018-19.

#### *Key Facts and Background*

- The ACT's Skilled Migration Program is a significant contributor to the ACT's economy and population growth. It operates under a migration policy framework set by the Australian Government.

[Return to Index](#)

- The intention of the program is to nominate eligible and highly skilled intending migrants, with occupational skills needed in Canberra, to contribute to our economic growth and diverse community.
- The Skilled Independent Nominated (190) visa pathway was restricted in June 2018, to allow the ACT Government to undertake a review of the program's policy settings, with the aim of better managing demand and stakeholders' expectations.
- The ACT 190 nomination program was re-launched on 29 November 2018 with a merit-based assessment tool, the Canberra Matrix, replacing the previous 'first come first served' application process.
- Feedback on the new program management structure has been positive, with further consultation planned as part of the ongoing evaluation of the process.
- From 16 November 2019, the ACT will be considered regional for skilled migration purposes and gain access to two new regional visas.
- The Skilled Work Regional (subclass 491) provisional visa program will operate alongside the current ACT 190 permanent nomination program. Prospective applicants will be able to apply for an ACT 491 nomination from 1 January 2020.
- The Skilled Employer Sponsored Regional (subclass 494) provisional visa will replace the permanent employer-nominated Regional Sponsored Migration Scheme.
- Holders of the provisional 491 or 494 regional visas may transition to permanent residence after three years of living and working in regional Australia if they meet the Home Affairs eligibility criteria.

Contact Officer: Josephine Andersen

Cleared as complete and accurate: Josephine Andersen, 4/11/2019

## National Partnership on the Skilling Australians Fund (NPSAF)

### Output: 3.6

Annual Report Ref: Vol: 1 Page: 79, 81

Accountability Indicators - N/A

#### Key Facts and Background

- The ACT received the full complement of matched Commonwealth funding under the NPSAF in 2018-19 (\$4.9 million), following achievement of performance benchmarks and milestones.
- Performance Benchmarks: The ACT's annual report to the Commonwealth at 30 April 2019 confirmed all targets were met. For 2018-19 the ACT achieved 1875 additional commencements on top of the baseline of 4611 and exceeded the 2018-19 target of 873.
- Performance Milestones: The ACT achieved the below milestones in 2018-19.
  1. Review RTO training subsidies – This project reviewed the amount of subsidy paid for Australian Apprenticeship and Skilled Capital qualifications to incentivise commencements to contribute to the training targets set under the NPSAF.
  2. Revise ACE program guidelines – Revised Program Guidelines were implemented in 2019 to strengthen adult community education (ACE) in the ACT and support better outcomes for participants. This included an increase to available funding, and a new funding model to incentivise collaboration and improve quality of outcomes.
  3. Expansion of the SPARK and Australian School-Based Apprenticeship (ASBA) programs – This project supported the expansion of the SPARK initiative via a two-year pilot program to provide courses in southern Canberra (following the success of the program in north Canberra). The project also included the expansion of the ASBAs in Government programs to support up to 100 students to undertake an ASBA within the Australian Government, ACT Government, or ACT Public Schools.
  4. Implement the Future Skills for Future Jobs Grants Program – The Future Skills for Future Jobs Grants Program was launched on 27 February 2019. 29 EOIs were received from 20 organisations, with approximately \$2 million of funding allocated to 12 successful projects following the shortlisting, co-development and approval process.
- Skills Canberra has commenced officer-level negotiations with the Australian Government on strategies and activities for the remainder of the NPSAF (until 30 June 2022). Due to revised funding amounts from the Commonwealth, ACT's targets will also be revised. Ministerial agreement will be sought in late 2019.

Contact Officer: Josephine Andersen

Cleared as complete and accurate: Kate Starick, date: 07/11/2019

## Mature workers: accessing upskilling via an Australian Apprenticeship

### Output: 3.6

**Annual Report Ref:** Vol: 1 Pages: 79 and 81.

#### *Initiative to improve access to Australian Apprenticeships for mature workers*

- In 2017-18, Skills Canberra removed the limit on the number of subsidised Australian Apprenticeships an individual can access over their lifetime (previously, the maximum was two traineeships or two apprenticeships and one traineeship).
- This initiative was in response to a September 2016 election commitment to remove barriers for mature workers seeking to access upskilling or reskilling opportunities via an Australian Apprenticeship.
- An example of a barrier created by the previous limit is a childcare worker who, since leaving school, has completed their Certificate III in Early Childhood Education and Care (ECEC) and then their Diploma of ECEC. This worker could easily have reached their limit by the time they were 25. Unlike under previous arrangements, this worker could progress to upskill to an Advanced Diploma or reskill to become an Allied Health worker—delivering support services to children with disabilities.
- Since implementing this initiative, there have been significant increases in Australian Apprenticeships commencements by Canberrans aged 25 years or older. The most notable increase is in the cohort aged 25 to 44 years.

#### *Mature Apprentices (25 to 44 years)*

- Since removing the limit in 2016-17, commencements of Mature Apprentices in the 25 to 44-year-old cohort have increased by 44% (see Figure 1 below).
- The most notable growth among this cohort is in the public sector. Compared with 2015-16, commencements in 2018-19 of Mature Apprentices aged 25 to 44 years grew by 181% (i.e. 392 additional commencements).
- In the private sector, commencements in the same cohort increased by 10.5% (i.e. 92 additional commencements) over the same period.

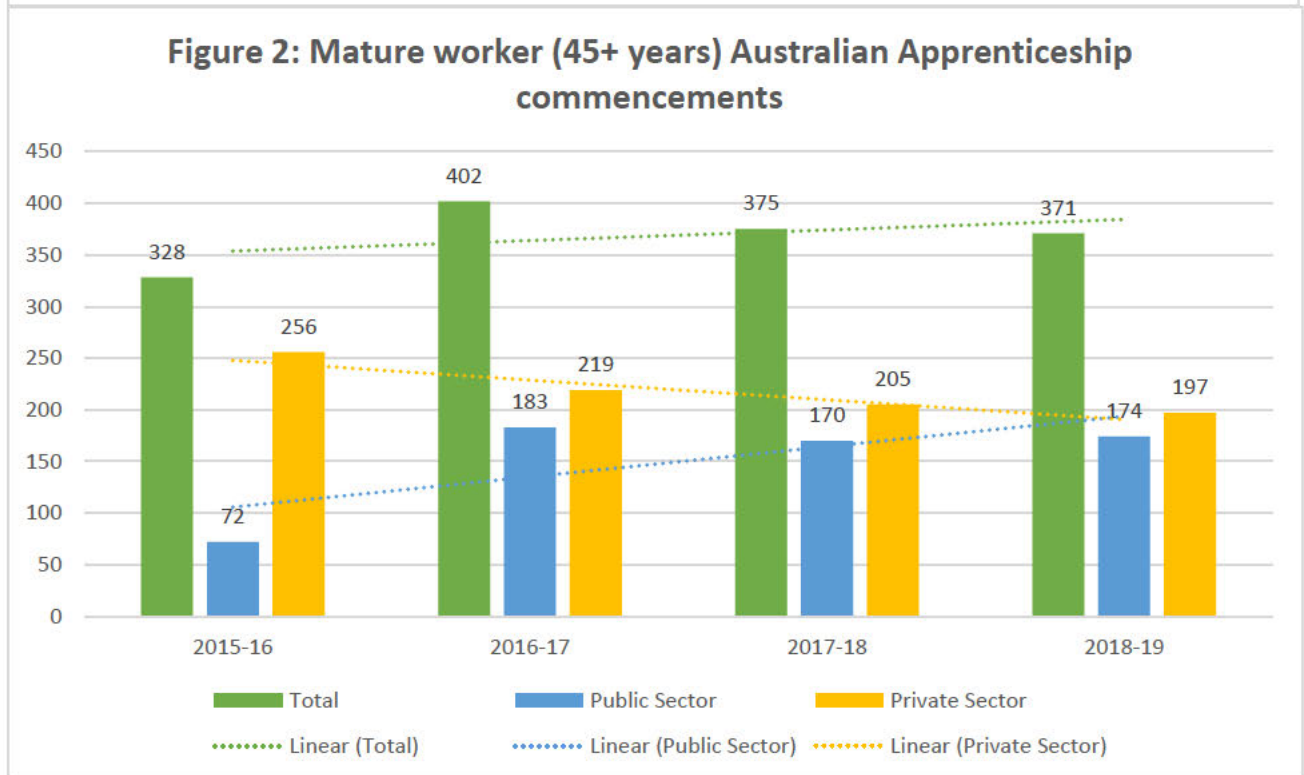
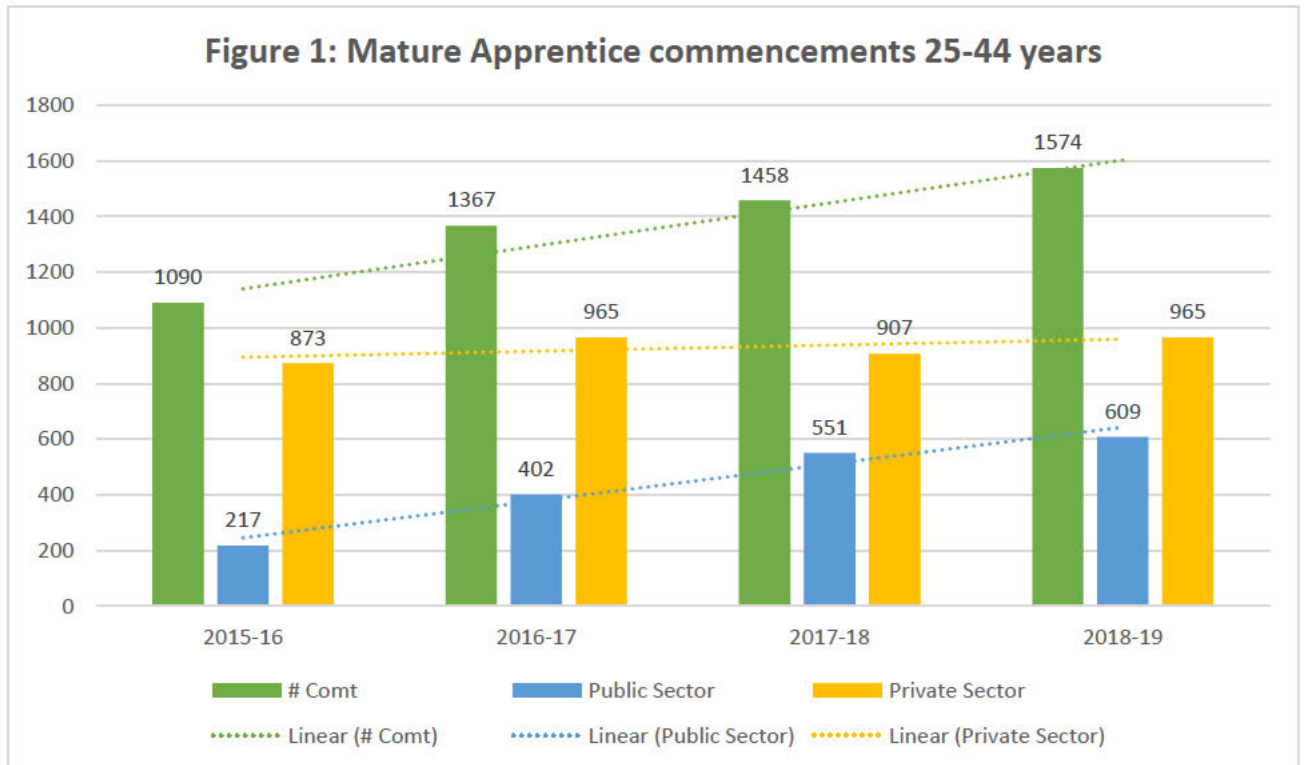
#### *Mature workers (45+ years)*

- Commencements of mature workers aged 45 years or older have also increased (see Figure 2 below). The number of mature Canberrans taking up Australian Apprenticeships in 2018-19 was 13% higher than in 2015-16 (an additional 43 mature workers).
- Again, there has been a significant increase in the public sector. Employment of mature workers via an Australian Apprenticeship in the public sector has increased by 142%. (NB: Australian Apprenticeship commencements of people aged 45 years or older in the private sector declined over the same period by 23%).



[Return to Index](#)

Key Facts and Background



Contact Officer: Josephine Andersen  
 Cleared as complete and accurate: Kate Starick, 1/11/2019

[Return to Index](#)

**Government funded VET activity: All students**

**Output: 3.6**

Annual Report Ref: Vol: 2.1 Page: 184 and Vol: 1 Page: 80

Indicator 3.6(d)(i): Total number of students undertaking VET

- In comparison to 2017, the total number of students undertaking VET in 2018 increased by 7%.
- VET activity has been increasing over the last four years. Overall, when compared to 2015, the number of students undertaking VET in the ACT in 2018 increased by 9%.
- The increase in student numbers between 2015 and 2018 can be solely attributed to an increase in enrolments (of 1383, or 27%) in apprenticeships and traineeships.
- In comparison to other jurisdictions, the only other state/territory achieving an increase over this period was NSW.

*Key Facts and Background*

- **2018-19 Accountability indicator 3.6(d)(i)**

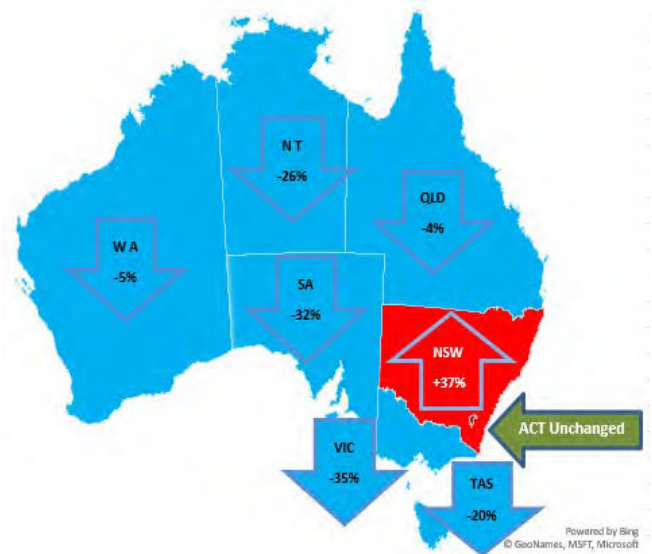
| Original Target | Actual Result | Variance from Original Target |
|-----------------|---------------|-------------------------------|
| 16,500          | 17,745        | 8%                            |

- The graphics below display the growth in government-funded VET program enrolments between 2015 and 2018, by jurisdiction for apprentices and trainees and for other VET.

**Government-funded VET Program enrolment growth rates 2015- 2018 by jurisdiction – Apprentices & Trainees**



**Government-funded VET Program enrolment growth rates 2015- 2018 by jurisdiction – Other VET**



Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

[Return to Index](#)

- This measure refers to government-subsidised VET. The result refers to new and continuing students who participated in VET at any time during the calendar year 2018. Each student is counted once, regardless of how many courses they enrolled in during that year.
- The 2018 result is not comparable to results reported against this indicator in previous annual reports, due to changes to the definition of a student by the data collecting agency (NCVER).
- NB: Between 2015 and 2018, Skilled Capital enrolments increased by 645 (or 32.8%), but this was offset by a matching decline of 647 (or 5.0%) in enrolments in CIT Profile funded courses.
- The largest percentage increase between 2015 and 2018, in apprenticeships and traineeships enrolments, was achieved by private providers (i.e. a 31.0% increase, or 867 additional enrolments), compared to CIT (which achieved a 22.3% increase, or 516 additional enrolments). However, CIT remains the largest provider of apprenticeships and traineeship training with 43.5% of the market in 2018.
- The largest percentage increase in apprenticeships and traineeships take-up was by public service sector employers (77.5% or 359 enrolments), compared with take-up by private sector employers (which increased by 19.2% or 601 enrolments).

Contact Officer: Josephine Andersen

Cleared as complete and accurate: Kate Starick, 01/11/2019

## Government funded VET activity: Aboriginal and Torres Strait Islander students

### Output: 3.6

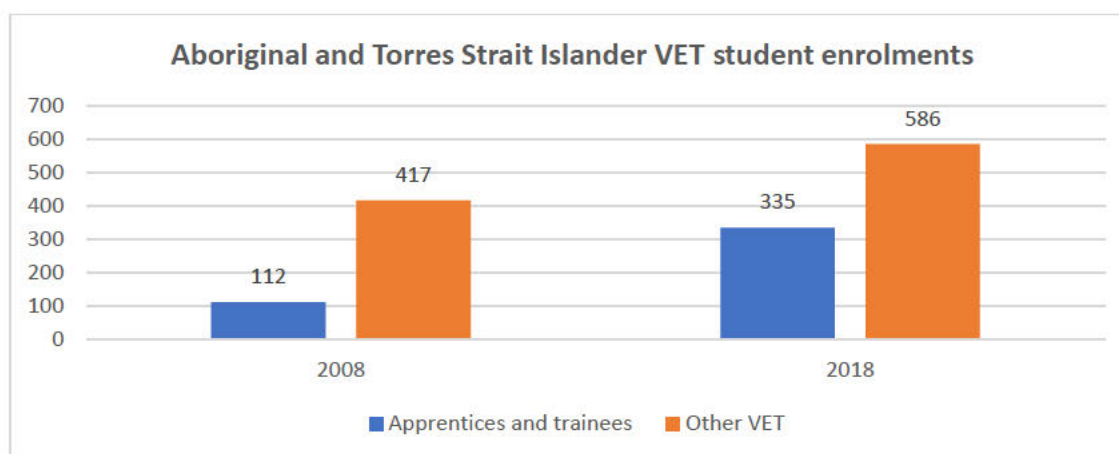
Annual Report Ref: Vol: 2.1 Page: 184 and Vol: 1 Page: 80

*Indicator 3.6(d)(ii): Total number of Aboriginal and Torres Strait Islander students undertaking VET*

- 2018 marks 10 years since the COAG Closing the Gap commitment to halve the gap in education/training and employment outcomes between Aboriginal and Torres Strait Islander and non-Indigenous Australians.
- Compared with 2008, overall enrolments by Aboriginal and Torres Strait Islander Canberrans in government-subsidised VET in 2018 have increased by 74% (or 392 enrolments).

### Australian Apprenticeships

- The fastest rate of growth has occurred in Australian Apprenticeships (i.e. a 200% increase between 2008 and 2018, compared with a 40.5% increase in other types of government-funded VET).
- This is a very positive outcome given that Australian Apprenticeships contribute to employment and study outcomes at the same time (i.e. because they combine paid employment with study towards a nationally recognised VET qualification).



- Put another way, in 2008, Australian Apprenticeships enrolments made up 5.7% of total Aboriginal and Torres Strait Islander VET enrolments. In 2018, Australian Apprenticeships made up 36.4% of all Aboriginal and Torres Strait Islander VET enrolments.

### *Key Facts and Background*

#### 2018-19 Accountability indicator 3.6(d)(ii)

| <i>Original Target</i> | <i>Actual Result</i> | <i>Variance from Original Target</i> |
|------------------------|----------------------|--------------------------------------|
| 650                    | 720                  | 11%                                  |



[Return to Index](#)

- The annual report measure refers to government-subsidised VET. The published result refers to students who participated in VET at any time during the calendar year 2018. Each student is counted once, regardless of how many courses they enrolled in during that year.
- Results by year and type of training are based on “enrolments” rather than “students”. The definition of enrolments has not changed over time and is a more indicative measure of what the ACT Government purchases (i.e. the ACT Government purchases enrolments and continuing enrolments, and students are not limited to one enrolment per year).
- NB: The number of Aboriginal and Torres Strait Islander VET students grew by 2.1% (or 15 students) between 2017 and 2018. Comparing the 2017-18 and 2018-19 annual report publications would give the false impression that the number decreased between 2017 and 2018 by 20 students. The published figures are not comparable, due to the change in the NCVET definition of a student.

Contact Officer: Josephine Andersen

Cleared as complete and accurate: Kate Starick, 1/11/2019

## Future Skills for Future Jobs

### Output: 3.6

Annual Report Ref: Vol: 1 Page: 79

Accountability Indicators – N/A

#### Key Facts and Background

- The 2018-19 Future Skills for Future Jobs Grants Program provided \$2 million to support 12 innovative projects that promote VET market diversification and aim to increase the number of commencements in Australian Apprenticeships, and other employment-related training in the ACT.
- The 2018-19 Program attracted a \$0.95 million National Partnership on the Skilling Australians Fund milestone payment.
- The 2018-19 Program launched on 27 February 2019 and attracted 29 expressions of interest (EOIs) from 20 organisations. This included registered and group training organisations, community and industry groups, employers and ACT Government agencies.
- Skills Canberra facilitated a co-development process, resulting in 12 successful projects receiving funding. Successful project and recipients include:
  - *Project Embrace - Seeing Machines LTD*
  - *Immerse Yourself – Virtual Reality Project and Careers in Civil Construction – MBA*
  - *Higher Apprenticeship Pathway Preparation for Young Adults – CIT Solutions*
  - *Hotstart Pre-apprenticeship and Work Experience Placement Program – Access Recognised Training*
  - *Electrical Industry Introductory Program – NECA Training Pty Ltd*
  - *Traineeships for Disadvantaged – Worldview Foundation Limited*
  - *The Truth Project – Year13*
  - *Return to Work mentoring and training program for women – Office for Women*
  - *SPARK Community Services Taster Program and Flexible Allied Trade Delivery – CIT*
  - *Kippax Trade-Start – UnitingCare Kippax.*
- Projected training commencements from 2018-19 projects are approximately 530 pre-apprenticeships/pre-traineeships and 175 Australian Apprenticeships.
- The Seeing Machines launch for ‘Project Embrace’ and the Access Recognised Training launch of ‘Hotstart’ featured recently on WIN News Canberra.

Contact Officer: Josephine Andersen

Cleared as complete and accurate: Kate Starick, Date

## Strategic Projects – CIT Site Options Analysis

### Accountability Indicator 3.1 (d) Private sector investment facilitation - Major Projects under facilitation management

#### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 64-65

Vol: 2 Page: 169-173

#### *Accountability Indicators*

- *Output 3.1 (d)* tracks projects supported for facilitation management. This includes significant cross government co-ordination and project management to enhance comprehensive and timely decision making by government on identified major projects.
- In June 2019 the Government announced a Woden Town Centre site options analysis would be undertaken to inform consideration of the best future location for Reid CIT. This work has been delivered by Strategic Projects; however, commenced after the 2018-19 reporting period and as such does not appear in the 2018-19 Annual Report.
- The Annual Report reflects a 2018-19 Target: 2 and a 2018-19 Outcome: 3.
- The three (3) projects facilitated during the 2018-19 reporting period are:
  - Aquis Entertainment redevelopment proposal
  - Academy of Interactive Entertainment (AIE) redevelopment proposal
  - UNSW Canberra City Campus Proposal
- Variance explanation: When establishing the 2018-19 target of 2, it was anticipated that the AIE project would be concluded in the 2017-18 reporting period. However, the AIE project continued into the 2018-19 reporting period, delivering an actual outcome of 3.
- In June 2019 the Government announced a Woden Town Centre site options analysis would be undertaken to inform consideration of the best future location for Reid CIT. Strategic Project has managed this work, which got underway in July 2019, due to the intersection of this work with the government's consideration of the UNSW proposal.

#### *Key Facts and Background*

#### *Future Location of Reid CIT - Woden site options analysis*

- In line with the Government's announcement in June 2019, independent consultant Urbis Pty Ltd was engaged to investigate site options in the Woden Town Centre to help inform a decision on the best future location for Reid CIT, including:
  - their potential suitability to meet the Government's objectives and fulfil the future requirements of a modern new CIT campus;
  - the likely cost implications, benefits and limitations of each suitable site; and
  - how sites in Woden Town Centre compare to the current site in Reid.

- New CIT facilities will be in the interests of providing the best possible competitive advantage to CIT to ensure it can deliver world class, cutting edge training and easily adapt to modern teaching techniques, new technologies and changing industry needs.
- The ACT Government is committed to the best possible future for vocational education and training in Canberra and the need for the Territory's workforce to have a modern skills base in key industries.
- The construction of new CIT facilities in Woden would also reflect the Government's new infrastructure plan for Canberra and be part of the future dynamic growth story for the Woden area.
- Potential new CIT facilities in Woden would become part of the revitalisation of the Woden Town Centre, which is also being supported by the ongoing investment in light rail and the Canberra Hospital, funding to redevelop the Woden Bus Interchange and planning for a new Woden community centre.

*University of New South Wales (UNSW) Canberra City Campus proposal*

- UNSW submitted a formal proposal on 11 October 2019 and the ACT Government is currently working through the detail and the benefits it would bring to the Territory.
- The Canberra Institute of Technology (CIT) has been involved in the project as a key stakeholder in any decision about the future of the precinct. CIT will continue to be engaged in the context of government's announcement about the development of new CIT facilities, as government progresses its consideration of UNSW's proposal.
- Negotiations with UNSW are ongoing, and details of the formal proposal remain commercial-in-confidence.
- Tertiary education is the ACT's leading services export, totally approximately \$1 billion annually. Our tertiary and research sector contribute more than \$3 billion to the economy and employ approximately 20,000 people.
- There are more than 43,000 students engaged in higher education in Canberra – including 12,400 international students and 13,000 interstate students, with the ACT also supporting approximately 16,500 VET students across 100 training providers.

Contact Officer: Ellis Maher

Cleared as complete and accurate: Jenny Priest, 25 October 2019



**2018-19 ANNUAL REPORT HEARINGS**  
**STANDING COMMITTEE ON ENVIRONMENT AND TRANSPORT AND CITY SERVICES**  
**MINISTER FOR SPORT AND RECREATION**  
**DDG BRIEFING**

Sport and Recreation

**Output 3.3**

|    |                                                |                              |
|----|------------------------------------------------|------------------------------|
| 1. | Indoor Sports Facilities                       | Rebecca Kelley<br>Ext: 74389 |
| 2. | Ice Sports                                     | Rebecca Kelley<br>Ext: 74389 |
| 3. | Accountability and Strategic Indicators        | Rebecca Kelley<br>Ext: 74389 |
| 4. | Throsby District Playing Fields                | Rebecca Kelley<br>Ext: 74389 |
| 5. | Raiders Centre of Excellence and Community Hub | Rebecca Kelley<br>Ext: 74389 |
| 6. | Stromlo DPF Design                             | Rebecca Kelley<br>Ext: 74389 |

## Indoor Sports Facilities

### Output: 3.3

**Annual Report Ref:** Vol: 1 Page: 70-72

*Accountability Indicators N/A*

#### *Key Facts and Background*

- The Planning for Indoor Facilities and Other Sport and Recreation Infrastructure Report (the Report) and the ACT Government responses was released on 14 June 2019.
- The Report was undertaken in response to the recommendations from the ACT Indoor Sports Facility Study with the ACT Government committing \$160,000 in the 2017-18 budget to further investigate feasible options for providing indoor sporting facilities in Woden, Gungahlin and Belconnen.
  - The cost of the report was \$24,000. This was funded partially through sport and recreation operational funds and partially through the recurrent capital appropriation of \$160,000.
  - Residual funds from the \$160,000 (\$147,000 – as reflected in current budget papers) will be used to progress key recommendations below.
- Consultation was undertaken with the larger participation indoor sports – Basketball ACT, Capital Football (futsal) and Gymnastics ACT, as well as the Woden, Gungahlin and Belconnen Community Councils as part of the report.
- In its response, the ACT Government agreed with five of the eight key recommendations in the Report and is commencing work on:
  - working with Capital Football to incorporate indoor futsal facilities as part of the \$24.545 million Home of Football' development at Throsby;
  - identifying a location and beginning scoping and preliminary design work with Gymnastics ACT for a dedicated state gymnastics centre in Belconnen;
  - beginning scoping and preliminary design work with Basketball ACT for additional basketball facilities in the Belconnen region; and
  - continuing to play a role in providing multi-purpose indoor sport court facilities at ACT Government schools for use by a range of sports outside school hours to help meet training and competition needs.

Contact Officer: David Jeffrey

Cleared as complete and accurate: Rebecca Kelley, Date 8 November 2019

## Ice Sports

### Output: 3.3

**Annual Report Ref:** Vol: 1 Page: 70-72

*Accountability Indicators N/A*

#### *Key Facts and Background*

- The ACT Government committed \$75,000 in the lead up to the ACT election in 2016 to undertake a scoping study for the future provision of an ice sport facility in the ACT.
- The ACT Ice Sports Facility Options Analysis Report (the Report) was released by the ACT Government in December 2018.
- The Report included significant consultation with key stakeholders including the ACT Ice Sports Federation, which represents the interests of the local ice sports groups (i.e. ACT Ice Skating, ACT Ice Hockey, CBR Brave).
- The ACT Government released an Expression of Interest (EOI), in September 2019, seeking interest from suitably qualified and experienced parties to design, construct, own, operate and maintain a new ice sports facility in the ACT.
  - The ACT Government will consider providing a financial contribution to support the establishment of a new ice sports facility, noting the ACT Government does not intend to own or be the primary funding source for the development and ongoing operation.
  - The EOI requirements have been developed to facilitate the delivery of a new twin rink ice sports facility to meet the needs of the community (including local ice sporting groups), while also considering the ongoing commercial viability of the facility through a range of uses including competitions, events and recreational use.
- The EOI closed on 17 October 2019. Recognising the EOI process is ongoing, I am not able to provide any further information.

Contact Officer: David Jeffrey

Cleared as complete and accurate: Rebecca Kelley, Date 8 November 2019

## ACCOUNTABILITY AND STRATEGIC INDICATORS

### Output: 3.3

Annual Report Ref: Vol: 2.1 Page: 176

#### *Accountability Indicators*

- Strategic indicator data in 2018-19 reported that the ACT continued to exceed the national average for adult participation (*Source: Ausplay Survey, Sport Australia, October 2019*). See [Attachment A](#) for greater detail on results.
- The first accountability indicator relating to ACT Academy of Sport athletes (115 nationally identified priority athletes from Olympic, Paralympic and Commonwealth Games sports) was met, with 115 scholarship holders supported in 2017-18.
- The second accountability indicator relating to funded organisations was met (target of 80 organisations) with 99 organisations funded to support participation opportunities in sport and recreation. The number of funded organisations well exceeded the target (+24 per cent), with Government investing additional funds to Nature Play Grants and the Participation Innovation Fund, extending the audience of the grants program.
- Responsibility for the accountability indicator relating to sportsgrounds and pools management transitioned in 2017-18 to Transport Canberra and City Services and ACT Property Group respectively.

#### *AusPlay Key Facts and Background*

- For July 2018 to June 2019 AusPlay (released at 1 November 2019) key participation data findings for all adults (15 years and over) in the ACT include:
  - 93.2 per cent participate in a sport or physical activity at least once a year (national average 89.2 per cent)
  - 69.1 per cent participate at least three times a week (national at 62.9%).
- Key findings for children (0 – 14 years) in the ACT show that 73.4 per cent participated in ORGANISED sport or physical activity outside of school hours in the last 12 months. 63 per cent of children in the ACT participated in ORGANISED sport at least once per week (against the national average of 58 per cent).
- For the first time, the 2018-19 results have made available aggregated data (from 2015) – this allows a greater sample size in the ACT as a “benchmark” results, providing improved data reliability and capacity to start to look at the ACT by regions.

Contact Officer: Wayne Lacey

Cleared as complete and accurate: Rebecca Kelley, Date 11 November 2019

## AUSPLAY 2019

### Aggregated data (2015-2019)

#### Adult Participation (1 per year)

|              | Australia (%) |             |             | ACT (%)     |             |             |
|--------------|---------------|-------------|-------------|-------------|-------------|-------------|
|              | Total         | Male        | Female      | Total       | Male        | Female      |
| <b>Total</b> | <b>89</b>     | <b>89.1</b> | <b>89.2</b> | <b>93.2</b> | <b>93.9</b> | <b>92.5</b> |
| Indigenous   | 81.5          |             |             | 98          |             |             |
| CALD         | 86.7          |             |             | 89          |             |             |
| LOTE         | 84.9          |             |             | 87.1        |             |             |
| Disability   | 78.1          |             |             | 81.4        |             |             |

- ACT participation (once per year) is 4.2 per cent higher than the national average.
- While participation (ACT) for Indigenous people is 4.8 per cent greater than the whole of population figure, participation in other target populations, particularly people with a disability, is markedly lower.

#### Adult participation (frequency)

|                               | Australia (%) | ACT Aggregated (%) | ACT 16-17 (%) | ACT 17-18 (%) | ACT 18-19 (%) |
|-------------------------------|---------------|--------------------|---------------|---------------|---------------|
| Once per week                 | 81            | 86                 | 86.1          | 86.5          | 87.8          |
| At least three times per week | 62            | 67                 | 68.6          | 65.4          | 69.1          |
| Through org/venue             | 58            | 65                 |               |               |               |
| Through "sports club"         | 22            | 23                 |               |               |               |

- In the ACT, 46.1 per cent participate through a combination of sport *and* physical activity – only 17 per cent participate exclusively through sport.

#### Children's Participation (Sport or non-sport outside of school hours) – Aggregated

|                                    | Australia (%) | ACT Aggregated (%) | ACT 16-17 (%) | ACT 17-18 (%) | ACT 18-19 (%) |
|------------------------------------|---------------|--------------------|---------------|---------------|---------------|
| Once per week                      | 58            | 63                 | 68.3          | 67.2          | 64.9          |
| At least three times per week      | 22            | 22                 | 23.8          | 31.7          | 21.7          |
| Through sports club or association | 45            | 53                 |               |               |               |

- In the ACT, 65.8 per cent participate exclusively through sport, with only 3.1 per cent through *physical activity only*. While relevant only to out of school hours participation, it does demonstrate how the centrality of sport to physical activity participation differs markedly between children and adults.
- The average number of sport-related activities for children in the ACT is 2.03 (national 1.84).
- The top ten children's activities in the ACT are: swimming (36.1 per cent), football (22.6 per cent), gymnastics (10.8 per cent), running/athletics (8.4 per cent), dancing (8.1 per cent), netball (8.1 per cent), basketball (5.5 per cent), taekwondo (4.7 per cent), rugby league (4.6 per cent) and AFL (4.2 per cent).

#### ACT – Participation (one per year) Aggregated

| Region                       | Adult (%)   | Children* (%) |
|------------------------------|-------------|---------------|
| <b>ACT – TOTAL (2018-19)</b> | <b>93.5</b> | <b>78</b>     |
| Gungahlin                    | 90.9        | 76.8          |
| Belconnen                    | 91.5        | 78.5          |
| North Canberra               | 96.1        | 71.6          |
| South Canberra               | 95.8        | **            |
| Woden Valley                 | 96.7        | 79.1          |
| Weston Creek                 | 95.6        | 87.5          |
| Tuggeranong                  | 93.1        | 78.2          |

\* Children's participation is out of school hours

\*\* Figure unavailable (not reliable)

- The capacity to use aggregated data and to break down the ACT by region is a new addition to the AusPlay report this year.
- Walking (recreational) is the most popular activity (39.1 per cent), followed by fitness/gym (32.2 per cent), swimming (19 per cent), jogging/running (17.2 per cent) and cycling (15.2 per cent).
- The data does show some interesting differences between regions. These include:
  - Cycling participation is highest in Weston Creek (24 per cent) and North Canberra (24 per cent), with Gungahlin the lowest at 9.2 per cent.
  - Tennis is a "top ten" activity in four of the seven regions, including in Gungahlin where there is very limited facility availability.
  - Football/soccer is the most participated team sport – participation is highest in North Canberra (12.8 per cent), followed by Woden Valley (12 per cent) and Weston Creek (10.8 per cent).
  - Woden Valley is the only region in which ski/snowboard is included within the top ten activities (4 per cent).
  - While walking is the top activity in all regions, participation in South Canberra (52.4 per cent) is considerably higher than the ACT average (39.1 per cent).

## Throsby District Playing Fields

### Output: 3.3

**Annual Report Ref:** Vol: 1 Page: 70-72

*Accountability Indicators N/A*

#### *Key Facts and Background*

- The ACT Government, in partnership with Capital Football and Football Federation of Australia (FFA), has committed \$20.0 million to deliver a new “Home of Football” precinct in Throsby.
- The new facility, to be located in Throsby, will include multiple outdoor football fields, indoor futsal courts, office space for Capital Football staff and associated amenities.
- The government will shortly commence the preliminary design process for the Home of Football. A public tender process to procure a consultant to develop an Estate Development Plan for the Home of Football closed in late October 2019 and is currently being assessed.
- Through this partnership, Capital Football will also contribute \$4.5 million towards the construction of the Home of Football.
- The FFA will also bring three national team games to Canberra including the Matildas and Socceroos.
  - The first game involved the Socceroos and Nepal in a World Cup qualifier that was attended by 18,563 fans at GIO Stadium on 10 October 2019.
  - The dates for the remaining two games are yet to be finalised.

