



2019-20 Budget Estimates Volume of Additional Information

**Education, Employment and Small
Business Committee**

August 2019

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**Questions on notice and responses – *Minister for Education
and Minister for Industrial Relations***

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 1

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 6 of the Department of Education SDS and its reference to Centres for Learning and Wellbeing, can the Minister outline what the government is doing to support rural and remote education?

ANSWER:

The Palaszczuk Government is committed to supporting schools in rural and remote areas and in October 2018 I launched a \$100 million strategy to support these schools. As part of this strategy, this Government has committed \$56 million to improve staff housing and \$31.1 million to establish four Rural and Remote Centres for Learning and Wellbeing to support the professional learning of school leaders and teachers and provide wellbeing support to staff, students and their families in rural and remote areas of Queensland.

The Centres for Learning and Wellbeing are located in Atherton, with satellite services reaching out to Weipa, Cape York and the Torres Strait, and Cooktown; Mount Isa with satellite services in Normanton; Emerald with satellite services in Longreach; and Roma supporting small rural schools through a satellite centre in Kingaroy.

All four centres are fully operational, delivering services aligned to their five key functions:

- developing leadership capability;
- mentoring and coaching beginning teachers;
- coaching mid-career and experienced teachers (with a focus on reading, inclusion, multi-age teaching, gifted and talented, and teaching specialist subjects);
- building resilience of new staff to rural and remote settings; and
- facilitating inter-agency wellbeing support for staff and students.

The Centres for Learning and Wellbeing are led by an experienced principal who is supported by staff including Heads of Learning, a Head of Wellbeing or Senior Guidance Officer, Satellite Centre Coordinator and District Relieving teachers to assist with teacher release for professional development and wellbeing support.

The centres are a key action of the *Advancing rural and remote education in Queensland state schools* action plan, which has a funding commitment of over \$9 million in the 2019–20 financial year to support rural and remote education.

Actions funded under the plan during 2019–20 include internet enablement in employee housing, providing reading coaching to home tutors of students attending Schools of Distance Education, creating opportunities for urban teachers to experience living and working in rural and remote locations, supporting teachers new to remote locations and growing the rural and remote workforce through scholarship programs.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 2

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED
MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS
(HON GRACE GRACE MP)

QUESTION:

In relation to page 6 of the Department of Education SDS and its reference to Early Childhood Development Programs, can the Minister advise what the government is doing to support pre-school aged children with impairments to make a positive transition to schooling?

ANSWER:

The Palaszczuk Government has committed an additional \$63.6 million over four years from 2019–20 to continue Early Childhood Development Programs (ECDPs) for Queensland children with disability from birth to five years of age.

To further enhance the support provided by ECDPs, around \$650,000 in an ECDP Great Start Grant will be provided in 2019–20 to schools operating ECDPs for staff professional development to support improved service delivery and enhance transitions to school.

The continuation of ECDPs confirms the Palaszczuk Government's commitment to give all Queensland children the best possible start to their education.

ECDPs provide intensive teaching tailored to support successful transitions to school for children from birth to five years of age who have been diagnosed with, or are suspected of having: autism; intellectual disability; physical impairment; vision impairment; hearing impairment; or speech language impairment.

There are 102 ECDPs open for registration across Queensland. Registrations are driven by local needs and the availability of other supports and services.

The type of support ECDPs provide varies, and largely depends on the age and support needs of the child.

For children aged from birth to three years of age, ECDPs strengthen learning and development to assist them with daily functioning. They also aim to build the confidence and ability of parents to support their children's learning and development.

For children aged from three to five years of age, ECDPs offer intensive, planned and explicit teaching to build the skills and knowledge they need to access and participate in education. They also work with other service providers and the child's future school to support a positive transition to school.

I recently visited Caboolture East State School and Vincent State School, in Townsville, where I met with local families, and saw first-hand the value of ECDP programs and their importance to the local community.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 3

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 5 of the Department of Education SDS, could the Minister advise the total infrastructure budget for the 2019/20 financial year and how this funding will be used over the coming 12 months to build, maintain, improve and update our schools?

