

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mrs Finocchiaro to the Chief Minister, Treasurer, Minister for Major projects and Territory Economic Reconstruction, Minister for Strategic Defence Relations – for all agencies falling under the Chief Minister’s, Treasurer’s and Minister’s portfolios.

AGENCY ADMINISTRATION

Notes:

The following questions can be answered from existing Agency data as at 31 March 2021. Please include a note if a response is affected by Machinery of Government changes following the General Election in August 2020.

You have previously referred questions requiring a Whole of Government response to the Minister responsible at a time that enables a response within the same timeframe as the remainder of the questions.

Further, you have previously inserted the question at the beginning of each answer.

My Office would be very grateful if these practices are continued.

STAFFING

1. (a) Please advise the number of staff employed in the following categories as at 31 March 2021:

(b) Please provide, **for each of the six categories above:**
the relevant position classifications and the number of staff employed against each classification.

Answer:

(a)

Category	Total Full Time Equivalent
Break-up:	
1. Ongoing Full Time	19.50
2. Ongoing Part Time	3.58
3. Fixed Term Full Time	2.00
4. Fixed Term Part Time	0.55
5. Casual Contract	0.00
6. Executive Contract	5.00
Total	30.63

(b)

Category	Classification	Total Full Time Equivalent
1. Ongoing Full Time	AO4	2.0
	AO6	2.0
	AO7	4.0
	SAO1	7.5
	SAO2	4.0
Total		19.5

Category	Classification	Total Full Time Equivalent
2. Ongoing Part Time	AO4	0.82
	AO5	0.56
	AO7	0.60
	SAO1	1.60
Total		3.58

Category	Classification	Total Full Time Equivalent
3. Fixed Term Full Time	AO3	1.0
	AO4	1.0
Total		2.0

Category	Classification	Total Full Time Equivalent
4. Fixed Term Part Time	SBA	0.55
Total		0.55

Category	Classification	Total Full Time Equivalent
5. Casual Contract		0
Total		0

Category	Classification	Total Full Time Equivalent
6. Executive Contract	ECO1	1.0
	ECO2	3.0
	ECO6	1.0
Total		5.0

2. Please advise the number of staff held against the following categories as at 31 March 2021.

Answer:

Category	Number - headcount
Resigned	1
Made Redundant	0
Terminated	0
Unattached	2
Classified Redeployee	0
Supernumerary	3

3. Please advise the number of staff who identify as Aboriginal and Torres Strait Islander as at 31 March 2021

Answer:

Agency Description	Self Identified	Aboriginal by Nominal Classification	Total	Percentage
Dept of Environment, Parks and Water Security	51	0	51	8.82%
NT Electoral Commission	1	0	1	6.67%
Dept of Corporate & Digital Development	86	0	86	7.18%
Independent Commissioner Against Corrupt	2	0	2	6.45%
Jacana Energy	3	0	3	4.41%
Auditor General's Office	0	0	0	0.00%
Ombudsman's Office	1	0	1	5.56%
Aboriginal Areas Protection Authority	6	0	6	19.35%
Dept of Territory Families, Housing and Communities	273	0	273	18.19%
Dept of Legislative Assembly	18	0	18	14.52%
Dept of the Chief Minister and Cabinet	137	40	177	31.49%
Territory Generation	4	0	4	2.17%
Department of Education	637	19	656	13.79%
NT Police, Fire and Emergency Services	247	1	248	10.48%
Dept of Health	673	3	676	7.75%
Power and Water Corporation	78	0	78	8.68%
Dept of Industry, Tourism and Trade	64	0	64	8.08%
Dept of Infrastructure Planning and Logistics	52	0	52	6.40%
Dept of Attorney-General and Justice	140	0	140	9.58%
Dept of Treasury and Finance	0	0	0	0.00%
Land Development Corporation	0	0	0	0.00%
Total Whole of Government	2473	63	2536	10.45%

4. (a) Please advise the number of Frontline staff as FTE as at 31 March 2021 and as a percentage of the Agency total employment.

(b) Please advise how the Agency determines which staff fall under the category of Frontline.