Contact Officer: David Jeffrey

Cleared as complete and accurate: David Jeffrey, Date 14 November 2019

## RAIDERS CENTRE OF EXCELLENCE AND COMMUNITY HUB

### Output: 3.3

**Annual Report Ref:** Vol: 1 Page: 70-72

*Accountability Indicators N/A*

#### *Key Facts and Background*

- The ACT Government is partnering with Canberra District Rugby League (CDRL) and the NSW Government to support the construction of a \$19 million Rugby League Centre of Excellence and Community Hub being built on Northbourne Oval in Braddon.
- The facility will be used by the Canberra Raiders as a new high-performance training venue, the calibre of which will greatly aid in the attraction and retention of elite players.
- The facility will also be utilised for a range of community rugby league programs, both male and female.
- Features of the new facility include elite level training and rehabilitation spaces, administrative offices and community rooms.
- Providing a home for one of Canberra's elite sporting teams in the heart of the city will enhance the vibrancy of the surrounding area.
- Construction of the new Rugby League Centre of Excellence and Community Hub is expected to be completed in early 2020.
- A funding deed for the ACT Government financial contribution (\$5.0 million) has been executed. The funding profile is \$1.25 million in 2019-20, \$1.25 million in 2020-21 and \$2.5 million in 2021-22.
- The NSW Government provided \$4 million from its Cross-Border Commissioner's Infrastructure fund. The NSW Government funding contribution has been paid in full.
- Discussions have commenced between the Canberra Institute of Technology (CIT) and NSW Rugby League to progress a new licence arrangement for the Bruce CIT Oval. It is intended that NSW Rugby League will take on the maintenance responsibilities for Bruce CIT Oval once the Raiders move its operation to the new facility in Braddon. Under this new arrangement, Bruce CIT Oval will support the delivery of range of rugby league programs (both male and female) for Canberra and the surrounding region.

Contact Officer: David Jeffrey

Cleared as complete and accurate: David Jeffrey, Date 14 November 2019



## STROMLO DISTRICT PLAYING FIELDS DESIGN

### Output: 3.3

**Annual Report Ref:** Vol: 1 Page: 70-72

#### *Accountability Indicators*

- Nil

#### *Key Facts and Background*

- The ACT Government committed \$200,000 in the lead up to the ACT election in 2016 for design and planning for a new District Playing Field (DPF) for sporting and recreation use in Molonglo.
- The 2018-19 Budget fulfilled this election commitment, providing \$200,000 to commence this project.
- The planning and design process will include a comprehensive consultation phase, where the individual demands for outdoor field sports will be considered when determining which sporting codes will be catered for at Stromlo District Playing Fields (noting that it will not be possible to accommodate all outdoor fields sports at this facility).
- Locating the District Playing Fields in Stromlo Forest Park also presented an opportunity to create a unique sporting precinct in the ACT.
- Stakeholder consultation is currently underway with peak bodies – Cricket ACT, AFL ACT, Canberra Region Rugby League, ACT Brumbies, Capital Football, Baseball ACT, Oztag ACT, Touch ACT, Little Athletics ACT, Athletics ACT and Cycling ACT to support the planning and design of Stromlo DPF.
- Otium Planning Group are engaged to undertake the Regional Sportsground Analysis – Molonglo, Woden and Weston Creek to determine the most appropriate mix of sports to be accommodated at Stromlo Forest Park DPF and the implications for other playing fields within the catchment.
- It will not be possible for all the sporting codes to share a single DPF facility. The consultation process will consider the individual demands for each of the outdoor field sports and this information will assist in determining which sporting codes will be catered for at the proposed new DPF.
- The design work for the DPF will be undertaken once the consultation process been completed.

Contact Officer: David Jeffrey

Cleared as complete and accurate: Rebecca Kelley, Date 8 November 2019



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

---

**SELECT COMMITTEE ON ESTIMATES 2019-2020**

Miss Candice Burch MLA (Chair), Ms Bec Cody MLA (Deputy Chair), Mrs Giulia Jones MLA,  
Ms Caroline Le Couteur MLA, Mr Michael Pettersson MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

---

Asked by Giulia Jones MLA on 18 June 2019: Andrew Barr MLA took on notice the following question(s):

[Ref: Hansard Transcript 18 June 2019, p.311]

In relation to:

**MR COE:** What about internal teams? HR is probably not done locally within this area, but what about other areas?

**Ms Arthy:** We have two small internal teams. We have a strategic coordination team. There are four people in there. They are responsible for managing all the flow of reports in and out of offices, doing all the coordination of the big things—strategic planning, evaluation, that sort of work. Then there is also a business systems and finance team. Off the top of my head, I think there are about eight people in it. They are responsible for doing all the day-to-day financial processing, budgeting, grants management. We run large grants programs, particularly across arts, sport and recreation.

**MRS JONES:** Are they FTEs, the three in the—

**Ms Arthy:** That is headcount. I think they are FTE. I can provide it separately, but I am just going off the top of my head.

**MRS JONES:** Yes, please take it on notice.

ANDREW BARR MLA: The answer to the Member's question is as follows:-

There are 15 officers by headcount in the Finance and Business Support unit of Economic Development Division, amounting to 14.48 FTE.

There are six officers by headcount in the Strategic Coordination and Governance team of Economic Development Division, amounting to 5.46 FTE. The Economic Development Division Directorate Liaison Officer and the Executive Assistant to the Deputy Director-General (DDG) are included in this count.

Approved for circulation to the Select Committee on Estimates 2019-2020

Signature: *Andrew Barr*

Date: 25-6-19

By the Minister for Trade, Industry and Investment, Andrew Barr MLA



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2019-2020**

Miss Candice Burch MLA (Chair), Ms Bec Cody MLA (Deputy Chair), Mrs Giulia Jones MLA,  
Ms Caroline Le Couteur MLA, Mr Michael Pettersson MLA

**ANSWER TO QUESTION ON NOTICE**

Mr Alistair Coe MLA: To ask the Minister for Trade, Industry and Investment

Ref: Chief Minister, Treasury and Economic Development Directorate, Budget Statement B, Output  
Class 3: Economic Development

In relation to: Organisational chart

1. Provide a copy of the organisational chart of Economic Development with the FTE for each area and output for 2018-19.

ANDREW BARR MLA: The answer to the Member's question is as follows:—

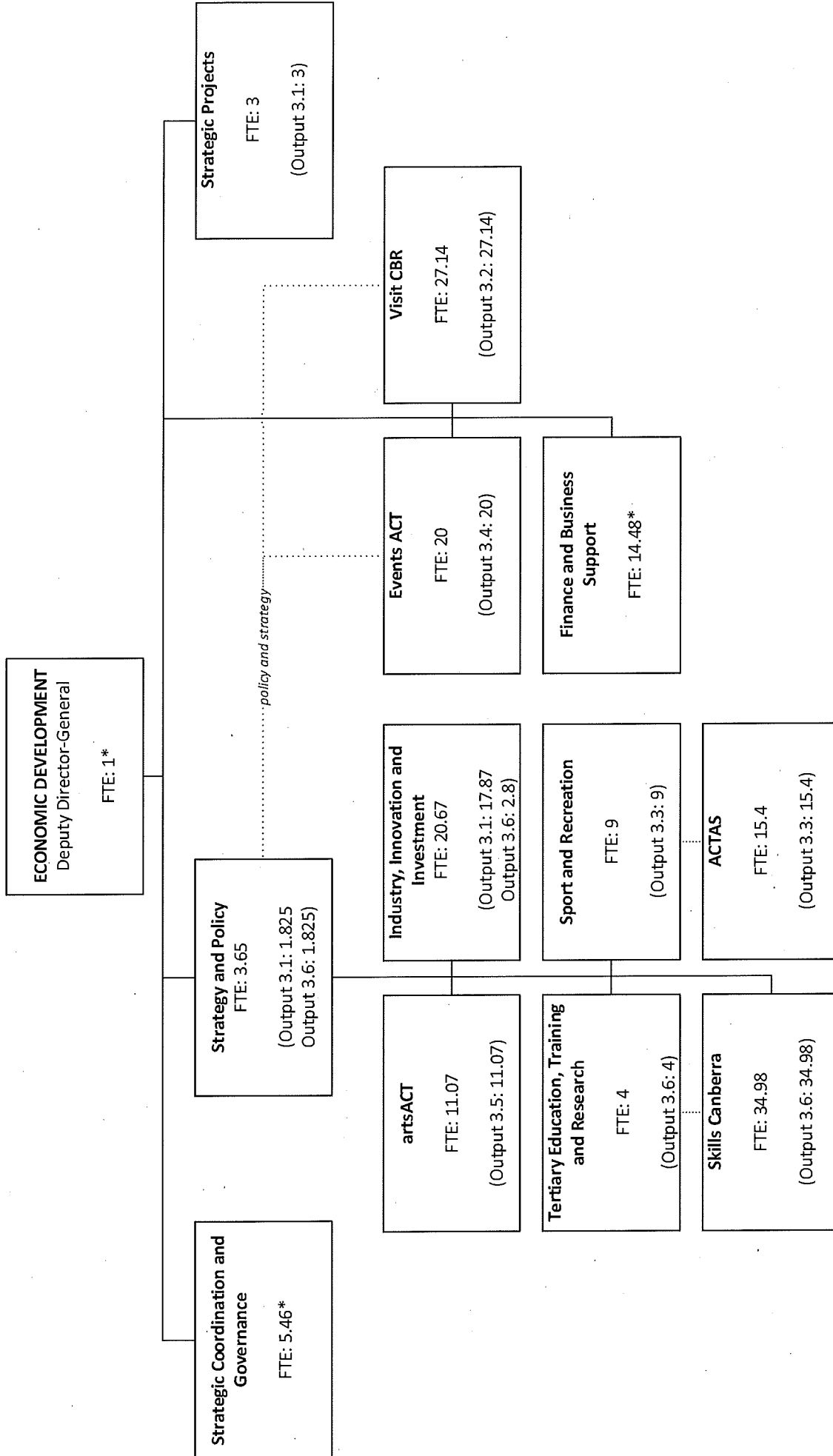
See the organisational chart at [Attachment 1](#).

Approved for circulation to the Select Committee on Estimates 2019-2020

Signature: *Andrew Barr*

Date: *2.7.19*

By the Minister for Trade, Industry and Investment, Andrew Barr MLA

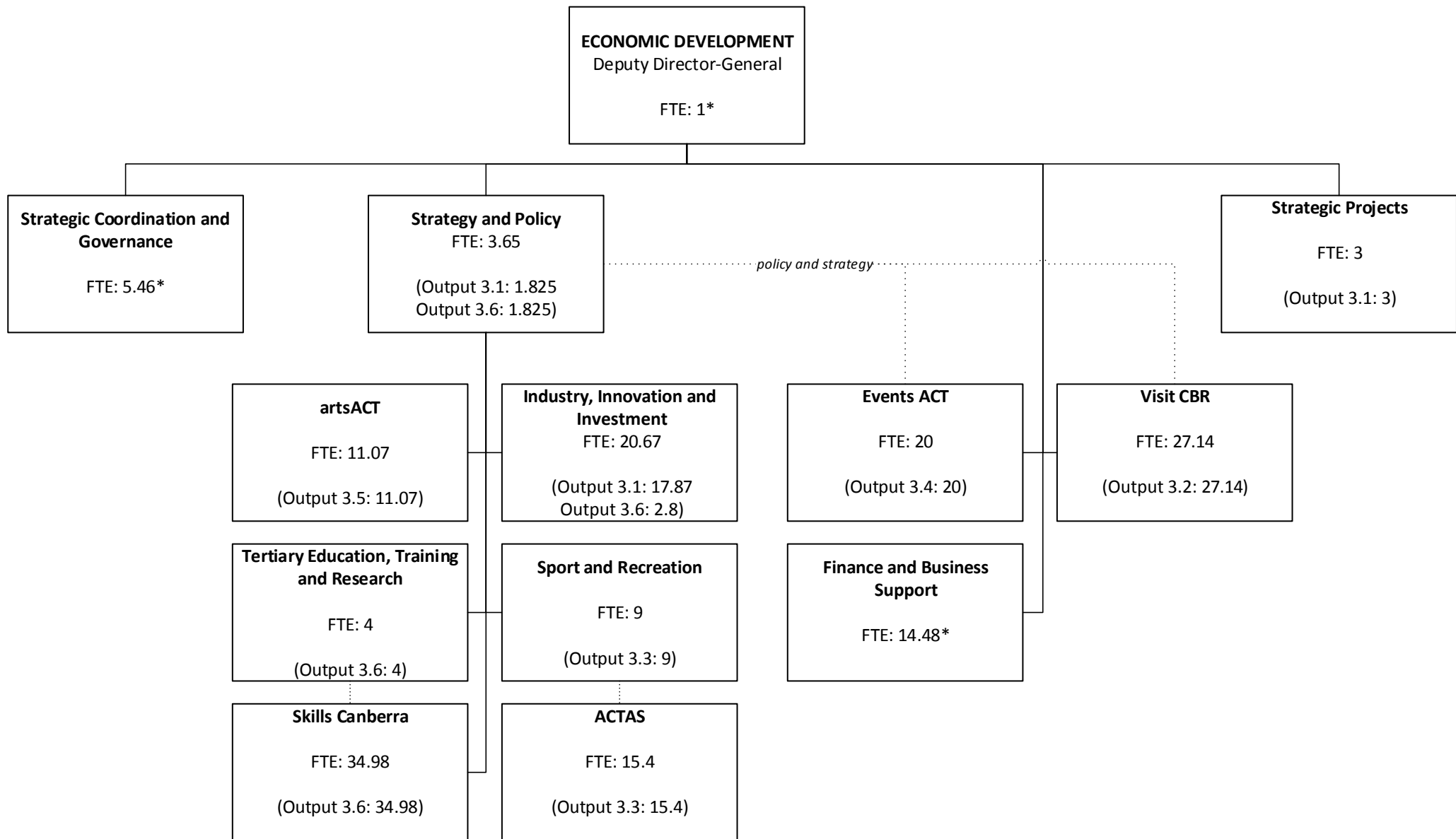


Notes:

-\*The funding for these officers is shared across the Division's outputs.

-This organisational chart is at 26 June 2019.

-Officers working in the Office of the Commissioner for International Engagement are not represented in this chart. There are 4 FTE officers in that Office, including the Commissioner.



Notes:

-\*The funding for these officers is shared across the Division's outputs.

-This organisational chart is at 26 June 2019.

-Officers working in the Office of the Commissioner for International Engagement are not represented in this chart. There are 4 FTE officers in that Office, including the Commissioner.



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2019-2020**

Miss Candice Burch MLA (Chair), Ms Bec Cody MLA (Deputy Chair), Mrs Giulia Jones MLA,  
Ms Caroline Le Couteur MLA, Mr Michael Pettersons MLA

**ANSWER TO QUESTION ON NOTICE**

Mr Alistair Coe MLA: To ask the Chief Minister

Ref: Chief Minister, Treasury and Economic Development Directorate, Budget Statement B, Output Class 3: Economic Development

In relation to: Accountability Indicator d. Private sector investment facilitation

1. Further to Accountability Indicator d. Private sector investment facilitation: Major projects under facilitation management, what specific projects were covered by this indicator in (i) 2017-18, (ii) 2018-19 and (iii) will be in 2019-20?
2. Further to part 1, what was the project that was expected to be concluded prior to the 2018-19 reporting period and why was its conclusion delayed?
3. Further to part 1, what was the project facilitated under the Investment Proposal Guidelines that was concluded in December 2018?
4. How are project selected to be included under this Accountability Indicator?
  - a. How does the ACT Government facilitate projects under this Accountability Indicator?
5. What are the risks associated with this indicator, and how are they being managed?

ANDREW BARR MLA: The answer to the Member's question is as follows:—


1.
  - (i) N/A (This accountability indicator did not commence until the 2018-2019 reporting period).
  - (ii) Aquis Entertainment Investment Proposal, Academy of Interactive Entertainment Investment Proposal, UNSW proposed Canberra City Campus.
  - (iii) Academy of Interactive Entertainment Investment Proposal, UNSW proposed Canberra City Campus.
2. At the time of establishing the full year target of 2, it was anticipated the AIE proposal may have been completed prior to the commencement of the reporting period. However, the need to carefully evaluate feedback received during consultation and the findings of site due diligence processes resulted in facilitation management for the project continuing into the 2018-19 reporting period.

3. The Aquis Unsolicited Bid concluded in December 2018.

On 12 December 2018, following due consideration and in accordance with the ACT Government's Investment Proposal Guidelines, the Government notified the owners of the Canberra Casino, Aquis Entertainment, that their unsolicited proposal to redevelop the Casino precinct cannot proceed in its current form.

4. This accountability indicator reflects projects currently being managed by the Strategic Projects team. These are major projects and investment proposals that will create local jobs and help grow and diversify the Territory's economy.
  - a. Strategic Projects undertakes whole-of-government co-ordination, including due diligence and stakeholder engagement, to facilitate timely decision-making on key projects.
5. No specific risks associated with this indicator have been identified. Work undertaken in relation to this indicator is carried out in line with all relevant risk management practices and governance frameworks, including the *Public Sector Management Act 1994* (ACT), *Financial Management Act 1996* (ACT), and the *Government Procurement Act 2001* (ACT).

Approved for circulation to the Select Committee on Estimates 2019-2020

Signature: 

Date: 2.7.19

By the Minister for Trade, Industry and Investment, Andrew Barr MLA



**Government funded VET activity: All students**

Output: 3.6

Annual Report Ref: Vol: 2.1 Page: 184 and Vol: 1 Page: 80

Indicator 3.6(d)(i): Total number of students undertaking VET

| Original Target | Actual Result | Variance from Original Target |
|-----------------|---------------|-------------------------------|
| 16,500          | 17,745        | 8%                            |

Additional Key Facts and Background

**Tables & Figures**

Table 1: Government-funded VET program enrolment growth rates 2015-2018 for the ACT

| Student Type             | 2015   | 2018   | No. Change 2015-2018 | % Change 2015-2018 |
|--------------------------|--------|--------|----------------------|--------------------|
| Apprentices and trainees | 5,112  | 6,495  | 1,383                | 27.1%              |
| Other VET                | 14,799 | 14,797 | -2                   | 0.0%               |
| Total                    | 19,911 | 21,292 | 1,381                | 6.9%               |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

Figure 1: Government-funded VET program enrolment growth rates 2015- 2018 by jurisdiction for apprentices & trainees



Figure 2: Government-funded VET program enrolment growth rates 2015-2018 by jurisdiction – other VET



Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

**Table 2: Government-funded VET program enrolment growth rates 2015-2018 for other VET for the ACT**

| Students & Training Initiative   | 2015   | 2018   | No. Change 2015-2018 | % Change 2015-2018 |
|----------------------------------|--------|--------|----------------------|--------------------|
| Total CIT Profile enrolments     | 12,831 | 12,184 | -647                 | -5.0%              |
| Total Skilled Capital enrolments | 1,968  | 2,613  | 645                  | 32.8%              |
| Total other VET                  | 14,799 | 14,797 | -2                   | 0.0%               |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

**Table 3: Government-funded VET program enrolment growth rates 2015 -2018 for CIT**

| Students & Training Initiative | 2015   | 2018   | No. Change 2015-2018 | % Change 2015-2018 |
|--------------------------------|--------|--------|----------------------|--------------------|
| Apprentices & trainees         | 2,311  | 2,827  | 516                  | 22.3%              |
| Other VET                      | 13,124 | 12,247 | -877                 | -6.7%              |
| Total enrolments               | 15,435 | 15,074 | -361                 | -2.3%              |

*Note: the negative growth rates for other VET and for total enrolments for CIT are due to the enrolment decrease in CIT Profile enrolments; while Skilled Capital enrolments increased about 61% during this period.*

**Table 4: Government-funded VET program enrolment growth rates 2015 -2018 for ACT private providers**

| Students & Training Initiative | 2015  | 2018  | No. Change 2015-2018 | % Change 2015-2018 |
|--------------------------------|-------|-------|----------------------|--------------------|
| Apprentices & trainees         | 2,801 | 3,668 | 867                  | 31.0%              |
| Other VET                      | 1,675 | 2,550 | 875                  | 52.2%              |
| Total enrolments               | 4,476 | 6,218 | 1,742                | 38.9%              |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

**Table 5: Government-funded apprenticeship enrolment growth rates 2015 -2018 by trade status for the ACT**

| Trade Status | 2015  | 2018  | No. Change 2015-2018 | % Change 2015-2018 |
|--------------|-------|-------|----------------------|--------------------|
| Non-trade    | 1,856 | 2,625 | 769                  | 41%                |
| Trade        | 1,633 | 1,857 | 224                  | 14%                |
| Total        | 3,489 | 4,484 | 995                  | 29%                |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

**Table 6: Government-funded VET program enrolment growth rates 2015 -2018 - top five high growth (in number) industries for the ACT**

| Industry/ Training Package               | 2015  | 2018  | No. Change 2015-2018 | % Change 2015-2018 |
|------------------------------------------|-------|-------|----------------------|--------------------|
| Public sector                            | 103   | 528   | 425                  | 412.6%             |
| Community services                       | 4,169 | 4,482 | 313                  | 7.5%               |
| Business services                        | 2,170 | 2,436 | 266                  | 12.3%              |
| Construction, plumbing and services      | 1,456 | 1,694 | 238                  | 16.3%              |
| Information and communication technology | 970   | 1,133 | 163                  | 16.8%              |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

**Table 7: Government-funded VET program enrolment growth rates 2015 -2018 - top five high growth (in number) qualifications for the ACT**

| Qualification                                             | 2015 | 2018 | No. Change 2015-2018 | % Change 2015-2018 |
|-----------------------------------------------------------|------|------|----------------------|--------------------|
| Diploma of Leadership and Management                      | 63   | 442  | 379                  | 601.6%             |
| Diploma of Government                                     | 64   | 362  | 298                  | 465.6%             |
| Certificate IV in Community Services                      | 126  | 390  | 264                  | 209.5%             |
| Certificate II in Skills for Work and Vocational Pathways | 561  | 795  | 234                  | 41.7%              |
| Certificate III in Community Services                     | 211  | 415  | 204                  | 96.7%              |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

**Table 8: Government-funded VET program enrolment growth rates 2015 -2018 by qual level for the ACT**

| Qualification Level | 2015  | 2018  | No. Change 2015-2018 | % Change 2015-2018 |
|---------------------|-------|-------|----------------------|--------------------|
| Dip or higher       | 3,193 | 3,906 | 713                  | 22.3%              |
| 4                   | 3,688 | 4,483 | 795                  | 21.6%              |
| 3                   | 9,683 | 9,410 | -273                 | -2.8%              |
| 2                   | 1,487 | 1,556 | 69                   | 4.6%               |
| 1                   | 647   | 4     | -643                 | -99.4%             |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)



Table 9: Government-funded VET program enrolment growth rates 2015 -2018 by age group

| Age Group          | 2015          | 2018          | No.<br>Change<br>2015-2018 | % Change<br>2015-2018 |
|--------------------|---------------|---------------|----------------------------|-----------------------|
| 14 years and under | 15            | 34            | 19                         | 126.7%                |
| 15 to 19 years     | 4,410         | 4,156         | -254                       | -5.8%                 |
| 20 to 24 years     | 5,056         | 5,054         | -2                         | 0.0%                  |
| 25 to 29 years     | 2,492         | 2,887         | 395                        | 15.9%                 |
| 30 to 39 years     | 3,617         | 4,400         | 783                        | 21.6%                 |
| 40 to 49 years     | 2,534         | 2,881         | 347                        | 13.7%                 |
| 50 to 59 years     | 1,420         | 1,494         | 74                         | 5.2%                  |
| 60 to 64 years     | 251           | 265           | 14                         | 5.6%                  |
| 65 years and over  | 115           | 121           | 6                          | 5.2%                  |
| <b>Total</b>       | <b>19,911</b> | <b>21,292</b> | <b>1,381</b>               | <b>6.9%</b>           |

Source: NCVET VOCSTATS VET Program Enrolments 2003-2018 Unperturbed (30 Oct 2019)

**2018-19 ANNUAL REPORT HEARINGS**  
**MINISTER FOR TRADE, INDUSTRY AND INVESTMENT**  
**MINISTER FOR TOURISM AND SPECIAL EVENTS**  
**DDG BRIEFING**

|                       |                                        |                       |
|-----------------------|----------------------------------------|-----------------------|
| <b>Events ACT</b>     |                                        |                       |
| 1.                    | Floriade 2018                          | Jo Verden x50554      |
| 2.                    | Enlighten 2019                         | Jo Verden x50554      |
| 3.                    | New Festival – FYI Canberra            | Jo Verden x50554      |
| 4.                    | Satisfaction with management of grants | Jo Verden x50554      |
| <b>Visit Canberra</b> |                                        |                       |
| 5.                    | Budget and accountability indicators   | Jonathan Kobus x53185 |
| <b>III</b>            |                                        |                       |
| 6.                    | Priority Investment Program            | Ilsa Embleton X78864  |
| 7.                    | Key Sector – Space                     | Ilsa Embleton X78864  |
| 8.                    | Key Sector – Defence                   | Ilsa Embleton X78864  |
| 9.                    | Key Sector – Agri-technology           | Ilsa Embleton X78864  |
| 10.                   | Key Sector – Cyber Security            | Ilsa Embleton X78864  |
| 11.                   | Key Sector – Renewables                | Ilsa Embleton X78864  |
| 12.                   | Key Sector - ICT                       | Ilsa Embleton X78864  |
| 13.                   | Investment Attraction and Facilitation | Ilsa Embleton X78864  |
| 14.                   | Trade and Export                       | Glen Hassett X55346   |
| 15.                   | CBR Innovation Network                 | Glen Hassett X55346   |
| 16.                   | Screen Industry                        | Glen Hassett X55346   |
| 17.                   | Innovation Trials                      | Glen Hassett X55346   |
| 18.                   | Indigenous Business Development        | Glen Hassett X55346   |
| 19.                   | Innovation Co-investment Grants        | Glen Hassett X55346   |

|                           |                    |                     |
|---------------------------|--------------------|---------------------|
| 20.                       | 5G                 | Glen Hassett X55346 |
| 21.                       | CBRfree            | Glen Hassett X55346 |
| <b>Strategic Projects</b> |                    |                     |
| 22.                       | Strategic Projects | Jenny Priest x72070 |

## Floriade

### Output: 3.4

Annual Report Ref: Vol: 1 Page: 73

#### *Accountability Indicators*

- The Accountability Indicator for the staging of Floriade is to generate \$40.0 million in economic activity.
- In 2018, Floriade generated a \$38.6 million economic impact for the ACT, an increase of \$1.2 million on 2017.
- In 2018, Floriade generated a total attendance of 480,540 over 30 days (includes multiple visits), an increase of 46,126 (or 10.6 per cent) on the previous year's attendance figure (434,414).
- NightFest 2018 attracted 21,449 visitors attended over five nights, down on 2017 (29,753) by 27.9 per cent. Interstate and/or overseas visitors to Canberra made up 231,135 (or 48.1 per cent) of all attendees, with 94,753 of these motivated to come to Canberra specifically to attend Floriade and NightFest 2018.

#### *Key Facts and Background*

- The operational expenditure budget for Floriade 2018 was \$4.2 million. This included a provision of \$250,000 as a contingency budget and \$60,000 bond payment to the National Capital Authority.
- The NightFest 2018 operational expenditure budget was \$600,000, including a contingency provision of \$10,500.
- Planning for Floriade and Floriade NightFest in 2018 took into consideration feedback from the 2017 event to ensure the ongoing development and evolution of the visitor experience at these key Canberra events.
- In 2018, Floriade celebrated the best of Pop Culture, reflected in the programming and designs of the garden beds.
- A large focus was placed on ensuring Floriade 2018 delivered a good visitor experience, while costs are managed to ensure the event comes in on budget. The plans provided for:
  - Over one million bulbs and annuals to be planted, consistent with previous years;
  - More local food offerings, including a partnership with Pialligo Estate, Capital Brewing, Contentious Character and Underground Spirits;
  - A revitalized trader experience along the main vista of Floriade;
  - A nightly theme approach to NightFest to provide a different experience each night; and
  - Changing the opening hours, based on consumer research, to 9:30am to 5:30pm for the daytime event and 6:30pm to 10:30pm for NightFest.

Contact Officer: Jo Verden, Executive Brand Manager, Events ACT

Cleared as complete and accurate: Jo Verden, 30/10/2019

## Enlighten 2019

### Output: 3.4

Annual Report Ref: Vol: 1 Page: 74

#### *Accountability Indicators*

- The Accountability Indicator for the staging of Enlighten is to generate \$3.0 million in economic activity.
- In 2018, the Enlighten Festival generated a \$5.46 million economic impact for the ACT, an increase of \$600,000 on 2017, exceeding the 2018-19 accountability indicator target of \$3 million by 82 per cent.
- In 2019, the Enlighten Festival generated a total attendance of 328,087 across the event's 17 days (includes multiple visits), an increase of 8,465 (or 2.6 per cent) on the previous year's attendance figure (319,622).
- Interstate and/or overseas visitors to Canberra made up 36,601 (or 11.2 per cent) of all Enlighten Festival attendees, with 10,685 of these motivated to come to Canberra specifically to attend the Enlighten Festival.

#### *Key Facts and Background*

- The operational expenditure budget for Enlighten 2019 was \$1.2 million. This included a provision of \$100,000 as a contingency budget and \$20,000 bond payment to the National Capital Authority.
- In 2019 (and for the first time), the National Gallery of Australia made a financial contribution to upgrade their architectural projections from analogue to digital.
- The Enlighten Illuminations program was extended by one day in 2019 to include Canberra Day. However, it should be noted that the focus of entertainment on Canberra Day was in Commonwealth Park. As such, there was no entertainment, food or beverage services provided in the Parliamentary Triangle on this day.
- The Night Noodle Markets, delivered by Fairfax Events & Entertainment, returned on a non-exclusive basis. This was the first year this component was delivered without financial support from the ACT Government.
- The Australian National University participated with an installation and programmed activity at their new 'Kambri' precinct throughout the festival.
- The City Renewal Authority brought the city alive with artwork produced by local artist Hannah Quinlivan (projected onto the Sydney and Melbourne buildings) and the Haig Park Pickture Festival.
- The 50th anniversary of the Moon Landing and the 50th anniversary of Gay Law Reform commencing in Australia were also recognised throughout the Enlighten Festival program.

Contact Officer: Jo Verden, Executive Brand Manager, Events ACT  
Cleared as complete and accurate: Jo Verden, 30/10/2019



## New Festival – FYI Canberra

### Output: 3.4

Annual Report Ref: Vol: 1 Page: 74

#### *Accountability Indicators*

- There is no Accountability Indicator for the new winter festival.
- The new festival will be delivered in winter 2020, focussing on promoting Canberra's strengths in innovation, design, culture, coding and gaming.
- The new festival aims to create interest and a conversation about Canberra's position as a vibrant future-focused city at the forefront of innovation, and its growing reputation as the knowledge capital of Australia.
- Leveraging Canberra's higher education, arts, creative and innovation sectors, the new festival will give the people of Canberra and interstate visitors the chance to experience, engage and interact with the wealth of ideas, designs and products which are developed and produced here.
- There will also be opportunities for the local business community to showcase local innovation.
- The event will be shaped around a framework of five key pillars that will focus on exploring the future of arts and culture, humanity and society, technology, environment and democracy.
- The name of the new festival is FYI Canberra.

#### *Key Facts and Background*

- The budget for the new festival is \$1.850 million, allocated across three years (2019-20 \$0.8 million; 2020-21 \$1.0 million; 2021-22 \$0.05 million).
- Recruitment activity was undertaken to appoint a Festival Director and Program Manager as dedicated temporary ACT Public Service employees.
- The dedicated Brand and Marketing Manager commenced in September 2019.
- The dedicated Festival Director commenced on 16 October 2019.
- The dedicated Program Manager will commence on 4 November 2019.
- Events ACT are continuing to work with a range of key stakeholders from across government, our leading tertiary institutions, the Canberra Institute of Technology, the Canberra Innovation Network, the Academy of Interactive Entertainment, Screen Canberra, national attractions and the private sector on programming ideas for FYI Canberra.

Contact Officer: Jo Verden, Executive Brand Manager, Events ACT

Cleared as complete and accurate: Jo Verden, 30/10/2019

## Satisfaction with the management of grants – *ACT Event Fund*

### Output: 3.4

Annual Report Ref: Vol: 1 Page: 74

#### ***Accountability Indicators***

- A satisfaction survey was completed to measure the standard of service and assistance to event organisers through the delivery of the grants management process for the *ACT Event Fund*.
- In 2018-19, a satisfaction figure of 87 per cent was achieved, which was higher than the 2018-19 accountability indicator target of 80 per cent.
- A total of \$457,943 was allocated to the *ACT Event Fund* for 2018-19.
- There were 51 funding applications received under the *ACT Event Fund* 2019 main round, with a combined funding request totalling \$1,001,636. A total of 16 event organisations (delivering 22 events, as some organisers are delivering more than one event) were recommended for funding support under the main round totalling \$274,963.
- A further \$182,980 was allocated to pre-existing multi-year funding arrangements, out-of-round/start-up applications and event leveraging opportunities.

#### ***Key Facts and Background***

- The *ACT Event Fund* was established as a key mechanism for stimulating and fostering a range of positive economic, social and community outcomes for the Canberra region through the festival and events sector.
- The *ACT Event Fund* assists eligible event organisers to develop, market and promote their events in a way that helps maximise these outcomes, while also helping to fill identified calendar gaps and support sustainable growth opportunities.
- Applications to the *ACT Event Fund* are assessed by an independent panel, whose role is to assess each applicant's claims against the selection criteria, rank the full suite of applications and provide a set of funding recommendations.
- The introduction of sector development initiatives in 2017 stemmed from consultation with the local events and festivals sector. An initial 'Best Practice Sponsorship' workshop was held over two days in June 2017 and received positive industry feedback.
- Events ACT delivered a further two successful workshop sessions in June 2018. With the topic of 'Event Marketing Fundamentals and Principles', the workshops saw 190 local event organisers registered across the two days – with widespread praise received for the workshop presenter, the overall workshop content/format and subject relevance.
- A 2019 workshop will be focused on event and tourism marketing channels and will be delivered by the end of 2019.

Contact Officer: Jo Verden, Executive Brand Manager, Events ACT

Cleared as complete and accurate: Jo Verden, 30/10/2019

**BUDGET, STAFFING AND ACCOUNTABILITY INDICATORS****Output: 3.2**

Annual Report Ref: Vol: 1 Page: 67

**Accountability Indicators**

- a. ACT Accommodation – Room Occupancy Rate.
  - 2018-19 Target: greater than national average. For the 12 months ending June 2019, the STR Global estimated National average for room occupancy is 72.7 per cent, compared with 75.4 per cent for the ACT.
  - As a 30 September 2019, Canberra has 7,239 Rooms – This represents net growth of 570 rooms from the same time last year.
  - Average 12 month occupancy to 30 September 2019 was 77.5%; slightly lower than the 78.3% we had last year
  - Record Floriade and a Parliamentary sitting period led to occupancy of 81.8% for September 2019.
- b. Canberra and Region Visitors Centre – Overall visitor satisfaction with customer service levels.
  - For the period 1 July 2018 – 30 June 2019 the overall satisfaction rating with service as the Visitors Centre was 96 per cent. 2018-19 Target: greater than 87 per cent. Surveys are collected daily.
- c. Number of visits to the ‘visitcanberra.com.au’ website.
  - 2018-19 Target: 1,300,000. As at 30 June 2019 the visitcanberra.com website had received 1,939,670 visits. This equates to approximately 161,000 visits per month.
  - Website data 1 July 2018 – 30 June 2019
    - **Sessions (visits):** 1,939,670 (+19.65%)
    - **Users:** 1,347,252 (+22.42%)
    - **Pageviews:** 4,240,239 (+13.67%)

\*biggest difference is from organic search – with roughly 360,000 additional more organic search sessions compared to the previous year

*Output 3.2: VisitCanberra***Table 1: Accountability Indicators Output 3.2**

|                                                                                                                                   | <b>2018-19<br/>Targets</b> | <b>2018-19<br/>Estimated<br/>Outcome</b> | <b>2019-20<br/>Targets</b> |
|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------------------------------|----------------------------|
| a. ACT Accommodation – Room Occupancy Rate (%) <sup>1</sup>                                                                       | >national average          | 78%                                      | >national average          |
| b. Canberra and Region Visitors Centre (CRVC) –Overall visitor satisfaction with customer service levels at the CRVC <sup>2</sup> | >87%                       | 96%                                      | 90%                        |
| c. Number of visits to the ‘visitcanberra’ website <sup>3</sup>                                                                   | 1,300,000                  | 1,700,000                                | 1,300,000                  |

**Note(s):**

1. This accountability indicator provides a comparison of the ACT’s average accommodation room occupancy rate to the national average. The STR Global estimated national average for room occupancy is 76.5 per cent.