ANSWER:

The Palaszczuk Government is supporting Queensland state schools to deliver a world-class education by providing a record \$1.464 billion in infrastructure investment in 2019–20.

This investment is delivering high quality learning environments for state school students right across our diverse state giving young Queenslanders the best opportunity to reach their potential.

The Department of Education's Infrastructure Investment Portfolio for 2019–20 includes the following highlights:

- \$494.6 million as part of the \$1.3 billion in total funding over eight years for the Building Future Schools Fund;
- \$233.5 million in maintenance in state schools, teacher housing and early childhood education and care facilities;
- \$204.8 million to renew, replace and enhance facilities at existing schools;
- \$140.3 million as part of the \$235 million in total funding under the Renewing Our Schools program to substantially refurbish and upgrade schools across the State;
- \$51.1 million as part of the \$250 million in total funding under the 2020 Ready program for new classrooms and other infrastructure in state secondary schools;
- \$50.9 million to provide additional classrooms for growth in existing secondary schools;
- \$48 million as part of the \$97 million in total funding for the Advancing Clean Energy Schools program to upgrade and install solar and energy efficiency measures in state schools;
- \$25 million as part of \$100 million in total funding over four years for priority state school air conditioning projects, including the urgent replacement of units in the Cooler Schools Zone and other priority air conditioning projects;
- \$15.6 million as part of the \$25.6 million in total funding to deliver renewal works at 31 state schools; and
- \$2.9 million to continue refurbishment and enhancement of existing early childhood education and care facilities.

This record investment will also deliver eight new schools ready for the start of 2020, through the Building Future Schools Fund and Growth program:

- a state primary school in Ripley Valley will open for Prep to Year 6 students;
- Fortitude Valley State Secondary College will open for Year 7 students;
- Foxwell State Secondary College in Coomera will open for Year 7 students;
- a state high school in Mango Hill will open for Years 7 and 8 students;
- a state high school in Ripley Valley will open for Years 7 and 8 students;
- Yarrabilba State Secondary College will open for Years 7 and 8 students;
- a state high school in Calliope will open for Years 7 and 8 students; and
- a special school in Caboolture will open for secondary aged students.

In addition, this funding will deliver five new schools for the start of 2021 under the Building Future Schools Fund:

- a state primary school in Pimpama will open for Prep to Year 6 students;
- a state primary school in Palmview will open for Prep to Year 6 students;
- Inner City South State Secondary College at Dutton Park will open for Year 7 students;
- a state high school in Baringa (Caloundra South) will open for Years 7 and 8 students; and
- a special school in Palmview will open for Prep to Year 12 students.

This investment represents a 58.5% increase from the department's 2018–19 \$923 million infrastructure budget to build, maintain, improve and update Queensland state schools and will help drive the Queensland economy by supporting 4245 jobs in 2019–20 through the delivery of important infrastructure projects.

In addition, the Government is also proud to partner with the Catholic and Independent schooling sector to deliver quality education infrastructure across the State.

In 2019–20, the Palaszczuk Government's total capital funding for Catholic and Independent schools is \$100 million—an increase of 1.8% from 2018–19.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 4

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 5 of the Department of Education SDS and its reference to the Building Future Schools Fund, could the Minister advise on progress of the new schools opening in 2020 and also, which schools will open in 2021 under the BFS Fund?

ANSWER:

The Palaszczuk Government will open eight new state schools in 2020. Seven of these schools are funded through the \$1.3 billion Building Future Schools (BFS) Fund, and one school was funded from the department's Growth program.

