

**The Hon Tony Simpson MLA  
Minister for Local Government; Community Services;  
Seniors and Volunteering; Youth**

Our Ref: 49-09613

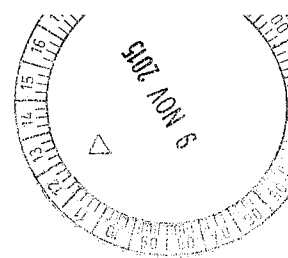
Mr Mark Warner  
Committee Clerk  
Estimates and Financial Operations Committee  
Parliament House  
PERTH WA 6000

**Questions Prior to Hearing 2014–15 Annual Report Hearings**

Further to the letter from the Committee Chair Hon Ken Travers MLC, please find enclosed responses to the eight questions asked by Hon Alanna Clohesy MLC and Hon Lynn MacLaren MLC.

**HON TONY SIMPSON MLA  
MINISTER FOR LOCAL GOVERNMENT; COMMUNITY SERVICES;  
SENIORS AND VOLUNTEERING; YOUTH**

- 9 NOV 2015



**ESTIMATES AND FINANCIAL OPERATIONS COMMITTEE**

**2014/15 ANNUAL REPORT HEARINGS  
ANSWERS TO QUESTIONS PRIOR TO HEARING**

**Department of Local Government and Communities**

**Hon Alanna Clohesy MLC asked:**

- 1) In the 2013-14 Annual Report Zonta House Refuge was given a grant of \$25,000 and I ask:
- a) Why is there no funding to Zonta House Refuge for the 2014-15 year?

Answer:

Zonta House Refuge received a grant of \$25,000 in July 2013 for the Zonta House Private Rental Assistance Business Planning project under the Social Innovation Grants program.

In 2014, the Department undertook an independent review of the Social Innovation Grants program which found that the program had served its purpose in raising awareness of, and encouraging innovation and enterprise in, the delivery of community services in WA, resulting in the program ceasing in its current form. Zonta House was formally notified of this announcement and has been encouraged to liaise with the Department on investigating alternative funding sources for its project.

- 2) Please provide a summary of the Department's efficiency indicator for 2014-15 for the:
- a) Average cost per Child and Family Service:

Answer:

This efficiency indicator is no longer part of the Department's performance reporting framework.

Note - The Department was formed on 1 July 2013 and a temporary Outcome Based Management (OBM) framework was reported in the first year of operation in 2013-14. This was replaced by a new OBM framework in 2014-15.

- b) Average cost per licenced Child care service:

Answer:

This efficiency indicator was changed in 2014-15 to "Average administrative cost per approved education and care service". The 2014-15 actual was \$10,818, which was 19 per cent lower than the budget target of \$12,981. The lower than anticipated cost was primarily due to lower salary expenditure.

c) Average cost per children and families project:

Answer:

This efficiency indicator is no longer part of the Department's performance reporting framework.

d) Average cost per women's project:

Answer:

This efficiency indicator is no longer part of the Department's performance reporting framework.

3) I refer to page 54 of the Annual Report where it outlines it has "commenced an independent review of the Department's procurement processes for community services," and I ask:

a) What is this review?

Answer:

In order to better identify, target and procure community services across the state, the Department has undertaken an independent review of its internal procurement planning processes for its community services funded program area.

b) When will this review be completed?

Answer:

The review has been completed and the final report received by the Department. A number of recommendations were made which have been accepted by the Department and are currently being implemented.

4) I refer to page 59 of the Annual Report that says the Department has "developed strategies to address barriers to women's leadership and economic independence through two Women's Consultative Forums" and I ask:

a) What are the strategies that have been developed? Please detail.

Answer:

The first Women's Consultative Forum 'Attracting talent: Promoting Non-traditional Education Paths and Careers to Girls' focussed on strategies to attract more young women into non-traditional trades and careers involving science, technology, engineering and maths (STEM) and to address the significant under-representation of girls and young women in this sector.

The Forum identified the following key strategies:

1. Rebranding the opportunities presented by these careers and ensuring gender inclusive language to promote careers and education pathways. The use of the language 'non-traditional' for young women in relation to STEM and skilled trades was considered dated and counterproductive to productive engagement.

2. A major promotional effort to raise awareness of career benefits in STEM and skilled trades using role models and case studies to address a lack of awareness of what careers or education in STEM fields or skilled trades can achieve for young women and girls.
3. Investing in resources and materials for schools, parents and teachers to address issues of unconscious bias and to offer better informed careers advice.