2. Satisfaction with overall customer service levels at the CRVC is captured as part of a broader Satisfaction Survey open to visitors throughout the year. Survey data is recorded using the *Survey Monkey* online program.
3. This accountability indicator is used to record the performance of the website [www.visitcanberra.com.au](http://www.visitcanberra.com.au) as a key driver for tourism activities such as travel, research, planning and online bookings in Canberra.

### ***Key Facts and Background***

#### **Budget commitments**

- The 2016-17 Budget provided \$7.3 million over four years to promote Canberra as a leisure destination. This investment supports domestic and international campaign activity.
- \$5.3 million of this commitment was invested across 2016-17 and 2017-18. \$1.0 million per annum will be invested in 2018-19 and the final \$1.0m in 2019-20.
- The 2018-19 budget committed an additional \$2 million over two years to the Major Event Fund from 2020-21.
- The 2018-19 Budget committed \$2.1 million over 3 years to extend the Brand Canberra program.
- The 2019-20 Budget committed \$290,000 to support staging of the Australian Tourism Awards in March 2020.
- Total VisitCanberra Government Payment for Output (GPO) for;
  - 2017-18 was \$14.868 million (increased by \$1.513 million from 2016-17).
  - 2018-19 was \$13.350 million. The decrease reflects the phasing of the 2016-17 budget commitment of \$7.3 million over 4 years.
  - 2019-20 is \$12.934 million.
- The current VisitCanberra organisational structure contains 25 full time equivalent staff. (10 marketing, 3 international, research, strategy, Brand CBR, EA, Director)
- The Canberra and Region Visitors Centre (CRVC) has 5 full time staff and a pool of 9 on-call casuals to assist with peak periods such as during Floriade and the Airport booth. 24 volunteers are registered at the CRVC.

Contact Officer: Jonathan Kobus, Executive Brand Manager, VisitCanberra

Cleared as complete and accurate: Jonathan Kobus

## Priority Investment Program

### Output: 3.1 Innovation, Trade and Investment

**Annual Report Ref:** Vol: 1 Page: 62-66

#### *Accountability Indicators*

This relates to the sector capability building and the indicator was met in 2018-19.

#### *Key Facts and Background*

- The 2018-19 Budget committed \$9.75 million over three years to establish the Priority Investment Program (PIP). PIP facilitates collaboration between the ACT Government, industry, research and the tertiary sectors to attract investment and grow established and emerging priority sectors of Canberra's economy.
- The first competitive funding round of the program committed a total of \$4.6 million towards four projects across the space, renewable energy and agri-technology sectors.
- In the space sector, \$800,000 was allocated to the establishment of a Quantum Optical Ground Station at Mt Stromlo while \$1 million was allocated to Skykraft, a UNSW Canberra spin out company that will collaborate with local and international partners to design and manufacture small satellite constellations for the delivery of space-based air traffic management services.
- In the renewable energy sector, \$1.5 million was awarded to ITP Renewables Pty Ltd which will collaborate with industry and the tertiary sector to establish a Distributed Energy Resources Laboratory at the ANU that will provide interface with the energy grid to test devices and get data about how energy networks function.
- In the agri-technology sector, \$1.3 million was awarded to the ANU/CSIRO Centre for Entrepreneurial Agri-Technology, to enable the Centre to broaden its scope and build an innovation ecosystem where research and technology is targeted to agricultural challenges independent of traditional discipline boundaries.
- PIP also allocated \$600,000 to the cyber security sector, for Austcyber to deliver the Canberra Cyber Security Innovation Node and committed \$1 million each to the SmartSat CRC and to the ARC Centre of Excellence for Space Instrumentation and Communications.
- The 2019-20 PIP competitive funding round opened in October with \$2 million available to support projects.
- PIP was preceded by the Key Capability Area (KCA) funding program that ran over two years (2016-17 and 17-18). Over that period, KCA funded four projects namely;
  - Establishment of the UNSW Canberra's Space Mission Design Facility (\$375,000);
  - The UNSW Canberra/ANU Space-Based Quantum Communications (\$375,000);
  - Enabling Industry Access to Australian National Space Test Facilities at Mt Stromlo (\$250,000); and
  - Establishment of the ANU/CSIRO – Centre for Entrepreneurial Agri-Technology (\$500,000).

Contact Officer: Chimwemwe Mpasu

Cleared as complete and accurate: Kate Starick, Date 30/10/2019

## Space industries

### Output: 3.1

**Annual Report Ref:** Vol: 1 Page No: 62-66

- The Australian space industry is expected to grow 7 percent over the next five years, increasing from around 10,000 jobs to 30,000 jobs and becoming a A\$12 billion industry by 2030. Globally, the industry is worth A\$420 billion per annum.
- In July 2018, the Chief Minister launched Canberra's campaign to retain the Space Agency in Canberra.
- In December 2018, the Prime Minister announced that the Australian Space Agency (ASA) would be headquartered in Adelaide.
- Whilst the ACT Government is disappointed by this decision, the Government is committed to working collaboratively with the Agency and State and Territory governments to support the development of the Australian space industry.
- In March 2019, the Chief Minister signed a Memorandum of Understanding with the Australian Space Agency (ASA) to further collaborate to advance the Australian space economy.
- In July 2018, the Chief Minister announced \$250,000 to enable free access for the space industry to Australia's largest space-flight test facilities at ANU's National Space Test Facilities;
- The ACT Government has promoted Canberra's space capabilities internationally to key decision makers and investors at the International Astronautical Congress (IAC) in Germany in October 2018, the Australian Space Industry Conference at Avalon, the International Australian Airshow, in February 2019 and collaborated with the Australian Space Agency at the Colorado Space Symposium in April 2019.
- In July 2019, the ACT Government supported Canberra Moon Week, by sponsoring the ANU \$87,000 (ex GST) to run a wide range of events, and a grant of \$0.1 million for the Canberra Space Experience, Earthlight: Lunar Hub, a virtual reality experience based at CSIRO. These two initiatives served to commemorate Canberra's role in the 50th anniversary of the moon landing, and also will inspire and engage the next generation into STEM and space careers.
- In September 2019, the Priority Investment Program (PIP) announced funding of \$1.8 million to two space projects:
  - \$800,000 will support the development of capability for secure high-speed optical communications between orbiting spacecraft and the ground, this is an Australian first which will enable participation in global communications networks;
  - \$1 million to support the commercialisation of research by Skykraft to design and manufacture small satellite constellations for the delivery of space-based air traffic management services, a global niche market that has considerable export potential.

*Key Facts and Background*

- The Canberra Region provides space industry expertise and capabilities in:
  - communication technologies and services;
  - satellite ground stations;
  - space situational awareness and debris monitoring;
  - earth observation satellites and services;
  - positional navigation and timing infrastructure;
  - spatial technology and support services;
  - research and development; and
  - education and training.
  
- UNSW Canberra and ANU have significant and complementary space assets, including the Space Mission Concurrent Design Facility at UNSW Canberra and the ANU National Space Test Facilities. In addition, there are local companies such as EOS Space Systems, Geoplex and Geospatial Intelligence, along with significant space research organisations such as Geoscience Australia, CSIRO, the Space Environment Research Centre and the Canberra Deep Space Communications Complex at Tidbinbilla.

Contact Officer: Cornelius Weber

Cleared as complete and accurate: Kate Starick, Date

## Defence

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

- A 2017 KPMG report commissioned by the ACT Government found that defence and defence industry (both direct and indirect) expenditure contributed approximately \$4.3 billion a year to the to Gross State Product and generates approximately 25,300 jobs.
- Defence industry expenditure stimulates employment across many sectors in the Canberra region including transport, retail trade, construction and professional services sector.
- In March 2018 the Chief Minister agreed to vary the Defence Industry Advisory Board (DIAB) membership to establish 'Defence Ambassador' and 'Industry Specialist' members. This has been reflected in the Remuneration Tribunal's decision for the DIAB. There are nine DIAB members (four Defence Ambassadors and five Industry Specialisits).
- Given the crossover in the Defence Industry Advocate and Defence Ambassador roles, the Defence Industry Advocate role (including ex-officio membership of DIAB) ceased on 31 December 2018. A cabinet decision saw Ms Kate Lundy appointed to DIAB as a Defence Ambassador member commencing on 1 January 2019.
- The four Defence Ambassador roles were established to boost the ACT Government advocacy efforts in space, cyber and defence. The Ambassadors have strong military credentials in space and cybersecurity and senior government representation and have been advocating, promoting and strengthening relationships with key decision makers. The Ambassadors along with the Board's industry sector members continue to support and grow the Space, Cyber and Defence Industries within the Canberra region.
- Through a partnership approach with industry and the higher education and research sector, the five key priority areas that were addressed in 2018-19 are:
  - advocating and promoting Canberra Region space, cyber and defence capabilities;
  - collaborating with other states and territories;
  - attracting investment to grow the defence, space and cyber industries in the Canberra region
  - continuing to build high performance human capital and skilled workforce; and
  - fostering new ideas and growing research and industry partnerships through promoting Defence Innovation Hub opportunities.
- ACT Government contributed to an Australian Industry and Defence Network (ACT) study on the economic contribution of the defence services industry to the Australian and ACT economy. This report was completed by Ernst and Young and found that ACT defence service industry contributes a total of \$854 million in Gross State Product (GSP) to the ACT economy, which is a total of 2.17 per cent of ACT's total GSP and contributes approximately 5,900 jobs (3,520 jobs directly and 2,380 jobs indirectly) to the ACT economy – representing 2.57 per cent of the ACT's total employment.



- ACT Government successfully facilitated a number of activities under a Team Canberra approach, designed to raise profile of Canberra's Defence, space and cyber capabilities and to promote Canberra as an attractive place to do business and to forge relationships and identify new opportunities. The Team Canberra Exhibition booth at Landforces 2018 and MilCIS 2018 comprised of several ACT and Canberra region co-exhibitors on the stand.
- ACT Government continues to work closely with the Australian Industry Defence Network (AIDN), the Canberra Innovation Network (CBRIN), AustCyber's Canberra Node, the Australian Space Agency, the Centre for Defence Industry Capability (CDIC) and the Department of Defence to collaborate, build local capability and networking opportunities.
- ACT Government continues to work closely with the NSW Government in a regional collaboration approach in the Defence industry development activities, including industry capability mapping, skills needs identification and coordinated advocacy to the Australian Government to promote local industry participation and export market

#### *Key Facts and Background*

- The ACT Defence Industry Strategy, Established, Capable, Skilled: Growing the Defence Industry in the Canberra Region and has provided \$400,000 for Defence, Cyber and Space advocacy to support investment attraction, promotion and building of capability, industry participation in major supply chain related activities, and facilitation of participation in selected defence, space and cyber industry events and exhibitions including Team Canberra exhibitions at major events.
- Team Canberra exhibitions are facilitated at key industry trade shows and provide an opportunity to promote and showcase Canberra's diverse and talented Defence, Cyber and Space capabilities. For example, in October 2019 the ACT Government hosted a Team Canberra exhibition stand for 7 Canberra small-medium businesses at PACIFIC, the largest Maritime Exposition in Australia, that attracted 21,000 attendees. These companies were well positioned at the trade show, enabling Canberra to showcase a diverse range of products and services to both Defence key decision makers and international Defence delegates. ACT's Defence Industry Ambassadors were present at the stand to advocate and make introductions to Canberra companies with senior level officials including the Minister for Defence, Senator the Honourable Linda Reynolds CSC and Chief of Navy, Vice Admiral Michael Noonan AO.

Contact Officer: Action Officer

Cleared as complete and accurate: Kate Starick, Date

## Key Sector - Agri-Technology

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

This relates to the sector capability building and the indicator was met in 2018-19.

#### *Key Facts and Background*

- Globally, the agricultural sector is undergoing transformation along the whole value chain due to the impacts of climate change and the increase in global demand for agricultural products.
- New opportunities are being created through digital and genetic technologies, start-up businesses, global venture investment, and changing business models. The ACT is well placed to be a key player in the transformation of the sector.
- The agri-technology sector in the ACT is predominately based around research, innovation and public policy advocacy. Agriculture focused public policy and rural advocacy also have a major presence in Canberra.
- The Territory's research and technology expertise sits within CSIRO and the ANU, with both organisations recognised globally as centres of excellence for plant sciences and agriculture.
- The CSIRO ranked 18<sup>th</sup> globally in Reuter's 2017 ranking of the top 25 publicly funded institutions doing the most to advance science and technology; while the ANU is ranked 22 in the subject of environmental sciences in 2019 QS World University rankings.
- The ANU/CSIRO Centre for Entrepreneurial Agri-Technology (CEAT) is the latest addition to ACT's agri-technology infrastructure and was established in August 2018.
- The ACT Government's investment into CEAT, along with the ANU and CSIRO's co-investments have enabled the Centre to develop into an emerging Agri-Technology Innovation Hub within a year of its establishment. The Innovation Hub is already home to five innovative agri-technology companies that have co-located at the Centre (including from interstate and internationally) to access the world leading infrastructure and expertise of ANU and CSIRO. These companies include Flurosat, Gondwana, PPB Technology, Photon Systems Instruments and Wildlife Drones.
- A further \$1.3 million ACT Government investment in the Centre in 2018-19 under the Priority Investment Program will broaden its scope and build an innovation ecosystem where research and technology are targeted to agricultural challenges independent of traditional discipline boundaries.
- Other funding that the ACT Government has previously provided to this sector includes:
  - \$500,000 in Key Capability funding in 2017-18 to the ANU to establish CEAT.
  - Funding for a scoping study in 2014 for ANU-CSIRO joint precinct known as the National Agricultural and Environmental Sciences Precinct.
  - \$1.1 million provided in 2008 towards the establishment of the Canberra Node of the National Plant Phenomics facility at Black Mountain CSIRO.

Contact Officer: Chimwemwe Mpasu

Cleared as complete and accurate: Kate Starick, Date 30/10/2019

## CYBER SECURITY

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

- Sector capability building: Cyber industry development measure has been met.

#### *Key Facts and Background*

- Canberra is home to approximately 65 start-ups, SMEs and multinational corporations engaged in cyber activities employing over 4,000 people. Australia's national security agencies, all located in Canberra, are significant players in Australia's cyber industry and a major drawcard for an expanding cyber security industry in Canberra.
- Canberra's research institutions also have significant cyber capability including the ANU, with its recently established Cyber Institute, which brings together cyber and national security capabilities across the university; UNSW Canberra, whose Defence Research Institute acts as an entry point for defence and other agencies to UNSW's cyber and defence capabilities; and Data 61.
- CIT has worked closely with TAFE Victoria's Box Hill Institute to develop practical, non-degree, skills-based cyber security qualifications. Since 2018, CIT has offered the following nationally recognised cyber security courses: Cert IV in Cyber Security; and Advance Diploma of Cyber Security.
- The ACT Government has partnered with AustCyber to establish a Canberra Node to grow the local cyber industry based on its national mission to: grow an Australian cyber ecosystem; export Australia's cyber security to the world; and make Australia the leading centre for cyber security education.
- ACT Government is investing \$200,000 per annum for three years to deliver AustCyber's Canberra Node. Key activities under the strategic workplan include fostering strong collaboration between government, private sector and academia; opportunities to increase the supply of talent and developing a mature, market ready and competitive local business environment.
- In January 2019, a fulltime dedicated Manager to the AustCyber Canberra Node was appointed to support the growth of the local cyber security sector.

Contact Officer: Monica Saad

Cleared as complete and accurate: Kate Starick, Date

## Key Sector - Renewables

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

Key Sector: This accountability indicator was met in 2018-19.

- The ACT's 100 per cent by 2020 renewable electricity target has attracted over \$2 billion investment in large-scale renewables, and demonstrated the Territory's national and international leadership as a renewable energy and climate action capital.
- The ACT is meeting its 100 per cent commitment and is progressing further renewable energy investments to maintain 100 per cent renewables for a growing city past 2020. Canberra is set to become the first jurisdiction outside the European Union to achieve 100 per cent renewable energy.
- The Territory has seen some excellent industry development outcomes achieved to date, for example:
  - around 2GW of renewable energy is managed from Canberra's renewable energy precinct, growing to an estimated 8GW, led by renewable energy industry leaders such as Neoen, Global Power Generation, CWP Renewables and Windlab;
  - the \$25 million Next Generation Energy Storage program is supporting the roll out of up to 36MW of smart battery storage in ACT homes and businesses;
  - the ACT is partnering with Neoen, Hyundai and ActewAGL on a hydrogen mobility demonstration project including 20 hydrogen government fleet vehicles, and refuelling infrastructure;
  - development of an \$8 million battery storage and grid integration research program; and
  - support for six local start-ups through the \$12 million Renewable Energy Innovation Fund (REIF)
- On 12 September 2019, the ACT Minister for Climate Change and Sustainability, Mr Shane Rattenbury MLA, announced that the ACT will conduct a second renewable energy 'reverse auction' to build new renewable energy supply including the construction of a large-scale battery in the ACT.
- The ACT Government's first reverse auctions leveraged significant local investment outcomes, worth \$500 million over 20 years and Innovation, Industry and Investment team is working closely with EPSDD to ensure that similar local investment outcomes are achieved with the second 'reverse auction'.
- Through the Priority Investment Program, \$1.5 million was also awarded to ITP Renewables Pty Ltd which will collaborate with industry and the tertiary sector to establish a Distributed Energy Resources Laboratory at the ANU that will provide interface with the energy grid to test devices and get data about how energy networks function.

Contact Officer: Genrikh Salata

Cleared as complete and accurate: Kate Starick, Date 30/10/19

## Key Sector – Information and Communications Technology (ICT)

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

- N/A

#### *Key Facts*

- Canberra is one of Australia's leading centres for ICT, driven by an Australia Government procurement from business worth \$29.5 billion over the period 2012–13 to 2016–17.
- Private sector employment of ICT professionals in Canberra in 2017-18 was around 11,500 people, more than double the Australian average on a per capita basis.
- Business ICT activity is particularly strong in Canberra and includes a range of government IT services such as: enterprise resource planning, digital identity and documents management; cyber security, data centres/cloud computing; R&D around new government services; and a range of IT applications in fields such as energy management, transport and defence. The Canberra IT sector is made up of over 1,000 businesses ranging from multinationals down to micro businesses.

#### **ICT Business sectors**

##### *Government services*

- Many of the world's leading IT firms have significant operations in Canberra. These include: IBM, Leidos, Data#3, HP Enterprise, Microsoft, Oracle Corporation, Accenture, DXC Technology and SAP. Several large Australian IT businesses including Telstra, Datacom, Oakton and Technology One have operations in Canberra. Local firms such as Tower Software, acquired by HP and Intelledox recently acquired by Smart Communications continue to have significant product development activity in Canberra under their new owners. Canberra businesses such as MXA Consulting also have a significant Australian Government client base.

##### *Data Centres/Cloud*

- The Australian Government's demand for secure, cloud services has established a significant world class data centre and cloud computing capacity in Canberra. Canberra has the necessary supporting infrastructure such as renewable energy, ultra-high bandwidth fibre and quality workforce. Companies with major data centres in Canberra include: Canberra Data Centres, Vault, Next DC, TPG/TransACT, Intellicentre 4 (Macquarie Cloud Services) and Equinix.

##### *Technology*

- Canberra has spawned a range of Information Technology firms across a range of technology sectors such automotive, Seeing Machines - driver awareness monitoring systems; renewable energy WindLabs and Reposit Power – operation and demand management; and space, EOS - systems sensors and systems for space situational awareness.

Contact Officer: Action Officer Andrew McCredie

Cleared as complete and accurate: Kate Starick, Date

## Investment Attraction and Facilitation

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

Investment attraction and facilitation: This accountability indicator was met in 2018-19.

#### *Key Facts and Background*

- This indicator tracks the number of trade and investment lead responses identified and qualified. A lead is defined as the identification of an entity that has expressed an interest and has the authority and capacity to invest in the ACT. Investment leads are a mix of Austrade referrals and those that have approached the ACT Government directly.
- The majority of leads are received via Austrade, and the remainder comprises approaches direct to the ACT Government. In providing referral of investment leads to the ACT Government, Austrade makes it clear that the information is to be kept in confidence. External consultation must only be general and not identify the client in any way.
- In 2018-19, 30 investment lead responses were generated from investment support activity across the sectors of defence, agri-technology, venture capital, information technology, mining and technology, renewable energy and clean technology, space, tourism and transportation.
- In addition to responding to leads, III also facilitated and hosted inbound delegations in collaboration with Austrade to bring investors and interested parties to Canberra to showcase opportunities and make connections with relevant parties for the purpose of progressing investment opportunities.
- In February 2019, following evokeAG (The Asia Pacific's largest food and agri-tech conference in Melbourne), III in collaboration with Austrade, the ACT Government-funded Centre For Entrepreneurial Agri-Technology and CSIRO hosted a visit of over 20 delegates to ACT agri-tech facilities. This program provided significant exposure for the ACT and enabled international delegates to establish and pursue collaboration and investment opportunities with ACT based researchers and businesses.
- In May 2019, III and VisitCanberra in collaboration with OIE and Austrade hosted a delegation of senior executives from global hotel brands to showcase hotel development opportunities in Canberra.
- In July 2019, III worked in collaboration with EPSDD, the Energy Change Institute at ANU and Austrade to host site visits, an industry round table and networking opportunities for a Korean delegation to engage with ACT hydrogen industry players

Contact Officer: Chris Holly

Cleared as complete and accurate: Kate Starick, Date 30/10/19

## Trade and Export

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-65

#### *Accountability Indicators*

- N/A

#### *Key Facts and Background*

- The ACT's export sector is going from strength to strength and exports are a very important structural feature of our economy.
- The ACT's value of exports in goods and services rose from \$1.59 billion in 2015 to \$2.23 billion in 2017-18 – an increase of 40 per cent.
- International education exports rose from \$555 million in 2014 to \$1.009 billion in 2018 – an increase of 81 per cent.
- Around 16 per cent of all Australian services in research and development in 2017-18 were exported from Canberra – a significant national contribution and local success.
- The ACT Government continues to support export development working with key partners to ensure there is broad export development support without duplication of effort or resources.
- The ACT Government is establishing an even stronger collaborative relationship with Austrade to provide trade development services to Canberra companies. From 2019-20:
  - a TradeStart Advisor will work directly with eligible Canberra firms to assist them to grow their exports into new and established markets, leveraging Austrade's international network, resources and programs. The TradeStart agreement is for the period 1 July 2019 to 30 June 2023.
  - An ACT Business Development Manager (BDM) will be based in the Austrade Singapore office - our first overseas based trade and investment specialist to promote ACT exporting capabilities into South East Asian markets. The ACT Government has agreed to fund the BDM position for three years to 30 June 2022.

#### **Canberra Business Chamber (CBC)**

- The CBC provides company triage into trade development programs and initiatives such as Free Trade Agreements and Export Ready education.
- The ACT Government provided the CBC \$200,000 in 2018-19 to deliver the International Business Engagement program.
- The program supports companies on trade missions, delivers bi-monthly export network events and diplomatic corps connection and events. Under the contract the CBC also facilitated inward trade and investment missions showcasing the ACT's opportunities.

[Return to Index](#)

- Under contract the CBC delivers the Chief Minister's Export Awards recognising Canberra companies growing international markets and opportunities. 2018 ACT Exporter of the Year Aspen Medical was announced joint winner of the Australian Exporter of the Year at the Australian Export Awards ceremony.

Contact Officer: Brent Chick

Cleared as complete and accurate: Kate Starick, Date



## CBR Innovation Network

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-65

#### *Accountability Indicators*

- 3.1 (c) Support for innovation ecosystem building – CBR Innovation Network (CBRIN) and associated programs tracks support for innovation and entrepreneurship through programs delivered by CBRIN. This accountability indicator (1) was met in 2018-19 by the submission of the CBRIN Annual Work Plan and quarterly reports.

#### *Key Facts and Background*

- CBRIN delivers and facilitates a range of programs and services aimed at supporting and enabling entrepreneurs and high growth potential businesses in Canberra. Programs include Idea to Impact, Research to Impact, ON Prime, Innovation Connect, the KILN Incubator, Collaborative Innovation Labs and the GRIFFIN Accelerator.
- From 1 July 2018 to 30 June 2019 highlights included:
  - 10,023 people have attended CBRIN events and workshops (43,463 since November 2014);
  - 290 events held at CBRIN or foundation member sites;
  - 16 Collaborative Innovation workshops;
  - 749 have participated in collaborative Innovation events; and
  - 447 have participated in Lean startups workshops.
- From 2018-19 until 2020-21, Innovation Connect will be delivered by CBRIN under a partnership arrangement with the ACT Government. In 2018-19 two rounds were held with \$388,000 being committed towards 14 projects.
- The 2019-20 ACT Budget committed \$5 million to supporting CBRIN's base funding until 2022-23. The Government has also committed to providing CBRIN access to level 5, 1 Moore Street, Canberra at peppercorn rent to 2022-23. The total value of the rent waived and base funding is \$7,721,829.
- CBRIN Foundation Members contribute \$50,000 per annum to CBRIN.
- CBRIN is also supported by a range of other private sector organisations known as 'Gold' partners. CBRIN Gold Partners include King & Wood Mallesons, PricewaterhouseCoopers, Optus and ActewAGL. Gold Partners support CBRIN's goals through the provision of cash and/or in-kind services.
- CBRIN is a major part in the ACT's ambition to be a knowledge economy and is a unique collaboration model in Australia in that the education and research institutions contribute to the cost of CBRIN and are responsible through its Board for its success.
- CBRIN is working with the partner higher education institutions to build entrepreneurship into their approach to teaching, research and commercialisation.

Contact Officer: Stephen Grinter

Cleared as complete and accurate: Kate Starick, Date 30/10/19

## Screen Canberra

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-65

#### *Accountability Indicators*

Output 3.1 (b) Sector capability building has six measures. *Screen industry through Screen Canberra* tracks actions that support the development of the Canberra screen industry, in partnership with Screen Canberra. This accountability indicator (1) was met in 2018-19.

#### *Key Facts and Background*

- Development of the screen sector is aligned to the Government's strategic priority diversifying the economy and creating jobs. In addition, film and televisions unique capability to showcase Canberra to the world makes it a powerful medium for enhancing Canberra's branding as an international city.
- CBR Screen Fund supported film productions are: *The Furies* (Feature Film), *Family* (Documentary), *Black State* (TV Series), *Iron Fists & Kung Fu Kicks* (Documentary) and *One Eight Zero* (Feature Film) with a total investment of \$460,000.
- At the last census, the ACT screen industry was estimated to be larger than the Northern Territory and Tasmania combined, with 500+ jobs including freelancers and 700+ jobs including those working for broadcasting.

#### **Screen Canberra**

- Screen Canberra is a not-for-profit membership-based organisation that is governed by a board of directors.
- The ACT Government provides \$1.077 million over three years from 2017-18 to 2019-20 in support of Screen Canberra
- Screen Canberra is the primary channel the government uses to develop and grow the screen industry in the ACT and has a proven track record of building local screen industry capability.
- Screen Canberra will continue to explore other opportunities including undertaking more activities in the interactive entertainment and the digital media space.

#### **CBR Screen Fund**

- Screen Canberra manages the ACT Government's \$5 million CBR Screen Fund, a strategic fund that supports the local ACT screen industry to become more commercially oriented and develop content for mainstream markets, as well as attracting productions and film industry activity to Canberra.
- The new CBR Screen Fund allows greater flexibility and responsiveness to potential opportunities and provides greater certainty to the market and clearer points of engagement for potential investors. The CBR Screen Fund commenced on 1 July 2018 and expires on 30 June 2025.

Contact Officer: Brent Chick

Cleared as complete and accurate: Kate Starick, Date 30/10/19

## Innovation Trials

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

- N/A

#### *Key Facts*

- Cities that are open to and engage with disruptive technologies and new business models can generate new economic development opportunities and returns. This approach can deliver competitive advantages, new business investment, more efficient business models and employment opportunities for Canberrans in the future.
- Over the past year, Canberra's credentials as a city attractive to trialling new technologies has been enhanced through the success of several high-profile trials, including:
  - Automated Vehicle trial led by world leading Canberra firm, Seeing Machines. This work has demonstrated the importance of monitoring driver awareness in semi-automated vehicles, with the lessons learnt being taken up by leading car manufacturers and safety rating bodies.
  - World first city-wide trial of a residential virtual power plant to reduce peak electricity grid demand.
  - The on-going trial of small parcel delivery services by Wing Aviation LLC (Wing) enabling the ACT Government and Australian Government regulators to better understand and respond to community attitudes to this new technology and the best ways to accommodate drone delivery in our cities.
  - Arrangements have been made for a hydrogen pilot project expected to commence in late 2019, comprising an initial ACT Government fleet of 20 Hyundai fuel cell electric vehicles as well as a 60 kilowatt hydrogen electrolyser facility, refuelling infrastructure, and technical support and research. The pilot is one of the first of its kind in Australia.

#### *Background*

- In the 2017-18 budget the ACT Government allocated \$1.35 million over two years for the internationally recognised Canberra company Seeing Machines (and 2019 ACT Exporter of the Year), in partnership with the ANU, University of Canberra and the University of Newcastle, to deliver the CANDrive initiative. The trial work has been completed and final payments will be made following receipt of final reports. This work has been undertaken with oversight from the ACT Automated Vehicle Trial Committee co-chaired by Kate Lundy and Glenn Keys.

Contact Officer: Action Officer Andrew McCredie  
Cleared as complete and accurate: Kate Starick, Date

## Indigenous Business Development

### Output: 3.1

Annual Report Ref: Vol: 1 Page: 62-65

#### *Accountability Indicators*

- N/A

#### *Key Facts and Background*

- The Aboriginal and Torres Strait Islander Business Development and Entrepreneurship program is being delivered by local Indigenous company Yerra Pty Ltd and provides mentoring, advice and skill development for Indigenous entrepreneurs.
- The program aligns with Significant Focus Area: Economic Participation from the ACT Aboriginal and Torres Strait Islander Agreement 2019 – 2028, specifically against the target *increase the number of Aboriginal and Torres Strait Islander businesses, social enterprises and entrepreneurs supported*.
- The intent of the Program is to build on the momentum generated by previous programs to support and develop local Aboriginal and Torres Strait Islander business and entrepreneurship.
- The program's first year finished in December 2018. The second year of the program is for the period 1 June 2019 to 1 June 2020.
- The outputs from the first year of the program (November 2017- December 2018) reported by Yerra include:
  - 14 Aboriginal and Torres Strait Islander businesses were engaged in individual mentoring and strategy including the development of strategic plans
  - A Canberra Business Yarning Circle, held in February 2018 with 35 participants
  - 12 specialist business advice sessions
  - Three employability training sessions for Aboriginal and Torres Strait Islander students seeking support in finding employment
  - Six Aboriginal and Torres Strait Islander-specific workshops held over the duration of the program.
- On 31 October 2019, as part of the program Yerra hosted an Indigenous Business Trade Show with over 30 Aboriginal and Torres Strait Islander businesses displaying their products and services. This presented an opportunity for government purchasers to identify potential suppliers. This activity aligns with the ACT Government's Aboriginal and Torres Strait Islander Procurement Policy, which commenced 1 July 2019.
- Requests for Quotes are currently out [contingent on timing] to undertake an independent review of indigenous business support in the ACT to inform future program design and funding.

Contact Officer: Stephen Grinter

Cleared as complete and accurate: Kate Starick, Date 30/10/19

## Innovation Co-investment Grants

### Output: 3.1

Annual Report Ref: Vol: 1 Page: 62 - 65

#### *Accountability Indicators*

- N/A

#### *Key Facts and Background*

- The 2017-18 Budget committed \$5 million over four years (finishing 2020-21) towards innovation co-investment grants.
- This commitment has supported a range of entrepreneurship and commercialisation initiatives to support and enable innovative start-ups and SMEs.
- In 2018-19, Innovation co-investment Grants were used to deliver and support the following initiatives:
  - CBRIN Partnership for the delivery of Innovation Connect early-stage commercialisation grants;
  - The Chief Minister's Pearcey Award;
  - iAwards;
  - CBR Innovation Development Fund;
  - Significant Capital Ventures;
  - Belconnen Business Showcase;
  - InnovationACT; and
  - The Aboriginal and Torres Strait Islander Business Development and Entrepreneurship Program.
- The co-investment approach is part of a broader program of work to build a connected innovation ecosystem that supports and enables entrepreneurs and high growth potential businesses to succeed.
- An over-arching initiative is the Government's funding partnership with the CBR Innovation Network which brings together Canberra's leading innovation institutions including the Australian National University, the University of Canberra, UNSW Canberra, Data61, CIT and CSIRO to partner with business and accelerate innovation and the commercialisation of new ideas.
- The Government works with the CBR Innovation Network to support and enable entrepreneurs to turn ideas into businesses and to commercialise new intellectual property.

Contact Officer: Action Officer

Cleared as complete and accurate: Kate Starick, Date

## 5G

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

- N/A

#### *Key Facts and Background*

- Telecommunication carriers have commenced the rollout of 5G technologies using their existing infrastructure and capabilities in the ACT.
- Activation of new technologies will occur once additional spectrum bands to support 5G capability at the 26 GHz band are made available by the Australian Government (via the Australian Communications and Media Authority), which is anticipated towards the end of 2020.
- In February 2019, the ACT Government entered into an agreement for Telstra to trial small cell telecommunications equipment to provide 4G and 5G network coverage on streetlight columns in Wright. Telstra has installed six small cell antennas which have been in operation since June 2019 using Telstra's existing 3.6 GHz band and is looking to expand the rollout into other Canberra suburbs.
- The ACT Government is in the process of finalising a permit agreement for all telecommunication carriers to lodge applications to install small cell infrastructure on ACT Government streetlights outside the Wright trail. There are a range of engineering, safety, liability and cost issues that need to be considered to allow telecommunication carriers to utilise ACT Government streetlight columns to install small cells.
- A whole-of-government approach is being developed to identify policy and regulatory roadblocks to the implementation of 5G and seek to encourage the roll out in a manner that helps develop Canberra as a digital city; encourages economic development; takes account of social equity and citizen privacy; and provides for market competition and consumer choice.
- The ACT Government is aware of community concerns around the health risks associated with 5G technology resulting from the higher energy radiation delivering potentially damaging effects on human beings and the environment.
- Regulation of the telecommunications industry falls within the jurisdiction of the Australian Government which strictly regulates radiofrequency electromagnetic energy emissions, to protect the health and safety of the public while allowing the community to benefit from modern telecommunications. The safety standard is based on scientific research that show the levels at which harmful effects occur and sets limits, based on international guidelines, well below these harmful levels.

Contact Officer: Monica Saad

Cleared as complete and accurate: Kate Starick, Date

## CBRfree

### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 62-66

#### *Accountability Indicators*

- N/A

#### *Key Facts*

- CBRfree WiFi (CBRfree) is an important and successful initiative to address digital disadvantage, by providing all Canberrans and visitors to Canberra with widespread, free, safe access to WiFi internet services. It is used by around 30,000 people per month.
- CBRfree has 262 outdoor Wireless Access Points and 115 indoor Wireless Access Points as of October 2019 and is delivered under the WiFi Services Agreement with iiNet.
- While all of Australia's major cities have introduced free, public WiFi initiatives, CBRfree is the only free, public WiFi offering that has a widespread footprint outside the Central Business District.
- Over the past year, there have been discussions about how best to utilise the remaining funds in the build phase of the WiFi Services Agreement under which iiNet provides CBRfree. The discussions have included measures to increase the download limits from the existing level of 250Mb per day, expand the current CCTV trial to improve public safety at greater number of locations, and to extend CBRfree to more group centres.
- The 2019-20 Budget provides \$120,000 per year over the next four years to fund the annual 'network services fee' paid to iiNet for CBRfree. The 2019-20 Budget also provides \$237,000 in the capital budget and \$483,000 in the operating budget re-profiled from 2018-19 to 2019-20 to complete build phase of the contract.