Answer:

There is no code that allows the Office of the Commission for Public Employment to identify frontline staff.

The Office of the Commission for Public Employment is classified as a Support and Central agency and provides advice to Government and/or services to other agencies.

5. Please advise how many staff have been engaged through employment agency arrangements, for what purpose, for what duration and at what cost as at 31 March 2021. Please use the table format presented below for your response.

Answer: Not Applicable

6. Please advise how many **locums** have been employed, for what purpose, for what duration and at what cost as at 31 March 2021. Please use the table format presented below for your response.

Answer: Department of Health to respond.

7. (a) How many positions were advertised during the period 1 July 2020 to 31 March 2021?
- (b) Of the total number advertised above, how many positions had Special Measures applied?
- (c) Please break down the levels of positions that had Special Measures applied.

Answer:

7. (a)

	1 July 2020 to 31 March 2021
Positions advertised	2

- (b)

	1 July 2020 to 31 March 2021
Positions advertised with Special Measures applied	2

- (c)

Classification Level	Total Positions Advertised
AO4	1
AO6	1
Total	2

OUTSOURCING

8. For the period 1 July 2020 to 31 March 2021, detail any decision(s) to outsource, contract out or privatise functions that have traditionally been carried out by the Agency.
- Is consideration being given to outsource, contract-out or privatise in financial year 2021/22? If so, provide details.

Answer:

No functions have been outsourced for the period 1 July 2020 to 31 March 2021.

No consideration is being given to outsource, contract out or privatise functions in 2021- 22.

LEGAL EXPENSES

9. What has been the expenditure on legal advice or related expenses for the period 1 July 2020 to 31 March 2021? Provide details on:
- The matter(s) (designate which ones are finalised and which ones are ongoing)
 - The amount paid by matter
 - The amount paid to each outside legal firm or barrister engaged

Answer:

Legal expenses incurred for the period 1 July 2020 to 31 March 2021

9 (a)		9 (b)	9 (c)
Matter	Status	Amount	Legal Firm
Submission preparation and arbitration hearing at Fair Work Commission	Finalised	24 409	Marcus Humphreys
Total Legal Expenditure		\$24 409	

PROCUREMENT / CONSULTANCIES

10. For the period 1 July 2020 to 31 March 2021, please detail expenditure on each report and consultancy (excluding annual reports) that have been obtained from outside the NTPS. For each report/consultancy detail:
- Purpose
 - Cost
 - Person or entity engaged
 - Whether the person or entity has their principal place of business in the Northern Territory or elsewhere (if elsewhere, please provide the address of the principal place of business of the person or entity)
 - Whether a report has been tabled in the Legislative Assembly as a result of the report or consultancy
 - Outcomes or key performance indicators for the report or consultancy
 - Whether tenders or expressions of interest were invited prior to work on the report or consultancy being undertaken

Answer:

10 (a)	10 (b)	10 (c)	10 (d)	10 (e)	10 (f)	10 (g)
Purpose	Cost	Entity/ Person	Principal place of business	Report Tabled	Outcomes/KPIs	Tenders/ EOIs
Evaluation of the Aboriginal Employment	\$26 818	Cross Cultural	NT	N/A	- Data collection and analysis	Select Tender

10 (a)	10 (b)	10 (c)	10 (d)	10 (e)	10 (f)	10 (g)
Purpose	Cost	Entity/ Person	Principal place of businesses	Report Tabled	Outcomes/KPIs	Tenders/ EOIs
and Career Development Strategy		Consultants			- Report and recommendation write up	

11. Please advise the number of contracts awarded to business entities with a principal place of business in the NT and outside the NT for the period 1 July 2020 to 31 March 2021 as follows:

Answer:

Number in the NT	Number outside of the NT
4 ¹	3 ²

- ¹ includes three contracts awarded to business entities with a principal place of business in the Northern Territory under a multiple award tender to establish a panel contract.
- ² includes two contracts awarded to business entities with a principal place of business outside the Northern Territory under a multiple award tender to establish a panel contract.