The second Women's Consultative Forum 'Retaining Talent: investing in women' focussed on strategies and initiatives to retain women in the workplace. Strategies were identified to raise the profile of inclusive organisational practices to support and retain women in the workplace, as well as to deliver whole of organisation benefits across three action areas. These are:

1. Inclusive organisational policies and practices that support and respond to the life stages of employees throughout their career

*Key strategies*

- Profile organisations achieving increased retention of women (Telstra – all flexible roles and job sharing initiatives)
  - Recognise stages of caring responsibilities of all employees – language that encompasses a person's working life, rather than for a specific period
  - Recognise additional challenges for small and medium business
2. Equitable recruitment processes and identifying leaders with the skills, attributes and commitment to drive cultural/organisational change: *'leaders who cannot execute leadership should not be leaders'*

*Key strategies*

- Identify Public Sector Commission's best practice for recruitment and selection
  - Reconsider skillset required of leaders to influence and drive cultural change
3. Promote, share, report and collaborate to develop innovative arrangements that support and provide professional development opportunities for employees, and women in particular, reflective of Western Australia's global economy

*Key strategies*

- Identify opportunities for learning and sharing experiences across industries
- Organisations to promote/highlight achievements and best practice

At the third Women's Consultative Forum a range of potential strategies were discussed. These discussions are currently being analysed, with feedback to be undertaken with forum attendees to finalise the actions to be progressed.

- b) How many Women's Consultative Forums have been held?

Answer:

Three - Monday 3 March 2015, Monday 15 June 2015 and Monday 2 November 2015.

c) Please list the attendees of the Women's Consultative Forums?

Answer:

Please see the list in Appendix 1.

5)

a) Please list the Parenting WA centres in WA, that provide support for parents and caregivers of children from pre-birth to 18 years?

Answer:

The Department of Local Government and Communities Parenting WA coordinators are located in the following areas across Western Australia:

- Carnarvon, Geraldton, Rockingham, Armadale, Midland, Cannington, Balcatta and Mt Lawley
- Broome, also servicing Ardyaloon Aboriginal community and Derby
- Kalgoorlie, also servicing Leonora and Menzies
- Mandurah, also servicing Waroona, Pinjarra and Boddington
- Northam, also servicing multiple towns across the Wheatbelt region
- Albany, also servicing multiple towns across the Great Southern region
- Bunbury, also servicing multiple towns across the South West region

b) How much funding did each centre in (a) receive for the 2014-15 year?

Answer:

The Department of Local Government and Communities operated the free information and support service Parenting WA across Western Australia at a cost of \$2.594 million in 2014-15.

6)

a) How many compliances notices were issued for child care centres/family day cares in the 2014-15 year?

Answer:

15

b) What was the outcome of these compliances notices?

Answer:

14 were compliant with the notice. The remaining one had the service application refused and a condition imposed on the Victorian approval that they are not to operate in WA without WA service approval.

c) How many supervisor certificates were cancelled in the 2014-15 year?

Answer:

Four

7) I refer to the Hardship Utility Grant Scheme and I ask:

a) How is the scheme being administered?

Answer: Not applicable to the Department of Local Government and Communities.  
The question should be referred to the Minister for Child Protection who has portfolio responsibility for the Hardship Utility Grant Scheme.

b) What criteria do they take into account?

Answer: Not applicable.

c) What are the restrictions under the scheme?

Answer: Not applicable.

d) Have the staff who are in charge of administering the scheme had training?

Answer: Not applicable.

**Department of Local Government and Communities**

**Hon Lynn MacLaren MLC asked:**

1) What assistance is the Government able to provide in publicising and promoting Museum Australia's WA fundraising drive through the auspices of the Australian Cultural Fund to contribute towards the purchase of the historic WWI, Western Australian Red Cross Flag that was raised on the beach at Gallipoli by WA's 3<sup>rd</sup> Field Ambulance C Section on 25 April 1915?

Answer: Not applicable to the Department of Local Government and Communities.