These eight new schools are:

- a state primary school in Ripley Valley which will open for Prep to Year 6 students;
- Fortitude Valley State Secondary College which will open for Year 7 students;
- Foxwell State Secondary College in Coomera which will open for Year 7 students;
- a state high school in Mango Hill which will open for Years 7 and 8 students;
- a state high school in Ripley Valley which will open for Years 7 and 8 students;
- Yarrabilba State Secondary College which will open for Years 7 and 8 students;
- a state high school in Calliope which will open for Years 7 and 8 students; and
- a special school in Caboolture which will open for secondary aged students.

In 2021, the Palaszczuk Government will open the following five new state schools, all financed through the BFS Fund:

- a state primary school in Pimpama which will open for Prep to Year 6 students;
- a state primary school in Palmview which will open for Prep to Year 6 students;
- Inner City South State Secondary College at Dutton Park which will open for Year 7 students;
- a state high school in Baringa (Caloundra South) which will open for Years 7 and 8 students; and
- a special school in Palmview which will open for Prep to Year 12 students.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 5

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 3 of the Department of Education SDS, and its reference to providing children with access to quality early childhood education and care, can the Minister advise on action the Government is taking to support kindergarten participation and access for Aboriginal and Torres Strait Islander children and children from vulnerable and disadvantaged communities?

ANSWER:

Increasing kindergarten participation and access for Queensland children, irrespective of their location or life circumstance, is a priority for the Palaszczuk Government.

Since 2008, the percentage of Aboriginal and/or Torres Strait Islander children participating in kindergarten has increased from 26% to 93.8%. To continue this upward trend, the Palaszczuk Government has invested \$32.8 million to support targeted initiatives, including:

- Over \$17.2 million in subsidies to reduce out-of-pocket expenses and support low or no cost access to kindergarten for many Aboriginal and/or Torres Strait Islander families;
- \$10.9 million to support the operation of 10 Children and Family Centres (CFCs) across Queensland, providing integrated support services for children who identify as Aboriginal and/or Torres Strait Islander and their families;
- \$2.7 million to support 33 Early Years Services in 22 remote communities, providing playgroups, family support programs, early childhood education and care services and holiday programs;
- \$60,000 for the Elders as Storytellers social marketing campaign, featuring respected Elders and community leaders talking about the importance of the early years and enrolling in kindergarten; and
- \$710,000 to the Institute for Urban Indigenous Health to promote and improve the participation of Aboriginal and/or Torres Strait Islander children in kindergarten, through the highly successful Deadly Kindies campaign. In 2019, a total of 849 children engaged in the Deadly Kindies program, with approximately 600 children enrolled in kindergarten since the campaign commenced in 2016.

Access to kindergarten in remote and very remote locations continues to be provided through a number of State delivered kindergarten programs:

- From Term 1 2020, 68 state schools will be able to deliver a kindergarten program in remote parts of the State, where there is no other service nearby—up from 57 in Term 2 2019;
- 31 state delivered kindergarten services in discrete Aboriginal and Torres Strait Islander communities; and
- eKindy, supporting the delivery of a distance education kindergarten program for families unable to easily attend an early childhood service.

A further \$6.5 million has been invested to provide support for vulnerable children and their families, through initiatives including:

- Pathways for Early Learning and Development (PELD) supporting educators working alongside family support services in 12 communities;
- accessible Playgroups, supporting vulnerable communities and socially or geographically isolated families;
- the Everyday Positive Play project, supporting staff in women's refuges to provide therapeutic supported playgroup programs; and
- the Refugee and Asylum Seeker Pilot, to overcome barriers to attending kindergarten.

Together, these programs will support children and families experiencing vulnerability and will ensure all Queensland children have a great start.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 6

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 3 of the Department of Education SDS, and its reference to providing children with access to quality early childhood education and care, can the Minister inform the Committee of measures the Government is taking to support children with disability to participate in kindergarten.

ANSWER:

To meet the National Quality Standard, every approved service is required to ensure each child has access to high quality learning opportunities, focused on their individual needs, creating inclusive learning and development.