12. For each of the contracts awarded to business entities with a principal place of business outside the Northern Territory, please advise the selection criteria on the applicable contract or tender.

Answer:

Contract	Business Entity	Address
Q20-0505 – All Centres – Provision of Senior and Chief Executive Officer Executive Search and Recruitment Services for the Northern Territory Public Sector for a Period of 12 Months	Allegis Group Australia Pty Ltd	QLD
Q20-0505 – All Centres – Provision of Senior and Chief Executive Officer Executive Search and Recruitment Services for the Northern Territory Public Sector for a Period of 12 Months	Davidson Executive & Boards Pty Ltd	QLD
20-1405 – Provision of Executive Recruitment services for the Northern Territory Public Sector	Davidson Executive & Boards Pty Ltd	QLD

The administrative effort to provide further information is excessive and would result in undue diversion of resources from service delivery.

13. For Tier 3, Tier 4 and Tier 5 procurement activities, how many public tenders were advertised during the period 1 July 2020 to 31 March 2021?

Answer:

One Tier 3 quotation process for Tier 3 and above procurement activities was undertaken during the period of 1 July 2020 to 31 March 2021.

14. For Tier 3, Tier 4 and Tier 5 procurement activities, how many contracts or tenders were awarded without undertaking a public tender process during the period 1 July 2020 to 31 March 2021?

Answer:

Nil – No contracts or tenders were awarded without undertaking a public tender process for Tier 3 and above procurement activities during the period 1 July 2020 to 31 March 2021.

15. For each instance identified in the question above, where a public quotation process was not undertaken, including for those with a Certificate of Exemption:
- a) What is the description of the goods and services contracted?
 - b) What is the value of the goods and services contracted?
 - c) What was the reason for not using the public tender process or for requiring a Certificate of Exemption?
 - d) Who recommended the course of action in c) above?
 - e) Who approved the course of action in c) above?

Answer:

Nil – No contracts or tenders were awarded without undertaking a public tender process for Tier 3 and above procurement activities during the period 1 July 2020 to 31 March 2021.

FOCUS GROUPS / POLLING / SURVEYS

For the period 1 July 2020 to 31 March 2021:

16. Please detail expenditure on opinion polls and focus groups, including costs and entities that conducted the work.

Answer: Nil.

17. Detail all surveys undertaken in relation to the focus groups and opinion polls above, including their, form, the cost and what inducements were provided to incentivize participation.

18.

Answer: Nil.

19. Please provide copies of each survey and the results of each survey.

Answer: Nil.

COMMUNICATIONS AND MARKETING

20. Please detail expenditure on advertising and communications during the period 1 July 2020 to 31 March 2021.

For each advertisement for which an expense was incurred:

- a) What was the purpose / description of the advertisement?
- b) Who was the advertisement placed with, i.e. media outlet, newspaper, and television station or similar?
- c) What was the total production cost, including, but not limited to, design, commissions, and placement costs?
- d) Were tenders or expressions of interest called? If not, why not?

Answer:

Total expenditure on advertising and communication for the period 1 July 2020 to 31 March 2021 was \$1 650.

No tenders were called considering that all the procurement was Tier 1 procurement.

19 (a) Purpose	19 (b) Entity	19 (c) Cost	19 (d) Tenders/EOIs
Directory advertising - the Unions NT	Unions NT	\$750	N/A
Shoot and edit videos for OCPE Website	KIK FM PTY	\$900	N/A
Total		\$1 650	

TRAVEL

21. Please provide the total expenditure and itemised details of travel, including, but not limited to travel-related costs such as accommodation, travel allowance, entertainment, car rental, meals and incidentals, in each Agency and authority during the period 1 July 2020 to 31 March 2021 broken down to:

- a) International Travel
- b) Interstate Travel
- c) Intrastate Travel

Answer:

International Travel – Not applicable.

Interstate Travel – Not applicable.

Intrastate Travel – the Office of the Commissioner for Public Employment incurred total travel expenditure of \$ 26,055 for the period 1 July 2020 to 31 March 2021.

