



Premier of Western Australia

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

Dear Mr Warner

Please find attached a copy of the Public Sector Commission's responses to the Questions Prior to Hearing – 2015-16 Annual Report Hearings, submitted by Members of the Legislative Council.

Yours sincerely

Colin Barnett MLA
PREMIER

28 OCT 2016

**ESTIMATES AND FINANCIAL OPERATIONS COMMITTEE
ANNUAL REPORT HEARINGS 2015-16**

QUESTIONS PRIOR TO HEARINGS

Public Sector Commission

Hon Sue Ellery asked:

1) How many Senior Executive Service positions existed as at 30 June 2016?

666 Senior Executive Service (SES) positions existed as at 30 June 2016.

2) Of the number outlined in 1), how many positions were vacant?

Of the number outlined in 1), 160 positions were vacant.

3) How many Senior Executive positions existed as at 30 September 2016?

672 SES positions existed as at 30 September 2016.

4) What is the breakdown of the number of positions in 3) in terms of Salary Brackets/Classifications and Bands?

SES ⁽¹⁾ positions and salaries as at 30 September 2016

PSGOGA-General Division			
Classification	Annual Salary Range		Positions
Level 9	\$150,689	\$162,015	239
Class 1	\$171,438		189
Class 2	\$180,588		79
Class 3	\$189,725		30
Class 4	\$198,869		0

SAT Band Classification Rate for Non-Chief Executive Officers			
Band	Annual Salary Range		Positions
Band 4	\$190,776	\$227,819	14
Band 3	\$227,819	\$281,140	19
Band 2	\$281,140	\$330,938	15
Band 1	Not applicable		0

SAT Band Classification Rate - Chief Executive Officers ⁽²⁾			
Band	Annual Salary Range		Positions
Band 4	\$202,631	\$235,539	34
Band 3	\$235,539	\$304,151	20
Band 2	\$304,151	\$367,070	19
Band 1	\$367,070	\$516,293	8

SAT Prescribed Officers (Chief Executive Officers) ⁽³⁾	
Annual Salary	Positions
\$235,539	1
\$306,321	1
\$367,069	1

Non-SAT Chief Executive Officer	
Annual Salary	Positions
\$558,250	1

Chief Executive Officers with no classification ⁽⁴⁾	
Annual Salary	Positions
Not applicable	2

⁽¹⁾ The SES is defined under s3 of the *Public Sector Management Act 1994* (PSM Act). The SES includes CEO and senior executive officer positions, but not deemed CEOs or chief employees as defined in s4 of the PSM Act. The information includes SES officers performing 'other functions' in the SES and positions that have been identified for abolition pending machinery of government and other structural changes (e.g. new TAFE Colleges).

⁽²⁾ Includes positions concurrently held by CEOs (e.g. Perth Theatre Trust, Public Transport Authority).

⁽³⁾ Positions are included both in the SES and prescribed under the *Salaries and Allowances Act 1975*.

⁽⁴⁾ Positions concurrently held by the Director General, Department of Housing.

5) Of the number outlined in 3):

a) how many positions were vacant, and

b) what are the position titles of the vacant positions?

No.	Entity	Title	Classification
1	Central Regional TAFE	Managing Director	CEO Special Division Band 4
2	ChemCentre	Director Business and Corporate Services	Level 9
3	Country Housing Authority	Chief Executive Officer	No Classification
4	Department of Aboriginal Affairs	Chief Heritage Officer	Class 2
5	Department of Aboriginal Affairs	Chief Land Officer	Class 1
6	Department of Aboriginal Affairs	Executive Director Community Development	Class 1
7	Department of Aboriginal Affairs	Executive Director, Accountable Government	Class 1
8	Department of Agriculture and Food	Director Food and Agribusiness Development	Level 9
9	Department of Agriculture and Food	Director General	CEO Special Division Band 2
10	Department of Commerce	Director Licensing and Registration (Consumer Protection)	Level 9
11	Department of Commerce	Director Policy & Education (Worksafe)	Class 1
12	Department of Commerce	Executive Director Labour Relations and Industry Development	Non CEO Special Division Band 4
13	Department of Corrective Services	Director Health Services	Level 9
14	Department of Corrective Services	Director Infrastructure Services	Level 9
15	Department of Corrective Services	Director Knowledge and Information Management	Class 1
16	Department of Corrective Services	Director Operating Standards and Procedures	Level 9
17	Department of Corrective Services	Director Performance Assurance and Risk	Class 1
18	Department of Culture and the Arts	Deputy Director General	Class 1
19	Department of Education	Chief Information Officer	Class 2
20	Department of Education	Director Corporate Business Services	Level 9
21	Department of Education	Executive Director Office of Aboriginal Education	Class 2
22	Department of Education Services	Director Education Regulation	Level 9
23	Department of Environment Regulation	Director Strategy and Reform	Class 1
24	Department of Finance	Director Agency Support	Level 9