#### *Background*

- CBRfree is now live around the town centres in Belconnen, Woden, Tuggeranong and Gungahlin, and group centres at Dickson, Kingston, Manuka and Weston Creek. In the CBD it is live in Civic East – from Garema Place to the Convention Centre, around to Gorman House and up to Girrahween Street in Braddon, and Civic West – Northbourne Avenue to Barry Drive across to the ANU and around to New Acton. It is also available at the Australian Botanic Gardens.
- CBRfree is also available indoor at many business and community locations, including at Canberra Theatre, Belconnen Arts Centre, EPIC, Tuggeranong Basketball Stadium and the Criterion Cycling Stadium at Stromlo Forest Park.
- The CBRfree WiFi network supports some smart city initiatives, including the Smart Parking trial in Manuka, and a trial deployment of two CCTV cameras.

Contact Officer: Action Officer Andrew McCredie

Cleared as complete and accurate: Kate Starick, Date

## Strategic Projects

### Accountability Indicator 3.1 (d) Private sector investment facilitation - Major Projects under facilitation management

#### Output: 3.1 Innovation, Trade and Investment

Annual Report Ref: Vol: 1 Page: 64-65

Vol: 2 Page: 169-173

#### *Accountability Indicators*

- *Output 3.1 (d)* tracks projects supported for facilitation management. This includes significant cross-government co-ordination and project management to enhance comprehensive and timely decision making by government on identified major projects.
- 2018-19 Target: 2, 2018-19 Outcome: 3.
- The three (3) projects facilitated during the 2018-19 reporting period are:
  - UNSW Canberra City Campus Proposal;
  - Academy of Interactive Entertainment (AIE) redevelopment proposal; and
  - Aquis Entertainment redevelopment proposal.
- Variance explanation: When establishing the 2018-19 target of 2 it was anticipated that the AIE project would be concluded in the 2017-18 reporting period. However, the AIE project continued into the 2018-19 reporting period, delivering an actual outcome of 3.
- In June 2019 the Government announced a Woden Town Centre site options analysis would be undertaken to inform consideration of the best future location for Reid CIT. Strategic Project has managed this work, which got underway in July 2019, due to the intersection of this work with the government's consideration of the UNSW proposal.

#### *Key Facts and Background*

##### University of New South Wales (UNSW) Canberra City Campus proposal

- UNSW submitted a formal proposal on 11 October 2019 and the ACT Government is currently working through the detail and the benefits it would bring to the Territory.
- The Canberra Institute of Technology (CIT) has been involved in the project as a key stakeholder in any decision about the future of the precinct. CIT will continue to be engaged in the context of government's announcement about the development of new CIT facilities, as government progresses its consideration of UNSW's proposal.
- If the project proceeds, there will be opportunities for stakeholder and community consultation during planning and development approval stages.
- Negotiations with UNSW are ongoing, and details of the formal proposal remain commercial-in-confidence.
- Tertiary education is the ACT's leading services export, totally approximately \$1 billion annually. Our tertiary and research sector contribute more than \$3 billion to the economy and employ approximately 20,000 people.



- There are more than 43,000 students engaged in higher education in Canberra – including 12,400 international students and 13,000 interstate students, with the ACT also supporting approximately 16,500 VET students across 100 training providers.
- A major new university campus has the potential to serve many of our ambitions as a city: urban renewal, diversifying our economy, attracting and retaining talented people and making the ACT an even better place to live, study and invest.
- The proposal will also create the opportunity to improve the qualifications and skills mix of the workforce by offering career opportunities for highly educated academic, research and innovation staff.

#### Canberra Technology Park, including AIE proposal

- In April 2019, after extensive community consultation in 2018, the ACT Government announced three key decisions about the future of Canberra Technology Park:
  - to demolish and remediate the buildings on the site, prior to the sale of land;
  - to retain responsibility for public green space; and
  - to enter into negotiations with the AIE for a direct sale of part of the site.
- Negotiations with AIE are underway, and once concluded the community will be updated on the outcome and on next steps for implementation.
- AIE's proposal aligns the ACT Government's economic diversification agenda. As a leading educator in the game development industry, AIE has the potential to promote higher education and talent attraction in the Territory.
- Community consultation undertaken between 5 February to 16 March 2018 showed support at a level of 85 per cent for the proposed future use of the Canberra Technology Park site as a higher education and community precinct, including associated student accommodation, and preserving public green space.
- Positive feedback from key stakeholder groups regarding AIE's long term presence on the site and in the Territory, as well as the community's expectations of the site, were carefully considered by the ACT Government in reaching decisions about the site.
- AIE campuses are located in Canberra, Sydney, Melbourne, Adelaide, Seattle in Washington and Lafayette in Louisiana. AIE leases the former Watson High School site from the ACT Government.

#### Aquis

- On 11 December 2018 the ACT Government decided the unsolicited proposal facilitated under the Investment Proposal Guidelines by Aquis Entertainment to redevelop the casino precinct could not proceed in its current form.
- At this time, Aquis was also invited to consider alternatives to progress a smaller scale casino redevelopment and the ACT Government remains open to further discussions.
- On 21 December 2018, Aquis announced in a filing at the Australian Stock Exchange that Blue Whale Entertainment would acquire interests of Aquis Canberra holdings, subject to independent shareholder and regulatory approval.

- Aquis' August 2015 proposal was submitted under the ACT Government's Investment Proposal Guidelines for a \$307 million redevelopment of Casino Canberra and the surrounding precinct. It included an overhaul and upscaling of the casino, new high-end restaurants, bars, retail boutiques and entertainment options, and two luxury hotels.
- Since that time and leading up to the Territory's 11 December 2018 decision to end the process, the Territory worked in good faith with Aquis Entertainment in relation to its proposal, including undertaking considerable work on the regulatory framework relating to gaming.
- In correspondence dated 19 July 2019, Economic Development offered to co-ordinate a meeting between Aquis and relevant government agencies to discuss and respond to any questions Aquis may have in considering alternative options for a possible redevelopment of the Canberra Casino.
- Aquis responded on 12 August 2019, noting its intention to take up the offer of a meeting in due course.
- Aquis is yet to make further contact to confirm its readiness to meet.

#### *Future Location of Reid CIT - Woden site options analysis*

- In line with the Government's announcement in June 2019, an independent consultant, Urbis Pty Ltd, was engaged to investigate site options in the Woden Town Centre to help inform a decision on the best future location for Reid CIT, including:
  - their potential suitability to meet the Government's objectives and fulfil the future requirements of a modern new CIT campus;
  - the likely cost implications, benefits and limitations of each suitable site; and
  - how sites in Woden Town Centre compare to the current site in Reid.
- New CIT facilities will be in the interests of providing the best possible competitive advantage to CIT to ensure it can deliver world class, cutting edge training and easily adapt to modern teaching techniques, new technologies and changing industry needs.
- The ACT Government is committed to the best possible future for vocational education and training in Canberra and the need for the Territory's workforce to have a modern skills base in key industries.
- New CIT facilities in Woden would become part of the revitalisation of the Woden Town Centre, which is also being supported by the ongoing investment in light rail and the Canberra Hospital, funding to redevelop the Woden Bus Interchange and planning for a new Woden community centre.

Contact Officer: Ellis Maher

Cleared as complete and accurate: Jenny Priest, 25 October  
2019

## Campbell, Morgan

---

**From:** Embleton, Ilsa  
**Sent:** Monday, 4 November 2019 10:10 AM  
**To:** Campbell, Morgan  
**Cc:** Starick, Kate  
**Subject:** AR Hearings-III

UNCLASSIFIED

Hi Morgan

FYI, If required, Sean Kelly will speak to the following III items:

- 6. Priority Investment Program
- 10. Key Sector-Cyber Security
- 11. Key Sector-Renewables
- 13. Investment Attraction

If required, Ilsa Embleton will speak to the following III items:

- 7. Key Sector-Space
- 8. Key Sector -Defence
- 9. Key Sector-Agri-technology
- 12- Key Sector-ICT

If required, Glen will speak to the following items  
Items 14-21

**2018-19 ANNUAL REPORT HEARINGS  
MINISTER FOR HIGHER EDUCATION**

|                        |                                                                  |                          |
|------------------------|------------------------------------------------------------------|--------------------------|
| <b>Skills Canberra</b> |                                                                  |                          |
| 1.                     | National Partnership on the Skilling Australians Fund            | Jo Andersen x74791       |
| 2.                     | ACT Skilled Migration Program                                    | Jo Andersen x74791       |
| 3.                     | Performance of the ACT government-funded VET system              | Jo Andersen x73107       |
| <b>CIT</b>             |                                                                  |                          |
| 4.                     | Vocational Education & Skills – Canberra Institute of Technology | Leanne Cover x53185      |
| <b>TETR</b>            |                                                                  |                          |
| 5.                     | TETR – Facts and Figures                                         | Ash Balaretnaraja X75282 |

Vol: 1 Page No: 79 & 81 (Output 3.6)

**Portfolio/s:** Chief Minister

Vocational Education and Skills

## **National Partnership on the Skilling Australians Fund**

### **Talking points:**

- The objective of the National Partnership on the Skilling Australians Fund (NPSAF) is to help Australians to obtain the skills and training they need for jobs in demand by increasing the uptake of apprenticeships and traineeships (and other relevant employment-related training).
- Parties to the NPSAF agree to deliver projects and initiatives that support delivery of up to 300,000 additional training contracts (or equivalent) in priority areas. The current ACT-agreed target is 4,165 additional commencements from 2018-2022. Priority areas include, for example, occupations in demand, growth industries and targeted cohorts.
- The first Annual Report on NPSAF activity was submitted to the Commonwealth on 30 April 2019. The report confirmed that milestones and targets agreed in the 2018-19 bilateral schedule were met. As a result of meeting the targets, the ACT was granted \$4.9 million in Australian Government funding in 2018-19.
- Through ACT NPSAF projects and initiatives, a wide range of training and employment opportunities have been offered to diversity and inclusion groups. This includes secondary school students, people with disability, job seekers and Aboriginal and Torres Strait Islander peoples.

### Key ACT NPSAF projects/initiatives

- Key ACT NPSAF project/initiatives for the 2018-19 Financial Year included the Womens in Trades Grants Program, the Indigenous Apprenticeships Program, the Future Skills for Future Jobs Grants Program and the Mature Workers Grants Program.
- The ACT Government's Women in Trades Grants Program is designed to support the growth and development of the ACT's VET sector through specific outreach efforts with a focus on women. The program aims to

Cleared as complete and accurate: 30/10/2019  
Cleared by: Executive Branch Manager Ext: 74791  
Contact Officer name: Josephine Andersen  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6833

improve participation and productivity in the broader ACT economy, through funded activities that support women into trades.

- The Indigenous Apprenticeships Program provides an entry-level apprenticeship program for Aboriginal and Torres Strait Islanders in the Australian Public Service.
- The Future Skills for Future Jobs Grants Program provides funding for industry-led and innovative projects to increase the number of commencements across pre-apprenticeship, pre-traineeships, Australian Apprentices and higher apprenticeships.
- The ACT Government's Mature Workers Grants Program provides funding to support targeted projects that contribute to achieving positive outcomes for the participation and productivity of mature workers. The program aims to support new services designed to address barriers experienced by mature workers seeking to up-skill or re-skill.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 30/10/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 74791 |
| Contact Officer name:             | Josephine Andersen                                   |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |
| TRIM Ref:                         | CM2019/6833                                          |            |

Vol: 1 Page No: 81 (Output 3.6)

**Portfolio/s:** Chief Minister

Vocational Education and Skills

## ACT Skilled Migration Program

### Talking points:

- The ACT's Skilled Migration Program is a significant contributor to the ACT's economy and population growth. It operates under a migration policy framework set by the Australian Government.
- The intention of the program is to nominate eligible and highly skilled intending migrants, with occupational skills needed in Canberra, to contribute to our economic growth and diverse community.
- ACT nomination does not guarantee a migration outcome. Rather, it triggers a formal visa invitation by the Department of Home Affairs.
- Currently, the ACT nominates eligible applicants for a Skilled Nominated (subclass 190) visa; a points-based permanent visa for skilled intending migrants nominated by a State or Territory government.
  - The ACT 190 visa pathway was restricted in June 2018, to allow the ACT Government to undertake a review of the program's policy settings, with the aim of better managing demand and stakeholders' expectations.
  - The ACT 190 nomination program was re-launched on 29 November 2018 with a merit-based assessment tool (the Canberra matrix) replacing the previous 'first come first served' application process.
  - Feedback on the tool has been positive, with further consultation planned as part of the ongoing evaluation of the process.
- From 16 November 2019, the ACT will be considered regional for skilled migration purposes and gain access to two new regional visas.
  - The Skilled Work Regional (subclass 491) provisional visa program will operate alongside the current ACT 190 permanent nomination program.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 01/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74791 |
| Contact Officer name:             | Josephine Andersen                                |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6833                                       |            |

- The Skilled Employer Sponsored Regional (subclass 494) provisional visa will replace the permanent employer-nominated Regional Sponsored Migration Scheme. Skills Canberra will continue to act as the Regional Certifying Body (RCB). The RCB will provide advice to Home Affairs on whether the nominee will be paid the annual market salary rate for the occupation.
- Holders of the provisional 491 or 494 regional visas may transition to permanent residence after three years of living and working in regional Australia if they meet the Home Affairs eligibility criteria.
- In November 2018, the Australian Government Department of Home Affairs increased the 2018-19 ACT 190 allocation from 800 to 1,400 nomination places.
- Home Affairs has allocated the following in 2019-20:
  - Skilled Nominated (subclass 190) visa: 1,200 nominations.
  - Skilled Work Regional (subclass 491) visa: 200 nominations.
  - Skilled Employer Sponsored Regional (subclass 494) visa: no specific allocation, as it is a demand-driven program.
- Skills Canberra approved approximately 1,200 of the 1,400 places allocated in 2018-19. The number of approvals was less than the Home Affairs allocation, due to the temporary program closure and an increase in the allocation made by Home Affairs mid-way through the reporting period.
- With the Canberra matrix now bedded down, it is anticipated the entire 1,400 nomination places allocated to the ACT for 2019-20 will be used.

Cleared as complete and accurate: 01/11/2019  
Cleared by: Executive Branch Manager Ext: 74791  
Contact Officer name: Josephine Andersen  
Lead Directorate: Chief Minister, Treasury and Economic Development

Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6833



## Performance of the ACT government-funded VET system

### Talking points:

#### General

*Indicator: VET graduate outcomes after training - employed after training or in further study.*

*Indicator: VET graduate outcomes after training - improved employment circumstances.*

- ACT VET graduates are highly employable and well equipped for further study at higher levels.
- In 2018, 92% of ACT VET graduates reported they were employed or in further study after training.
- In 2018, 65% of VET graduates reported improved employment circumstances after training.
- The ACT's performance against both of these measures has been consistent— and consistently higher than the national results—for the last five years.

*Indicator: Total number of students undertaking VET qualifications.*

*Indicator: Participation in VET for all students.*

- Student enrolments in government-subsidised, nationally recognised VET qualifications have been growing in the ACT every year since 2016.

**Table 1: ACT VET enrolments, by type of government-subsidised training, 2016 and 2018**

| Type of training           | 2016         | 2017         | 2018         | % change 16-18 |
|----------------------------|--------------|--------------|--------------|----------------|
| Apprenticeship/traineeship | 5114         | 5982         | 6495         | 27.00          |
| Other VET                  | 14235        | 14135        | 14797        | 3.95           |
| <b>Total VET</b>           | <b>19349</b> | <b>20117</b> | <b>21292</b> | <b>10.04</b>   |

*Note: Enrolments have been used, instead of student numbers, because the definition of a 'student' changed in 2018 and is therefore not comparable across time periods and types of training. Enrolments also better reflect the cost to the government in purchasing training services.*

- Apprenticeship and traineeship enrolments, for example, have increased by 27% since 2016. This is a positive response to new initiatives aimed at:
  - removing barriers to participation (especially for mature workers, women in traditionally male-dominated trades, and refugees); and
  - promoting the benefits of apprenticeship and traineeship pathways.

Cleared as complete and accurate: 30/10/2019  
 Cleared by: Executive Branch Manager Ext: 74791  
 Contact Officer name: Josephine Andersen  
 Lead Directorate: Chief Minister, Treasury and Economic Development  
 Cleared for release: Yes  
 Information Officer name: Morgan Campbell Ext: 50931  
 TRIM Ref: CM2019/6833

## Aboriginal and Torres Strait Islander students

*Indicator: Number of Aboriginal and Torres Strait Islander students undertaking VET qualifications*

*Indicator: Participation in VET by Aboriginal and Torres Strait Islander students*

- Enrolments in VET by Aboriginal and Torres Strait Islander Canberrans have increased significantly since Closing the Gap measures were implemented in 2008.

**Table 2: ACT VET enrolments by Aboriginal and Torres Strait Islander students, by type of government-subsidised training, 2016-18**

| Type of training           | 2008 | 2018 | % change |
|----------------------------|------|------|----------|
| Apprenticeship/traineeship | 112  | 335  | 199.11   |
| Other VET                  | 417  | 586  | 40.53    |
| Total VET                  | 529  | 921  | 74.10    |

- These results indicate that the ACT VET system is an effective contributor to improved educational outcomes for Aboriginal and Torres Strait Islander Canberrans.
- Further, apprenticeships and traineeships are making a significant contribution to improved employment outcomes for Aboriginal and Torres Strait Islander Canberrans.

## Students living with disability

*Indicator: Number of students with a disability undertaking VET qualifications.*

*Indicator: Participation in VET by students with a disability.*

- Enrolments in VET by students living with disability have been steadily increasing since 2016.

**Table 2: ACT VET enrolments by students living with disability, by type of training provider, 2016-18**

| Type of training provider | 2016 | 2017 | 2018 | % of market share in 2018 |
|---------------------------|------|------|------|---------------------------|
| CIT                       | 1954 | 2027 | 2309 | 84.24                     |
| Private providers         | 369  | 391  | 432  | 15.76                     |
| Total                     | 2323 | 2418 | 2741 | 100.00                    |

- Of the students with a disability enrolled in VET in 2018, 84% were enrolled at the Canberra Institute of Technology.

Cleared as complete and accurate: 30/10/2019  
 Cleared by: Executive Branch Manager Ext: 74791  
 Contact Officer name: Josephine Andersen  
 Lead Directorate: Chief Minister, Treasury and Economic Development  
 Cleared for release: Yes  
 Information Officer name: Morgan Campbell Ext: 50931  
 TRIM Ref: CM2019/6833

**Portfolio/s:** Chief Minister

Vocational Education and Skills

## **Vocational Education & Skills – Canberra Institute of Technology Talking points:**

### **CIT is an economic and social enabler for the ACT**

- CIT provides training to close to 20,000 students each year and increases access to workforce participation and social inclusion for many in the community. CIT is a dynamic, connected and diverse provider of Vocational Education and Training offering quality skills development to individuals, employers and industry in Canberra, Australia and internationally.
- CIT is growing the region's talent and economy by developing and delivering innovative skills training for new and emerging industries, responding to government priorities including renewables and cyber security.
- The ACT Government aims to ensure CIT can respond to the changing needs of students, business and industry, and easily adapt to changing teaching techniques, new technologies and new courses.
- The ACT government will continue to support CIT as the public provider and the largest provider of Vocational Education and Training (including Australian Apprenticeships) in the ACT.
- The ACT economy is the strongest in Australia. The past three years have seen combined economic growth of 12%, supporting the creation of over 3,200 new businesses and more than 16,000 jobs. CIT partners with these ACT businesses to ensure they have the right people with the right skills to support sustainability and future growth.
- Of the students with a disability enrolled in VET in 2018, 84% were enrolled at CIT. This has been a consistent trend over, at least, the last four years and reflects CIT's long-held commitment to delivering services that support students living with disability.

Cleared as complete and accurate: 31/10/2019

Cleared by: Leanne Cover

Chief Executive Officer

Ext: 73107



## Course Offerings

- CIT annually considers all of its programs and continuously reviews course offerings, course delivery and campus location options to ensure the most effective student learning experience and CIT business needs.
- In 2019, CIT offered a range of courses at the Tuggeranong campus including Asbestos Awareness and White Card, Foundation Skills, General Education, Business, Early Childhood Education and Care, Accounting, Hospitality and Digital Media and Technology.

## Accountability Indicators

- CIT delivered 3.02 million nominal hours of Profile training to students in the 2018 calendar year. This is an increase of 3.1 per cent from 2017. Program enrolments and completions for 2018 have also increased compared to 2017 results.
- CIT's qualitative accountability indicators show that CIT continues to deliver a high standard of training that meets student and industry requirements with a (surveyed) student satisfaction rate of 89% and an employer satisfaction rate of 94%.

## Budget Initiatives

- The ACT Government is investing \$8.39 million in CIT from 2019-20 over the next 3 years through funding for the Providing Better ICT Services for CIT Students and Staff and the More Teaching and Learning Spaces for CIT Fyshwick initiatives.

## Industry Partnerships

- CIT is strengthening partnerships with industry to develop innovative and practical workforce solutions. Recent examples include Microsoft, Vestas, Seeing Machines and Accor Hotel Group.
- As a foundation member and leader within the Canberra Innovation Network (CBRiN) CIT's connectivity to CBRiN, businesses and other higher education institutions is increasing. CIT is increasingly being approached by university partners to provide job ready VET skills to compliment university graduates qualifications and skills.

Cleared as complete and accurate: 31/10/2019

Cleared by: Leanne Cover

Chief Executive Officer

Ext: 73107

Vol: 2.1 Page No: 183 (Output 3.6)

**Portfolio:** Higher Education

## TETR – Facts and Figures

### Talking points:

- The tertiary education, training and research sector accounts for around 8 per cent of the ACT economy. Deloitte Access Economics in 2018 found the sector contributes \$3.3 billion in value add and 20,000 jobs, over 20 per cent more than in 2015.
- International education is Canberra’s largest export, at \$1.009 billion in calendar year 2018, Canberra’s first billion dollar export, up over 15 per cent on 2017 figures and up 120 per cent since 2013-14 when the Study Canberra program commenced.
- Per capita, the ACT exports more education services and employs more people than any other Australian jurisdiction, well above our population and GDP shares.
- The sector also contributes significantly to community and cultural life, vibrancy, urban renewal, attracting talent to grow and diversify Canberra, and better social outcomes.
- Study Canberra works with all institutions to market and promote Canberra as a centre for high quality education and research; a study destination of choice; and ensure an excellent student experience.

Cleared as complete and accurate: 30/10/2019  
Cleared by: Executive Director

Ext:59828

**2018-19 ANNUAL REPORT HEARINGS**  
**STANDING COMMITTEE ON ENVIRONMENT AND TRANSPORT AND CITY SERVICES**

**MINISTER FOR SPORT AND RECREATION**

*Friday 15 November 2018*

*9:00am – 9:45am*

Ms Tara Cheyne MLA, Chair

Miss Candice Burch MLA, Deputy Chair

Mr James Milligan MLA

| <u>No</u> | Title | Executive/Officer responding at Hearing |
|-----------|-------|-----------------------------------------|
|-----------|-------|-----------------------------------------|

Sport and Recreation

**Output 3.3**

|     |                                                                                                                    |                              |
|-----|--------------------------------------------------------------------------------------------------------------------|------------------------------|
| 1.  | Indigenous Advancement Strategy (IAS)                                                                              | Rebecca Kelley<br>Ext: 74389 |
| 2.  | Boomanulla Oval                                                                                                    | Rebecca Kelley<br>Ext: 74389 |
| 3.  | Indoor Sports Facilities                                                                                           | Rebecca Kelley<br>Ext: 74389 |
| 4.  | Ice Sports                                                                                                         | Rebecca Kelley<br>Ext: 74389 |
| 5.  | Combat Sports                                                                                                      | Rebecca Kelley<br>Ext: 74389 |
| 6.  | Sport and Recreation Grants including Participation Innovation Fund                                                | Rebecca Kelley<br>Ext: 74389 |
| 7.  | Elite Sport Performance Fee Agreements, National League Team Program                                               | Rebecca Kelley<br>Ext: 74389 |
| 8.  | CBR Sports Awards                                                                                                  | Rebecca Kelley<br>Ext: 74389 |
| 9.  | ACT Academy of Sport including additional \$300,000 funding – Australian Olympic Committee / Paralympics Australia | Rebecca Kelley<br>Ext: 74389 |
| 10. | Accountability and Strategic Indicators                                                                            | Rebecca Kelley<br>Ext: 74389 |
| 11. | Supporting PE in Schools and PE Pulse                                                                              | Rebecca Kelley<br>Ext: 74389 |

| <b><u>No</u></b> | <b>Title</b>                                   | <b>Executive/Officer responding at Hearing</b> |
|------------------|------------------------------------------------|------------------------------------------------|
| 12.              | Throsby District Playing Fields                | Rebecca Kelley<br>Ext: 74389                   |
| 13.              | Raiders Centre of Excellence and Community Hub | Rebecca Kelley<br>Ext: 74389                   |
| 14.              | Stromlo DPF Design                             | Rebecca Kelley<br>Ext: 74389                   |
| 15.              | Inclusive Programs/Sporting Environments       | Rebecca Kelley<br>Ext: 74389                   |

**BRIEF TITLE: INDIGENOUS ADVANCEMENT STRATEGY (IAS)****Talking points:**

- In 2015 Sport and Recreation was successful in its application to the Commonwealth for IAS funding and received \$264,396. In 2016-17 and 2017-18 Sport and Recreation received additional support of \$155,000 and \$177,000 for Partnered Programs and Small Grants respectively.
- The Small Grants component provided direct participation support (up to \$200) to Aboriginal and Torres Strait Islander people in the ACT and surrounding region. From early 2018 Sport and Recreation refined this process to work with major local sports to better promote the funding opportunity and reduce administration (for the individual and the activity provider).
- In June 2018 the Commonwealth advised that no further funding would be made available to Sport and Recreation – the Small Grants continue to be made available until funds are exhausted.
- To 30 June 2019, 968 people received direct support through the Small Grants with around \$260,000 provided.
- We understand that the Commonwealth has determined that future funding for any IAS program must be to an Aboriginal and Torres Strait Islander organisation – if requested, Sport and Recreation will help support the transition of the Indigenous Sports Grants Program to any new delivery agency, however, no advice has been provided as yet.

**Key Information**

- The IAS has been the Australian Government's approach to funding and delivering a range of programs targeting Aboriginal and Torres Strait Islander peoples with three clear target areas including getting children to school, adults into work and building safe communities.

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834



**BRIEF TITLE: BOOMANULLA OVAL**

**Talking points:**

- The ACT Government understands and respects the significance of Boomanulla Oval to the local Aboriginal and Torres Strait Islander community and has been committed to seeing the facility reopen as soon as possible.
- In response to community feedback, the ACT Government undertook interim restorative works to enable the facility to reopen for recreation and community activities. The facility has been available for these activities since mid-October 2018.
- The interim works were undertaken in close consultation with the Aboriginal and Torres Strait Islander Elected Body and other key stakeholders to ensure any cultural sensitivities were well understood and respected.
- The interim works included:
  - upgrading the main building to provide a multi-purpose function room
  - enhancing the community areas (Yunggabili Place of Corroboree) at the rear of the main building
  - pruning trees, restoring gardens and fixing retaining walls
  - restoring the Garden of Achievement (traditional Indigenous garden)
  - updating the playing fields so they are suitable for informal recreation use
  - fixing the perimeter fencing to make the site secure
  - creating artworks to enhance the overall appearance of the site
- Further restorative work to renovate the turf surface of the oval to support formal sporting use commenced in late 2018, with the oval surface ready for sporting use in mid-May 2019. A lighting upgrade is now also underway.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |

- The ACT Government is discussing options for the governance, management and development of the facility with the Elected Body, as well as planning for the long-term future of the site.

## Key Information

- Boomanulla Oval in Narrabundah has, for more than three decades, been the primary community and sporting hub for Aboriginal and Torres Strait Islander people in Canberra.
- Until mid 2015, the Aboriginal Corporation for Sport and Recreation Activities (ACSRA) was the Crown lessee of Boomanulla. The lease was concessional (less than market value) and for a 50 year term.
- TCCS is currently responsible for management of the facility and bookings for the site through the Sportsground on line system.

## Background Information

- Due to financial difficulties, ACSRA made the decision to close Boomanulla Oval in late 2014. For insurance reasons and because the facility needed significant repairs and maintenance to make it safe and fit for any form of use, Boomanulla Oval remained closed until recent interim restorative works were completed and community access was made available from mid-October 2018.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                       |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |

**BRIEF TITLE: INDOOR SPORTS FACILITIES**

**Talking points:**

- The Planning for Indoor Facilities and Other Sport and Recreation Infrastructure Report (the Report) and the ACT Government response was released on 14 June 2019.
- The Report was undertaken in response to the recommendations from the ACT Indoor Sports Facility Study with the ACT Government committing \$160,000 in the 2017-18 budget to further investigate feasible options for providing indoor sporting facilities in Woden, Gungahlin and Belconnen.
- Consultation was undertaken with the larger participation indoor sports – Basketball ACT, Capital Football (futsal) and Gymnastics ACT, as well as the Woden, Gungahlin and Belconnen Community Councils.
- In response to the report the ACT Government is commencing work on:
  - working with Capital Football to incorporate indoor futsal facilities as part of the \$24.545 million ‘Home of Football’ development at Throsby;
  - identifying a location and beginning scoping and preliminary design work with Gymnastics ACT for a dedicated state gymnastics centre in Belconnen;
  - beginning scoping and preliminary design work with Basketball ACT for additional basketball facilities in the Belconnen region; and
  - continuing to play a role in providing multi-purpose indoor sport court facilities at ACT Government schools for use by a range of sports outside school hours to help meet training and competition needs.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

**BRIEF TITLE: ICE SPORTS**

**Talking points:**

- The ACT Government committed \$75,000 in the lead up to the ACT election in 2016 to undertake a scoping study for the future provision of an ice sports facility in the ACT.
- The ACT Ice Sports Facility Options Analysis Report (the Report) was released by the ACT Government in December 2018.
- The Report included significant consultation with key stakeholders including the ACT Ice Sports Federation, which represents the interests of the local ice sports groups (i.e. ACT Ice Skating, ACT Ice Hockey, CBR Brave).
- The ACT Government released an Expression of Interest (EOI), in September 2019, seeking interest from suitably qualified and experienced parties to design, construct, own, operate and maintain a new ice sports facility in the ACT.
  - The ACT Government will consider providing a financial contribution to support the establishment of a new ice sports facility, noting the ACT Government does not intend to own or be the primary funding source for the development and ongoing operation.
  - The EOI requirements have been developed to facilitate the delivery of a new twin rink ice sports facility to meet the needs of the community (including local ice sporting groups), while also considering the ongoing commercial viability of the facility through a range of uses including competitions, events and recreational use.
- The EOI closed on 17 October 2019.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

Vol: 1 Page No: 70, 71, 187

Output 3.3

**Portfolio/s:** Sport and Recreation  
Business and Regulatory Services

**BRIEF TITLE: CONTROLLED SPORTS**

**Talking points:**

- The *Controlled Sports Act 2019* commenced on 11 October 2019.
- The combat sports industry brings many benefits to our community, including tourism, social inclusion and improved physical fitness.
- The ACT Government consulted with the combat sports industry, participants, medical and sporting experts, on the new regulatory framework to ensure it considers their needs while also promoting safety and integrity.
- There are two types of events under the new Act:
  - *Non-registrable events* - which will largely capture participation-level sports where an Authorised Controlled Sports Body will have oversight for these events, meaning little to no impact on contestants participating in grass-roots combat sports contests.
  - *Registrable events* - which are typically commercial, ticketed events, will see the implementation of the following measures:
    - Specialised medical requirements, equipment and supervision of contestants;
    - Adherence to rules regarding suitably matched contestants, contestant weigh-ins and anti-weight cutting measures, and special measures to better manage head injuries and concussions; inspectorate functions to oversee requirements for safety, as well as monitoring event integrity, for example – gambling, match fixing, and adherence to a code of practice; and
    - Background checking of officials and contestants to ensure that unscrupulous operators are not involved in events.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

## Key Information

### *Registrations*

- Registrations for officials and contestants are now being managed by Access Canberra (Licensing and Registrations).
- Smart Forms have been created to allow for simple online submission of:
  - Registrable event applications and payments;
  - Non-registrable event notifications; and
  - Registration of contestants and officials.
- This is supported by information on the Sport and Recreation website that explains the requirements for each type of registration, including how to determine whether an event is registrable or non-registrable based on its 'commercial purpose'.
- The first event captured under the new scheme is Capital Fight Night on 8 November 2019

### *Inspectorate*

- The inspectorate functions for controlled sports are based in Access Canberra (Fair Trading and Compliance).
- Fair Trading and Compliance works with the Licensing and Registration Team in Access Canberra to determine when events are on, and any issues identified through the event approval process.
- Inspectors will attend events to ensure compliance. A number of procedures have been established to respond to potential issues. These include:
  - Pre-event matters, such as the weighing-in of contestants in some disciplines, equipment checks, and medical equipment requirements;
  - During the event, such as pre-contest medical assessments, medical practitioner attendance, event integrity, contestant safety; and
  - After the event, such as post-contest medical assessments, matters to report to the Licensing and Registrations Team for registration purposes.
- ACT Policing, as under the Boxing Control Act, is notified of all events and provided with a list of officials and contestants participating in events.

### *Subordinate Legislation*

- The majority of subordinate legislation was in place at the commencement of the Act. This included:

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

- The *Controlled Sports Regulation 2019* – which established conditions for official and contestant registration, registration renewal requirements, minimum age requirements, conditions for non-registrable events, and required medical investigations for the Certificate of Fitness (annual medical) and pre-event medical clearances.
- The *Controlled Sports Code of Practice 2019 (No 1)* – which established the technical requirements for registrable and non-registrable events, including insurance, contest area requirements, medical equipment, evacuation plans (for injured contestants), medical exclusions (such as mandatory rest periods after concussion or head injury), and requirements regarding weigh-ins that will attempt to address dangerous weight cutting practices in combat sports.
- *Controlled Sports Public Interest Guidelines 2019 (No 1)* – which clarifies how applications for registration as an official or contestant will be treated. It outlines the risk matrix that will be used to decide on applications for applicants that have a criminal background, or other information identified in their application.
- *Controlled Sports Registrar Appointment 2019 (No 1)* – which appointed the Executive Branch Manager, Licensing and Registrations in Access Canberra to the position for a period of two years. This position is currently occupied by Ms Derise Cubin.
- *Controlled Sports (Fees) Determination 2019 (No 1)* – which established the fees for registrations of contestants and officials and registrable events. The fees are similar to the fees currently charged in NSW and VIC and partially subsidise the administration of the scheme. The Fee Refund Policy is available on the Sport and Recreation website, along with the table of current fees payable.
- There were two remaining items being finalised at the time of commencement. These were:
  - Light contact combat sport exemptions Notifiable Instrument (under section 8) – notified 25 October.
  - Establishment of Authorised Controlled Sports Bodies Notifiable Instrument (under section 63) – notified 29 October.
- Sport and Recreation worked with stakeholders to ensure that these two matters did not impact on the conduct of events.

## *Minimum Age*

- Community consultation was conducted in June 2019 regarding the proposal to establish a minimum age for controlled sports events at 14 years of age. Four options were proposed, with no overwhelming support for any of the models.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

- As a result, the model implemented was an adapted model that addressed this issue:
  - Contestants must be 18 years old to participate in registrable events.
  - Contestants must be 14 years old to participate in non-registrable events  
UNLESS:
    - The event is run by a National Sporting Organisation, in which case, the rules of the National Sporting Organisation apply; or
    - The event is run by an Authorised Controlled Sports Body that is not a National Sporting Organisation, that has an approved lower minimum age set by the Minister.
- The industry welcomed the refined model. The safety of child contestants will continue to be monitored to ensure that this is the best approach.

### *Advisory Committee*

- The establishment of a Controlled Sports Advisory Committee is expected to be established before the end of the year. The proposed structure of the Committee will include:
  - Two industry representatives;
  - A representative from ACT Policing;
  - A medical expert; and
  - Two ACT Government representatives – the Controlled Sports Registrar, and the Executive Branch Manager of Sport and Recreation.

### **Background Information**

- The *Controlled Sports Act 2019* replaced the *Boxing Control Act 1993*.
- Significant consultation has been undertaken with the sector in the development of the scheme from July 2018 to July 2019.
- The industry consists of 93 combat sports gyms, organisations and promoters, as well as officials, contestants and medical professionals.
- By defining combat sports through techniques used, rather than sporting style, the Government is ensuring that there is a fairer coverage of regulated combat sports based on medical evidence and research on the safety risks for contestants.
- The ACT Government is continually monitoring the approach to combat sports in other regulating jurisdictions. Officials meet on a regular basis to discuss various matters impacting on their jurisdiction and to understand possible approaches.