The Palaszczuk Government is committed to supporting kindergartens in this process. Over the past three years, the state government's investment has resulted in a 68.7% growth in the number of children with disability accessing a community kindergarten, from 744 children in 2015 to 1255 children in 2018.

In 2019–20, the Queensland Government is providing \$4.74 million to the early childhood sector to assist approved community kindergartens support inclusion. Funding includes:

- \$4.37 million for the provision of inclusive strategies and educational adjustments; and
- \$0.37 million for access to professional resources, specialised equipment and advisory services around inclusion.

This funding is designed to contribute to the provision of a quality kindy program, and is only one element of the Queensland Government's multi-faceted approach to supporting children with disability. This approach includes access for educators to subsidised training in identified skill sets, including building inclusive practices in early childhood education and care, under the Queensland Government VET Investment Plan.

In addition, the Palaszczuk Government has committed \$63.6 million over four years from 2019–20 to continue Early Childhood Development Programs (ECDPs) for Queensland children with disability from birth to five years of age.

Children with disability can attend kindergarten and an ECDP.

ECDPs can work with their local kindergartens to help children with disability make a successful transition to school.

Every day, in kindergartens across Queensland, early childhood teachers and educators are working together with children and families to achieve the best outcome for every child. This Government will continue to respond to the needs of the sector—and more importantly—the needs of Queensland families and children with disability, to ensure all children have the great start they deserve.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 7

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 10 of the Department of Education SDS and its reference to the implementation of the *Best Practice Review of Workplace Health and Safety Queensland Final Report 2017*, can the Minister advise on progress with implementing the recommendations contained within the report?

ANSWER:

The Best Practice Review of Workplace Health and Safety Queensland (WHSQ) (the Best Practice Review), which was led by Mr Tim Lyons and supported by a tripartite reference group, was undertaken in response to the tragic fatalities at Dreamworld and an Eagle Farm construction site in 2016.

The Best Practice Review final report was provided to the Government in July 2017, making 58 recommendations, with the majority relating to operational improvements for either WHSQ or the Work Health and Safety Board (WHS Board).

Over 93% of the Best Practice Review recommendations are either fully implemented or well advanced. The WHS Board is monitoring the implementation of the recommendations until their completion.

Most of the recommendations proposing legislative amendments to work health and safety legislation were passed by the Queensland Parliament in October 2017, including:

- the introduction of a new offence of industrial manslaughter;
- the establishment of an independent statutory office for work health and safety prosecutions;
- the restoration of the status of codes of practice to require safety measures in codes to be followed unless measures of an equal or higher standard can be demonstrated; and
- provisions which support more effective health and safety representatives.

Four recommendations requiring legislative amendments are currently either:

- under active consideration in Queensland; or
- under consideration nationally as part of the 2018 model work health and safety laws review.

The Best Practice Review recommendations emphasised the key role of the WHS Board. In 2018, the Board developed a Five-Year Strategic Plan for Work Health and Safety in Queensland 2019–2023 (the Plan). The Plan uses four strategic levers to drive work health and safety improvements:

- embracing innovation and technology;
- designing healthy and safety work;

- fostering a culture of health and safety; and
- regulating effectively.

The Plan was finalised and launched as part of Safe Work Month in October 2018 and is available on the worksafe website at www.worksafe.qld.gov.au/___data/assets/pdf_file/0020/166430/five-year-strategic-plan-2019-to-2023.pdf.

The design and implementation of the new Compliance Monitoring and Enforcement Policy (the Policy), in December 2018, complements other recommendations designed to re-position WHSQ's capability to effectively regulate. The Policy establishes that the key role of the inspectorate is to monitor and enforce compliance, with action being taken in the form of improvement, prohibition and infringement notices. In September 2017, 19 positions were transferred into the inspectorate from the corporate services, capacity building and engagement work of WHSQ; and, in early 2018, the inspectorate was structurally separated from these areas. A new Executive Director for Compliance and Field Services was appointed in June 2018. A revised staffing model has also been implemented, with a total of 36 additional positions placed at various locations in South East Queensland and regional centres. These new positions included inspectors in construction, industrial, electrical safety and investigator roles, as well as specialised staff in the areas of dangerous goods, major hazards, occupational health and hygiene, psychological health, and engineering services (including engineers with a focus on amusement devices).