No.	Entity	Title	Classification
25	Department of Finance	Director Agency Support	Level 9
26	Department of Finance	Director Business Planning & Coordination	Class 1
27	Department of Finance	Director Financial and Contract Support	Level 9
28	Department of Finance	Director Government Office Accommodation	Level 9
29	Department of Finance	Director GovNext Service Broker	Class 2
30	Department of Finance	Director Strategic Advisory Services	Class 1
31	Department of Finance	Executive Director ICT Policy and Governance	Class 1
32	Department of Finance	Executive Director ICT Strategy and Delivery	Class 2
33	Department of Finance	Executive Director, Strategy & Coordination	Class 2
34	Department of Finance	General Manager Building Management	Class 3
35	Department of Finance	Program Director Infrastructure Delivery BER	Class 2
36	Department of Health	Assistant Director General Purchasing and System Performance	Non CEO Special Division Band 2
37	Department of Health	Assistant Director General System and Corporate Governance	Non CEO Special Division Band 3
38	Department of Health	Assistant Director General System Policy and Planning	Non CEO Special Division Band 2
39	Department of Health	Chief Procurement Officer	Class 3
40	Department of Health	Deputy Director General Health Reform	Non CEO Special Division Band 2
41	Department of Health	Director Budget Strategy	Level 9
42	Department of Health	Director Corporate Governance	Level 9
43	Department of Health	Director Finance Reform	Class 1
44	Department of Health	Director Health Networks	Level 9
45	Department of Health	Director Patient Safety & Quality	Class 1
46	Department of Health	Director Revenue Strategy and Support	Class 1
47	Department of Health	Director Support Services, Strategy & Governance	Class 1
48	Department of Health	Director Workforce 00001270	Class 1
49	Department of Health	Executive Director Health Reform	Class 3
50	Department of Health	Executive Director, Office of Mental Health	Class 3
51	Department of Health	Executive Director/Chief Information Officer	Class 3
52	Department of Health	General Manager ICT Business Engagement & Policy (interim)	Class 1

No.	Entity	Title	Classification
53	Department of Health	General Manager/Chief Technology Officer	Class 1
54	Department of Health	Group Director	Class 1
55	Department of Health	Operational Director	Class 3
56	Department of Health	Project Director Governance Reform Legislation & Board Establishment	Level 9
57	Department of Health	Project Director Governance Reform, System Readiness	Level 9
58	Department of Health	Project Director Program Office	Level 9
59	Department of Housing	Director Client Services South	Class 1
60	Department of Housing	Director General	CEO Special Division Band 1
61	Department of Housing	Director Housing Construction	Level 9
62	Department of Housing	Director Inter Government Outcomes	Level 9
63	Department of Housing	Director Market Innovation and Partnerships	Class 1
64	Department of Housing	Executive Director Business Services	Class 1
65	Department of Mines and Petroleum	Director General	CEO Special Division Band 2
66	Department of Mines and Petroleum	Director Licensing and Regulation	Level 9
67	Department of Mines and Petroleum	Director of Technology, Petroleum and Geothermal	Level 9
68	Department of Parks and Wildlife	Director Strategic Development & Corporate Affairs	Level 9
69	Department of Planning	Chief Property Officer	Level 9
70	Department of Planning	Director, Financial Services (Chief Finance Officer)	Level 9
71	Department of Planning	Executive Director Governance and People Services	Class 1
72	Department of Planning	Independent Planning Reviewer	Level 9
73	Department of Regional Development	Director Business Development	Level 9
74	Department of Regional Development	Director Community Resource Network Program	Level 9
75	Department of Regional Development	Director Portfolio Support	Level 9
76	Department of Regional Development	Director, Portfolio Development	Level 9
77	Department of Regional Development	Executive Director - Regional Services Reform Unit	Class 1
78	Department of Regional Development	Executive Director Business and Social Development	Class 2