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834



Vol: 1 Page No: 70-72

Output 3.3

**Portfolio/s:** Sport and Recreation

**BRIEF TITLE: SPORT AND RECREATION GRANTS PROGRAM AND PARTICIPATION INNOVATION FUND**

**Talking points:**

- The 2019 Sport and Recreation Grant Program provided support to 99 various sport, recreation and community organisations to support sector capacity, programs and participation development.
- \$2,507,484 was distributed in grants. This is an increase from the previous year, most notably through the allocation of more funding to the Nature Play Grants Program and the Participation Innovation Fund – both programs attract an audience beyond the traditional confines of “sport”, reaching out to alternate activity providers.
- The Participation Innovation Fund was implemented to provide support for targeted and creative initiatives seeking to engage sedentary (or less active) Canberrans in physical activity – 24 responses to the Request for Proposal were received, with seven initiatives funded to a total value of \$233,130 (Vol. 1 pg 218).
- Supporting gender equity on our peak sporting boards is a priority for Government. Triennial funding applications by peak bodies beyond the current year are required to detail Board gender equity status – those not already at 40% are required to submit - by no later than 30 April 2020 - a clear strategy as to how they will achieve this target (40%) by the end of next year to maintain funding.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

Vol: 1 Page No: 70-72

Output 3.3

**Portfolio/s:** Sport and Recreation

**BRIEF TITLE: ELITE SPORT PERFORMANCE AGREEMENTS, NATIONAL LEAGUE TEAM PROGRAM**

**Talking points:**

- The Territory provides various means of support for the Raiders, Brumbies, GWS Giants, Canberra Capitals and Canberra United under multi-year formalised agreements. This support recognises the important contribution these teams make to the ACT community, including sports promotion and development, sponsorship return and match day visitation.
- The playing of matches by the Raiders, Brumbies and Giants at Territory-owned venues provides valuable revenue to support facility sustainability.
- Each team receives a different level of support based on a number of variable factors including: seasonal structure, sponsor returns and importantly, the potential revenue capacity of the respective playing venues.
- In 2018-19:
  - Raiders matches attracted 142,339 attendees over 12 games to GIO Stadium (average of 11,862 per game);
  - Brumbies matches attracted 67,032 attendees over 7 games to GIO Stadium (average of 8,380 per game)
  - GWS Giants matches attracted 41,701 attendees over 3 games (average of 13,900 per game) to Manuka Oval; and
  - UC Capitals matches attracted 11,286 attendees over 11 games (average of 1,026 per game).

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

## Key Information

- The agreements require the delivery to the Territory of annual research that provides data in key areas.

## Background Information

- In late 2017, the ACT Government instigated a review of all Performance Fee Agreements to ensure they are being delivered in an optimal and consistent manner, maximising returns to the Territory. This review was conducted by Bastion EBA. Overall, the report found the ACT Government operated one of the most comprehensive investment programs to support elite sporting teams in Australia and that the Government is, comparatively, paying a reasonable level for elite match content.
- The report provides further findings that have informed the future structure of such agreements, and the way in which we engage with and manage other elite sporting partnerships. A more strategic and coordinated approach, particularly in respect of broader objectives development and reporting outcomes is currently being implemented. A dedicated resource has also been engaged to manage the funding programs into the future.
- With the above in mind, Sport and Recreation will continue to work with each of the teams to provide a level of recurrent funding, optimising returns on the Territory's investment, and also supporting strategic commitments such as facility or stadia investment to support their ongoing sustainability, community engagement and social priorities including gender equity.
- The National League Team Program (NLTP) budget for 2018-19 of \$544,000 supported 16 teams across ten sports.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                       |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                          |            |

Vol: 1 Page No: 70-72

Output 3.3

**Portfolio/s:** Sport and Recreation

**BRIEF TITLE: CBR SPORT AWARDS**

**Talking points:**

- The 2019 Awards will take place on 29 November at the National Arboretum.
- The CBR Sport Awards honour our high performing athletes, celebrate our sporting teams and provide greater, collective recognition of the people and organisations that make sport a central part of the Canberra community.
- Awards nominations for 2019 closed on 8 October - 90 nominations were received (six less than 2018).
- An independent panel of sport sector representatives, chaired by Robert de Castella, reviewed all the nominations with finalists announced on 30 October 2019.
- Public voting for the “People’s Sporting Champion” closed on 30 August 2019 and will be announced on 29 November 2019 – 4,900 votes were received this year.
- For 2019, sponsor partners have been secured including Canberra Milk, Konica Minolta and WIN TV.

**Key Information**

- Earlybird Events delivered the 2016 Awards. Following a formal procurement process (seeking three quotes) Sport and Recreation engaged Earlybird Events to manage the CBR Sport Awards for 2017-2019 (three years) – this agreement is \$58,381 (+GST) in 2019.
- As part of this contract, Earlybird manage event delivery, nominations, judging, sponsorship and marketing/promotions (with support from Sport and Recreation).
- The Minister’s Awards winners (Inclusion, Innovation and Event Excellence) each receive \$3000 – this is provided through the Sport and Recreation Grants Program
- Winners of the 2018 CBR Sport Awards were:

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

|                                        |                                                                              |
|----------------------------------------|------------------------------------------------------------------------------|
| Athlete of the Year – Men’s Sport:     | Nick Kyrgios (Tennis)                                                        |
| Athlete of the Year – Women’s Sport:   | Chloe Hosking (Cycling)                                                      |
| Athlete of the Year – Para Sport:      | Emily Tapp (Triathlon)                                                       |
| Team of the Year:                      | CBR Brave (Ice Hockey)                                                       |
| Outstanding Service to Sport:          | Robyn Houston (Netball)                                                      |
| Rising Star:                           | Keely Small (Athletics)                                                      |
| Minister’s Award for Inclusion:        | Capital Lakes Rowing Club                                                    |
| Minister’s Award for Innovation:       | Tennis ACT                                                                   |
| Minister’s Award for Event Excellence: | Uni Norths Rugby 7s                                                          |
| ACT Sport Hall of Fame (Full Member):  | Jeff Williams (Baseball)<br>Garry Lawless (Touch)                            |
| ACT Sport Hall of Fame (Associate):    | Noel Bissett (Rugby League)<br>Dr Dick Telford (Athletics and Sport Science) |
| People’s Sporting Champion:            | Emma Housden (South Tugg Softball)                                           |

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834

Vol: 1 Page No: 70-72

Output 3.3

**Portfolio/s:** Sport and Recreation**BRIEF TITLE: ACT ACADEMY OF SPORT INCLUDING ADDITIONAL \$300,000 FUNDING – AUSTRALIAN OLYMPIC COMMITTEE (AOC)/PARALYMPICS AUSTRALIA (PA)****Talking points:**

- The ACT Government is providing \$300,000 funding support for Australia's 2020 Tokyo Games Olympic and Paralympic Teams.
- The funding support will be distributed as donations to the Australian Olympic and Paralympics Australia Team Appeals, and direct funding support for ACT athletes.
- A \$100,000 donation will be made to the AOC and \$100,000 to PA for their 2020 Team Appeals.
- These two \$100,000 donations towards the 2020 Olympic and Paralympic Team match the support provided by the ACT Government towards the 2016 Rio Games Team Appeals.
- In addition to the two donations towards the Australian Olympic and Paralympic Team Appeals, \$100,000 will be available to support eligible ACT athletes. These are athletes identified by their National Sporting organisation as having a high potential to qualify and be selected for the Australian 2020 Olympic and Paralympic Teams.
- Funding will be available as reimbursement for eligible athletes to relieve the intensified training and competition costs in the lead up to the 2020 Tokyo Games that may otherwise cause financial strain, distracting from the athlete's performance preparation.
- In addition to the \$300,000, the ACT Government, via the ACT Academy of Sport (ACTAS), provides year round support for approximately 100 nationally identified athletes from Olympic, Paralympic and Commonwealth Games sports.

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834



## Key Information

- As an official Olympic and Paralympic Training Centre, ACTAS supports approximately 115 athletes through high performance squad programs and an individual athlete program. The support includes free access to performance services such as: sport coaching, strength and conditioning, psychology, nutrition, physiotherapy, sport science, athlete wellbeing and engagement, and sports medicine support.
- Current ACTAS sport programs include Hockey, Football (women), Netball, Rowing, Athletics, Swimming and Rugby 7s (women).
- A further 25 athletes are supported through the Individual Athlete Program (IAP) across a range of sports (15 full IAP scholarship holders and 10 development athletes).

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and  
Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834

**BRIEF TITLE: ACCOUNTABILITY AND STRATEGIC INDICATOR**

**Talking points:**

- Strategic indicator data in 2018-19 reported that the ACT continued to exceed the national average for adult participation (*Source: Ausplay Survey, Sport Australia, October 2019*).
- The first accountability indicator relating to ACT Academy of Sport athletes (115 nationally identified priority athletes from Olympic, Paralympic and Commonwealth Games sports) was met, with 115 scholarship holders supported in 2017-18.
- The second accountability indicator relating to funded organisations was met (target of 80 organisations) with 99 organisations funded to support participation opportunities in sport and recreation.
- Responsibility for the accountability indicator relating to sportsgrounds and pools management transitioned in 2017-18 to Transport Canberra and City Services and ACT Property Group respectively.

**Key Information**

- For July 2018 to June 2019 AusPlay (released at 1 November 2019) key participation data findings for all adults (15 years and over) in the ACT include:
  - 93.2 per cent participate in a sport or physical activity at least once a year (4% higher than the national average)
  - 69.1 per cent participate at least three times a week (national at 62.9%).
- Key findings for children (0 – 14 years) in the ACT show that 73.4 per cent participated in ORGANISED sport or physical activity outside of school hours in the last 12 months. 63% of children in the ACT participated in ORGANISED sport at least once per week (against the national average of 58%).
- The number of funded organisations well exceeded the target (+24%), with Government investing additional funds to Nature Play Grants and the Participation Innovation Fund, extending the audience of the grants program.

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834



Vol: 1 Page No: 70-72

Output 3.3

**Portfolio/s:** Sport and Recreation

**BRIEF TITLE: SUPPORTING PE IN SCHOOLS AND PE PULSE**

**Talking points:**

- The PE Pulse Network, which launched in 2014, is a collaboration involving the sport, recreation and education sectors, which aims to build teacher capacity to deliver PE in the ACT. It seeks to support greater connections between all organisations with similar objectives in the development of physical literacy and the delivery of structured local PE programs.
- The Physical Activity Foundation (PAF) was appointed in September 2016 to provide management services for the PE Pulse Network. PAF received an initial two year funding agreement, valued at \$165,000 for the delivery of the service. A third instalment of \$80,000 was executed in July 2018 under the same agreement for service delivery.
- In July 2019, following evaluation of the program, PE Pulse transitioned to ongoing management within the existing budget of Sport and Recreation.
- Sport and Recreation is working with schools (government and non-government), with an important focus on building teacher capacity, encouraging the use of PE Pulse resources and development opportunities through PE Pulse. Sport and Recreation is also driving the activation of the PE Pulse website.
- Key deliverables for the PE Pulse Network currently include curriculum alignment workshops for sporting organisations and teacher professional development initiatives on “Quality PE” in alliance with the Australian Council for Health, Physical Education and Recreation (ACHPER).
- As part of PE Pulse, and in partnership with the ACHPER, the ACT delivered the Contemporary Health and Physical Education Seminar in June 2019. The seminar was attended by 80 Primary and Secondary teachers and State/Territory sporting organisations representatives.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

- Sport and Recreation continues to participate in national conversations working to further improve and support the delivery of physical education in schools. Sport and Recreation is currently involved in the evaluation of Sport Australia’s Sporting Schools program, being undertaken by the Commonwealth Department of Health.

## Key Information

- Over 30 sporting organisations are members of the PE Pulse Network to promote their services to teachers and schools.
- To date over 170 individuals, primarily teachers, are subscribed to PE Pulse through the website.
- Since the commencement of the Commonwealth’s Sporting Schools in 2015, 118 ACT schools (74 Government, 25 Catholic, 19 independent) have received funding to participate in the program, receiving a total of \$1.96 million (to 30 June 2019).

## Background Information

- The PE Pulse website was launched in August 2015.

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834

**BRIEF TITLE: THROSBY DISTRICT PLAYING FIELDS**

**Talking points:**

- The ACT Government, in partnership with Capital Football and Football Federation of Australia (FFA), has committed \$20.0 million to deliver a new “Home of Football” precinct in Throsby.
  - Through this partnership, Capital Football will also contribute \$4.5 million towards the construction of the Home of Football.
  - The FFA will also bring three national team games to Canberra including the Matildas and Socceroos
    - The first game involved the Socceroos and Nepal in a World Cup qualifier that was attended by 18,563 fans at GIO Stadium on 10 October 2019.
    - The dates for the remaining two games are yet to be finalised.
- The new facility, to be located in Throsby, will include multiple outdoor football fields, indoor futsal courts, office space for Capital Football staff and associated amenities.
- The Home of Football will be available to the entire Canberra football community and local residents. The open space sportsgrounds will be available when not being used for formal games and training activities, delivering more green community space for Gungahlin.
- The Government will shortly commence the preliminary design process for the Home of Football. A public tender process to procure a consultant to develop an Estate Development Plan for the Home of Football closed in late October 2019 and is currently being assessed.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

Vol: 1 Page No: 70-72

Output 3.3

**Portfolio/s:** Sport and Recreation

**BRIEF TITLE: RAIDERS CENTRE OF EXCELLENCE AND COMMUNITY HUB**

**Talking points:**

- The ACT Government is partnering with Canberra District Rugby League (CDRL) and the NSW Government to support the construction of a \$19 million Rugby League Centre of Excellence and Community Hub being built on Northbourne Oval in Braddon.
- Construction of the new Rugby League Centre of Excellence and Community Hub is expected to be completed in early 2020.
- The ACT Government is pleased to be partnering with the NSW Government and this project provides an excellent example of what can collectively be achieved in partnership when governments work together to deliver community outcomes that are not constrained by geographic boundaries.
- The facility will be used by the Canberra Raiders as a new high-performance training venue, the calibre of which will greatly aid in the attraction and retention of elite players.
- The facility will also be utilised for a range of community rugby league programs, both male and female.
- Features of the new facility include elite level training and rehabilitation spaces, administrative offices and community rooms.
- Providing a home for one of Canberra's elite sporting teams in the heart of the city will enhance the vibrancy of the surrounding area.

**Key Information**

- A funding deed for the ACT Government financial contribution (\$5.0 million) has been executed. The funding profile is \$1.25 million in 2019-20, \$1.25 million in 2020-21 and \$2.5 million in 2021-22.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 05/11/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |

- The NSW Government provided \$4 million from its Cross-Border Commissioner's Infrastructure fund. The NSW Government funding contribution has been paid in full.

## Background Information

- Discussions have commenced between the Canberra Institute of Technology (CIT) and NSW Rugby League to progress a new licence arrangement for the Bruce CIT Oval. It is intended that NSW Rugby League will take on the maintenance responsibilities for Bruce CIT Oval once the Raiders move its operation to the new facility in Braddon. Under this new arrangement, Bruce CIT Oval will support the delivery of range of rugby league programs (both male and female) for Canberra and the surrounding region.

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and  
Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834

**BRIEF TITLE: STROMLO DISTRICT PLAYING FIELDS DESIGN**

**Talking points:**

- The ACT Government committed \$200,000 in the lead up to the ACT election in 2016 for design and planning for a new District Playing Field (DPF) for sporting and recreation use in Molonglo.
  - The 2018-19 Budget fulfilled this election commitment, providing \$200,000 to commence this project.
- Various elements of Stromlo Forest Park are well developed, while other projects have commenced construction (i.e. Stromlo Leisure Centre).
- Consistent with the Stromlo Forest Park Master Plan, which was approved by the ACT Government in 2016, a DPF is planned for provision in the south eastern corner of the park.
  - While the Stromlo Forest Park Master Plan indicated the DPF would impact the existing criterium track, the Territory confirmed in October 2019 that this would no longer be the case.
- The provision of a District Playing Field at Stromlo Forest Park will service the growing Molonglo region, and will provide the local community with a quality sportsground facility capable of supporting a diverse range of health and recreation activities.
- The planning and design process will include a comprehensive consultation phase, where the individual demands for outdoor field sports will be considered when determining which sporting codes will be catered for at Stromlo District Playing Fields (noting that it will not be possible to accommodate all outdoor fields sports at this facility).
  - Stakeholder consultation is currently underway with peak bodies – Cricket ACT, AFL ACT, Canberra Region Rugby League, ACT Brumbies, Capital Football, Baseball ACT, Oztag ACT, Touch ACT,

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834

Little Athletics ACT, Athletics ACT and Cycling ACT to support the planning and design of Stromlo DPF.

- The design work for the DPF will be undertaken once the consultation process been completed.

## Background Information

- Otium Planning Group are engaged to undertake the Regional Sportsground Analysis – Molonglo, Woden and Weston Creek to determine the most appropriate mix of sports to be accommodated at Stromlo Forest Park DPF and the implications for other playing fields within the catchment.
- It will not be possible for all the sporting codes to share a single DPF facility. The consultation process will consider the individual demands for each of the outdoor field sports and this information will assist in determining which sporting codes will be catered for at the proposed new DPF.
- Locating the District Playing Fields in Stromlo Forest Park also presented an opportunity to create a unique sporting precinct in the ACT.

Cleared as complete and accurate: 05/11/2019  
Cleared by: Executive Branch Manager Ext: 74389  
Contact Officer name: Rebecca Kelley  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6834

Vol: 1 Page No: 70-72

Output 3.3

**Portfolio/s:** Sport and Recreation

## **BRIEF TITLE: INCLUSIVE PROGRAMS/SPORTING ENVIRONMENTS**

### **Talking points:**

- The ACT Government values and supports the opportunity for all Canberrans to participate in sport and active recreation.
- We need sporting environments to be welcoming of all people – this includes how our local clubs and organisations are understanding of the needs of different communities, how well the physical environment provides for those communities and how we ensure a positive participation experience.
- Our strong focus on women and girls continues, with more than half of our major peak sporting bodies now having no less than 40% female Board representation. Through the establishment of Female Friendly Facility Guidelines, new ACT Government builds are now more appropriate for female participants and we are progressively upgrading our existing assist base and offering funding support for sports to improve their facilities.
- Through various funding programs we have sought to create new opportunities for targeted communities to get active. This includes \$233,000 invested in seven initiatives through the Participation Innovation Fund and \$49,954 in the Inclusive Funding Program.
- Education and training support also remains available to help the sporting community make its organisations and practices even more inclusive. This includes our continuing partnership in the provision of “Play by the Rules” resources and various training opportunities.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 30/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 74389 |
| Contact Officer name:             | Rebecca Kelley                                    |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6834                                       |            |



**Table 1: Funded Targeted Inclusive Programs 2018-19**

| Recipient Name                        | Project                                                       | Funding Program                         | Amount       |
|---------------------------------------|---------------------------------------------------------------|-----------------------------------------|--------------|
| Canberra Dragon Boat Association      | Community Building Relationships - Deaf Dragon Boating        | Inclusive Participation Funding Program | \$ 2,500.00  |
| Capital Football                      | Inclusiveness and Accessibility Training                      | Inclusive Participation Funding Program | \$ 4,000.00  |
| Capital Football                      | Walking Football                                              | Inclusive Participation Funding Program | \$ 5,000.00  |
| Pedal Power ACT                       | Trishaw Trailer – bike trailer to support targeted programs   | Inclusive Participation Funding Program | \$ 6,798.00  |
| Triathlon ACT                         | Para triathlon Capability Program                             | Inclusive Participation Funding Program | \$ 14,904.00 |
| Tuggeranong Netball Association (TNA) | TNA Inclusion Program                                         | Inclusive Participation Funding Program | \$ 15,000.00 |
| Tuggeranong Netball Association       | Khaamburra Netball Community Development Program              | Inclusive Participation Funding Program | \$ 1,752.00  |
| Usman Khawaja Foundation              | Chance To Shine Cricket Program - Usman Khawaja Foundation    | Inclusive Participation Funding Program | \$ 15,000.00 |
| Galvanised Fitness                    | FUNctional Families                                           | Participation Innovation Fund           | \$ 48,000.00 |
| SALTI                                 | Floating Fitness – YMCA Gungahlin and Tuggeranong             | Participation Innovation Fund           | \$ 25,000.00 |
| Bushsafe                              | Bushsafe – Women’s Outdoor learning, safety and participation | Participation Innovation Fund           | \$ 27,000.00 |
| Her Canberra                          | Get Active                                                    | Participation Innovation Fund           | \$ 38,120.00 |
| ACT Recovery College                  | Movement for Recovery – mental health                         | Participation Innovation Fund           | \$ 31,920.00 |
| Live Life Get Active                  | Active Camps (older adult focus)                              | Participation Innovation Fund           | \$ 42,000.00 |
| Canberra Region Rugby League          | Wheelchair Rugby League                                       | Participation Innovation Fund           | \$ 21,090.00 |

Cleared as complete and accurate: 30/10/2019  
 Cleared by: Executive Branch Manager Ext: 74389  
 Contact Officer name: Rebecca Kelley  
 Lead Directorate: Chief Minister, Treasury and Economic Development  
  
 Cleared for release: Yes  
 Information Officer name: Morgan Campbell Ext: 50931  
 TRIM Ref: CM2019/6834

**2018-19 ANNUAL REPORT HEARINGS**  
**STANDING COMMITTEE ON ECONOMIC DEVELOPMENT AND TOURISM**  
**MINISTER FOR THE ARTS AND CULTURAL EVENTS**

*Friday 8 November, 2019*

**3:45pm – 4.45pm**

Arts – 3:45pm – 4:15pm

CFC – 4:15pm – 4:45pm

| <u>No</u> | Title | Executive/Officer responding at Hearing |
|-----------|-------|-----------------------------------------|
|-----------|-------|-----------------------------------------|

Arts and Engagement

**Output 3.5**

|     |                                                                   |                                                                                      |
|-----|-------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| 1.  | Belconnen Arts Centre Stage 2                                     | Sam Tyler<br>Ext: 54365                                                              |
| 2.  | Arts Facility Management                                          | Sam Tyler<br>Ext: 54365                                                              |
| 3.  | Public Art – Collection Management                                | Sam Tyler<br>Ext: 54365                                                              |
| 4.  | Kingston Arts Precinct                                            | Sam Tyler<br>Ext: 54365                                                              |
| 5.  | ANU H Course and Community Outreach Program                       | Sam Tyler<br>Ext: 54365                                                              |
| 6.  | New Canberra Theatre – Joint with Cultural Facilities Corporation | Sam Tyler<br>Ext: 54365<br>Harriet Elvin<br>Ext: 73976<br><br>Ian Tidy<br>Ext: 52195 |
| 7.  | Minister’s Creative Council                                       | Sam Tyler<br>Ext: 54365                                                              |
| 8.  | Arts Funding                                                      | Sam Tyler<br>Ext: 54365                                                              |
| 9.  | Aboriginal and Torres Strait Islander Arts                        | Sam Tyler<br>Ext: 54365                                                              |
| 10. | Pop Up Arts                                                       | Sam Tyler<br>Ext: 54365                                                              |
| 11. | Accountability Indicators                                         | Sam Tyler<br>Ext: 54365                                                              |
| 12. | ArtSound FM                                                       | Sam Tyler<br>Ext: 54365                                                              |

## Events

### **Output 3.4**

|     |                                                                               |                             |
|-----|-------------------------------------------------------------------------------|-----------------------------|
| 13. | Summary of community events delivered by Events ACT                           | Jo Verden<br>Ext: 50554     |
| 14. | Events funded by the ACT Event Fund 2019                                      | Jo Verden<br>Ext: 50554     |
| 15. | CFC Financial Results for 2018-19                                             | Harriet Elvin<br>Ext: 73976 |
| 16. | CFC Performance Results for 2018-19                                           | Harriet Elvin<br>Ext: 73976 |
| 17. | CFC Capital Projects Undertaken in 2018-19                                    | Harriet Elvin<br>Ext: 73976 |
| 18. | CFC Capital Upgrades Undertaken in 2018-19                                    | Harriet Elvin<br>Ext: 73976 |
| 19. | Reprofiling of some aspects of CFC capital projects from 2018-19 into 2019-20 | Harriet Elvin<br>Ext: 73976 |
| 20. | Disability access at the Canberra Theatre Centre                              | Harriet Elvin<br>Ext: 73976 |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 28, 77, 203, 244, 255, 259, 282

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: BELCONNEN ARTS CENTRE STAGE 2**

### **Talking points:**

- The start of the Belconnen Arts Centre Stage 2 \$15 million construction project was marked by a sod-turning event on 19 December 2018, and construction commenced officially on 10 January 2019.
- The project is progressing in accordance with the approved program prepared by PBS Building. Construction will continue throughout 2019, with completion expected in early 2020. Construction completion will be followed by a commissioning period.
- The building expansion includes a flexible theatre space, a new dance and rehearsal studio, new gallery space, an events kitchen and a café space. The project will provide the community with more opportunities to engage with the arts through expanded user-friendly facilities at the community focused Belconnen Arts Centre.
- As the building occupier and operator, Belconnen Arts Centre Incorporated has been instrumental in project development. Public programs at the centre are continuing under a reduced schedule during construction.
- This project was a \$17 million election commitment in 2016. \$15 million was identified for Stage 2 construction and \$2 million for programming at the centre.
- Following the commitment, \$15 million was announced for Stage 2 over three years in the 2017-18 Budget. This allocation has been re-profiled to more closely align with the construction program. Most of the project expenditure will occur in 2019-20 when the construction phase will be completed.
- Programming was considered as part of the 2018-19 Budget with \$700,000 allocated over two years to support innovative approaches to exhibitions and public programming during the construction of Stage 2.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

## ANNUAL REPORT HEARING BRIEF

Ongoing additional operational funding is being considered as part of future budget processes.

- The 2016 election commitment also proposed funding be made available for architectural projection equipment. Belconnen Arts Centre Incorporate has indicated a renewed interest in this commitment and power supply for the equipment is being included in Stage 2. Funds for the projection equipment will be subject to future Budget processes.
- artsACT is working with Transport Canberra and City Services (TCCS) on the design and delivery of the lake foreshore path adjacent to the centre. These works are being led by TCCS and are scheduled to commence in 2020 with expected completion in early 2021.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                            |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                          |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 - Page No: 77,78, 121 Vol 2 - 65, 181, 182

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: ARTS FACILITY MANAGEMENT**

### **Talking points:**

- The ACT Government manages thirteen arts facilities, through artsACT, under licence agreements with a number of local not-for-profit arts organisations.
- As the owner of these buildings, the ACT Government funds minor upgrades and major new works as well as planned and reactive maintenance at each site. artsACT was responsible for these activities at arts facilities in 2018-19.
- The target date for the transfer of arts facility building management to ACT Property Group is 30 June 2020. Following asset transfer, artsACT will work with stakeholders to determine works priorities and will lead major upgrade and capital projects at arts facilities in association with Property Group and Infrastructure Delivery Partners as appropriate.
- Construction of the \$15 million Belconnen Arts Centre Stage 2 started in December 2018. Works are well underway and on track to be completed early 2020. The expanded facility will include a theatre, expanded exhibition space, a rehearsal/dance studio, a community kitchen and a café space.
- \$880,000 was allocated over four years in the 2017-18 Budget for priority upgrades at arts facilities. These works continued in 2018-19 and included the completion of design and planning for mechanical system upgrades at Ainslie Arts Centre, Gorman House Arts Centre and Tuggeranong Arts Centre.
- \$250,000 was allocated in the 2018-19 Budget over two financial years towards better arts facilities. This funding is for the development and commencement of a specialist asset replacement scheme and also for a scoping study about improvements required to the Watson Arts Centre kiln shed. These projects continued in 2018-19.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                            |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                          |            |

## ANNUAL REPORT HEARING BRIEF

- \$253,000 from the Better Infrastructure Fund 2018-19 supported the completion of minor works at Gorman House, Tuggeranong Arts Centre and the completion of site remediation works at Strathnairn Arts (sheep dip removal).
- \$5.9 million was allocated in the 2018-19 Budget Review to the Former Transport Depot at Kingston to replace the roof and the building's electrical system, as well as upgrade public toilets to improve accessibility and new code compliant doors to replace the roller doors. Final design and works implementation planning have commenced.
- \$1.67 million over three years has been allocated in the 2019-20 Budget to arts facilities. This includes design for capital works at Ainslie and Gorman House Arts Centres and at Strathnairn Arts, and critical works at various arts facilities including roofing repairs at Strathnairn Arts and works to improve site safety at Ainslie Arts Centre and Gorman House Arts Centre.
- An Arts Infrastructure Plan is under development to guide prioritisation of works to existing centres as well as guide the provision of new arts facilities.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                            |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                          |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page Nos: – 76-78, 165-167, 256, 281 Vol: 2 Page Nos: – 96, 181

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: PUBLIC ART - COLLECTION MANAGEMENT**

### **Talking points:**

- Public art plays a central role in reflecting our community's values and inspires us with new stories and experiences. It also enhances our experiences of public spaces and the people that inhabit them.
- There are 111 public artworks owned by the ACT Government and these artworks have a total value of \$17.4m. The management of public art is the responsibility of a number of ACT Government agencies with artsACT as the lead agency managing 99 artworks in the collection.
- The Auditor-General's Report on the management of public art in the ACT was tabled in the Legislative Assembly on 12 October 2017. The findings were primarily positive and were welcomed by the ACT Government. The Audit Report highlights strengths in the management of public art as well as areas for improvement.
- Public artworks in the collection were found to be in good condition and effective processes in place for their maintenance and repair. Opportunities were identified in the Audit Report to develop a maintenance and repair plan for each artwork and to prevent incidental damage. A comprehensive maintenance and repair plan to guide collection management was completed in September 2018.
- The Auditor-General's report makes a total of eighteen recommendations in six categories related to the management of public art by three Directorates – CMTEDD, ACT Health and Transport Canberra and City Services - as well as by the Cultural Facilities Corporation. 12 of the recommendations have been completed in total by the relevant agencies.
- Of the ten recommendations for which artsACT has direct responsibility, six have been completed including a comprehensive condition audit of the collection and a repair and maintenance plan. A new public art

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |



# ANNUAL REPORT HEARING BRIEF

accountability indicator was also developed in 2018-19 to meet the audit requirements. Reporting on this indicator that is related to the condition of the public art collection managed by artsACT will commence in 2019-20.

- Of the four outstanding artsACT items two are under development - the ACT Public Art Strategic Plan and the public art risk management plan. Work on two items has not yet commenced – updates to the ACT Public Art database and the ACT Government Public Art Guidelines (2015) – and will be addressed as resourcing is available.
- A key recommendation in the Auditor-General’s Report was the preparation of a strategic plan for public art in the ACT. Preliminary project planning for the development of an ACT Public Art Strategy is complete including background research on public art funding models in other jurisdictions. This plan is scheduled for finalisation in December 2020 to allow adequate time for consultation with the government agencies and the private sector.
- Three public art installations were completed in 2018-19: *A Delicate Moment* by artists Suzy Bleach and Andy Townsend at the Hughes Shops (replacing a stolen work); *Stopping to Smell the Flowers* by Jimmy Rix at Throsby; and *Transflecting Waterscape* by Aaron Robinson and Holly Grace at Kingston. These installations were funded from an insurance claim (Hughes artwork) and from previous allocations to public art.
- There was no new money for public art commissions in 2018-19. Funds for the Public Arts Scheme have been carried over from previous allocations and set aside for projects under development.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 77, 130, 147, 201

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: KINGSTON ARTS PRECINCT**

### **Talking points:**

- The Kingston Arts Precinct is a land development project of the Suburban Land Agency.
- The site is Section 49 Kingston which is bounded by Wentworth Avenue, Giles Street and Eastlake Parade next to the Canberra Glassworks.
- The ACT Government is seeking to co-locate six visual arts organisations to the Kingston Arts Precinct and create a visual arts hub.
- Visual arts organisations proposed to voluntarily relocate to the Kingston Arts Precinct are: Canberra Contemporary Art Space (CCAS); Craft ACT; Photo Access; Canberra Glassworks (expanded facilities); Megalo Print Studio and Gallery; and M16 Artspace.
- Artsound FM has recently noted that they are not pursuing a wholesale move to Kingston Arts Precinct however artsACT is exploring opportunities for how the organisation may have a presence in the precinct while keeping primary operations in Manuka.
- Geocon Group Pty Limited is the successful tenderer to deliver the Kingston Arts Precinct. The ACT Government is currently working with Geocon on the next steps for the development of the Precinct.
- Information on the tender concepts is available online at [www.kingstonartsprecinct.com.au](http://www.kingstonartsprecinct.com.au)
- The current priority for the project is design development for the arts organisations to ensure that the facilities to be built will be fit for purpose and represent value for money. artsACT, the SLA and the architects for the development are meeting regularly to discuss the design development.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 76-78, 201-203

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: ANU H COURSE AND COMMUNITY OUTREACH PROGRAM**

### **Talking points:**

- The ACT Government is providing total funding of \$2,093,271 over the 2018, 2019 and 2020 calendar years to the ANU School of Music and the ANU School of Art and Design, for the Community Outreach Program.
- The Community Outreach Program includes a number of music and visual arts programs that are accessible across the whole community.
- This demonstrates the Government's strong commitment to the School of Music and School of Art and Design and recognises their important place in the Canberra arts landscape.
- The H Course Music (also referred to as the Music for Colleges program) for Year 11 to 12 students was not a priority for arts funding in the new 2018 to 2020 Community Outreach Program. To enable a reasonable transition period off funding, the Government agreed to fully fund the H Course Music in 2018 and 2019 to allow current Year 11 and 12 students to complete the course, with no new students in 2019 and no further arts funding after 2019.
- School students have access to a number of opportunities to engage with music through the Government's Instrumental Music Program, many ACT schools provide music programs as part of their curriculum, and there are a number of community organisations that provide in-school music programs on a fee for service basis.
- The Standing Committee on Education, Employment and Youth Affairs resolved to inquire into the Music for College program. The Government made a submission and appeared before the Committee. The Committee has not released a report at this stage.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 76-78, 116, 255, 256, 288

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: NEW CANBERRA THEATRE – JOINT WITH CULTURAL FACILITIES CORPORATION**

### **Talking points:**

- The 2018-19 ACT Budget included new funding of \$1.2 million for early planning for a new Canberra Theatre complex. These funds are for a full business case for a new theatre complex which can host a larger range of local, national and international events.
- Work on the business case has commenced with the Chief Minister, Treasury and Economic Development Directorate, the Cultural Facilities Corporation and the City Renewal Authority working together to ensure a consistent and coordinated approach to potential developments related to a new Canberra Theatre.
- The business case is due to be brought forward for consideration in the 2020-2021 ACT Budget.
- Procurement of the key consultants for the development of the Business Case has been undertaken with ARM Architecture leading the Design and Technical development and KPMG leading the Commercial and Business Case development.
- The Government announced, in the 2017-18 ACT Budget, funding of \$100,000 to undertake engagement activities on the current performing arts capacity in the Territory, including the Canberra Theatre Centre, to help identify what infrastructure may be required into the future. This funding will be used in conjunction with Civic and Cultural precinct planning being undertaken by the City Renewal Authority and the business case for a new theatre.
- artsACT hosted a workshop with interested parties from the performing arts sector, including venue operators, on 3 August 2018 to identify the strengths and weaknesses of performing arts venues and spaces in Canberra and the benefits of addressing them. The outcomes from the

|                                   |                                                   |                    |
|-----------------------------------|---------------------------------------------------|--------------------|
| Cleared as complete and accurate: | 23/10/2019                                        |                    |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 & 73976 |
| Contact Officer name:             | Sam Tyler & Harriet Elvin                         |                    |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |                    |
| Cleared for release               | Yes                                               |                    |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931         |
| TRIM Ref:                         | CM2019/6835                                       |                    |

## ANNUAL REPORT HEARING BRIEF

workshop will be fed into the business case process for a new Canberra Theatre complex as well as the Civic, Arts and Cultural Precinct Plan.