The Best Practice Review considered the appropriateness and effectiveness of public safety matters administered by WHSQ, which resulted in recommendations to set world-class safety standards for the theme park and amusement ride industry. On 1 May 2019, new regulatory requirements were introduced for mandatory major inspections of amusement devices; mandatory elements in training for amusement device operators; ensuring rides are only operated by competent persons who are clearly identifiable as the operator; additional log book requirements; and a new comprehensive and integrated safety case and licensing regime for major amusement parks. Three of the aforementioned positions in specialised health and safety roles were within the Engineering Services Unit in WHSQ.

The Best Practice Review also recommended the creation of a new independent statutory office for the purposes of prosecutions under the Act. In March 2019, the Governor in Council approved the appointment of Mr Aaron Guilfoyle as Queensland's Work Health and Safety Prosecutor for a period of five years. Mr Guilfoyle commenced as the Work Health Safety Prosecutor on 18 March 2019 and the independent Office of the Work Health and Safety Prosecutor became fully established.

Other recommendations require longer term development, planning and resource allocation. For example, consolidation and upgrading of regulatory databases that requires development and implementation of a new ICT system, funded by the Queensland Government through an \$8 million allocation over four years from 2019–20. Likewise, the skills development program for work health and safety inspectors is an incremental process which requires sustained focus over several years, as well as ongoing maintenance, funded as part of WorkCover Queensland's additional contribution of \$6.289 million ongoing from 2018–19.

The implementation of the Best Practice Review recommendations has refocused WHSQ as an empowered and effective regulator. This will better ensure the health and safety at workplaces for all people in Queensland, whether they are workers, visitors or the general public.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 8

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED
MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS
(HON GRACE GRACE MP)

QUESTION:

In relation to page 10 of the Department of Education SDS and its reference to supporting fair and productive workplaces, can the Minister outline submissions and other representations the Government has made in support of low paid Queensland workers?

ANSWER:

The Palaszczuk Government will always advocate on behalf of Queensland's low paid workers, whether they are covered by the state industrial relations jurisdiction or the national workplace relations system. This commitment has been demonstrated by the ongoing representations the Queensland Government has made in support of weekend penalty rates for low-paid workers. It is also evident in submissions the Queensland Government has made to the Fair Work Commission Annual Wage Review and the recent state Transport and Public Works Committee Inquiry into a sustainable Queensland intrastate shipping industry. The Fair Work Commission Annual Wage Review (AWR) is critically important for the over 400 000 low-paid Queensland workers who rely on the National Minimum Wage (NMW) or the relevant federal modern award for their rate of pay. This includes retail and hospitality workers, labourers, cleaners, process workers, aged care and child care workers. An annual pay increase through the AWR helps these workers to make ends meet and keep up with the rising cost of living.

In March 2019, the Queensland Government made a submission to the 2018–19 AWR, supporting a 3.5% increase to the NMW and a fair and reasonable increase to all minimum award rates of pay.

In support of its claim, Queensland's submission argued that minimum and award wage increases directly target and benefit low-paid workers who are unable to negotiate wage increases through enterprise bargaining and that increases awarded through the AWR help to ensure workers with little or no bargaining power are not left behind. At a time of persistent low wages growth, these workers need and deserve a decent pay rise.

On 30 May 2019, the Expert Panel delivered its decision, which increased the NMW and award rates of pay by 3%. This equates to an increase of \$21.60 a week increase to the NMW, lifting it to \$740.80 a week, or \$19.49 an hour from 1 July 2019. This decision provides a much-needed real wage increase for low-paid workers in Queensland.