No.	Entity	Title	Classification
79	Department of Regional Development	Executive Director Corporate and External Services	Class 1
80	Department of Regional Development	Executive Director Economic Development and Diversification	Class 2
81	Department of Regional Development	Executive Director Investment Management	Class 1
82	Department of Regional Development	Executive Director Policy	Class 1
83	Department of Regional Development	Executive Director Regional Investment	Class 2
84	Department of Sport and Recreation	Director Industry Development and Participation	Class 1
85	Department of State Development	Deputy Director General Strategic Policy	Non CEO Special Division Band 3
86	Department of the Attorney General	Director General	CEO Special Division Band 2
87	Department of the Attorney General	Executive Director Court & Tribunal Services	Non CEO Special Division Band 4
88	Department of the Premier and Cabinet	Director Economic and Deregulation	Class 1
89	Department of the Premier and Cabinet	Director General	CEO Special Division Band 1
90	Department of the Premier and Cabinet	Director State Administration	Level 9
91	Department of the Premier and Cabinet	Executive Director, Community and Human Services	Non CEO Special Division Band 4
92	Department of the Premier and Cabinet	Executive Director, Land Approvals and Native Title	Non CEO Special Division Band 4
93	Department of the Premier and Cabinet	Executive Director, Whole of Government Future Directions and Strategic Projects	Non CEO Special Division Band 4
94	Department of the Premier and Cabinet	Project Director (Kimberley Strategy)	Level 9
95	Department of the Premier and Cabinet	State Recovery Coordinator	Level 9
96	Department of Training and Workforce Development	Director Training Infrastructure Management	Level 9
97	Department of Transport	Director Office of Rail Safety	Class 1
98	Department of Transport	Executive Director, Ports and Maritime	Class 1
99	Department of Treasury	Director Budget Coordination	Level 9
100	Department of Treasury	Director Commercial/Legal	Level 9
101	Department of Treasury	Director Corporate Strategy and Performance	Class 1
102	Department of Treasury	Director Financial Policy and Operations	Class 1
103	Department of Treasury	Director Infrastructure	Level 9

No.	Entity	Title	Classification
104	Department of Treasury	Director Program Evaluation (temporary)	Class 1
105	Department of Treasury	Executive Director Economic	Non CEO Special Division Band 3
106	Department of Water	Director, Regions	Level 9
107	Disability Services Commission	Director Disability Reform Planning (Temporary)	Level 9
108	Disability Services Commission	Director Finance and Business Support	Level 9
109	Disability Services Commission	Executive Director Business & Funding (interim classification)	Class 2
110	Disability Services Commission	Executive Director Local Operations (interim classification)	Class 2
111	Disability Services Commission	Executive Director Operations	Class 1
112	Disability Services Commission	Executive Director Policy (interim classification)	Class 2
113	Disability Services Commission	Executive Director Sector Engagement and Development (interim classification)	Class 2
114	Healthway	Executive Director (interim classification)	CEO Special Division Band 4
115	Housing Authority	General Manager	No Classification
116	Landgate	Director Strategy and Portfolio Management	Level 9
117	Main Roads Western Australia	Chief Information Officer	Level 9
118	Main Roads Western Australia	Director Budget and Financial Planning	Level 9
119	Main Roads Western Australia	Director Budget, Planning and program Management	Level 9
120	Mental Health Commission	Assistant Commissioner, Policy, Planning & Engagement	Class 2
121	Mental Health Commission	Deputy Commissioner, Alcohol & Other Drugs, Prevention & Services	Class 2
122	Mental Health Commission	Director, Health Relationship & Purchasing	Level 9
123	Mental Health Commission	Director, Performance Monitoring & Development	Level 9
124	Mental Health Commission	Director, Planning, Policy & Strategy	Level 9
125	Metropolitan Redevelopment Authority	Program Director Armadale	Level 9
126	North Metropolitan TAFE	Director Training Services 1 (interim classification)	Level 9
127	North Metropolitan TAFE	Director Training Services 1 (interim classification)	Level 9
128	North Metropolitan TAFE	Director Training Services 2 (interim classification)	Level 9