Key items to note:

- Travel amount includes official travel related costs of airfare, accommodation, meals, travelling allowance, car rental and incidentals.
- Travel expenditure reported is from TRIPS and is inclusive of GST as at 31 March 2021

22. In the case of international travel identified in response to the question above, please provide the purpose, itinerary, persons and costs involved in each trip.

Answer: Not Applicable.

23. Please provide itemised details and costs of all travel undertaken by the Minister that was paid for by the Agency or authority, including travel on charters during the period 1 July 2020 to 31 March 2021.

Answer: Response to be provided by the Department of Chief Minister and Cabinet.

HOSPITALITY / FUNCTIONS AND EVENTS

24. Please provide full details of all official hospitality provided for the period 1 July 2020 to 31 March 2021.

In relation to each occasion where official hospitality was provided:

- a) What was the purpose of the hospitality?
- b) How many guests attended?
- c) How many Ministers attended?
- d) How many Ministerial staff attended?
- e) How many MLAs attended?
- f) How many Public Sector employees attended?
- g) What was the total cost incurred?

Answer: Nil.

GRANTS, DONATIONS AND INCENTIVES

25. Please detail expenditure on grants, donations and incentives paid by your Agency (including the recipient of each payment) during the period 1 July 2020 to 31 March 2021.

Answer:

No expenditure on grants, donations or incentives during the period of 1 July 2020 to 31 March 2021.

26. Please detail the funds utilised to distribute awards and sponsorships in the period 1 July 2020 to 31 March 2021.

Answer:

Detail of funds utilised to distribute awards and sponsorships for the period 1 July 2020 to 31 March 2021.

Recipient	Amount \$
National Disability Services Limited	2 000

27. Indicate which awards and sponsorships were managed by Regional Offices. What is anticipated for the 2021/22 financial year?

Answer: Not Applicable

28. Please detail the amounts paid on grants, donations and incentives to non-Government organisations for the period 1 July 2020 to 31 March 2021, including to which organisation and the services to be provided?

Answer:

No grants, donations or incentives were paid to non-Government organisations during the period of 1 July 2020 to 31 March 2021.

MEDIA MONITORING SERVICES

29. Provide expenditure details on media monitoring services for the period 1 July 2020 to 31 March 2021 (including entities engaged and who utilises the service).

Answer:

A whole-of-government response will be provided by the Department of the Chief Minister and Cabinet.

INFRASTRUCTURE PROJECTS

30. How many projects have been submitted or are in the process of being submitted to Infrastructure Australia to be considered for the Infrastructure Priority List

Answer:

A whole-of-government response will be provided by the Department of Infrastructure, Planning and Logistics.

31. Please provide details of newly committed projects for the period 1 July 2020 to 31 March 2021.

Answer:

A whole-of-government response will be provided by the Department of Infrastructure, Planning and Logistics.

32. Please provide details of contracts awarded to interstate firms, for what purpose, the cost and why a Territory firm was not chosen.

Answer:

A whole-of-government response will be provided by the Department of Infrastructure, Planning and Logistics.

GOVERNMENT LEASED BUILDINGS

33. What is the total annual power bill of each Government building owned/leased/used by each Department for the period 1 July 2020 to 31 March 2021?

Answer:

Total annual power bill of building owned/leased/used by the Office of the Commissioner for Public Employment from 1 July 2020 to 31 March 2021 is **\$9 654**.

Building	YTD 31 March 2021
19 Smith Street, The Mall, Darwin	\$9 654

34. What is the total annual leased space of each Government building used by each Agency/authority and at what cost for the period 1 July 2020 to 31 March 2021?

Answer:

A whole-of-government response will be provided by the Department of Corporate and Digital Development.

35. How much Government owned or leased premises or office space is currently under-utilised (at less than 100 per cent occupied) or vacant?

Answer:

A whole-of-government response will be provided by the Department of Corporate and Digital Development.

FEES AND CHARGES

36. Please detail the statutory or legislative fees and charges levied by your Agency/authority, the revenue raised in the 2020/21 financial year and whether any of these fees and charges was increased following the passage of the 2020/21 financial year budget. Not Applicable

Answer: Not applicable.