## Appendix 1 – List of forum attendees

### Forum 1

Colin Barnett MLA	Premier
Jamiee Motion	Office of the Premier
Liza Harvey MLA	Minister for Women's Interests
Elise Irwin	Senior Policy Advisor Office of the Minister for Women's Interests
Jennifer Mathews	Director General Department of Local Government and Communities
Caroline Tuthill	A/Manager Department of Local Government and Communities
Allanah Lucas	Equal Opportunity Commissioner
Dawn Freshwater	Senior Deputy Vice-Chancellor University of Western Australia
Sarah Jayne Flatters	Founder / Director Trade Up Australia
Lorraine Hull	Trade Up Australia – Ambassador
Deidre Willmott	Chief Executive Officer Chamber of Commerce and Industry
Lyn Beazley	Advocate for girls engaging in STEM education and careers; former Chief Scientist of WA; Technology and Industry Advisory Council member; patron of Techtrails
Ruth Shean	Director General Department of Training and Workforce Development
Cliff Gillam	Executive Director Workforce Department of Education
Sue Murphy	Chief Executive Officer Water Corporation of Western Australia; Engineers Australia
Irene Ioannakis	Manager Organisational Capability and Development Chevron
Nicole Roocke	Deputy Chief Executive Chamber of Minerals and Energy
Rebecca Cody	Principal Methodist Ladies College
Marjolein Towler	Women in Technology in WA; Techtrails
Sabina Shugg	Founder Women in Mining and Resources WA, National Lead, Mining and Resources KPMG
Vanessa Peters	Manager Policy, Planning and Communications, School Curriculum and Standards Authority
Paula Dewhurst	Manager Science Resources and Environment, Central Institute of Technology
Maria Saraceni	Barrister
Chris Sutherland	Managing Director Programmed



## Forum 2

Liza Harvey MLA	Minister for Women's Interests
Elise Irwin	Senior Policy Advisor Office of the Minister for Women's Interests
Jennifer Mathews	Director General Department of Local Government and Communities
Caroline Tuthill	A/Manager Population Strategy, Department of Local Government and Communities
Mal Wauchope	Commissioner Public Sector Commission
Allanah Lucas	Commissioner Equal Opportunity Commission
Tim Griffin	Deputy Director General Department of Mines and Petroleum
Yvonne Loveland	Executive Director Community Development, City of Armadale; Local Government Managers Association (WA) Board Member
Adelle Cochran	Director Community Engagement City of Gosnells
Peter Conran	Director General Department of the Premier and Cabinet
Patricia O'Connor	General Manager Leadership Development and Talent Management, Wesfarmers
Jenni Hill	Partner Clifford Chance
Pam Spencer	Diversity Manager Human Resources, Bankwest
Jay Watson	State General Manager Westpac
Liz Ritchie	State Director Committee for Economic Development of Australia
Marion Fulker	Chief Executive Officer Committee for Perth
Justine Rowe	Supervising Counsel Global Enterprise & Services, Legal Services, Telstra
Kirsten Rose	WA State Manager Australian Institute of Company Directors
Lianne Cretney-Barnes	Partner Women on Boards
Heather Murphy	State Human Resources Manager Westpac
Julie Hill	Director Corporate Services Chamber of Minerals and Energy
Michael Schoch	General Manager – Crux Project, Shell
Greg Ruthven	Vice President Organisation Resources Rio Tinto
Linda Dawson	General Manager Human Resources Rio Tinto
Chris Hanna	Chief Executive Officer Mt Lawley St John of God
Jennifer Snell	Acting Executive Manager Community Living, UnitingCare West

### Forum 3

Attendees confirmed as at 28 October 2015

Liza Harvey MLA	Minister for Women's Interests
Elise Irwin	Senior Policy Advisor Office of the Minister for Women's Interests
Jennifer Mathews	Director General Department of Local Government and Communities
Susan Gallacher	Manager Population Strategy, Department of Local Government and Communities
Ian Cowie	Chief Executive Officer City of Gosnells
Tracey Horton	President Chamber of Commerce and Industry WA
Pam Spencer	Diversity Manager Bankwest
Narelle MacFarlane	Talent Manager Global Alcoa Refining and Australia Region
Julie Hill	Director Chamber of Minerals and Energy
Anne Giles	Manager Policy and Evaluation, Equal Opportunity Commission
Shelley Micale	Executive Manager People and Culture, UnitingCare West
Irina Cattalini	Chief Executive Officer Western Australia Council of Social Service
Deidre Willmott	Chief Executive Officer Chamber of Commerce and Industry Western Australia
Liz Ritchie	State Director Committee for Economic Development of Australia
Jacky Finlayson	Executive Director Small Business Development Corporation
June van de Klashorst	Chair Seniors Ministerial Advisory Council
Carolyn Oldham	Professor Civil, Environmental and Mining Engineering, University of Western Australia
Michael Schoch	General Manager – Crux Project, Shell
Ruth Shean	Director General Department of Training and Workforce Development
Anne Banks-McAllister	Anne Banks-McAllister Consulting
Beth Walker	Senior Honorary Research Fellow University of Western Australia
Michelle Herbert	Committee Member Women in Super WA
Jay Watson	State General Manager Westpac