No.	Entity	Title	Classification
129	North Metropolitan TAFE	Director Training Services 2 (interim classification)	Level 9
130	North Metropolitan TAFE	General Manager Corporate Services (interim classification)	Class 1
131	North Metropolitan TAFE	General Manager Organisational Services (interim classification)	Class 1
132	North Metropolitan TAFE	General Manager Training Services 1 (interim classification)	Class 1
133	North Metropolitan TAFE	General Manager Training Services 2 (interim classification)	Class 1
134	North Metropolitan TAFE	Managing Director	CEO Special Division Band 3
135	North Regional TAFE	Managing Director	CEO Special Division Band 4
136	Public Sector Commission	Director Management and Practice	Level 9
137	Public Sector Commission	Executive Director Information, Systems, Evaluation and Reporting (interim classification)	Class 2
138	Public Sector Commission	Executive Director Public Sector Renewal (interim classification)	Class 3
139	Public Sector Commission	Executive Director Strategic Engagement and Coordination (interim classification)	Class 2
140	Public Sector Commission	Executive Director Workforce Performance and Advisory Services (interim classification)	Class 2
141	Public Sector Commission	Management Consultant PSC09135	Class 1
142	Rottnest Island Authority	General Manager Corporate Services (CFO)	Level 9
143	Rottnest Island Authority	General Manager Project and Contract Services	Level 9
144	Rural Business Development Corporation	Chief Executive Officer	Level 9
145	South Metropolitan TAFE	Director Training Services 1 (interim classification)	Level 9
146	South Metropolitan TAFE	Director Training Services 1 (interim classification)	Level 9
147	South Metropolitan TAFE	Director Training Services 2 (interim classification)	Level 9
148	South Metropolitan TAFE	Director Training Services 2 (interim classification)	Level 9
149	South Metropolitan TAFE	General Manager Corporate Services (interim classification)	Class 1
150	South Metropolitan TAFE	General Manager Organisational Services (interim classification)	Class 1
151	South Metropolitan TAFE	General Manager Training Services 1 (interim classification)	Class 1

No.	Entity	Title	Classification
152	South Metropolitan TAFE	General Manager Training Services 2 (interim classification)	Class 1
153	South Metropolitan TAFE	Managing Director	CEO Special Division Band 3
154	South Regional TAFE	Managing Director	CEO Special Division Band 4
155	State Supply Commission	Chief Executive Officer	CEO Special Division Band 4
156	Tourism Western Australian	Chief Executive Officer	No Classification - Prescribed Office
157	Tourism Western Australian	Executive Director Distribution & Partnerships	Class 1
158	Western Australia Police	Chief Financial Officer	Level 9
159	Western Australia Police	Chief Information Officer	Class 1
160	Western Australia Police	Chief Technology Officer	Level 9
161	Western Australia Police	Director Business Strategy and Finance	Class 1
162	WorkCover Western Australia	General Manager Corporate Resources	Level 9

Hon Sue Ellery asked:

- 1) I refer to Page 46 of the Public Sector Commission's 2015-16 Annual Report stating that there were 500 members of the Senior Executive Service as at 30 June 2016, and ask:
 - a. What is the explanation of the difference between the figure of 500 and the amount of approximately 666 in Supplementary Information No. A22 provided as part of 2016 Legislative Assembly Estimates?

Page 46 of the Public Sector Commission's 2015-16 Annual Report refers to SES members and the Supplementary Information No. A22 provided as part of 2016 Legislative Assembly Estimates refers to SES positions, with the difference relating to the number of substantive vacant positions.