Cleared as complete and accurate: 28/10/2019  
Cleared by: Executive Branch Manager Ext: 54365 &73976  
Contact Officer name: Sam Tyler & Harriet Elvin  
Lead Directorate: Chief Minister, Treasury and  
Economic Development  
Cleared for release Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6835

Cleared as complete and accurate: 23/10/2019  
Cleared by: Executive Branch Manager Ext: 54365 &73976  
Contact Officer name: Sam Tyler & Harriet Elvin  
Lead Directorate: Chief Minister, Treasury and  
Economic Development  
Cleared for release Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6835

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 28, 76-78

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## BRIEF TITLE: MINISTER'S CREATIVE COUNCIL

### Talking points:

- The establishment of a ministerial advisory mechanism on the arts, the Minister's Creative Council (MCC), was decided by Government on 3 July 2018 and announced by the Minister for the Arts and Cultural Events on Friday 3 August 2018.
- The MCC has been positioned as a positive, solutions focused, Ministerial advisory body for the arts in Canberra. It provides a two-way conduit of information and provides strategic advice to the ACT Government on the arts and sector issues.
- The ACT Government engaged in a public Expression of Interest process for members; artsACT received 83 applications and interviews were held in late September 2018.
- A further process to attract additional applicants from Aboriginal and Torres Strait Islander backgrounds and people from culturally and linguistically diverse backgrounds closed on 15 October 2018. Four additional applications were received.
- Eleven people have been appointed to the MCC, including a Chair and Deputy Chair. Members and their terms are as follows:

| Name             | Position     | Appointment commencement | Appointment end date |
|------------------|--------------|--------------------------|----------------------|
| Genevieve Jacobs | Chair        | October 2018             | 30 June 2020         |
| Jack Lloyd       | Deputy Chair | October 2018             | 30 June 2021         |
| Ben Fox          | Member       | October 2018             | 30 June 2020         |
| Andrew Galan     | Member       | October 2018             | 30 June 2020         |
| Megan Hinton     | Member       | October 2018             | 30 June 2021         |
| Liz Lea          | Member       | October 2018             | 30 June 2021         |
| Tamzin Nugent    | Member       | October 2018             | 30 June 2021         |
| Adelaide Rief    | Member       | October 2018             | 30 June 2021         |
| Michael Sollis   | Member       | October 2018             | 30 June 2020         |
| Sia Ahmad        | Member       | October 2018             | 30 June 2021         |
| Jilda Andrews    | Member       | October 2018             | 30 June 2020         |

- The next meeting will be held in December 2019.
- The MCC is currently finalising their workplan and progressing tasks.

Cleared as complete and accurate: 28/10/2019  
 Cleared by: Executive Branch Manager Ext: 54365  
 Contact Officer name: Sam Tyler  
 Lead Directorate: Chief Minister, Treasury and Economic Development  
 Cleared for release: Yes  
 Information Officer name: Morgan Campbell Ext: 50931  
 TRIM Ref: CM2019/6835

# ANNUAL REPORT HEARING BRIEF

- The MCC met three times in the last financial year: 4 July, 1 August, and 3 October.
- Discussion topics included:
  - establishing a workplan;
  - Social prescribing for arts activities where medical professionals can prescribe arts experiences such as visiting galleries to address wider social determinants of health and link patients to non-medical support;
  - Cultural mapping in the ACT to further understand the sector;
  - Wellbeing indicators;
  - Community engagement; and
  - Arts Biennial.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                            |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                          |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 28, 76-78, 186, 196-204

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## BRIEF TITLE: ARTS FUNDING

### Talking points:

- The ACT Government has a strong commitment to the arts demonstrated through the 2018-19 Arts Budget of over \$10 million in arts funding
- The 2018-19 Budget included new funding of \$700,000 over two years to support programming and exhibitions during the construction of Stage 2 at the Belconnen Arts Centre.
- The 2018-19 Budget also included funding for an Aboriginal and Torres Strait Islander identified arts officer located in artsACT.
- The Government also undertook a range of capacity building activities in 2018-19, and these are continuing into 2019-20.
- These activities include \$75,000 for arts organisations through Lighthouse Business Innovation Centre, \$25,000 for artists undertaken by Ainslie and Gorman Arts Centres, and \$108,000 for Music ACT for capacity building programs for the live music sector, in line with the Government's election commitment to strengthen live music, and this has continued in 2019 at \$110,500.
- This Government is strongly committed to supporting the arts sector through these important capacity building initiatives, not just funding arts activities.
- \$270,000 per year has been provided to the Belconnen and Tuggeranong Arts Centres to deliver the government's Pop up arts events and activities initiative in 2019, 2020 and 2021, in Gunghalin and Woden.
- Consultation is being undertaken with Key Arts and Program funded organisations to discuss a new model for arts organisation funding to commence from 2022. Further open consultation with arts organisations, including aspirant organisations, will continue in 2019 and 2020.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |



# ANNUAL REPORT HEARING BRIEF

## Arts Budget table summary as per Annual Report listings for 2018-19

| Category                               | Budget       |
|----------------------------------------|--------------|
| Key Arts Organisations                 | \$4,200,000  |
| Government Initiatives                 | \$2,154,000# |
| Community Outreach                     | \$1,479,000  |
| Program Organisations                  | \$556,000    |
| Community Outreach Arts Funding        | \$256,000    |
| Arts Activities Funding (\$5 to \$50k) | \$325,000^   |
| Arts Activities Funding (Up to \$5K)   | \$192,000^   |
| ACT Book of the Year                   | \$16,000*    |

#There a 17 Key Arts Organisations funded from the Arts Budget – 15 from the Key Arts Organisation category, and 2 from Government Initiatives (Canberra Glassworks and Belcoenn Arts Centre).

^Arts Activities Funding was set at a minimum total of \$775,000 per year across both categories as a government election commitment. There are two rounds per year in the \$5 to \$50k category. While both rounds were approved in the 2018-19 financial year, one round of grants was approved in June 2019 but not paid until the 2019-20 financial year and hence do not appear as an expense in 2018-19 financial year, although funds from the 2018-19 financial year were accrued for these grants to 2019-20 at \$279,000.

\*ACT Book of the Year – While the Award is valued at a total of \$16,000, the yearly amount depends on how many books are shortlisted at \$1,000 each.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 28, 76-78, 223-227, 242

**Portfolio/s:** Arts and Cultural Events

Arts and Cultural Events

## **BRIEF TITLE: ABORIGINAL AND TORRES STRAIT ISLANDER ARTS**

### **Talking points:**

- The ACT Government's Arts Policy prioritises engagement with Aboriginal and Torres Strait Islander peoples and released the ACT Aboriginal and Torres Strait Islander Arts Consultation Report (Consultation Report) and Action Plan on 31 January 2018 after feedback from Aboriginal and Torres Strait Islander communities.
- As an initiative of the Action Plan, artsACT has established an ACT Aboriginal and Torres Strait Islander Arts Network (Network). The Network is a working group for artsACT and is tasked with the co-design of new programs and improving communications with Aboriginal and Torres Strait Islander communities to support self determination. Members of the Network are Jilda Andrews, Tina Brown, Samantha Faulkner, Dale Huddleston and Jenni Kemmare Martiniello.
- The Network has provided out of session advice for artsACT on two occasions in 2018 and met once on July 27 2019 at Yarramundi Reach for a full day meeting.
- A broad framework of program principles as well as options for new activities have been developed in response to the Action Plan. This includes a program proposal for a new program for Canberra Elders from the traditional owners groups which has been approved by the Minister for the Arts and endorsed by the United Ngunnawal Elders Council.
- In line with principals of self determination and cultural integrity defined within the ACT Aboriginal and Torres Strait Islander Agreement 2019-2028, the program will support the Traditional Owners to pursue self-defined arts and cultural activities.
- The next stages in implementation are currently being progressed with projects anticipated to begin in 2020.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

## ANNUAL REPORT HEARING BRIEF

- As a further initiative of the Action Plan, a new Aboriginal and Torres Strait Islander Arts Officer position has been established within artsACT. Ms Brenda Gifford commenced in the position in January 2019.
- This position provides culturally appropriate advice to Aboriginal and Torres Strait Islander stakeholders and will work with the Network and other Aboriginal and Torres Strait Islander community members to continue to develop and deliver specific programs.
- Funding of \$10,500 was allocated to local Aboriginal artist, Dean Cross, who travelled to Wellington to take part in the Canberra Wellington Indigenous Artist Exchange pilot.
- Wellington City Council announced the successful Māori artist, Ana Iti, as part of the Exchange pilot, and she completed her residency in Canberra for six weeks across June and July staying at Gorman House.

Cleared as complete and accurate: 28/10/2019  
Cleared by: Executive Branch Manager Ext: 54365  
Contact Officer name: Sam Tyler  
Lead Directorate: Chief Minister, Treasury and  
Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6835

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 31, 76-78, 121, 203

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: POP UP ARTS ACTIVITIES AND EVENTS**

### **Talking points:**

- The ACT Government is providing funding of \$270,000 per year for 2019, 2020 and 2021 to the Belconnen and Tuggeranong Arts Centres as a joint partnership to deliver pop up arts events and activities in Gungahlin and Woden.
- This funding is to enable the Gungahlin and Woden communities to engage with and participate in arts activities and events and to enrich the town centres.
- The activities and pop-up events are based on a community arts and cultural development foundation that expresses, celebrates and promotes locally-created arts and culture.
- Each centre has employed a community arts officer based at each arts centre and work in their respective areas in Gungahlin (Ms Michelle Grimston) and Woden (Mr John Hart) and have scoped the program in consultation with the community.
- The officers have developed and are presenting activities and events in discussions with their communities, and with local community centres and councils, business and the arts community.
- The Woden program has included art workshops in collaborations with Megalo Print studio, an 'arts hub' at the Woden Business Showcase, and ongoing participatory workshops as part of the Woden Experiment to enliven the Town Square, working with local primary schools on art projects.
- The Gungahlin program has included Hidden Treasures pop up events at libraries in Gungahlin, NAIDOC in the North, Library Window Exhibition Project, school holiday arts workshops, and an open art exhibition at the Gungaderra Homestead as part of Mental Health Month.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 77 Vol: 2.1 Page No: 181, 182

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## BRIEF TITLE: ACCOUNTABILITY INDICATORS

### Talking points:

- A new public art accountability indicator was developed in 2018-19 in response to the 2017 Auditor-General's Report on the management of public art in the ACT. It will measure the condition of the collection and will commence in 2019-20, and will use the condition rating system established in the 2015 ACT Government Public Art Guidelines and the Public Art Condition Assessment and Maintenance Plan (Sept 2018).
- The indicator that relates to tenants satisfaction with arts facilities reported 100% satisfaction overall with the facilities management service and assistance provided by artsACT over the past twelve months.
- This is higher than previous years and reflects the efforts of artsACT staff to develop strong productive relationships with facility managers over a number of years. The survey was issued to a total of eleven arts organisations that occupy arts facilities managed by artsACT and seven responses were received.
- In 2018-19, 26 arts organisations were supported to enhance community participation (compared to the target of 25). One organisation was no longer funded (Canberra International Film Festival), and two organisations commenced funding from Budget Initiatives in 2017-18 (Kulture Break and Art, Not Apart).
- Satisfaction with the management of grants administered by artsACT was 88%, surpassing the target of 80%. The result is due to new and more flexible and responsive arts activities funding, new capacity building programs, and community outreach arts funding.
- Number of attendees at programs delivered by artsACT funded organisations was 493,000, surpassing the target of 350,000. The result fluctuates from year to year depending on the type and number of programs delivered by arts organisations funded by the ACT Government.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No. 76-78, 186, 197

Output 3.5

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: ARTSOUND**

### **Talking points:**

- ArtSound FM is an independent community radio station that makes its own decisions on its programs and services.
- ArtSound is reviewing its position in the marketplace given a number of factors and is developing a new business model for its sustainability.
- The ACT Government has met with ArtSound about its review and is aware of its current issues.
- ArtSound FM is seeking to raise \$150,000 to remain viable in the immediate future and is seeking ongoing funding sources to remain sustainable into the future.
- ArtSound's revenue and sponsorship has declined over the last ten years due to a range of market factors, including competition with other digital and online platforms. At the same time, its costs of maintaining 24/7 broadcasting is high.
- It is understood that local programs and presenters have been taken off air while ArtSound considers its position. It is not clear if or when the local programs will resume. Its presenters and members are understood to be particularly concerned about the current state of the station.
- ArtSound is involved in discussions with the Government in relation to Kingston Arts Precinct. Until recently, ArtSound remained committed to moving to the Precinct in its entirety. Following changes within the organisation and a focus on sustainability, the board of ArtSound has elected not to pursue a wholesale move to the Precinct; however, is committed to continuing a presence within the precinct as a service to the arts community.
- ArtSound operates from the Manuka Arts Centre under a sub-licence with PhotoAccess Inc.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

## ANNUAL REPORT HEARING BRIEF

- ArtSound broadcasts pre-recorded classical, world, jazz and folk music, and records, interviews and promotes local artists. ArtSound also develops local presenters.
- ArtSound receives funding from the Community Broadcasting Foundation Ltd and artsACT.
- artsACT provided ArtSound with funding of \$73,736 in 2019 to assist with costs of recording, interviewing and promoting local artists. artsACT does not provide core funding for its broadcasting activities of pre-recorded music.
- ArtSound has applied for new funding from artsACT for 2020 and 2021 which is being assessed along with other applications. The outcome of the competitive assessment process is anticipated in November 2019.
- ArtSound relies heavily on its members and volunteers. ArtSound currently has approximately 300 members.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 28/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 54365 |
| Contact Officer name:             | Sam Tyler                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 73

**Portfolio/s:** Arts and Cultural Events**BRIEF TITLE: Summary of Events ACT community events 2018-19****Talking points:**

- Community events make an important contribution to creating a vibrant and liveable city. They are generally driven and supported by local organisations, have strong community support and primarily deliver social and cultural outcomes.
- Events ACT funds and delivers a number of community events across the year including:
  - Canberra Nara Candle Festival
  - New Year’s Eve in the City
  - Christmas in the City (delivered by the CRA)
  - Australia Day in the Capital Celebrations
  - Lights! Canberra! Action!
  - Symphony in the Park
  - Canberra Day Activities
  - Canberra Balloon Spectacular
  - Reconciliation in the Park
  - 2019 Windows to the World (2016 Election Commitment), and
  - 2020 Arts Biennial (2016 Election Commitment)

**Key Information**

- The 2018 Canberra Nara Candle Festival was held on 27 of October and attracted 17,050 people attended the event, representing a 42 per cent increase on 2017. The 2018 event was also the 25th anniversary of the Sister City relationship between Canberra and Nara with the Mayor of Nara attending.
- New Year’s Eve was delivered on 31 December 2018 by Events ACT. With 40,750 attendees converging on the city across the evening for music and entertainment and two fireworks displays, one at 9pm and the other at midnight.
- Australia Day in the Capital 2019 on Saturday 26 January 2019 was managed in-house by Events ACT and attracted around 33,062 people to the event. The event was delivered successfully and safely without any major incidents, despite the

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 29/10/2019                                        |            |
| Cleared by:                       | Executive Branch Manager                          | Ext: 50554 |
| Contact Officer name:             | Jo Verden                                         |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Morgan Campbell                                   | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                       |            |



# ANNUAL REPORT HEARING BRIEF

heatwave temperatures reaching 42 degrees in mid afternoon and a thunderstorm striking at around 9pm.

- The 2019 Enlighten Festival was delivered between 1 and 17 March and included:
  - Light Illuminations, Friday 1 - Sunday 11 March
  - Lights!Canberra!Action!, Friday 8 March
  - Canberra Balloon Spectacular, Saturday 9 - Sunday 17 March
  - Symphony in the Park, Sunday 10 March
  - Canberra Day and Canberra Day in the Suburbs, Monday 11 March
  - 104.7 FM Skyfire (delivered externally), Saturday 16 March
- The Light Illuminations achieved a record estimated attendance of 328,087 in 2019 and its highest ever estimated economic benefit, \$5.5 million.
- A significant focus of the 2019 Enlighten Festival was on ensuring participation opportunities for local artists and performers – with local content comprising approximately 88 per cent of the entertainment program.
- Lights!Canberra!Action attracted around 2,000 people to the Rose Senate Gardens for this intimate short film event.
- Symphony in the Park on Sunday 10 March attracted 10,159 attendees to Stage 88 in Commonwealth Park.
- Canberra Day celebrations on Monday 11 March 2019 were attended by 3,029 people at Stage 88 in Commonwealth Park.
- The 2019 Canberra Balloon Spectacular attracted around 38,720 attendees over the nine day event.
- The 2019 Reconciliation in the Park event was held on Monday 27 May. The event was weather affected; however, there was still a relatively strong attendance from the community. An estimated 3,728 people attended and survey results showed a strong sentiment towards the purpose of the event and reconciliation.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 29/10/2019                                           |            |
| Cleared by:                       | Executive Branch Manager                             | Ext: 50554 |
| Contact Officer name:             | Jo Verden                                            |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Morgan Campbell                                      | Ext: 50931 |
| TRIM Ref:                         | CM2019/6835                                          |            |

# ANNUAL REPORT HEARING BRIEF

Vol: 1 Page No: 74

**Portfolio/s:** Arts and Cultural Events

## **BRIEF TITLE: Summary of events funded by ACT Event Fund 2019**

### **Talking points:**

- The 2018-19 Budget provided funding for the *ACT Event Fund 2019*, which supported a range of events occurring in the 2019 calendar year.
- 51 applications were received under the *ACT Event Fund 2019* main round, with a combined funding request totalling \$1,001,636.
- A total of 16 event organisations (delivering 22 events, as some organisers are delivering more than one event) were recommended for funding support totalling \$274,963 (see accompanying table).
- A further \$182,980 had been allocated to pre-existing funding arrangements, out-of-round applications and town centre activations (see accompanying table).
- Remaining funds were used for out-of-round or start up applications, sector development workshops and event leveraging opportunities.

### **Key Information**

- The ACT Event Fund was established as a key mechanism for stimulating and fostering a range of positive economic, social and community outcomes for the Canberra region through the festival and events sector.
- The ACT Event Fund assists eligible event organisers to develop, market and promote their events in a way that helps maximise these outcomes, while also helping to fill identified calendar gaps and support sustainable growth opportunities.
- Applications to the ACT Event Fund are assessed by an independent panel, whose role is to assess each applicant's claims against the selection criteria, rank the full suite of applications and provide a set of funding recommendations.

Cleared as complete and accurate: 29/10/2019  
Cleared by: Executive Branch Manager Ext: 50554  
Contact Officer name: Jo Verden  
Lead Directorate: Chief Minister, Treasury and Economic Development  
Cleared for release: Yes  
Information Officer name: Morgan Campbell Ext: 50931  
TRIM Ref: CM2019/6835

# ANNUAL REPORT HEARING BRIEF

## ACT Event Fund 2019 main round – Ranked list of funded organisations/events

|    | Name of Event                                                   | Organisation                                            | Amount Requested                                      | Amount Provided          |
|----|-----------------------------------------------------------------|---------------------------------------------------------|-------------------------------------------------------|--------------------------|
| 1  | Australian Dragon Boat Championships                            | Canberra Dragon Boat Association Inc                    | \$20,000                                              | \$15,000                 |
| 2  | Canberra Highland Gathering                                     | Canberra College of Piping & Drumming                   | \$20,000                                              | \$20,000                 |
| 3  | East Hotel Canberra Challenger and ACT Clay Court International | Tennis ACT                                              | \$40,000                                              | \$35,000                 |
| 4  | GAMMA.COM 2019                                                  | The GAMMA.CON Society                                   | \$40,000                                              | \$20,000                 |
| 5  | The Truffle Festival – Canberra Region                          | The Truffle Festival – Canberra Region                  | \$20,000                                              | \$10,000                 |
| 6  | The Forage                                                      | Ms Belinda Neame                                        | \$16,500                                              | \$16,500                 |
| 7  | Rocky Trail Mountain Bike ACT Event Series 2019 (3 events)      | Rocky Trail Entertainment Pty Ltd                       | \$16,500                                              | \$14,100                 |
| 8  | A Pooch Affair                                                  | Big Picture Events                                      | \$20,000                                              | \$10,000                 |
| 9  | Canberra Triathlon Festival                                     | Elite Energy Pty Ltd.                                   | \$20,000                                              | \$12,500                 |
| 10 | Fair Day 2019                                                   | AIDS Action Council of the ACT Inc                      | \$20,000                                              | \$10,000                 |
| 11 | Netier National Capital Rally                                   | Brindabella Motor Sport Club Inc.                       | \$19,000                                              | \$19,000                 |
| 12 | Stronger than Fiction Documentary Film Festival                 | Stronger than Fiction Documentary Film Festival         | \$15,000                                              | \$10,000                 |
| 13 | Winestomp 2019                                                  | Kicks Entertainment Events Pty Ltd                      | Year 1 \$40,000<br>Year 2 \$40,000<br>Year 3 \$40,000 | 1 year only:<br>\$20,000 |
| 14 | ActewAGL Royal Canberra Ladies Classic                          | Australian Ladies Professional Golf (ALPG)              | \$40,000                                              | \$30,000                 |
| 15 | Anthems                                                         | Complete Events Group                                   | \$20,000                                              | \$15,000                 |
| 16 | Out and Loud LGBTIQ Choral Festival Canberra                    | Canberra Gay and Lesbian Qwire Association Incorporated | \$20,000                                              | \$17,863                 |

Cleared as complete and accurate: 29/10/2019  
 Cleared by: Executive Branch Manager Ext: 50554  
 Contact Officer name: Jo Verden  
 Lead Directorate: Chief Minister, Treasury and Economic Development  
 Cleared for release: Yes  
 Information Officer name: Morgan Campbell Ext: 50931  
 TRIM Ref: CM2019/6835

# ANNUAL REPORT HEARING BRIEF

## ACT Event Fund 2019: Funding pre-commitments and out of round applicants

| <b>Funding pre-commitments</b>                 | <b>Organisation</b>                   | <b>Amount Provided</b> |
|------------------------------------------------|---------------------------------------|------------------------|
| Australian Running Festival                    | Fairfax Events (multi-year agreement) | \$15,000               |
| Canberra International Music Festival          | Pro Musica (multi-year agreement)     | \$20,000               |
| Canberra Comedy Festival                       | Canberra Comedy Festival Inc          | \$35,250               |
| National Folk Festival                         | National Folk Festival Inc            | \$22,730               |
|                                                | <b>Total</b>                          | <b>\$92,980</b>        |
| <b>Out-of-round (or start-up) applications</b> | <b>Organisation</b>                   | <b>Amount Provided</b> |
| Skyfire 2019                                   | Canberra FM Radio Pty Ltd             | \$25,000               |
| SouthFest                                      | Tuggeranong Community Council         | \$15,000               |
|                                                | <b>Total</b>                          | <b>\$40,000</b>        |
| <b>Town centre activations</b>                 | <b>Organisation</b>                   | <b>Amount Provided</b> |
| 2019 Floriade in Town Centres                  | Events ACT                            | \$50,000               |
|                                                | <b>Total</b>                          | <b>\$50,000</b>        |
| <b>Total pre-commitments/out-of-round</b>      |                                       | <b>\$182,980</b>       |

Cleared as complete and accurate: 29/10/2019  
 Cleared by: Executive Branch Manager Ext: 50554  
 Contact Officer name: Jo Verden  
 Lead Directorate: Chief Minister, Treasury and Economic Development  
 Cleared for release: Yes  
 Information Officer name: Morgan Campbell Ext: 50931  
 TRIM Ref: CM2019/6835

# ANNUAL REPORT HEARING BRIEF

Page No: 16-17 and 101-156

**Portfolio/s:** Arts and Cultural Events

## **ISSUE: CFC FINANCIAL RESULTS FOR 2018-19**

### **Talking points:**

- The Cultural Facilities Corporation (or CFC) achieved a better than budget operating result for 2018-19.
- This was mainly due to higher venue hirer and ticketing revenues from activity at the Canberra Theatre Centre.

### **Key Information**

- The CFC's operating result for 2018-19 was a deficit of \$2.167 million, which was 9% better than the budgeted deficit of \$2.389 million.
- The operating deficit for 2018-19 was slightly lower than depreciation expenses for the year, meaning that the CFC achieved a small cash surplus.

### **Background Information**

- Due to its large asset holding and consequent depreciation expenses, the CFC always expects to have operating deficits, since it is not funded for depreciation, but receives capital injections through the capital works program.
- Detailed information about the CFC's financial results for 2018-19 is included in the 2018-19 Financial Statements and the Management Discussion and Analysis at Attachment 1 to the Annual Report – refer to pages 101-156.

|                                   |                                                   |           |
|-----------------------------------|---------------------------------------------------|-----------|
| Cleared as complete and accurate: | 24/10/2019                                        |           |
| Cleared by:                       | Chief Executive Officer                           | Ext:73976 |
| Information Officer name:         | Ms Harriet Elvin                                  |           |
| Contact Officer name:             | Mr Ian Tidy                                       | Ext:52195 |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |           |

# ANNUAL REPORT HEARING BRIEF

Page No: 16 and 157-165

**Portfolio/s:** Arts and Cultural Events

**ISSUE:** CFC PERFORMANCE RESULTS FOR 2018-19

## Talking points:

- The Cultural Facilities Corporation (or CFC) met or surpassed all its 2018-19 accountability indicators.

## Key Information

- During the year the CFC :
  - welcomed an estimated 452,641 visitors and patrons to its facilities and programs, a figure 10% above target and mainly relating to higher than expected visitors to CMAG;
  - achieved its target of presenting 21 exhibitions at its facilities – in addition to these exhibitions, the CMAG-curated touring exhibition *Out of Silence: Marcel Marceau by Jan Dalman* was presented at the Adelaide Festival Centre and His Majesty's Theatre (Perth) during the year;
  - recorded 627 days in total of venue usage at the Canberra Theatre Centre's venues, a result slightly above target; and
  - provided 564 education and community programs, a figure 15% above target and relating particularly to the provision of programs at the ACT Historic Places.

## Background Information

- Detailed performance results and variance explanations are included in the 2018-19 Statement of Performance at Attachment 1 to the Annual Report on pages 157-165.

|                                   |                                                   |           |
|-----------------------------------|---------------------------------------------------|-----------|
| Cleared as complete and accurate: | 24/10/2019                                        |           |
| Cleared by:                       | Chief Executive Officer                           | Ext:73976 |
| Information Officer name:         | Ms Harriet Elvin                                  |           |
| Contact Officer name:             | Mr Ian Tidy                                       | Ext:52195 |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |           |



# ANNUAL REPORT HEARING BRIEF

Page No: 73-74

**Portfolio/s:** Arts and Cultural Events**ISSUE: CFC CAPITAL PROJECTS UNDERTAKEN IN 2018-19****Talking points**

- The Cultural Facilities Corporation (or CFC) undertook major capital projects in all three of its program areas in 2018-19: the Canberra Theatre Centre; Canberra Museum and Gallery (or CMAG); and ACT Historic Places.
- These projects were directed at: ensuring that the Canberra Theatre Centre can continue to function as the region's premier performing arts centre; upgrading CMAG's collection storage and exhibition spaces; and implementing a program of infrastructure upgrades and conservation works at the three historic sites managed by the CFC.
- The CFC completed the majority of its 2018-19 capital works by year end although some expenditure on, and funding for, capital projects for ACT Historic Places and CMAG was deferred from 2018-19 into 2019-20 as a result of revised project schedules.

**Key Information**

- The CFC received a total of \$1.190 million in capital funding in 2018-19 for the following projects:
  - \$0.905 million for **Upgrading the Canberra Theatre Centre**
    - The major work completed during the year included works to enhance the safety of patrons and improve facilities for patrons with disabilities (the total project value is \$1.480 million over three years).
  - \$0.240 million for **Conserving and improving Canberra's historic places**
    - Funding was received for priority heritage conservation works at Mugga Mugga and Calthorpes' House, the construction of a new workshop and administrative office at Lanyon Homestead, and the purchase of a mobility transporter at Lanyon to assist people with restricted mobility (the total project value is \$0.680 million over two years).
  - \$0.045 million for **Upgrading the Canberra Museum and Gallery**
    - Funding was received to expand the existing CMAG storage area, and to repurpose Gallery 5 as the new home for the Nolan Collection (the total project value is \$0.350 million over two years).
- Full details of 2018-19 capital projects are set out in the capital works tables at pages 73-74 of the Annual Report.

Cleared as complete and accurate: 24/10/2019  
Cleared by: Chief Executive Officer Ext:73976  
Information Officer name: Ms Harriet Elvin  
Contact Officer name: Mr Ian Tidy Ext:52195  
Lead Directorate: Chief Minister, Treasury and Economic Development

# ANNUAL REPORT HEARING BRIEF

Page No: 73-74

**Portfolio/s:** Arts and Cultural Events**ISSUE: CFC CAPITAL UPGRADES UNDERTAKEN IN 2018-19****Talking points:**

- The Cultural Facilities Corporation (or CFC) undertook a program of priority capital upgrade projects across all its sites during 2018-19.
- These projects were directed at ensuring the continued functionality of these sites, in terms of their ability to provide high quality cultural experiences for the community of the Canberra region, and visitors to our city.
- All the CFC's 2018-19 capital upgrade works were completed, and funds fully expended, by year-end.

**Key Information**

- The CFC received \$408,000 in Capital Upgrade funding in 2018-19 to undertake works in:
  - the Canberra Museum and Gallery (at a cost of \$100,000);
  - the ACT Historic Places (at a cost of \$158,000);
  - the Canberra Theatre Centre (at a cost of \$100,000); and
  - Corporate (at a cost of \$50,000).
- Works undertaken included :
  - Canberra Museum and Gallery work health and safety equipment;
  - Canberra Museum and Gallery reglazing of Nolan Collection works;
  - Canberra Museum and Gallery ramp gallery balustrades replacement;
  - Canberra Museum and Gallery gallery upgrades;
  - Lanyon water tank replacement and plumbing for cottages;
  - Lanyon Café air conditioning and shade cloth;
  - Historic Places fencing;
  - Lanyon front of house and reception upgrades;
  - Canberra Theatre Centre AV projector and screen;
  - Canberra Theatre Centre technical equipment;
  - Canberra Theatre Centre LED parcan theatre lights;
  - Corporate soundproofing of offices; and
  - Corporate Finance workforce management system.

**Background Information**

- Further details of 2018-19 capital upgrade projects are set out in the capital works tables at pages 73-74 of the Annual Report.

Cleared as complete and accurate: 24/10/2019  
Cleared by: Chief Executive Officer Ext:73976  
Information Officer name: Ms Harriet Elvin  
Contact Officer name: Mr Ian Tidy Ext:52195  
Lead Directorate: Chief Minister, Treasury and Economic Development



# ANNUAL REPORT HEARING BRIEF

Page No: 73-74, 113

**Portfolio/s:** Arts and Cultural Events

**ISSUE: REPROFILING OF SOME ASPECTS OF CFC CAPITAL PROJECTS  
FROM 2018-19 INTO 2019-20**

**Talking points:**

- The Cultural Facilities Corporation (or CFC) completed the majority of its 2018-19 capital works projects by year-end, although some expenditure on, and funding for, capital projects for ACT Historic Places and Canberra Museum and Gallery (or CMAG) was deferred from 2018-19 into 2019-20, as a result of revised project scheduling.

**Key Information**

- \$0.440 million of the ACT Historic Places capital project was deferred from 2018-19 into 2019-20. The main reason for this was a delay with the design and the development application for a new workshop and administrative area at Lanyon. The project is now scheduled for completion by 30 June 2020 (the original completion date was scheduled for 30 June 2019).
- \$0.165 million of the CMAG capital project was deferred from 2018-19 into 2019-20. The main reason for this was delay with the design of CMAG's storage area. The project is, however, a two-year project and completion is still scheduled for 30 June 2020.

**Background Information**

- Full details of 2018-19 capital projects are set out in the capital works tables at pages 73-74 and page 113 of the Annual Report.

|                                   |                                                      |           |
|-----------------------------------|------------------------------------------------------|-----------|
| Cleared as complete and accurate: | 24/10/2019                                           |           |
| Cleared by:                       | Chief Executive Officer                              | Ext:73976 |
| Information Officer name:         | Ms Harriet Elvin                                     |           |
| Contact Officer name:             | Mr Ian Tidy                                          | Ext:52195 |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |           |

# ANNUAL REPORT HEARING BRIEF

Page No: 23, 75

**Portfolio/s:** Arts and Cultural Events

## ISSUE: DISABILITY ACCESS AT THE CANBERRA THEATRE CENTRE

### Talking points:

- The Canberra Theatre Centre has an excellent track record in making the experience of live performance available to people of all abilities, and all backgrounds.
- The Centre's access initiatives include a world-class audio description service; captioned performances; and tactile tours delivered by a team of volunteers from Vision Australia.
- The Centre's system for booking accessible wheelchair seating has been designed to allow it to support those patrons who require this type of seating in the best way possible.
- The system is different from that available to other patrons, since it is not available online but by telephoning the Centre.
- This different approach is needed so that the exact arrangement of accessible wheelchair seating can be finalised once the Centre is aware of all those who require this type of seating for each performance, and understands the dimensions of the wheelchairs they use.
- The Centre can then arrange the best placement of wheelchairs in terms of sightlines, both for patrons using the wheelchairs and for patrons in the surrounding seats.
- Improving and upgrading the Centre for people with special needs continues to be a priority for the Government.
- For example, the Government has funded further access improvements that will be put in place in 2020-21, to increase both the number and location of accessible wheelchair seating in the Canberra Theatre auditorium.
- The Government is also undertaking a detailed business case into a major new theatre for Canberra.

|                                   |                                                   |            |
|-----------------------------------|---------------------------------------------------|------------|
| Cleared as complete and accurate: | 24/10/2019                                        |            |
| Cleared by:                       | Chief Executive Officer                           | Ext: 73976 |
| Contact Officer name:             | Harriet Elvin                                     |            |
| Lead Directorate:                 | Chief Minister, Treasury and Economic Development |            |
| Cleared for release               | Yes                                               |            |
| Information Officer name:         | Gill Hugonnet                                     | 6243 5705  |
| TRIM Ref:                         | CM2019/6835                                       |            |

# ANNUAL REPORT HEARING BRIEF

- If this new facility proceeds, it would provide the opportunity to ensure that contemporary access standards are fully addressed in the new venue.
- The Government would actively consult with people with special needs in designing any such new facility, to ensure it provides high standards of access in a new theatre facility.

## Key Information

- The Centre has found that the service it provides works for the majority of its patrons who use wheelchairs, and is consistent with the arrangements offered at most other capital city performing arts centres.
- The service was also independently reviewed by disability access consultants Eric Martin and Associates in 2018.
- The review concluded that the Centre's process is suitable in the context of the current facility, and that the Centre takes reasonable steps to manage the needs of patrons who use wheelchairs, their carers, and associated groups.

## Background Information – may not be suitable for public disclosure

- A theatre patron who uses a wheelchair is currently pursuing a complaint about ticketing arrangements for seats for wheelchair users and their parties through the ACT Human Rights Commission.
- The Centre has provided detailed information to assist the Commission in considering and responding to this complaint.

|                                   |                                                      |            |
|-----------------------------------|------------------------------------------------------|------------|
| Cleared as complete and accurate: | 24/10/2019                                           |            |
| Cleared by:                       | Chief Executive Officer                              | Ext: 73976 |
| Contact Officer name:             | Harriet Elvin                                        |            |
| Lead Directorate:                 | Chief Minister, Treasury and<br>Economic Development |            |
| Cleared for release               | Yes                                                  |            |
| Information Officer name:         | Gill Hugonnet                                        | 6243 5705  |
| TRIM Ref: CM2019/6835             |                                                      |            |

## TITLE: Output 3.1 Innovation, Trade and Investment

---

### *Issues*

#### **Budget to Actual**

- Total cost for 2018-19 was \$10.294 million, which was a decrease of \$2.866 million from the budget of \$13.160 million. The decrease is mainly due to the deferral of expenditure from 2018-19 to 2019-20 associated with several initiatives, including:
  - More jobs for our growing city - Key industry sector development (\$2.220 million);
  - Digital Canberra - Digital economy initiative (CBR Free WiFi) (\$0.483 million);
  - Automated vehicle trial (\$0.292 million); and
  - More jobs for our growing city - facilitating major projects (\$0.2 million).

This is partially offset by additional expenditure that was funded by higher than budgeted own source revenue relating to lodgement fees received for Skills and Business Migration Program (\$0.265 million).

- Total Controlled Recurrent Payments (CRP) for 2018-19 was \$9.070 million, which was a decrease of \$3.709 million from the budget of \$12.779 million. The decrease is mainly due to the deferral of expenditure from 2018-19 to 2019-20 associated with several initiatives, including:
  - More jobs for our growing city - Key industry sector development (\$2.220 million);
  - Digital Canberra - Digital economy initiative (CBR Free WiFi) (\$0.483 million);
  - Automated vehicle trial (\$0.292 million); and
  - More jobs for our growing city - facilitating major projects (\$0.2 million).

### **Actual to Actual**

- Total cost for 2018-19 was \$10.294 million, which was a decrease of \$9.910 million from the total cost of \$20.204 million for 2017-18. The decrease is mainly due to:
  - the CBR Screen Fund to support the local screen industry in 2017-18 (\$5.0 million);
  - the cessation of the Confident and Business Ready: Building on Our Strengths initiative (\$2.8 million);
  - payment of grant to Commonwealth Scientific and Industrial Research Organisation to deliver the cyber security related projects in 2017-18 (\$2.5 million); and
  - the transfer of the We Are CBR Brand Canberra initiative to Output 3.2 Visit Canberra (\$0.7 million).