The Queensland Government also participated in and provided information to the recent state parliamentary Inquiry into a sustainable Queensland intrastate shipping industry. The terms of reference for this inquiry included consideration of working conditions and safety practices in the industry. Government submissions to this inquiry highlighted a number of employment practices that are eroding the conditions of Australian and Queensland seafarers.

On 24 May 2019, the Committee tabled its Report No. 23 – Inquiry into a sustainable Queensland intrastate shipping industry. The inquiry highlighted the decline in local shipping industry and how changes in federal legislation have allowed lower paid foreign workers to be employed in our domestic transport industry. The Palaszczuk Government will continue to advocate for better employment security for Australian seafarers under the National Fair Work system.

As Minister, I have also continued to raise the Queensland Government's ongoing concern about the impact of penalty rate cuts on low-paid Queensland workers. I have written to both Minister O'Dwyer and Minister Porter in the previous 12 months about this issue, highlighting the fact that these are straight cuts to take home pay of low-paid workers who rely on penalty rates to make ends meet and provide some compensation for missing out on time with family and friends. Another round of cuts took affect from 1 July 2019, the third year in a row of cuts to penalty rates. At a time where there is almost universal agreement that low wages growth is a problem, the focus should be on how to improve wages of low-paid workers, not how to cut them. The Queensland Government has urged the Federal Government to support legislation that would reverse the cuts to penalty rates.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 9

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 11 of the Department of Education SDS and its reference to the amusement ride industry, can the Minister advise on what measures have been taken to improve safety in the amusement ride industry?

ANSWER:

On 1 May 2019, the Queensland Government introduced new amusement device regulations following recommendations made in the *Best Practice Review of Workplace Health and Safety Queensland Final Report* (July 2017).

The new amusement device provisions in the *Work Health and Safety Regulation 2011* include requirements for:

- mandatory major inspections of amusement devices every 10 years unless otherwise specified by the manufacturer or registered engineer who has carried out a previous inspection;
- mandatory elements to be covered in instruction and training for amusement device operators and ensuring operators are competent;
- ensuring trained and competent persons are clearly identifiable as the operator of an amusement device;
- additional record keeping requirements through detailed log books; and
- requirements for major theme parks to develop a comprehensive and integrated safety case for managing amusement device risks and to apply for a licence.

In addition, information about the most recent annual inspection and the competent operators for an amusement device must be made available to event organisers on request.

The new amusement device regulations were developed through comprehensive consultation with industry. The Office of Industrial Relations (OIR) has commenced work on developing a code of practice for amusement devices and will consult further with industry as drafting progresses in 2019.

To promote discussion of current and emerging safety issues in the amusement device industry, OIR hosted an amusement device stakeholder forum in March 2019, which was attended by industry representatives, engineers and regulators from other jurisdictions.

In May 2019, the Queensland Government was one of the sponsors of the conference held on the Gold Coast by the Australian Amusement Leisure and Recreation Association. Officers from OIR, including engineers with expert knowledge in amusement rides, gave presentations at the conference and engaged with industry representatives and conference attendees on amusement device safety issues and the new regulations.

OIR has ongoing functions in relation to amusement device safety, including through the compliance and enforcement activities of its inspectorate, and the Engineering Unit which provides technical expertise on a wide range of plant-related matters including incident investigation, applications for plant design registration and development of health and safety alerts.

Following the Best Practice Review of Workplace Health and Safety Queensland (WHSQ), three additional positions for Chief Advisors, Engineering, were established to provide WHSQ with additional expertise and capacity to administer the new amusement device regulations.

To drive safety improvements, OIR has reviewed its enforcement strategies with an increased focus on directed compliance. This is in line with recommendations of the Best Practice Review of WHSQ. This includes a revised compliance monitoring and enforcement policy to inform health and safety duty holders of OIR's regulatory approach and to guide inspectors in their decision making and use of enforcement measures. This policy commenced in December 2018 and applies to all industries including the amusement device industry.