Apart from the general turnover of staff, vacant positions in the SES also exist where:

- Officers are substantively held against the performance of Other Functions in the SES, but are acting in another SES position
- A number of chief executive officers have a dual acting arrangement in another chief executive officer (SES) position.

Further, additional SES positions exist when machinery of government and other structural changes are made. For instance, during the restructure of the TAFE colleges, all former SES officers were moved into the new TAFE colleges with their previous position, but at the same time a new interim structure with new positions was created.

Hon Sue Ellery asked:

- 1) In relation to Page 91 of the 2015-16 Annual report, what is the breakdown of 2015 and 2016 payments to Consultants and contractors in terms of:
 - a. Names of those persons, companies and entities which received payments
 - b. The individual amount of those payments?

Supplier	2015-16 \$	2014-15 \$
Audit and Financial Services		
PricewaterhouseCoopers Securities Ltd	5,927	6,059
Stanton's International	30,794	56,450
CEO Recruitment		
Adcorp Australia Limited	7,606	42,989
Department for Child Protection and Family Support		4,121
Mercer Consulting (Australia) Pty Ltd	40,207	
Price Consulting Group Pty Ltd	6,721	11,195
The Nexus Network Pty Ltd		11,865
Consultants		
C-Suite Consulting	1,200	
Gel Group Pty Ltd	17,939	20,181
Riskwest Management Consultants	3,780	11,340
Steven Tweedie	41,495	
Document Storage		
Archivewise	8,445	2,553
T And C Couriers		10,937
HR Support		
Davidson Trahaire Corpsych	1,528	
Medimobile Pty Ltd	1,972	1,254
Oars Across The Waters	4,859	3,390
People Sense Pty Ltd	1,699	2,427
Prime Corporate Psyc	1,165	4,203
Worklink Occupational Health and Rehabilitation Service Pty Ltd	3,577	831
Includes resources received free of charge		
Department of Finance	604,139	628,423
State Solicitors Office	154,840	152,189
IT and Software		
AEC Group Limited	5,239	22,951
Department of the Premier and Cabinet	740,510	1,168,734
Doghouse Media	122,554	91,433
Key2design Pty Ltd		1,600
Perth Web Pty Ltd	1,170	1,089
Programmed Electronic Technologies	2,045	
Public Service Commission	11,854	11,854
Rare Pty Ltd		5,887
Resolve Software Group Pty Ltd	350,384	245,681

Supplier	2015-16	2014-15
	\$	\$
Telstra	10,402	10,088
Thawte	3,437	1,294
Thomson Reuters (Professional) Australia Limited	599,751	564,366
Printing, Promotion and Publications for the sector		
3p Prestige Property	3,560	1,725
Artcom Fabrication	1,044	1,024
Countrywide Austral		3,762
Karda Designs	2,500	
Noongar Media Enterprises		2,171
Tjuma Pulka (Media) Aboriginal Corporation		1,650
Training and Professional Development for the sector		
361 Degrees Stakeholder Engagement Services		1,500
Access Innovation Media Pty Ltd	1,725	600
AIM WA Business School Alliance (prior year adjustment)	-4,000	4,000
Aspire Performance Training Pty Ltd	35,493	12,260
Australian Public Service Commission		30,016
Bendelta Pty Ltd	65,000	
Central Institute of Technology	2,836	87,200
ChoiceOne Pty Ltd		16,162
Executive Coaching Professionals	3,150	13,953
Finance Office Derby		1,114
Frasers Restaurant	2,024	
Great Southern Institute		2,334
Institute of Public Administration Australia		57,337
Jawun		10,966
Margaret Crowley & Associates		1,200
Metattude	33,250	4,500
Moving Still Productions	680	1,635
Murdoch University		74,489
Mustang Three Pty Ltd	980	1,900
Navitas Professional Training Pty Ltd	1,500	16,500
Nous Group Pty Ltd	9,900	50,567
Qantas Airways		3,432
Queensland University of Technology	8,350	106,500
RachelGreen.Com Pty Ltd		3,120
Skills Strategies International	955	1,950
State Law Publisher	35,648	40,743
Success Factors		31,926
Swissclinical Australia Pty Ltd	1,272	363
The Australia and New Zealand School of Government		32,165
The Pacific Institute		17,105
Zulu Labs Pty Ltd	1,500	1,500
Others		