This is partially offset by additional expenses funded by own source revenue relating to lodgement fees received for Skills and Business Migration Program (\$0.265 million).

- Total CRP at the end of 2018-19 was \$9.070 million, which was a decrease of \$10.499 million from the total CRP of \$19.569 million at the end of 2017-18. The decrease is largely due to:
  - the CBR Screen Fund released to the local screen industry in 2017-18 (\$5.0 million);
  - the cessation of the Confident and Business Ready: Building on Our Strengths initiative (\$2.8 million);
  - the grant for the delivery of Cyber Security related projects to Commonwealth Scientific and Industrial Research Organisation occurred in 2017-18 (\$2.5 million); and
  - the transfer of the We are CBR Brand Canberra initiative to Output 3.2 Visit Canberra (\$0.7 million).

---

### **Notes**

Key differences between CRP and Total Costs for 2018-19 are:

- Own Source Revenue (\$0.524 million); and
- Employee Entitlements (\$0.036 million).

## TITLE: Output 3.2 Visit Canberra

---

### *Issues*

#### **Budget to Actual**

- Total cost at the end of 2018-19 was \$12.625 million, which was a decrease of \$0.725 million from the budget of \$13.350 million. The decrease is mainly due to the lower than budgeted depreciation, the timing of expenditure in relation to marketing campaigns and milestone payments associated with the Major Events Fund.
- Total Controlled Recurrent Payments (CRP) at the end of 2018-19 was \$11.604 million, which was a decrease of \$0.639 million from the budget of \$12.243 million. The decrease is mainly due to the timing of expenditure in relation to marketing campaigns and milestone payments associated with the Major Events Fund.

#### **Actual to Actual**

- Total cost at the end of 2018-19 was \$12.625 million, which was a decrease of \$2.222 million from the total cost of \$14.847 million at the end of 2017-18. The decrease is mainly due to the cessation of:
  - Tourism Demand Driver Infrastructure Program (\$0.948 million); and
  - One Good Thing After Another (\$2.0 million).

This is partially offset by the transfer of the We are CBR Brand Canberra initiative from Output 3.1 Innovation, Trade and Investment (\$0.7 million).

- Total CRP at the end of 2018-19 was \$11.604 million, which was a decrease of \$2.583 million from the total CRP of \$14.187 million at the end of 2017-18. The decrease is mainly due to the cessation of:
  - Tourism Demand Driver Infrastructure Program (\$0.948 million); and
  - One Good Thing After Another (\$2.0 million).

This is partially offset by the transfer of the We are CBR Brand Canberra initiative from Output 3.1 Innovation, Trade and Investment (\$0.7 million).

---

### **Notes**

Key differences between CRP and Total Costs for 2018-19 are:

- Own Source Revenue (\$0.653 million);

- Depreciation (\$0.105 million); and
- Employee Entitlements (\$0.158 million).

## TITLE: Output 3.3 Sport and Recreation

---

### *Issues*

#### **Budget to Actual**

- Total cost for 2018-19 was \$22.495 million, which was an increase of \$7.037 million from the budget of \$15.458 million. The increase is mainly due to the impact of:
  - the transfer of the completed work in progress associated with the Melrose Synthetic Football Facility (Design) and the Urban Renewal Program - Melrose Football precinct to the Education Directorate (\$6.294 million); and
  - the revised funding profile associated with Brumbies Performance Fee Agreement (\$0.445 million).
- Total Controlled Recurrent Payments (CRP) for 2018-19 was \$15.042 million. The increase of \$0.265 million from the budget of \$14.777 million is immaterial.

#### **Actual to Actual**

- Total cost for 2018-19 was \$22.495 million, which was an increase of \$6.670 million from the total cost of \$15.825 million for 2017-18. The increase is mainly due to the transfer of the completed work in progress associated with the Melrose Synthetic Football Facility (Design) and the Urban Renewal Program - Melrose Football precinct to the Education Directorate (\$6.294 million).
- Total CRP for 2018-19 was \$15.042 million. The decrease of \$0.380 million from the total CRP of \$15.422 million for 2017-18 is immaterial.

---

### **Notes**

Key differences between CRP and Total Costs for 2018-19 are:

- Asset transferred associated with the completed Melrose Synthetic Football Facility (Design) and the Urban Renewal Program - Melrose Football precinct to the Education Directorate (\$6.294 million);
- Own Source Revenue (\$0.459 million);
- Employee Entitlements (\$0.135 million); and
- Depreciation (\$0.034 million).



## TITLE: Output 3.4 Events

---

### *Issues*

#### **Budget to Actual**

- Total cost for 2018-19 was \$12.432 million, which was an increase of \$1.241 million from the budget of \$11.191 million. The increase is mainly due to:
  - the introduction of the 2018-19 Budget Review initiative Big Bash Cricket (\$0.630 million); and
  - the delivery of the Reconciliation Day in the Park event and additional cost recovery expenses associated with the Enlighten Festival (\$0.449 million).
- Total Controlled Recurrent Payments (CRP) for 2018-19 was \$11.043 million, which was an increase of \$1.948 million from the budget of \$9.095 million. The increase is mainly due to:
  - the introduction of the 2018-19 Budget Review initiative Big Bash Cricket (\$0.630 million); and
  - the delivery of the Reconciliation Day in the Park event and additional cost recovery expenses associated with the Enlighten Festival (\$0.449 million).

#### **Actual to Actual**

- Total cost for 2018-19 was \$12.432 million, which was a decrease of \$0.161 million from the total cost of \$12.593 million. The variance is immaterial.
- Total CRP for 2018-19 was \$11.043 million, which was an increase of \$1.310 million from the total cost of \$9.733 for 2017-18. The increase is mainly due to the introduction of the More Jobs for Our Growing City - Boosting Local Events initiative (\$1.905 million).

---

### **Notes**

Key differences between CRP and Total Costs for 2018-19 are:

- Own Source Revenue (\$1.708 million);
- Employee Entitlements (\$0.019 million); and
- Depreciation (\$0.087 million).

## TITLE: Output 3.5 Arts Engagement

---

### *Issues*

#### **Budget to Actual**

- Total cost for 2018-19 was \$15.856 million, which was a decrease of \$0.167 million from the budget of \$16.023 million. The decrease is immaterial (less than 5 per cent of the budget).
- Total Controlled Recurrent Payments (CRP) for 2018-19 was \$13.322 million, which was a decrease of \$0.692 million from the budget of \$14.014 million. The decrease is immaterial (less than 5 per cent of the budget).

#### **Actual to Actual**

- Total cost for 2018-19 was \$15.856 million, which was an increase of \$1.718 million from the total cost of \$14.138 million for 2017-18. The increase is mainly due to:
  - the new funding for Belconnen Arts Centre (\$0.3 million) and Aboriginal and Torres Strait Islander Identified Officer (\$0.119 million);
  - an increase in the funding profile associated with More and Better Jobs - Growing Our Creative Capital (\$0.309 million);
  - the revised funding profile associated with More and Better Jobs - Canberra Theatre Complex Community Consultation (\$0.160 million);
  - an increase in the depreciation (non-cash) expense associated with the arts facility capital works (\$0.769 million); and
  - a change in the notional allocation of corporate overhead across the Directorate (\$0.461 million).
- Total CRP for 2018-19 was \$13.322 million, which was an increase of \$0.955 million from the total CRP of \$12.367 million for 2017-18. The increase is mainly due to:
  - the new funding for Belconnen Arts Centre (\$0.3 million) and Aboriginal and Torres Strait Islander Identified Officer (\$0.119 million);
  - the increase in the funding profile associated with More and Better Jobs - Growing Our Creative Capital (\$0.309 million);

- the revised funding profile associated with More and Better Jobs - Canberra Theatre Complex Community Consultation (\$0.160 million); and
- a change in the corporate overhead allocation across the Directorate (\$0.461 million).

---

***Notes***

Key differences between CRP and Total Costs for 2018-19 are:

- Own Source Revenue (\$0.270 million); and
- Depreciation (\$1.898 million).

## TITLE: Output 3.6 Higher Education, Training and Research

---

### *Issues*

#### **Budget to Actual**

- Total cost for 2018-19 was \$41.755 million, which was an increase of \$4.736 million from the original budget of \$37.019 million. The increase is mainly due to the timing of expenditures associated with:
  - Skilling Australians Fund (\$5.740 million);
  - User Choice (\$0.557 million);
  - Skilled Capital (\$0.126 million);
  - ACT Vocational Education and Training Administration Records System (AVETARS) (\$0.067 million); and
  - Healthy Weight Initiative (\$0.139 million).

This is partially offset by the deferral of expenditure from 2018-19 to 2019-20 associated with Commonwealth Grants for Skilling Australians Fund (\$2.779 million).

- Total Controlled Recurrent Payments (CRP) for 2018-19 was \$39.796 million, which was an increase of \$4.545 million from the original budget of \$35.251 million. The increase is mainly due to the rollover of funding associated with:
  - Skilling Australians Fund (\$5.740 million);
  - User Choice (\$0.557 million);
  - Skilled Capital (\$0.126 million);
  - ACT Vocational Education and Training Administration Records System (AVETARS) (\$0.067 million); and
  - Healthy Weight Initiative (\$0.139 million).

This is partially offset by the deferral of expenditure from 2018-19 to 2019-20 associated with Commonwealth Grants for Skilling Australians Fund (\$2.779 million).

#### **Actual to Actual**

- Total cost for 2018-19 was \$41.755 million, which was an increase of \$12.059 million from the total cost of \$29.696 million. The increase is mainly due to:

- the increase (including accruals) in expenditures associated with the Skilling Australians Fund (\$8.384 million); and
  - the increase in the expenditure associated with National Partnership Agreement on the Vocational Education and Training (VET) Skills Reform (\$4.4 million).
- Total CRP for 2018-19 was \$39.796 million, which was an increase of \$9.836 million from the total CRP of \$29.960 million for 2017-18. The increase is mainly due to the impact of:
    - the rollovers associated with:
      - Skilling Australians Fund (\$5.740 million);
      - User Choice (\$0.557 million);
      - Skilled Capital (\$0.126 million);
      - ACT Vocational Education and Training Administration Records System (AVETARS) (\$0.067 million); and
      - Healthy Weight Initiative (\$0.139 million).
    - the increase in the expenditure associated with National Partnership Agreement on the Vocational Education and Training (VET) Skills Reform (\$4.4 million).

---

**Notes**

Key differences between CRP and Total Costs for 2018-19 are:

- Own Source Revenue (\$0.195 million);
- Depreciation (\$0.254 million);
- Employee Entitlements (\$0.236 million); and
- Accrual of expenses associated with Skilling Australia Fund (\$1.044 million).

## TITLE: Output Class 3 Economic Development

---

### *Issues*

#### **Budget to Actual**

Total operating deficit for 2018-19 was \$11.337 million, which was \$8.961 million higher than the budget deficit of \$2.376 million.

- Total income for 2018-19 was \$104.118 million, which was \$0.293 million higher than the budget of \$103.825 million. This is comparable to the budget.
- Total expenses for 2018-19 were \$115.457 million, which was an increase of \$9.256 million from the budget of \$106.201 million. The increase is mainly due to:
  - the transfer of the completed work in progress associated with the Melrose Synthetic Football Facility (Design) and the Urban Renewal Program - Melrose Football Precinct from Output 3.3 Sport and Recreation to the Education Directorate (\$6.294 million); and
  - the timing of expenditure associated with Skilling Australians Fund in Output 3.6 Higher Education, Training and Research (\$5.740 million).

This is partially offset by the deferral of expenditures from 2018-19 to future years associated with:

- More Jobs for Our Growing City - Key Industry Sector Development in Output 3.1 Innovation, Trade and Investment (\$2.220 million);
- Digital Canberra - Digital Economy initiative (CBR Free WiFi) in Output 3.1 Innovation, Trade and Investment (\$0.483 million);
- Automated Vehicle Trial in Output 3.1 Innovation, Trade and Investment (\$0.292 million); and
- More Jobs for Our Growing City - Facilitating Major Projects in Output 3.1 Innovation, Trade and Investment (\$0.2 million).

### **Actual to Actual**

Total operating result for 2018-19 was a deficit of \$11.337 million, which was \$11.996 million lower than the total operating surplus of \$0.659 million in 2017-18.

- Total income for 2018-19 was \$104.118 million, which was a decrease of \$3.844 million from the total income of \$107.962 million for 2017-18. The decrease is mainly due to:
  - the CBR Screen Fund released to support the local screen industry in 2017-18 in Output 3.1 Innovation, Trade and Investment (\$5.0 million);
  - the cessation of the Confident and Business Ready: Building on Our Strengths initiative in Output 3.1 Innovation, Trade and Investment (\$2.8 million);
  - the grant payment to the Commonwealth Scientific and Industrial Research Organisation to deliver cyber security related projects in 2017-18 in Output 3.1 Innovation, Trade and Investment (\$2.5 million); and
  - the cessation of the One Good Thing After Another initiative in Output 3.2 Visit Canberra (\$2 million).

This is partially offset by the impact of:

- the introduction of the More Jobs for Our Growing City - Boosting Local Events initiative in Output 3.4 Events (\$1.905 million); and
  - the rollover of Skilling Australians Fund (\$5.740 million), User Choice (\$0.557 million), Skilled Capital (\$0.126 million), ACT Vocational Education and Training Administration Records System (AVETARS) (\$0.067 million), and Healthy Weight Initiative in Output 3.6 Higher Education, Training and Research (\$0.139 million).
- Total expenses for 2018-19 were \$115.457 million, which was an increase of \$8.153 million from the total cost of \$107.304 million for 2017-18. The increase is mainly due to:
    - the transfer of the completed work in progress associated with the Melrose Synthetic Football Facility (Design) and the Urban Renewal Program - Melrose Football Precinct from Output 3.3 Sport and Recreation to the Education Directorate (\$6.294 million); and
    - the timing of expenditure associated with Skilling Australians Fund in Output 3.6 Higher Education, Training and Research (\$5.740 million).

This is partially offset by the deferral of expenditures from 2018-19 to future years associated with:

- More Jobs for Our Growing City - Key Industry Sector Development in Output 3.1 Innovation, Trade and Investment (\$2.220 million);
- Digital Canberra - Digital Economy initiative (CBR Free WiFi) in Output 3.1 Innovation, Trade and Investment (\$0.483 million);
- Automated Vehicle Trial in Output 3.1 Innovation, Trade and Investment (\$0.292 million); and
- More Jobs for Our Growing City - Facilitating Major Projects in Output 3.1 Innovation, Trade and Investment (\$0.2 million).



The available data for international students in the ACT shows that while overall numbers have ebbed somewhat since this time in 2018, the five-year growth remains strong, and the decline can be isolated to specific markets and sectors. Overall international student enrolment in higher education and vocational education has increased from 2018, while enrolments in schools, ELICOS (English language courses), and non-award courses have declined. Those declines have been chiefly driven by enrolment patterns from China, which remains Canberra’s leading international student market. Whereas Chinese student enrolment in higher and vocational education has increased from this time in 2018, it has declined in schools, ELICOS, and non-award courses. And whereas there has been a decline in the total number of Chinese enrolments (a net decline of 878), each of the next five largest source markets for international students in Canberra have increased their enrolments over this time in 2018 (collectively growing by 771 enrolments, almost fully offsetting the decline in Chinese enrolments).

*All data in the following tables come from Austrade*

**Table 1: Full Year ACT International Student Enrolments, by Sector (2013-18)**

This table represents the full year, total enrolments of international students in the ACT, by sector of education.

|                    | 2013          | 2014          | 2015          | 2016          | 2017          | 2018          | % Change 13-18 |
|--------------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Higher Education   | 7,664         | 8,341         | 8,706         | 9,721         | 11,230        | 12,918        | 68.5%          |
| VET                | 829           | 877           | 841           | 891           | 1,278         | 2,208         | 166.9%         |
| Schools            | 436           | 503           | 584           | 659           | 709           | 648           | 48.6%          |
| ELICOS             | 1,401         | 1,809         | 1,782         | 2,119         | 2,534         | 2,234         | 59.5%          |
| Non-award          | 705           | 874           | 921           | 1,043         | 1,152         | 1,202         | 70.5%          |
| <b>Grand Total</b> | <b>11,035</b> | <b>12,404</b> | <b>12,834</b> | <b>14,433</b> | <b>16,903</b> | <b>19,210</b> | <b>74.1%</b>   |

**Table 2: Partial Year ACT International Student Enrolments, by Sector (as at August of each year)**

This table represents the enrolments of international students in the ACT, by sector of education, to August of each calendar year, which is the most current data available for 2019. While it does show a decline in enrolments from this time last year, overall the international student population in the ACT is well above prior years' levels.

|                    | 2013          | 2014          | 2015          | 2016          | 2017          | 2018          | 2019          | % Change 18-19 | % Change 13-19 |
|--------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| Higher Education   | 7,502         | 8,124         | 8,559         | 9,585         | 11,119        | 12,820        | 13,147        | 2.6%           | 75.2%          |
| VET                | 801           | 851           | 826           | 856           | 1,067         | 1,975         | 2,642         | 33.8%          | 229.8%         |
| Schools            | 401           | 466           | 526           | 630           | 685           | 634           | 517           | -18.5%         | 28.9%          |
| ELICOS             | 916           | 1,290         | 1,186         | 1,354         | 1,707         | 1,834         | 941           | -48.7%         | 2.7%           |
| Non-award          | 668           | 812           | 858           | 973           | 1,065         | 1,156         | 780           | -32.5%         | 16.8%          |
| <b>Grand Total</b> | <b>10,288</b> | <b>11,543</b> | <b>11,955</b> | <b>13,398</b> | <b>15,643</b> | <b>18,419</b> | <b>18,027</b> | <b>-2.1%</b>   | <b>75.2%</b>   |

**Table 3: Leading Countries of Origin for International Students Enrolled in the ACT (as at August of each year, 2016-19)**

This table shows the numbers of international students enrolled from the top ten source countries in the ACT.

|             | 2016  | 2017  | 2018   | 2019   | % Change 18-19 | % Change 16-19 |
|-------------|-------|-------|--------|--------|----------------|----------------|
| China       | 7,121 | 9,254 | 11,142 | 10,264 | -7.9%          | 44.1%          |
| India       | 680   | 776   | 1,166  | 1,508  | 29.3%          | 121.8%         |
| Nepal       | 89    | 139   | 338    | 586    | 73.4%          | 558.4%         |
| Bhutan      | 297   | 338   | 454    | 582    | 28.2%          | 96.0%          |
| Vietnam     | 377   | 344   | 356    | 379    | 6.5%           | 0.5%           |
| Malaysia    | 339   | 330   | 341    | 371    | 8.8%           | 9.4%           |
| South Korea | 505   | 469   | 423    | 354    | -16.3%         | -29.9%         |
| Hong Kong   | 271   | 316   | 351    | 320    | -8.8%          | 18.1%          |
| Indonesia   | 275   | 341   | 359    | 307    | -14.5%         | 11.6%          |
| Pakistan    | 229   | 221   | 293    | 253    | -13.7%         | 10.5%          |

**Table 4: Changes in Chinese International Student Enrolment in the ACT, by Sector (as at August of each year, 2016-19)**

|                  | 2016  | 2017  | 2018  | 2019  | % Change 18-19 | % Change 16-19 |
|------------------|-------|-------|-------|-------|----------------|----------------|
| Higher Education | 5,334 | 6,938 | 8,498 | 8,700 | 2.4%           | 63.1%          |
| VET              | 34    | 52    | 289   | 411   | 42.2%          | 1108.8%        |
| Schools          | 451   | 484   | 426   | 314   | -26.3%         | -30.4%         |
| ELICOS           | 941   | 1,330 | 1,446 | 627   | -56.6%         | -33.4%         |
| Non-award        | 361   | 450   | 483   | 212   | -56.1%         | -41.3%         |

This table shows that the drive behind the decline in Chinese student enrolment in the ACT has principally been in English as second language (ELICOS) courses and non-award courses. Chinese student enrolment has otherwise increased in higher and vocational education compared to this point last year.

## notes

- Brand Canberra is the whole-of-city branding program that was launched in 2013.
- The program seeks to:
  - guide a consistent, compelling and creative approach to promoting Canberra nationally and internationally as an inviting city, a connected community and a great place to live, work, visit, study and do business to maximise economic benefits.
  - enhance pride among Canberrans about their home city and the benefits it offers them.
- The 2017-2018 Budget committed \$2.1 million over three years to support ongoing delivery and development of Brand Canberra.
- Total program funding in 2019-20 is \$700,000.
- The Brand Strategic Advisory Board comprises eight members. Terms expire June 2021:
  - Ms Ritu Clementi (Chair)
  - Mr Nikos Kalogeropoulos
  - Ms Bryden Campbell
  - Ms Jason Perelson
  - Ms Monica Penders
  - Mr Eoghan O'Byrne
  - Ms Genevieve Butler
  - Mr Cam Sullings
- In 2018 the program returned to the ACT Government to be managed, from the Canberra Business Chamber.
- In 2019-2020 the program will deliver:
  - Brand updates:
    - Redevelopment of Brand Canberra's website canberra.com.au to evolve it into the primary digital gateway for promoting Canberra.
    - Renewed Brand Canberra guidelines, to provide clarity as to its purpose and importance in the marketplace

### Digital promotional content

- Social and digital content management and promotion of the hashtag #WeAreCBR

### Branded products

- Sponsorship of a Balloon Aloft owned hot air balloon for a three-year period guaranteeing extensive brand exposure across the year, and particularly during the Canberra Balloon Spectacular
- Merchandise production and distribution including branded lapel pins and lanyards
- Event dressing investment including branded fence signage and branded event volunteer uniforms

### Event and destination marketing support:

- Signage at key venues and sporting events including Manuka Oval and GIO Stadium for major sporting fixtures
- Sponsorship of relevant destination marketing campaigns and event marketing efforts that support the Brand Programs aims and objectives

### Logo management

- Support for a collection of businesses and individuals requesting use of the brand to align their endeavours with Brand Canberra

## notes

- The 2016-17 Budget provided \$7.3 million over four years to promote Canberra as a leisure destination. This investment supports domestic and international campaign activity.
- \$5.3 million of this commitment was invested across 2016-17 and 2017-18. \$1.0 million per annum will be invested in 2018-19 and the final \$1.0m in 2019-20.
- The 2018-19 budget committed an additional \$2 million over two years to the Major Event Fund from 2020-21.
- The 2018-19 Budget committed \$2.1 million over 3 years to extend the Brand Canberra program.
- The 2019-20 Budget committed \$290,000 to support staging of the Australian Tourism Awards in March 2020.

## Key Information

- Total VisitCanberra Government Payment for Output (GPO) for 2017-18 was \$14.868 million (increased by \$1.513 million from 2016-17).
- The VisitCanberra Government Payment for Output (GPO) for 2018-19 is \$13.350 million. The decrease reflects the phasing of the 2016-17 budget commitment of \$7.3 million over 4 years.
- The VisitCanberra Government Payment for Output (GPO) for 2019-20 is \$12,934 million.

## Accountability Indicators (full year results)

- a. ACT Accommodation – Room Occupancy Rate.
  - 2018-19 Target: greater than national average. For the 12 months ending April 2019, the STR Global estimated National average for room occupancy is 74.6 per cent, compared with 78.9 per cent for the ACT.
  - Ave occupancy for April 2019 was 82.3% compared to 79.2% for April 2018.
  - Easter weekend was 98%.
- b. Canberra and Region Visitors Centre – Overall visitor satisfaction with customer service levels.

- 2018-19 Target: greater than 87 per cent. Surveys are collected daily and for the period 1 July 2018 – 30 June 2019 overall satisfaction is currently 96 per cent.
- c. Number of visits to the 'visitcanberra.com.au' website.
- 2018-19 Target: 1,300,000. As at 16 June 2019 the visitcanberra.com website had received 1,881,000 visits. This equates to approximately 170,000 visits per month.

#### Website data 1 July 2018 – 16 June 2019

**Sessions (visits):** 1,881,177 (+20.61%)

**Users:** 1,306,534 (+23.34%)

**Pageviews:** 4,110,588 (+14.67%)

\*biggest difference is from organic search – with roughly 360,000 additional more organic search sessions compared to the previous year

#### Output 3.2: VisitCanberra

**Table 1: Accountability Indicators Output 3.2**

|                                                                                                                                   | 2018-19<br>Targets   | 2018-19<br>Estimated<br>Outcome | 2019-20<br>Targets   |
|-----------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------------------|----------------------|
| a. ACT Accommodation – Room Occupancy Rate (%) <sup>1</sup>                                                                       | >national<br>average | 78%                             | >national<br>average |
| b. Canberra and Region Visitors Centre (CRVC) –Overall visitor satisfaction with customer service levels at the CRVC <sup>2</sup> | >87%                 | 96%                             | 90%                  |
| c. Number of visits to the 'visitcanberra' website <sup>3</sup>                                                                   | 1,300,000            | 1,700,000                       | 1,300,000            |

#### Note(s):

1. This accountability indicator provides a comparison of the ACT's average accommodation room occupancy rate to the national average. The STR Global estimated national average for room occupancy is 76.5 per cent.
2. Satisfaction with overall customer service levels at the CRVC is captured as part of a broader Satisfaction Survey open to visitors throughout the year. Survey data is recorded using the *Survey Monkey* online program.
3. This accountability indicator is used to record the performance of the website [www.visitcanberra.com.au](http://www.visitcanberra.com.au) as a key driver for tourism activities such as travel, research, planning and online bookings in Canberra.

#### Background Information

- The current VisitCanberra organisational structure contains 25 full time equivalent staff. (10 marketing, 3 international, research, strategy, Brand CBR, EA, Director)
- Marketing – 2 digital, 2 social / content, 2 PR, 2 campaign, 1 database, mgr.)
- The Canberra and Region Visitors Centre (CRVC) has 5 full time staff and a pool of 9 on-call casuals to assist with peak periods such as during Floriade and the Airport booth. 24 volunteers are registered at the CRVC.

#### Budget

Main line area budgets for 2018-19 (excludes salaries):

**1. Marketing - \$2.849 million ( admin \$1.841)**

Includes:

- Destination Marketing Activity \$1.20 million
- VJP and Public Relations \$92,000
- Website and Digital Management \$107,000
- Visitor Guide and publications - \$180,000
- Market research - \$50,000

**2. International - \$1.894 million (admin \$1.468)**

Includes:

- International Programs - \$240,000
- Aviation Development - \$75,000
- Aviation (Singapore Airlines) - \$1.0 million

**3. Industry Development - \$1.146 million**

Includes:

- Major Event Fund - \$1 million
- Tourism Awards management and delivery - \$100,000
- Industry Development programs - \$46,000

**4. Canberra and Region Visitors Centre - \$1.051 million (admin \$414,976)**

Includes:

- Operations budget - \$150,000

**5. Research - \$380,952 (admin \$264,994)**

Includes:

- Tourism Research Australia - \$213,000
- Consumer Research - \$47,000
- Strategic Research - \$34,000

**6. Payments to third parties - \$1.5 million**

Includes:

- National Capital Educational Tourism Project - \$300,000
- Canberra Convention Bureau - \$1.2 million

**7. Brand Canberra - \$697,687 (admin \$140,000)**

Includes:



## Domestic Destination Marketing

### notes

- Destination marketing activities delivered by VisitCanberra were sustained in an 'always on' approach throughout the 2018-19 financial year via paid, owned and earned marketing channels.
- Advertising and destination content appeared within targeted geographic markets of Sydney, regional NSW, Melbourne and Brisbane and featured across a variety of media channels as a result of paid advertising campaign and cooperative partnerships.
- In the year ending 30 June 2019, VisitCanberra delivered 14 domestic destination and event campaigns. Key activity included five major domestic destination campaigns:
  - The *Lonely Planet Accolade Campaign* (October – December);
  - *Go Like a Local* partnership campaign with Tigerair (April);
  - *Spring* destination campaign (August – October) to support Floriade;
  - *Autumn* destination campaign (Feb – May) to support The Enlighten Festival; and
  - *In Canberra* collaborative partnership with seven national attractions and Schwartz Media (January – December).
- VisitCanberra also delivered marketing campaigns for all major and community events in Canberra, including Floriade where the team able to secure filming of the series "*Travel Guides*" to showcase the city and Floriade. This travel episode was the highest rating in the series and anecdotely well received by the New Zealand audience.
- Planning and development of the destination's new Masterbrand Campaign occurred throughout 2018-19. The new 12 month, integrated campaign (which launched 1 July 2019) promotes the destination to variety seeking audiences in Sydney and regional NSW. The campaign comprises a strategic paid advertising buy across digital and free to air television channels which is supported by year long content and conversion partnerships, as well as proactive public relations outreach and social media activity.

- Public relations activities continued to be a key part of promoting the destination. Proactive media outreach activity included promotion to domestic and international travel, leisure and trade outlets, news media and hosting journalists.
- VisitCanberra hosted and supported 5 domestic media familiarisation visits to Canberra to create an ongoing stream of Canberra travel and destination news.
- VisitCanberra worked closely with the local tourism and sport industry to ensure tourism driving events continued to encourage visitors to travel to Canberra. Key activity across the year included:
  - A \$1 million investment in major Canberra events via the Major Event Fund. Through which a direct economic benefit to Canberra of \$134.4 million and combined attendance of 727,990 people was delivered via five completed funded events Cartier – NGA, Love & Desire - NGA, Centenary of Armistice – AWM, Rome City & Empire – NMA and Summernats.
  - Work with major sporting codes including the Canberra Raiders, Giants AFL, Giants Netball and Canberra Brumbies to ensure shared content and destination messaging was included in their promotional efforts around significant fixtures.
- VisitCanberra's digital entry points including the [visitcanberra.com.au](http://visitcanberra.com.au) web site, e-newsletter and social media channels are key owned marketing tools. Content on these channels is updated regularly and positive growth in traffic and engagement was recorded across the majority of VisitCanberra channels in 2018-19.
  - [visitcanberra.com.au](http://visitcanberra.com.au) had 2 million visitors across the year.
  - VisitCanberra Facebook grew by 9 per cent to reach 258,106 followers
  - Twitter grew by 4 per cent to reach 24,314 followers, and
  - Instagram grew by 21 per cent to reach 56,730 followers.
- The *One Good Thing After Another* (OGTAA) marketing platform, continued to underpin VisitCanberra's ongoing approach to market the destination both domestically and internationally. This marketing

platform is utilised to promote the destination to leisure visitors, and the strategy is based on a simple premise: no other destination offers the diversity of tourism experiences so close together.

## Key Information

- \$7.3 million was committed over four years in the 2016-17 Budget to support aviation partnerships and for the expansion of the OGTA marketing platform. The commitment was allocated as follows:
  - 2016-17 \$3.2million
  - 2017-18 \$2.1 million
  - 2018-19 \$1.0 million
  - 2019-20 \$1.0 million
  
- In the year ending 30 June 2019, VisitCanberra delivered 14 domestic destination and event campaigns

|                                                                                                                                                                |           |                                                                                                                                                                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Always On Search                                                                                                                                               | Aug – Jun | \$150K (approx. funded VisitCanberra)                                                                                                                                                                                                                                                               |
| Spring 2018 incorporating: <ul style="list-style-type: none"> <li>- Destination campaign</li> <li>- Floriade campaign</li> <li>- NightFest campaign</li> </ul> | Aug - Oct | \$450K (co funded Events ACT and VisitCanberra) split across TV, Radio, Digital, print out of home and social media networks <ul style="list-style-type: none"> <li>- \$155K Destination</li> <li>- \$125K approx. NightFest</li> <li>- \$180K approx. Floriade</li> </ul>                          |
| Canberra Nara Candle Festival                                                                                                                                  | Oct       | \$4K (funded by Events ACT)                                                                                                                                                                                                                                                                         |
| Lonely Planet Accolade Campaign – Phase Two                                                                                                                    | Oct - Dec | \$270K (funded VisitCanberra) consisting of: <ul style="list-style-type: none"> <li>- \$150K - Time out content partnership</li> <li>- \$40K - Television advertising</li> <li>- \$15K - Digital advertising</li> <li>- \$60K – PR and strategy development</li> <li>- \$5K – Production</li> </ul> |
| Summer of Cricket                                                                                                                                              | Dec – Jan | \$60K (funded by Venues Canberra)                                                                                                                                                                                                                                                                   |
| New Years Eve in Canberra                                                                                                                                      | Dec       | \$18K (funded by Events ACT)                                                                                                                                                                                                                                                                        |
| Australia Day                                                                                                                                                  | Jan       | \$18.5K (funded by Events ACT)                                                                                                                                                                                                                                                                      |

|                                                                                                           |           |                                                                                                         |
|-----------------------------------------------------------------------------------------------------------|-----------|---------------------------------------------------------------------------------------------------------|
| In Canberra Campaign                                                                                      | Jan - Dec | \$90K (co-funded by VisitCanberra and Brand Canberra) - 50% payment towards \$181K tri-party agreement) |
| Enlighten Festival inc Canberra Day, Balloon Spectacular, Symphony in the Park and Lights Canberra Action | Jan - Mar | \$220K (funded by Events ACT)                                                                           |
| Autumn Destination                                                                                        | Mar - May | \$100K (funded by VisitCanberra)<br>Cinema<br>Radio<br>Digital<br>Print                                 |
| Go Like a Local Tigerair campaign                                                                         | Apr       | \$52.2K (funded by VisitCanberra) consisting of digital buy across paid and Tigerair owned networks     |
| Reconciliation in the Park                                                                                | May       | \$15K (Events ACT Funded)                                                                               |

- Activity delivered under the five major domestic campaign initiatives included;

#### *Lonely Planet Accolade and Campaign*

- Significant media coverage was generated in 2017-18 as a result of the announcement of Canberra's number three spot in Lonely Planet's 'Best in Travel' list for 2018. Highlights included:
  - Global mentions of 'Canberra' doubling on 25 October 2017.
  - Traffic to **visitcanberra.com.au** doubling on announcement day and social media sentiment was over 55% positive.
  - 436 total pieces of coverage were generated that delivered over 47 million 'Opportunities to See' across broadcast, national news, radio and online.
  - A content partnership with lonelyplanet.com globally saw, among other results, 4.2 million page views to the "Australia' pages during the two months following the announcement.
- The Lonely Planet accolade was included on all VisitCanberra marketing materials and was incorporated into ongoing marketing campaigns delivered in 2018.
- In October 2018, VisitCanberra launched Phase Two of the *Lonely Planet Accolade Campaign* (October – December) to showcase why Canberra ranked as Lonely Planet's third best city to visit in 2018. Activity was targeted to regional NSW, Sydney and Melbourne audiences.
- Advertising and content appeared across free to air television, digital media channels and through a content partnership with TimeOut.
- A comprehensive social media campaign delivered by contracted PR agency One Green Bean, was launched to 'hijack' the 2019 Lonely Planet announcement on 23 October. Results included:
  - A two week sponsorship of the campaign through the *Today Show*
  - 706,176 impressions, 548,189 cumulative reach and 146,338 engagements (including video views) through the social media campaign.
  - 210,000 video views with a completion rate of 75% through programmatic digital media buy and
  - 278,998 social media impressions, 983,081 display ad impressions and 521,927 eDM sends through the TimeOut content partnership.

### Go Like a Local partnership campaign

- The *Go Like a Local* partnership campaign with Tigerair (April) aimed to raise awareness and consideration of audiences in Brisbane and Melbourne to take a short break to Canberra.
- The campaign used local influencers to showcase their favourite aspects and experiences of Canberra through video and other digital content. The content was distributed across the Tigerair network and through digitally led paid advertising.
- The tactical element of the campaign converted audiences with a sale fare. Over the two-week campaign period the campaign achieved:
  - over 17 million impressions across digital channels, generating 54,229 clicks to the Tigerair website resulting in 1,225 seats being sold to Canberra ex. Brisbane and Melbourne.
  - The bookings represented a 124% increase in seat sales year on year for the Brisbane Canberra flights and a 10.5% increase year on year Melbourne to Canberra

### Seasonal Destination Campaigns

- Seasonal destination campaigns were delivered across spring and autumn to support major events *Floriade* and *Enlighten*.
- The *Spring Destination Campaign* (August to October) delivered event led destination advertising to audiences in regional NSW and Sydney markets. The campaign achieved strong results:
  - 1,848,570 impressions were delivered through the social media campaign with 13,956 consideration clicks
  - Program focused digital buy delivered 498,229 impressions with a 76% completion rate and 4,331 consideration clicks
  - Impressions delivered across the You Tube network were high (765,196) however completion rates were lower at 45% than through the programmatic campaign.
- The *Autumn Destination Campaign* concluded on 31 May 2019. Results are still being collated for this campaign.