INTERNAL AUDITS

37. How many internal audits and financial investigations were conducted in the period 1 July 2020 to 31 March 2021?

Answer:

Two internal audits were completed during this period – *Conduct and ethics culture* and *Procurement and contracts*.

Three further internal audits were underway as at 31 March 2021 – *Leave entitlements, Overtime and allowances* and *Budget management*.

Additionally the Value for Territory compliance review was underway as at 31 March 2021.

38. What were the terms of reference or focus for each investigation?

Answer:

The Office of the Commissioner for Public Employment did not undertake any financial investigations in this timeframe.

For the period of 1 July 2020 to 31 March 2021, the following internal audits were:

Internal audit	Terms of Reference or focus
A compliance review of Value for Territory procurement (commenced but not completed at 31 March 2021).	Review the (agency’s) compliance with the NT Government’s Procurement Rules, Governance Policy and Buy Local Plan from 1 January 2020 to 31 December 2020.
Leave management	Review of management reporting and response to identified high leave balances. Consideration of cultural impact on management of leave balances. Identification of control improvements including management reporting processes and outcomes.

Ethics and conduct	Review of culture and “soft” controls related to the fraud and corruption framework, to identify opportunities for improvement in identification and response to fraud and corruption related matters.
Budget management – business unit level	Review a sample of business units for budget setting processes, management reporting, budget management processes, compliance with Treasurer’s Directions, end of year reporting and management response to business unit budget outcomes.
Procurement and contracts (within agencies, not Procurement Services activities)	Identification of opportunities for improvement in procurement and contract management processes for a sample of high value procurements and contracts. This review will focus on agency activities, not the whole of government approach and outcomes.
Payment of overtime and allowances	High level health check of policies, processes and controls related to payment of overtime and allowances to agency employees.

39. Please provide detail of any fraud, anomalies, breaches of financial legislation or Northern Territory Government policy and procedures exposed by the audits and financial investigations.

Answer:

No frauds, anomalies or breaches of financial legislation or policy and procedures have been identified through audits and investigations between 1 July 2020 and 31 March 2021.

The following issue was raised by the Northern Territory Auditor General’s Office in March 2021 as part of the interim agency compliance audit:

- The internal audit program (plan) for 2020-21 had not been finalised in compliance with the Treasurer’s Directions.

BOARDS / ADVISORY BODIES

40. Please detail all boards and advisory bodies in your Agency in 2020/21, also providing the following information:

- a) The Terms of Reference, if changed from last year
- b) The current members and when they were appointed
- c) The total remuneration paid to each Board member during the 2020/21 financial year
- d) The itemised total cost incurred by the Board during the 2020/21 financial year

Answer:

Public Sector Consultative Council

- a) Nil change.

b) Current Members:

NTPS REPRESENTATIVES		
Chairperson	Vicki Telfer	Commissioner for Public Employment
Agency Nominated Representatives		
Office of the Commissioner for Public Employment	Cheryl Winstanley	Agency Nominated
Office of the Commissioner for Public Employment	Camille Lew Fatt	Agency Nominated
Office of the Commissioner for Public Employment	Libby Doney	Agency Nominated
Office of the Commissioner for Public Employment	Rachael Dunn	Agency Nominated
Office of the Commissioner for Public Employment	Cameron McInerney	Agency Nominated
Department of Corporate and Digital Development	Shirley Wilkshire	Agency Nominated
Department of Corporate and Information Services	Gerry Greene	Agency Nominated
Department of Corporate and Information Services	Johanna Stieber	Agency Nominated
Department of Corporate and Information Services	Sarah Temple	Agency Nominated
Secretary	Megan Townsend	Agency Nominated
Union Representatives		
Community and Public Sector Union	Kay Densley	Union Nominated
United Workers Union	Erina Early	Union Nominated
Australian Education Union	Jarvis Ryan	Union Nominated
Australian Nursing and Midwifery Federation	Cath Hatcher	Union Nominated
Australian Education Union	Mick McCarthy	Union Nominated
Electrical Trades Union	David Hayes	Union Nominated
Australian Manufacturing Workers Union	Lloyd Pumpa	Union Nominated
Professionals Australia	Michael Butler	Union Nominated

c) Nil.

d) Nil.