Inspectors have also carried out audit campaigns for major amusement parks in South East Queensland in 2016, 2017, 2018 and most recently from July 2019 to monitor compliance with work health and safety and electrical safety legislation.

In addition, inspectors visit agricultural shows in regional and metropolitan areas, such as the Royal Queensland Show in Brisbane, and other events where mobile amusement devices are operated, such as school fetes, to monitor compliance with work health and safety and electrical safety legislation.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 10

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

In relation to page 11 of the Department of Education SDS and its reference to continuing to conduct targeted compliance and advisory activities to improve work health and safety, electrical safety, labour hire and industrial relations outcomes, can the Minister advise on what activities are being undertaken to improve safety in the farming and rural sector?

ANSWER:

The Palaszczuk Government is committed to ensuring safety in the Queensland farming and rural sector.

Sadly, over the past five years, the agriculture industry has accounted for more than 30% of work-related fatalities, despite only 3% of Queensland workers being employed in the sector. This Government is deeply committed to improving these outcomes.

Workplace Health and Safety Queensland, the Electrical Safety Office, and the Labour Hire Licensing Compliance Unit (LHLCU) all within the Office of Industrial Relations (OIR), have adopted a coordinated approach to improving safety outcomes and protecting vulnerable workers in the farming and rural sector.

In 2015, a dedicated Agriculture Unit was established to monitor compliance and work closely with industry and other agencies on strategies for achieving long-term safety improvements.

As part of a recent compliance campaign between 1 July 2018 to 30 June 2019, Agriculture Unit inspectors:

- conducted 54 site visits in the horticulture growing regions of Tully, Innisfail, Bundaberg and Stanthorpe, and issued 13 prohibition and 195 improvement notices; and
- conducted 50 site visits (47 initial and three follow-up) in the dairy industry in the State's Southeast and Sunshine Coast and issued three infringement notices and 34 improvement notices.

Inspectors have also carried out advisory and engagement activities around the State including:

- holding 'Serious about farm safety' workshops for the wool and beef industries;
- working with industry organisations on the work health and safety modules of the Best Management Practice programs;
- presenting to Indigenous beef producers at the 'Blackfella Beef' workshop; and
- producing a farm safety induction film aimed at new workers to the industry.

Quad bike safety continues to be a concern for the farming and rural sector. Since 2011, 40 quad bike fatalities have occurred in Queensland, 19 of which were work-related. In response to this growing number of quad bike incidents, the Palaszczuk Government launched the *Statewide Plan for Improving Quad Bike Safety in Queensland*. A major part of the Statewide Plan is the Ride Ready website and safety awareness campaign which focuses on training, wearing helmets, not allowing children on adult-sized quad bikes and prohibiting passengers on single-seat quad bikes.

The Palaszczuk Government is working on many fronts to keep rural communities safe from electrical incidents. In March 2019, I spoke with agriculture industry and rural community leaders at a forum to determine why serious electrical incidents continue to happen. Many innovative strategies and initiatives were put forward to better target electrical safety, and these ideas will now be turned into action. In the meantime, we are working to keep the industry safe through:

- enforcing compliance with the existing laws, including a special focus on work near powerlines;
- a farm safety calendar competition for young school children that is getting the electrical safety message through at a grass roots level;
- Safety Advocates attending workplaces and schools to spread the message about safety and the sad and tragic consequences of when safety is overlooked; and
- promoting Energy Queensland's recently released 'Look up and live' tool which is an interactive geospatial mapping tool, which can help farmers to work safely around overhead powerlines.

The LHLCU has also been working hard to protect vulnerable workers in the sector since the inception of the Labour Hire Licensing Scheme in April 2018. To date, inspectors have conducted 371 field audits of labour hire providers operating in the agriculture and horticulture industries. These audits focus on compliance with relevant laws by checking on pay and conditions such as payment of worker entitlements, health and safety, and accommodation standards.