### *In Canberra Campaign*

- In January this year, VisitCanberra launched a 12 month, \$1.24m tri party campaign called *In Canberra* with seven Commonwealth Government national attractions and Schwartz Media. Participating attractions include:
  - Australian Parliament House
  - Australian War Memorial
  - National Film and Sound Archives
  - National Gallery of Australia
  - National Library of Australia
  - National Museum of Australia
  - National Portrait Gallery
- *In Canberra* is a celebration of the cultural holdings of Australia. It tells the story of Australia through the treasures it has chosen to preserve and makes clear that, in Canberra, it is all in one place.
- Each week as part of the campaign, a full page in *The Saturday Paper* will showcase an object found in Canberra from one of these collections. Objects range from public art to treasures found in our galleries and museums. It's a broad collection of interesting, uniquely Canberran or nationally significant things. Objects will also feature on an online microsite and in *The Monthly*.
- By the close of the campaign a total of 48 items will have featured in *The Saturday Paper* and on the *In Canberra* microsite hosted by Schwartz Media and 12 items will have featured in *The Monthly*.
- As of 30 June 2019, the campaign had achieved a circulation of 4,374,000 across *The Saturday Paper* and *The Monthly*. The online syndication of the print elements has garnered more than 267,000 views to date. The dedicated *In Canberra* microsite has reached 4,330 users, growing month on month with the 1,886 users alone accessing the site in April. The e-newsletters distributed to an average of 234,000 subscribers have an open rate on average of 41.27%, surpassing industry bench mark open rates.
- Schwartz Media's audience is a highly metropolitan based, culturally and politically astute audience who collectively take 190,000 interstate trips for culture each year.
- In July 2019 VisitCanberra expanded on the campaign by increasing Canberra's presence with additional "editorial style" advertising to showcase the range of experiences in Canberra.
- Advertising features notable Canberrans or Australians with a Canberra connection who are deemed to be highly influential within the Schwartz



Media audience. The editorially inspired creative takes the form of interview/finish-this-sentence style content. Featured personalities have included, Annabel Crabb, Chris Uhlmann, Karen Middleton, Nick Mitzevich, the Hon Michael Kirby AM, David Pocock, Julie Bishop with Kamina Vincent and Tim Ross yet to appear.

- The editorial style pieces will be placed in Schwartz Media print and online channels once a month, for five months, starting July 2019 to direct traffic to the broader In Canberra campaign elements in a cohesively executed integrated campaign.

#### *Visiting Journalists and Influencer Program (VJIP)*

- In 2018 19 VisitCanberra hosted and supported a number of media familiarisation visits to Canberra to create an ongoing stream of Canberra travel and destination news.
- Hosted 5 domestic media/influencer visits costing \$1620 (average of \$324pp).
- Hosted 7 international visits costing \$22,350 (average of \$3,192 per visit).
- Industry contributed an additional \$15,653 in hosting costs.
- The program is integral to raising the profile of the destination and is a main component of VisitCanberra's marketing efforts.
- Media and influencer visits are initiated in the following ways:
  - Journalists and influencers often approach VisitCanberra directly to seek story advice and on occasion support to visit.
  - Journalists and influencers may be invited to visit (pitching a story) by VisitCanberra, in conjunction with particular campaign efforts. Journalists and influencers may visit as a result of Tourism Australia's International Media Hosting Program.
- The level of VisitCanberra's assistance in all scenarios is determined based on the journalist or influencer's relevance to our target market and their potential reach.
- Assistance ranges from providing product/story ideas or access to imagery through to an offer to visit the destination to experience it first-hand, with travel and accommodation paid for on some occasions (provided a commissioned destination piece is guaranteed).
- Pitching story ideas to media is undertaken by VisitCanberra on occasion. There is no cost associated with pitching. It can on occasion result

in a visit and this outcome may have an associated cost either to VisitCanberra or our industry.

- Outcomes include content about Canberra tourism experiences and products being featured in magazines, newspapers, websites, television programs and across social media to audiences in key target markets who are interested in travel.
- The value of this exposure is difficult to comprehensively value, due to the varied nature of the publications and media platforms however it is a very cost effective way of generating authentic content about Canberra. In most instances editorial placements in key publications are only possible through this approach.
- Separate to the VJIP program, journalists and influencers may visit as a result of a media buy with a publisher that includes both advertising and commissioned destination content. In these instances sponsorship is always publically declared and they are not funded via the VJIP program.

#### Example outcomes from VJIP Program 2018/19

- 8-10 Sep 2018 – Virgin Australia Voyeur
  - Cost - \$80 for 1 person
  - Outcome: 6 page feature on Canberra's food revolution
  - 500,000 print readership, plus online content
  
- 12-14 October 2018 – Traveller, Fairfax Media
  - Cost - \$210 for 1 person
  - Outcome: Feature on Canberra's top things to do and see with a focus on design and architecture
  - Circulation 1.1 million nationally
  
- 6-12 January 2019 – Vogue India
  - Cost - \$11,300 for 12 people
  - Outcome: 8-10 page cover story in Vogue print – Editorial coverage on Vogue platforms including content on social media channels
  - 4.8 million combined social media reach + 50,000 print
  - Anushka Sharma, talent/first lady of Indian cricket – 25.2 million reach

## notes

- To inform and support VisitCanberra's approach to international markets, a two year International Plan was developed to focus on growing visitation from key international markets of Singapore, Malaysia, India, UK, New Zealand; China and Hong Kong.
- VisitCanberra delivered international programs and marketing activities throughout the 2018/19 year via cooperative marketing; partnership programs and industry development initiatives.
- In 2018/19 VisitCanberra delivered 16 cooperative campaigns in key international markets (Singapore, Malaysia, India, China, Hong Kong and UK) through aviation partners, Singapore Airlines, and content marketing activities with international publishers.
- Paid advertising activity appeared throughout the year within target international markets on a variety of media channels and through partnerships.
- In conjunction, public relations activities are a key part of promoting the destination. Activities included agent and trade education and hosting famils for trade and media (including journalists and social influencers).
- VisitCanberra participates in a number of Tourism Australia's programs including: ATE, Aussie Specialist Program, Corroboree West, Corroboree Asia, India Travel Mission, Greater China Travel Mission, South East Asia Walkabout, and supports the International Media Hosting Program.
- In January 2019, VisitCanberra appointed its first international employee in Singapore. This role of Business Development Manager for Singapore, Malaysia and India was designed to grow visitation from these key markets through in-market representation.
- Through the *Accelerator* program, VisitCanberra sponsors development opportunity for tourism businesses who are committed to building international-readiness and entering the export market. This delivered in partnership with Australia Tourism Export Council. In 2018/19, there were 6 business supported through this program.

## Key Information

- Aviation partnerships are key to reaching identified international markets.
- International co-operative marketing campaigns have been delivered in partnership with Singapore Airlines in Singapore, Malaysia, India, Hong Kong, China and UK.
- Partnership with Tourism Australia allows VisitCanberra to amplify our key messages through their programs and in-market teams.

## Background Information

- Following is a summary of the main international programs and marketing activities undertaken 2018/19:

### Singapore Airlines cooperative marketing campaigns

- \$500,000 invested in cooperative marketing activity with Singapore Airlines that was matched with \$250,000 cash and remainder in-kind.
- Aviation partnerships are key to reaching international markets with air access to Canberra.
- In the 2018/2019 financial year campaigns were developed and run in India, Malaysia, Hong Kong, United Kingdom, Singapore and China.
- **Singapore:** aligned with Tourism Australia’s marketing activity, and featured a series of advertorials in mass-reaching newspapers, supported by a comprehensive digital supplement across Skyscanner and Google, as well as social media activity.
- Campaign Duration: 4 months, January - April 2019
- **India:** aligned with Tourism Australia’s marketing activity as well as Vogue India activity, and featured a series of print advertising within mass-reaching newspapers, supported by a comprehensive digital supplement across Facebook, Instagram and Youtube. A key distribution partnership with Travel Tours accompanied this campaign.
- Campaign Duration: 6 months over 3 bursts, August-September 2018; November-December 2018; February-March 2019
- **Malaysia:** aligned with Tourism Australia’s marketing activity, and featured a series of print advertising within mass-reaching newspapers, supported by a comprehensive digital supplement including display advertising and social media activity. Key Opinion Leader (influencer), Josephine Yap, was engaged as part of this campaign for content generation and distribution.
- Campaign Duration: 3 months, March – May 2019
- **UK:** aligned with Tourism Australia’s Telegraph campaign and featured editorial, social media activity and a digital content hub. Canberra’s Tidbinbilla featured on the front cover of a Telegraph supplement as part of the campaign. A partnership with Expedia and Singapore Airlines is currently in-market.
- Campaign Duration: 2 months, May – June 2019
- **China:** will feature a partnership with an online travel content site and engagement with a Chinese Key Opinion Leader (influencer) for the sharing of content across the platform. Planned to commence in September 2019.

- 
- **Hong Kong:** a digital only campaign that featured display advertising across news platforms as well as social media activity across SIA's Facebook and Instagram. Hosted Day Day Cook (broadcast) as part of VisitCanberra's International Media Hosting Program.
- Campaign duration: 3 months; November 2018 – January 2019
- **Singapore Airlines in-kind:**
  - 30 second TVC on Krisworld inflight system with a potential reach of 1.6 million passengers a month  
Campaign duration: January – March 2019
  - Double page spread on Silverkris Magazine with an approximate readership of 74% of passengers  
Campaign duration: Feb 2019
  - Silverkris online content with leaderboard, Half page and MREC; with expected 290K monthly page views.  
Campaign duration: January – February 2019

#### Tourism Australia Partnerships and Programs

- Tourism Australia's expertise and networks are critical for Canberra's international tourism success. A significant proportion of international programs are delivered in partnership with Tourism Australia or leveraging opportunities presented by Tourism Australia.
- Tradeshow & Events
  - Attended India Travel Mission in August 2018 in Jaipur, where 90 B2B appointments were undertaken
  - Attended Corroborree Asia in August 2018
  - Attended Hong Kong "One Voice" market visit & events in January 2019
  - Attended ATE in March 2019
- Famil Program
  - Co-hosted Corroborree Asia famil in September 2018 for 15 travel agents from China
  - Co-hosted with a VIP key trade partners famil from Indonesia in September 2018
  - Hosted famil for Aussie Specialist Ambassadors from Western markets of USA, UK and New Zealand in March 2019
  - Hosted famil for Aussie Specialist Ambassadors from Eastern markets of India, Malaysia and Singapore in June 2019
  - Hosted Toursim Australia's Global PR team for a famil in December 2018

#### Visiting Journalists and Influencer Program (VJIP)

- In 2018/19 VisitCanberra hosted and supported a number of media familiarisation visits to Canberra to create an ongoing stream of Canberra travel and destination news.
- Hosted 7 international visits costing \$22,350 (average of \$3,192 per visit).
- Industry contributed an additional \$15,653 in hosting costs.
- The program is integral to raising the profile of the destination and is a main component of VisitCanberra's marketing efforts.

#### Example outcomes from VJIP Program 2018/19

- 6-12 January 2019 – Vogue India

- Cost - \$11,300 for 12 people
- Outcome: 8-10 page cover story in Vogue print – Editorial coverage on Vogue platforms including content on social media channels
- 4.8 million combined social media reach + 50,000 print
- Anushka Sharma, talent/first lady of Indian cricket – 25.2 million reach

#### ATEC Partnership

- VisitCanberra is partnering with the Australian Tourism Export Council (ATEC) to deliver an Export Ready Accelerator Program for Canberra tourism businesses.
- The Accelerator program was designed by VisitCanberra as a one year learning and mentoring pathway to support the industry with product development and individual growth.
- In 2018/19, it has been expanded to a three-year program, with ATEC delivering the workshops in year one, and VisitCanberra supporting the businesses participation in a number of other export initiatives in years two and three, such attendance at trade events, VisitCanberra sales missions and inclusion in famils.
- VisitCanberra sponsors the development opportunity for tourism businesses who are committed to building international-readiness and entering the export market.
- The first year of the program was delivered by ATEC, through its BRITE initiative “Building Readiness for Inbound Tourism Excellence.” The program includes workshops, as well as attendance at key ATEC events and an optional one-day famil to ATE 2019.
- VisitCanberra has supported 6 businesses to participate in the program across accommodation, tours and attractions in 2018/19:
  - Dharwa Aboriginal Cultural Tours
  - Eat Canberra Food Tours
  - Classic Capital Golf Tours
  - Mulligans Flat Woodland Sanctuary
  - Royal Australian Mint
  - Australian Parliament House
- The Export Ready Accelerator Program was piloted by VisitCanberra in FY2017/18, with five businesses successfully completing the program:
  - Go Boats
  - Knightsbridge Hotel
  - Canberra Secrets
  - Pialligo Estate
  - MV Southern Cross Cruises
  - Canberra Helicopters

## notes

- The Major Event Fund (MEF) supports a diverse portfolio of appealing major events and exhibitions through attraction, acquisition, development and promotion.
- The MEF strongly delivers against the ACT Government's strategic priority to grow the visitor economy. The ACT's *2020 Tourism Strategy* seeks to grow the value of overnight visitor expenditure to \$2.5 billion.
- The MEF also aligns neatly with the vision of the *2025 Major Events Strategy for the ACT*, which seeks to have Canberra recognised as a world-class events destination with events that reflect the city's essence and personality.
- Since the MEF opened in 2011, \$8.94 million in funding has been approved to support major events and exhibitions held in Canberra.
- The 30 completed and acquitted events and exhibitions to date have attracted over 4.1 million attendees, delivering approximately \$820 million in economic return to the ACT. This equates to an average return of \$105 for every dollar of MEF support invested in these completed events and exhibitions.
- In 2018-19, an economic benefit of \$134.4 million was achieved through the MEF's \$1 million investment, with five completed events during this period delivering a combined attendance of 727,990.
- With a high proportion of attendees to funded events coming from interstate or overseas, the MEF is a highly effective tourism driver.
- Significant demand has been placed on the MEF over an extended period, with funding requests consistently exceeding the available budget allocation.
- At present, the MEF is fully committed for 2019-20 and 90 per cent committed for 2020-21.

## notes

- Current State Tourism Satellite Accounts (State TSA) were released by Tourism Research Australia (TRA) on Wednesday 14 August 2019. Results show Tourism's total contribution to the ACT's Gross State Product (GSP) for 2017-2018 was estimated to be \$2.44 billion, and supported an estimated 19,300 jobs.
- Tourism's contribution to the ACT's GSP grew 10.5 per cent between 2016-17 and 2017-18, the highest nationally and ahead of the national average of 6.5 per cent.
- Of the 228,000 jobs in the ACT for the 2017-18 financial year, tourism generated 19,300 jobs – an estimated 1,600 more than the previous financial year. This represents a 9.2 per cent increase for tourism employment growth when compared to the 2.7 per cent general ACT employment growth.
- National Visitor Survey (NVS) results for the year ending June 2019 show overnight visitors spent a record \$1.87 billion, up 14.8 per cent on June 2018 figures. The very strong spend result, combined with \$605.4 million international overnight spend (the fourth highest spend outcome), resulted in the ACT reaching \$2.47 billion in overnight spend, just 30 million short of the Tourism 2020 target of \$2.5 billion target.
- Year ending June 2019 NVS results showed 5.0 per cent growth for domestic overnight visitation compared with June 2018 figures. Record overnight visitation in both the Holiday and Business sectors drove the overall visitation performance but was offset by a visitation decline in the VFR sector. Overall the ACT welcomed 2.9 million overnight visitors for the period, 139,000 more than June 2018 figures.
- In line with visitation growth, domestic visitor nights grew 5.1 per cent and equated to an additional 369,000 nights for the year ending June 2019. In total visitors spent 7.6 million nights in the ACT over the period, with an average length of stay of 2.6 nights.



- International Visitor Survey (IVS) results show international visitors to Canberra grew by 7.1 per cent in the year ending June 2019 and contributed \$605.4 million to the ACT economy (down from \$641.2 million in June 2018).
- The record amount of 266,278 international overnight visitors was driven by record numbers of visitors coming to the capital on holiday and / or to visit their friends and relatives.
- The ACT 2020 Tourism Strategy (T2020), aims to grow the value of overnight visitor expenditure in the ACT to \$2.5 billion by 2020.
- The total combined value of domestic and international overnight expenditure now sits at \$2.47 billion as at year ending June 2018.
- Improved access through increased international and domestic low cost carrier aviation, destination marketing initiatives, international travel trade program initiatives, and investment in major events and new hotel infrastructure have supported growth of the visitor economy assisted in achieving the T2020 target.

### Key Information

- Latest results from the 2017-2018 State TSA show:
  - Tourism's GSP contribution recorded a growth of 10.5 per cent over the previous year, and was the highest GSP growth nationally. National GSP growth was 6.5 per cent.
  - GSP for the Australian Capital Territory as a whole, grew to an estimated \$39.8 billion, representing a growth of 4.9 per cent over the previous year. With a higher rate of GSP growth, Tourism is driving the positive performance of the wider ACT economy. In 2017-18, tourism generated an estimated total of 19,300 jobs in the ACT economy - an estimated 1,600 new jobs since the previous year. This represents a growth of 9.2 per cent - the highest growth in tourism employment nationally (national employment growth was 3.1 per cent and total ACT employment growth was 2.7 per cent).
  - Nationally, tourism generates around 996,000 jobs, a figure which grew 5.3 per cent since the 2016-17 TSA report.
  - State TSA results for 2018-2019 are anticipated to be released by Tourism Research Australia end April 2020.
  -

- Latest domestic and international results for the year ending June 2019 confirm:
  - Domestic overnight visitation grew 5.0 per cent to 2.90 million overnight visitors, but was behind of the 11.7 per cent growth experienced nationally.
  - Domestic overnight visitor expenditure totalled a record \$1.87 billion growing by 14.8 per cent, on par with the national average of 14.7 per cent.
  - The overall domestic visitation growth for the ACT (5.0 per cent) was driven by record overnight visitation in both the Holiday and Business sectors but was offset by a visitation decline in the VFR sector.
  - Overall, there was a record 848,000 and 871,000 domestic overnight visitors who came to Canberra for holiday and business purposes respectively over the period. Business nights increased by 8.7 per cent for Holiday and 5.1 per cent for Business travel for the period.
  - International visitors grew to a record 266,278, an increase of 7.1 per cent compared with year ending June 2018 figures. Nationally international visitation grew 2.8 per cent.
  - International leisure visitor numbers grew by 9.3 per cent.
  - International visitor spend in the ACT totalled \$605.4 million, a decline of \$35.8 million from the year ending June 2018.
  - The decline in international visitor spend was driven a \$57 million decline in education expenditure, of which \$49 million was attributed to China. Losses in education sector expenditure have been partially offset by growth in leisure spend of \$25 million over the period.
  
- With a 20.5 per cent share of international overnight visitation to the ACT, China continues to be the ACT's largest international visitor source market. China is followed by the United Kingdom (8.2 per cent), the United States of America (8.1 per cent share), India (7.1 per cent), and New Zealand (6.4 per cent).

### **Background Information**

- State TSA results for 2017-2018 are anticipated to be released by Tourism Research Australia end April 2019. The August release for this year's report represents a delay due to it being a benchmark year (this occurs every 3 years).

### Tourism 2020 Strategy Progress

- The ACT Tourism 2020 Strategy was launched in December 2013.
- In *the Tourism 2020 Strategy* the ACT reports **overnight** visitation and expenditure data only which excludes day trip information. Currently the value of domestic and international combined overnight visitor expenditure (year ending June 2019) is \$2.47 billion which is \$30 million short of the target.

- T2020 accommodation milestones have already been achieved, two years ahead of target:
  - As at June 2019, the ACT has over 7,040 available rooms (of establishments with 10+ rooms) with an average 12 month occupancy rate of 77.7 per cent (compared with the national average of 74.2 per cent). With more accommodation properties in the pipeline, the ACT has overachieved the 5,930 occupancy target identified to support future market demand.
- Austrade are leading an expedited process for completion of the 2030 Visitor Economy Strategy: A Blueprint for Australian Tourism (National Strategy). The National Strategy (the Strategy) will supersede the current 2020 Tourism Strategy and provide direction for continued growth of the visitor economy in Australia out to 2030. It will better define the Visitor Economy, with the aim of ensuring engagement and advocacy from all sectors that contribute to Tourism outcomes.
- The Strategy is being completed in close consultation with the States and Territories. A drafting sub-committee has been established by Austrade to inform the strategy; VisitCanberra are representing the ACT Government on the committee.

Vol: 1 Page No: 79 & 81 (Output 3.6)

**Portfolio/s:** Chief Minister

Vocational Education and Skills

## **BRIEF TITLE: AUSTRALIAN APPRENTICESHIPS INSPECTOR**

### **Talking points:**

- The ACT Government is committed to reducing the number of workplace injuries across all industries and age groups. A range of stakeholders have had input into the issue of safety of Australian Apprentices in the ACT, with WorkSafe ACT, Skills Canberra and the Education Directorate working cooperatively to reduce the incidence of Australian Apprentice injuries across the Territory.
- The Skills Canberra Field Officer Program commenced in July 2015. Field Officers provide support and guidance to Australian Apprentices, their parents/guardians and employers based on their obligations under a training contract. Field Officers monitor employer and AA compliance against the Code through scheduled visits.
- In response to safety concerns of young workers, in 2017 Skills Canberra brought forward field officer visits for ASBAs from 'within the first year of their Australian Apprenticeship' to 'within two months of their training contract approval date'.
- Also in 2017, the Apprentice and Young Workers Safety Advisory Committee (the Committee) was established at the request of the Minister for Workplace Safety and Industrial Relations. The Committee provided advice to the Work Safety Council on how best to ensure apprentices, trainees and young workers were working in safe environments, and aware of their workplace safety rights and responsibilities.
- An outcome of this committee was the establishment of a temporary Australian Apprenticeships Inspector (AAI) position in July 2018, employed by WorkSafe ACT and funded by Skills Canberra. Skills Canberra allocated residual funding from the Skills Reform National Partnership Budget to fund the position in 2018-19 and 2019-20.

Cleared as complete and accurate: XX/XX/2019

Cleared by: Choose an item. **Must be an** Ext:  
**Information Officer**  
**(Executive)**

- Mutual and ongoing arrangements established between Skills Canberra and WorkSafe ACT (through a Service Level Agreement) mean Skills Canberra Field Officers can provide on-the-spot advice and immediately escalate the issue to the AAI to enact regulatory functions in accordance with the WHS Act.
- If WorkSafe ACT undertakes enforcement activity at a workplace where AAs are employed, the AAI reports this activity to Skills Canberra so employer approval under the TaTE Act can be addressed.

## Statistics

### **AUSTRALIAN APPRENTICESHIPS INSPECTOR**

In 12 months to 1 July 2019 the AAI:

- investigated 56 referrals from Skills Canberra Field Officers. Of these;
  - 23 covered topics such as basic WHS procedures and fatigue management
  - 29 resulted in educative and/or enforcement action with medium risk rating being applied to employers by Skills Canberra
  - 4 were serious concerns relating to inappropriate supervision, bullying and harassment and an escalation to major investigations in WorkSafe.
- presented to 1358 employers, the CIT, registered training organisations (RTOs), schools and Apprenticeship Network Providers about safety in the workplace; and
- interviewed 46 Australian Apprentices and Young Workers.

### **FIELD OFFICER**

In 12 months to 1 July 2019 the Field Officer Program:

- visited 584 employers
- visited 733 Australian Apprentices
- presented at 7 schools and colleges
- participated in graduation ceremonies, careers expos and information evenings.

Cleared as complete and accurate: XX/XX/2019

Cleared by: Choose an item. **Must be an** Ext:  
**Information Officer**  
**(Executive)**

## The Indigenous Apprenticeships Program

- The Indigenous Apprenticeships Program (IAP) provides an entry-level apprenticeship program for Aboriginal and Torres Strait Islanders in the Australian Public Service. The IAP was facilitated between the Australian Department of Human Services and CIT Solutions as the selected provider of Certificate IV and Diploma in Government qualifications. The IAP included participants from every state and territory. 194 of these participants from Queensland (excluding the Torres Strait), South Australia, Tasmania, New South Wales and Western Australia were signed into ACT training contracts managed by Skills Canberra.

Cleared as complete and accurate: XX/XX/2019  
Cleared by: Choose an item. **Must be an** Ext:  
**Information Officer**  
**(Executive)**

Vol: 1 Page No: 79 & 81 (Output 3.6)

**Portfolio/s:** Chief Minister  
Vocational Education and Skills

## **BRIEF TITLE: VET delivery in racing**

### **Talking points:**

- The ACT Qualifications Register currently has the following RGR qualifications identified as Australian Apprenticeship pathways in the ACT:
  - RGR20108 Certificate II in Racing (Stablehand)
  - RGR30108 Certificate III in Racing (Trackrider)
  - RGR30208 Certificate III in Racing (Advanced Stablehand)
  - RGR40208 Certificate IV in Racing (Jockey)
- TAFE NSW is the is the only RTO with a Training Initiative Funding Agreement that has the scope to deliver these racing related qualifications in the ACT.
- Currently, in the ACT there is one active Australian Apprentice enrolled in Certificate III in Racing (Advanced Stablehand) and one active Australian Apprentice enrolled in Certificate IV in Racing (Jockey) training with TAFE NSW.
- In October 2019, TAFE NSW advised Skills Canberra that they are withdrawing from racing qualification delivery in regional NSW and the ACT due to a number of reasons including:
  - TAFE NSW ended the collaboration with Racing NSW on 30 June 2019 which reduced capacity to deliver outside of Sydney
  - New/updated qualification resources are being developed so are not ready for new enrolments
  - Low numbers of Australian Apprentices in Regional NSW and ACT was not financially viable for TAFE NSW trainers and assessors.

Cleared as complete and accurate: XX/XX/2019  
Cleared by: Choose an item. **Must be an** Ext:  
**Information Officer**  
**(Executive)**

- This means that there is no RTO who can deliver racing related qualifications in the ACT for new Australian Apprentices. TAFE NSW has committed to teaching out the two existing ACT Australian Apprentices.
- It is anticipated that Racing NSW is establishing itself as a RTO. Skills Canberra will reach out to Racing NSW in the coming months to discuss delivery of racing qualifications in the ACT.

## STATS

Skills Canberra has recorded only six completions since 2009 in racing related qualifications. It is very low numbers.

Cleared as complete and accurate: XX/XX/2019  
Cleared by: Choose an item. **Must be an** Ext:  
**Information Officer**  
**(Executive)**

TRIM Ref:



2018-19 Future Skills for Future Jobs Grants Program – Grant Recipients

| Project lead and project partners                                                                                                                                                                                                                                                                        | Project description                                                                                                                                                                                                                                                                                                                    | Grant            | Projected AA commencements                                           | Key activities to date<br>(as at 20/09/2019 progress report)                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Access Recognised Training</b></p> <p>Erindale College<br/>Hawker College<br/>Australian Training Company<br/><br/>ACT Licensed Clubs</p>                                                                                                                                                          | <p><u>Hotstart Hospitality Pre-employment Training and ASBA/WEX Placement Program</u>: A pre-apprenticeship/traineeship and work experience placement program, led by Access Recognised Training in partnership with ACT Public Schools and a collection of participating hotels, licensed clubs, and other hospitality employers.</p> | <p>\$211,000</p> | <p>100 pre-apprenticeships or pre-traineeships<br/><br/>30 ASBAs</p> | <ul style="list-style-type: none"> <li>• Official program launch and ‘Cook for a Cause’ event held at Gungahlin College, in partnership with OzHarvest and high-profile local chefs. The event featured on WIN News.</li> <li>• Three lead schools hosting Hotstart courses confirmed: Gungahlin College, Erindale College and St Clare’s College.</li> <li>• 10 students successfully completed the first course at Gungahlin College.</li> </ul>         |
| <p><b>Canberra Institute of Technology</b></p> <p>SPARK<br/>Aged Care employers (Goodwin, Illawarra Retirement Trust, Salvation Army, Southern Cross Care)<br/><br/>Disability employers (Sharing Places, Hartley Life Care, Cranleigh Special School, Malkara Special School, The Disability Trust)</p> | <p><u>CIT SPARK Community Services Taster Program</u>: A SPARK training program that will target disadvantaged jobseekers, providing them with the opportunity to become skilled for entry level positions in the aged care and disability sectors in the ACT.</p>                                                                     | <p>\$121,600</p> | <p>40 pre-traineeships</p>                                           | <ul style="list-style-type: none"> <li>• Information session held attracting target intake of 20 students for the Semester 2, 2019 program. Additional students waitlisted.</li> <li>• Program activities to date include: LLN, study support and Foundation Skills workshops, Basic First Aid training, applications for Police Check and Working with Vulnerable People Cards, uniform fittings, and the commencement of accredited training.</li> </ul> |

| Project lead and project partners                                                                                                                                                                                     | Project description                                                                                                                                                                                                                                                                           | Grant            | Projected AA commencements                                           | Key activities to date<br>(as at 20/09/2019 progress report)                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Canberra Institute of Technology</b><br/>eLearning Australia<br/>Professional Tiling Services<br/>Allied Trade employers (McKenzie Gyprock and Plastering, Swift Tiling, Newell Rendering)<br/>Worksafe ACT</p> | <p><u>Flexible Allied Trade Delivery</u>: An innovative training solution that allows Allied Trade apprentices to spend more time in the workplace; with a focus on Solid Plastering, Wall and Ceiling Lining, and Wall and Floor Tiling.</p>                                                 | <p>\$150,000</p> | <p>20% increase in apprenticeship commencements in Allied Trades</p> | <ul style="list-style-type: none"> <li>Information session held with project partners.</li> <li>Scoping work has commenced between CIT and developers.</li> </ul>                                                                                                                                                                                                     |
| <p><b>CIT Solutions</b><br/>CIT</p>                                                                                                                                                                                   | <p><u>Higher Apprenticeship Pathway Preparation for Young Adults</u>: Prepares 50 learners to take the first steps on a learning journey that will enable them to progress their careers into the cyber industry, including a framework for activating soft skills or preparedness.</p>       | <p>\$60,000</p>  | <p>50 pre-traineeships</p>                                           | <ul style="list-style-type: none"> <li>Planning for learner recruitment commenced. Learners to be recruited from a range of professions (rather than cyber alone) to provide more robust data.</li> <li>Project design and delivery team established.</li> </ul>                                                                                                      |
| <p><b>Master Builders Association of the ACT</b><br/>SPARK<br/>Southern Training Organisation</p>                                                                                                                     | <p><u>Careers in Civil Construction</u>: Pathways for individuals to gain entry level civil construction jobs through a combination of industry-based training, accredited units from the <i>Certificate III in Civil Construction (Plant Operations)</i> and work experience placements.</p> | <p>\$85,000</p>  | <p>15 pre-apprenticeships<br/>15 apprenticeships</p>                 | <p><i>Project in development stage – expected project commencement in 2020 (progress report not yet submitted).</i></p>                                                                                                                                                                                                                                               |
| <p><b>Master Builders Association of the ACT</b><br/>Millpost Technologies</p>                                                                                                                                        | <p><u>Immerse Yourself, MBA Virtual Reality Project</u>: Develops several virtual and interactive experiences on a building and construction worksite, with the ability to engage with the environment and walk through the experience.</p>                                                   | <p>\$120,000</p> | <p>80 pre-apprenticeships<br/>40 apprenticeships (long-term)</p>     | <ul style="list-style-type: none"> <li>Project showcased at MBA Open Day and MBA ACT GT's 50<sup>th</sup> Anniversary celebration on 24 August 2019, attended by Deepak-Raj Gupta MLA.</li> <li>Potential MBA apprentice invited to provide feedback on the initial recruitment and training scenarios and how this could enhance the learning experience.</li> </ul> |



| Project lead and project partners                                                                                                                                                      | Project description                                                                                                                                                                                                                                                                          | Grant            | Projected AA commencements                                                           | Key activities to date<br>(as at 20/09/2019 progress report)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>NECA Training Pty Ltd</b></p> <p>NECA ACT<br/>Creative Safety Initiatives<br/>Ablaze Total Solutions<br/>OzHelp Foundation</p>                                                   | <p><u>Electrical Industry Introductory Program (EIIP):</u><br/>A pre-traineeship with a holistic approach to supporting growth in apprenticeships uptake in the electrical industry through targeted education for potential apprentices, employers and apprentice supervisors.</p>          | <p>\$105,164</p> | <p>45 pre-apprenticeships<br/>25 apprenticeships</p>                                 | <ul style="list-style-type: none"> <li>Program promoted and information sessions held attracting 29 participants to the first Program and 14 employers to the first Apprentice Supervisor workshop.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>Office for Women</b></p> <p>SPARK<br/>Uniting Care Kippax<br/>Career Shop<br/>eLearning Australia</p>                                                                            | <p><u>Return to Work mentoring and Training Program for women in the ACT:</u> Additional mentoring, information and training to support ACT women to commence Australian Apprenticeship pathways, with a focus on women who face multiple barriers to accessing training and employment.</p> | <p>\$176,810</p> | <p>160 pre-traineeships or pre-apprenticeships<br/>30 Australian Apprenticeships</p> | <p><i>Progress report not yet submitted.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <p><b>Seeing Machines</b></p> <p>Australian Training Company CIT<br/>DES Providers<br/>Regional Development Australia<br/>National Disability Recruitment Coordinator (Job Access)</p> | <p><u>Project Embrace:</u> Enables a local business experiencing rapid growth to embed Australian Apprenticeships into its workforce development strategy, provide employment opportunities for neuro diverse and disadvantaged jobseekers in the ACT, and keep new jobs on-shore.</p>       | <p>\$300,000</p> | <p>19 traineeships</p>                                                               | <ul style="list-style-type: none"> <li>A cohort of 19 people who identify as neuro-diverse have commenced employment at Seeing Machines, completing a Certificate II in Skills for Work and Vocational Pathways prior to commencing their Certificate III in Customer Engagement traineeship.</li> <li>All Seeing Machines staff have participated in General Disability Awareness Training, with training provided by Job Access.</li> <li>The official launch of Project Embrace, attended by the Chief Minister, was held on 12/08/19. The project was featured on WIN News and Nine News.</li> </ul> |

| Project lead and project partners                                                                                                         | Project description                                                                                                                                                                                                                                                                                                                                              | Grant     | Projected AA commencements                                                                                 | Key activities to date<br>(as at 20/09/2019 progress report)                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>UnitingCare Kippax</b><br>CIT<br>SPARK<br>Programmed<br>Housing ACT<br>eLearning Australia                                             | <u>Kippax Trade-Start Project</u> : An innovative training and transitional employment initiative with a focus on construction, specifically designed for disadvantaged members of the community which will include a pilot enabling jobseekers to build an e-portfolio to enhance their opportunity to successfully enter an Australian Apprenticeship pathway. | \$284,000 | 6 traineeships                                                                                             | <i>Progress report not yet submitted.</i>                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Worldview Foundation Ltd</b><br>WV Technologies Pty Ltd<br>CIT<br>Centre for Social Impact<br>ACT Corrective Services                  | <u>Traineeships for Disadvantaged</u> : Traineeships within the Worldview Foundation's social enterprises for disadvantaged Aboriginal and Torres Strait Islander people, which will include case management and individualised wrap-around services.                                                                                                            | \$95,472  | 40 pre-apprenticeships<br>10 apprenticeships                                                               | <ul style="list-style-type: none"> <li>• Pre-assessment undertaken with 15 potential applicants.</li> <li>• Six applicants offered positions and commenced Australian Apprenticeships in IT, business and community services (all the trainees identify as Aboriginal and Torres Strait Islander, with three of the trainees identified as persons with a disability, two recently released from incarceration and one who is long-term unemployed).</li> </ul> |
| <b>Year13</b><br>CIT – IPC and Year 12<br>High Schools (Gov and Non Govt)<br>JobReady<br>eLearning Australia<br>ACT Education Directorate | <u>The Truth Project</u> : Interactive training program which will lead to a more positive post-school journey by bridging the gap between the reality behind industries, workplaces, education and the self-belief of each student and their parent/s. This project is supported by a Student Management and Analytic System for Career Advisors.               | \$290,000 | 12 Class Groups from High Schools and 2 Class Groups from CIT's Year 12 (280 students and 240-560 parents) | <ul style="list-style-type: none"> <li>• Year13 in the final stages of content development for the Truth Project, Truth Project Parents and core functionality of Year13 Advisor.</li> <li>• Year13 is currently approaching schools to seek interest in the program for implementation in 2020.</li> </ul>                                                                                                                                                     |