Correctional Officers' Arbitral Tribunal

- a) Nil change.
b) Current Members:

Tribunal Position	Member Name	Appointed
Chairperson	Commissioner Paula Spencer	3 July 2017
Minister's Nominee	Mr Theo Tsikouris	19 Feb 2019
Available Elected Member	Robert Miller	16 May 2019
Secretary to the Tribunal	Susan Barnes	23 January 2019

- c) Nil.
d) Nil.

Police Arbitral Tribunal

- a) Nil change.
b) Current members:

Tribunal Position	Member Name	Appointed
Chairperson	Deputy President Ingrid Asbury	5 March 2018
Minister's Nominee	Mr Theo Tsikouris	25 February 2019
Police Association's Nominee	Mr Ray Murphy	3 July 2017
Deputy of the Chairperson	Commissioner Paula Spencer	3 July 2017
Deputy of the Minister's Nominee	N/A	Position Vacant
Deputy of the Police Association's Nominee	Superintendent Antony Deutrom	16 May 2018
Secretary to the Tribunal	Ms Susan Barnes	23 January 2019

- c) Nil.
d) Nil.

Public Sector Appeals Boards

- a) Nil change.
b) Current Members:

Tribunal Position	Member Name	Appointed
Chairperson, nominated by the Commissioner for Public Employment	Varies for each board	n/a

Member nominated by the relevant agency CEO	Varies for each board	n/a
Member nominated by the prescribed employee organisation	Varies for each board	n/a

c) Nil.

d) Nil.

Strategic Workforce Board

a) Nil Change

b) Current Members:

Strategic Workforce Board Member and Position Title	Agency	Appointed
Vicki Telfer, CEO and Commissioner for Public Employment	Office of the Commissioner for Public Employment (Chair)	October 2019
Nicole Hurwood, Deputy Chief Executive Officer	Territory Families	October 2019
Catherine Weber, Deputy Under Treasurer	Department of Treasury and Finance	October 2019
Lisa Watson, Deputy Chief Executive Corporate Services	Department of Corporate and Digital Development	March 2021
Karen Vohland, Executive Director Strategic Communications and Engagement	Department of Chief Minister and Cabinet	March 2021
Bill Esteves, Senior Director NT Worksafe	Department of Attorney-General and Justice	March 2021
Tracy Clark, Executive Director Strategy and Partnerships	Department of Industry Tourism and Trade	March 2021
Jasmin Aldenhoven, Executive Director, Agency Operations	Department of Education	March 2021
Strategic Workforce Planning and Development Division	Office of the Commissioner for Public Employment (Secretariat)	October 2019

c) Nil

d) Nil

41. The number of times the Board met during the period 1 July 2020 to 31 March 2021.

Answer:

The following times Boards and Advisory Committees have met during the period 1 July 2020 to 31 March 2021:

- Public Sector Consultative Council has met twice
- Correctional Officers' Arbitral Tribunal has met nil times
- The Police Arbitral Tribunal has met nil times.
- Public Sector Appeals Board has met thirty times
- The Strategic Workforce Board has met three times

REVIEWS AND INQUIRIES

42. Details of all reviews and inquiries completed or commenced during the 2020/21 financial year, also providing the following information:

- a) The Terms of Reference
- b) The criteria for selection of all panel members
- c) The composition, qualifications and state or territory of residence of the persons undertaking the review/inquiry
- d) The cost of the review/inquiry
- e) How the information was/is accumulated to contribute to the review/inquiry
- f) If completed, when, the outcome and whether the report has been tabled in the Legislative Assembly
- g) If not completed when this is expected

Answer:

Fixed Period / Casual Employment (Insecure Employment) Working Group

- a) Review the use of fixed period and casual contracts in the Department of Health, particularly where multiple employment contract renewals are occurring, to facilitate initiatives to improve security of employment. Principles and learnings of the review will be applied across other NTPS agencies.
- b) Unions, agency and Office of the Commissioner for Public Employment (OCPE) representatives.
- c) The working group included the following members, all of whom are Darwin based:

Erina Early (or delegate) Branch Secretary NT United Workers Union
Kay Densley (or delegate) NT Regional Secretary Community and Public Sector Union
Cath Hatcher (or delegate) Branch Secretary Australian Nursing and Midwifery Federation

Johanna Stieber Director Employment Relations, Department of Corporate and Digital Development
Michelle Murray Director Recruitment, Workforce Relations Corporate Services Department of Corporate and Digital Development
Vera Whitehouse Director People Safety and Analytics Department of Health
Linda Blair Senior Consultant - People and Organisational Capability Department of Health
Helena Glew Principal Consultant Employee Relations Office of the Commissioner for Public Employment
Damien Doherty Employee Relations Manager Office of the Commissioner for Public Employment

- d) Nil budget. The review will be undertaken within existing agency resources.
- e) Agency to review and report on employees on fixed period/casual employment arrangements (Note: Agency have reported compiling the data is a manually intensive process).
- f) Not completed
- g) By end of June 2021 (for DoH Review)

Long Service Leave Act Review

- a) To review the *Long Service Leave Act* to determine if it continues to serve Territory employers and employees and/or whether it could be reformed to make it easier to use.
- b) There were no panel members for the review. The Office of the Commissioner for Public Employment conducted the review using internal staff resources.
- c) The employee undertaking the review is based locally and has extensive experience in applying and interpreting the Act, including undertaking investigations under the Act.
- d) This review was conducted utilising internal staff resources.
- e) In undertaking this review, OCPE adopted a two-step process. The first step was a consultation of affected stakeholders. These were Territory employers and employee organisations. The second was an intensive analysis of long service leave legislation in other jurisdictions, with a consideration of the legal and other issues embedded in the Act itself.

- f) The review has been completed. The final report is with the Minister for Public Employment. The report has not been tabled in the Legislative Assembly.
- g) There is no expected date for tabling the report in the Legislative Assembly. This is subject to the Minister's discretion.

Portable long service leave for the Community Services Sector

- a) To undertake a feasibility study into the establishment of a portable long service leave scheme for the community services sector in the Northern Territory.
- b) The review commenced in the 2019/2020 financial year.
- c) It was conducted within available resources by the Office of the Commissioner for Public Employment
- d) There was an internal Northern Territory Government reference group consisting of:

Mark Hathaway Employee Relations Manager Office of the Commissioner for Public Employment
Jim Richards Commissioner of Superannuation Department of Treasury and Finance
Tamara Biro Director of Budgets and Finance Department of Health
Theo Tsikouris Registrar NT Build
Helena Wright Executive Director Programs and Engagement Department of Territory Families, Housing and Communities

- e) The feasibility study required actuarial analysis and direct consultation and information gathering from a sample of relevant employers, including the peak organisation the Northern Territory Council of Social Services; and unions.
- f) Members of the public were also able to comment through a survey instrument on the Northern Territory Government 'Have your say' web-site.
- g) There is no expected date for tabling the report in the Legislative Assembly. This is subject to the Minister's discretion.

WORKPLACE HEALTH AND SAFETY

43. Please provide the number, nature and cost of reportable safety issues for the period 1 July 2020 to 31 March 2021.

Answer: No reportable safety issues for the Office of the Commissioner for Public Employment for the period of 1 July 2020 to 31 March 2021

44. Please detail the number of stress related matters and claims for the period 1 July 2020 to 31 March 2021.

Answer: No stress related matters or claims to report for the Office of the Commissioner for Public Employment for the period of 1 July 2020 to 31 March 2021.

REGIONAL OFFICES

45. Please detail expenditure on staff located in regional offices across the Territory. Include the number of staff, their functions and outcomes achieved in the 2020/21 financial year. What are the locations for which they are responsible?

Answer: Not Applicable.