Supplier	2015-16 \$	2014-15 \$
Jones lang LaSalle (WA) Pty Ltd	6,487	355
Other miscellaneous suppliers	7,309	8,730
Profix Projects	1,800	
Total	3,008,200	3,741,835

Hon Sue Ellery asked:

- 1) **In relation to Page 29 of the 2015-16 Annual Report, in which specific agencies were the 48 full-time Aboriginal trainees placed?**

38 full-time Aboriginal trainees were placed in the following agencies in the Perth metropolitan region:

- Department of Culture and Arts (x1)
- Department of Commerce (x 2)
- Department of Public Prosecutions (x1)
- Department of the Attorney General (x1)
- Department of Parks and Wildlife (x1)
- Department of Transport (x 2)
- Department of Racing, Gaming and Liquor (x1)
- Department of Aboriginal Affairs (x1)
- Main Roads WA (x 2)
- Housing Authority (x 5)
- Department of Health (x6)
- ChemCentre (x1)
- Lotterywest (x1)
- Pilbara Port Authority (x1)
- Water Corporation (x 3)
- Western Power (x1)
- State Library of WA (x1)
- West Coast Institute of Training (now North Metropolitan TAFE) (x1)
- Public Sector Commission (x 2)
- WA Police (x 2)
- Metropolitan Cemeteries Board (x1)
- Government Employee Super Board (GESB) (x1)

10 full-time Aboriginal trainees were placed in the following agencies in regional area:

- WA Country Health Service (x3) – Kalgoorlie, Bunbury and South Hedland
- Housing Authority (x2) - Geraldton and South Hedland
- Department of Transport (x2) – Geraldton and Bunbury
- Department for Child Protection and Family Support (x2) – Kalgoorlie and South Hedland
- Department of Corrective Services(x1) – South Hedland

Hon Sue Ellery asked:

I refer to Page 43 of the PSC 2015-16 Annual Report and ask:

1. What was the total cost of the 1241 voluntary severances?

Data entered by public sector agencies on the Recruitment and Advertising Management System (RAMS) indicates that the total cost of the 1241 voluntary severances was \$139,026,549.

2. What is the numeric breakdown of the 1241 voluntary severances in terms of:

- a. Gender
- b. Age?

Gender	Numeric breakdown of voluntary severances	Percentage breakdown of voluntary severances
Female	762	61.4%
Male	479	38.6%
TOTALS	1241	100.0%

Age	Numeric breakdown of voluntary severances	Percentage breakdown of voluntary severances
20 - 29 years old	35	2.8%
30 - 39 years old	103	8.3%
40 - 49 years old	198	16.0%
50 - 59 years old	340	27.4%
60 plus	565	45.5%
TOTALS	1241	100.0%

3. Of the cost outlined in 1:

- a. What amount in total or percentage terms was paid to females and males?
- b. What amount in total or percentage terms was paid to each age bracket?

Gender	Numeric breakdown of total cost	Percentage breakdown of total cost
Female	\$74,899,708	53.9%
Male	\$64,126,841	46.1%
TOTALS	\$139,026,549	100.0%

Age	Numeric breakdown of total cost	Percentage breakdown of total cost
20 - 29 years old	\$1,849,050	1.3%
30 - 39 years old	\$7,600,215	5.5%
40 - 49 years old	\$18,555,062	13.3%
50 - 59 years old	\$42,134,208	30.3%
60 plus	\$68,888,014	49.6%
TOTALS	\$139,026,549	100.0%

Hon Sue Ellery asked:

- 1) **In relation to Page 46 of the 2015-16 Annual Report, what is the name of the 28 boards the Public Sector Commission provided remuneration recommendations to?**
- Alcohol and Other Drugs Advisory Board
 - Appeals Against Environmental Protection Authority Delegates Report 1561 for the Browse LNG Precinct
 - Biosecurity Council
 - Cockburn Sound Management Council
 - Conservation and Parks Commission
 - Economic Regulation Authority
 - Fire and Emergency Services Superannuation Board
 - Gold Corporation – Director (Members)
 - Gold Corporation – Chair
 - Health Services Boards
 - Mental Health Advocates and Senior Health Advocates
 - NDIS Appeals Panel
 - Non-Government Schools Advisory Panel
 - Office of the Environmental Protection Authority (Appeals Panel – Roe 8 Project)
 - Partnership Forum
 - Prisoners Review Board and Mentally Impaired Accused Review Board
 - QEII Medical Centre Trust
 - Rural Remote and Regional Women’s Network
 - Small Business Development Corporation
 - Strategic Regional Advisory Councils
 - Swan River Trust
 - Water Code Consultative Committee
 - West Australian Health Promotions Foundation (Deputy Chair)
 - West Australian Health Promotions Foundation (Chair and Members)
 - Western Australian Planning Commission
 - Western Australian Greyhounds Racing Association
 - Western Australian Treasury Corporation
 - WorkCover

Hon Sue Ellery asked:

- 1) In relation to Page 57 and reference to the Commission's involvement in special inquiries and reviews, has any independent advice or oversight, including peer reviews or similar, been sought since 1 July 2014 in relation to the manner in which any inquiry or review has been conducted?

No.

- 2) If yes to 1), to which specific inquiry or review?

Not applicable.

Hon Sue Ellery asked:

- 1) In relation to Page 60 and the Employee Perception Survey distributed to 7390 employees with a response rate of 52.5 per cent, what were the results of the Survey?

Detailed aggregate results for the 2016 Employee Perception Survey program are currently being prepared for publication in the State of the Sector Statistical Bulletin. This is a companion reference for the State of the Sector (SOTS) Report. The SOTS Report addresses the Commissioner's responsibilities under section 22D of the *Public Sector Management Act 1994*. The bulletin will be published on the Public Sector Commission website shortly after the SOTS Report is tabled in Parliament in November 2016.

Survey results for key topics covered by the SOTS Report are outlined below. It should be noted that any comparison of year to year results must be made with caution as the agencies in each year's survey sample are different.

Employee engagement and satisfaction

Respondents are generally satisfied with their job (81%).

Productivity and innovation

68% of respondents indicated their workgroup had implemented innovative processes or policies in the past 12 months.

Performance management

76% of respondents indicated they have participated in one or more formal, documented performance management meetings with their immediate supervisor in the past 12 months.

Integrity and conduct

Perceptions of ethical behaviour by both immediate supervisors and co-workers are generally high (over 85%). The majority of respondents are familiar with the Public Sector Code of Ethics (93%) and their agency's code of conduct (96%).

86% of respondents know how to report unethical behaviour in their workplace.

Bullying

Approximately 11% of respondents felt they had been subjected to repeated bullying in their workplace during the past 12 months. The most commonly reported types of bullying were verbal abuse, criticism and insults; exclusion or isolation of employees from others; and spreading rumours. 88% of respondents indicated they know how to report bullying in their workplace.

Hon Sue Ellery asked:

- 1) In relation to Page 127 of the Public Sector Commission's Annual Report, what specific services were provided by the advertising agency Adcorp?**

Adcorp is the provider for non-campaign advertising under CUA Master Media Services 1 August 2013 to 30 June 2018 (Contract no. CUAMMS2013). The Public Sector Commission arranges advertising of CEO recruitment in newspapers through Adcorp. This includes advertising in *The West Australian*, *The Australian* and at times, *The Australian Financial Review* as well as other publications depending on the role.

Hon Sue Ellery asked:

- 1) In relation to Page 92 and External Grants, what is the breakdown of individual payments associated with the figure of \$477,000?**

Supplier	Amount
Australian and New Zealand School of Government	\$245,160.60
Institute of Public Administration Australia (WA)	\$8,689.99
Leadership Western Australia	\$10,000.00
Public Sector Training Solutions Pty Ltd	\$213,225.00
TOTAL	\$477,075.59