The LHLCU has also been engaging in farming communities in the Bowen, Bundaberg, Lockyer Valley, Caboolture and Stanthorpe regions providing guidance to ensure that industry participants are meeting their obligations under the legislation and other relevant laws.

OIR has also established the Horticulture Workers Interagency Group, which allows all levels of government to share information to improve the workplace rights and wellbeing of travelling workers in the horticulture industry.

These are just some of the many activities that the Palaszczuk Government is undertaking to improve work health and safety, electrical safety, labour hire and industrial relations outcomes in this sector.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 11

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED
MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS
(HON GRACE GRACE MP)

QUESTION:

With reference to page 11 of the SDS in relation to workers compensation services, can the Minister advise a) the number of fraud claims that were investigated in 2016/17, 2017/18 and 2018/19 (reported separately by year), b) the number of fraud claims that were substantiated in 2016/17, 2017/18 and 2018/19 (reported separately by year), and c) what action was taken by WorkCover Queensland or the Department in relation to fraudulent claims in 2018/19?

ANSWER:

The Office of Industrial Relations (OIR) investigates and manages the prosecution of offences under the *Workers' Compensation and Rehabilitation Act 2003* (the Act), including:

- defrauding or attempting to defraud an insurer;
- providing false or misleading information to an insurer or medical provider;
- failure to insure or under-insurance; and
- inappropriate use of workers' compensation information by employers.

Matters for investigation are generally referred to OIR by the workers' compensation insurers. However, OIR can also receive referrals from workers, employers or from business units within OIR.

The number of workers' compensation offences referred to OIR for the years 2016–17, 2017–18 and 2018–19 are:

Year	Number of referrals received for fraud and fraud-related offences
2016–17	54
2017–18	56
2018–19	71

On receipt of a referral, OIR assesses the evidence provided and, where necessary, conducts further investigation into the matter. External legal advice may be obtained to inform the Workers' Compensation Regulator's (the Regulator) decision about whether a prosecution should be commenced. These decisions are made taking into account the *Workers' Compensation Prosecution Guidelines on Fraud and Other Offences*, which is based on the Director of Public Prosecution's prosecution guidelines.

All workers' compensation offences (including fraud) prosecuted for the years 2016–17, 2017–18 and 2018–19 are provided below:

Year	Number of fraud and fraud-related prosecutions commenced*	Number of successful prosecutions for fraud and fraud-related offences
2016–17	18	17
2017–18	15	8
2018–19	18	13

* Note that due to the time taken to investigate a matter, commence a prosecution and secure a conviction, prosecutions may not be finalised in the same financial year that they are referred or commenced.

As a result of the 13 successful prosecutions finalised in 2018–19:

- the Regulator recovered \$468,918 in restitution on behalf of insurers;
- the Regulator was awarded \$163,377 in legal costs; and
- defendants were ordered to pay fines totaling \$20,500 payable to the Regulator.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 12

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

I refer to page 5 of the SDS in relation to the Renewing our Schools program and ask, will the Minister provide the actual expenditure in 2018/19 and the allocation for this initiative in 2019/20?

ANSWER:

The Renewing Our Schools (ROS) program was announced by the Palaszczuk Government in 2017 under the Building Better Schools policy.

The Palaszczuk Government committed \$235 million over four years from the 2018–19 financial year, to provide a renewal and refurbishment program, to deliver improved learning facilities and opportunities for stronger engagement with school communities.

This signature program is delivering a broad range of exciting projects to meet school needs, including multi-purpose sports centres, resource centres, general learning areas, science laboratories, performing arts centres, refurbishment of existing facilities, IT hubs and communication upgrades—all informed by local school priorities.

As part of the 2019–20 budget, an additional nine state schools were announced to benefit from the program, including new halls, hall extensions, and other facilities upgrades and enhancements.

During 2018–19, the Department of Education has progressed the planning and schematic design process for ROS projects at the original 17 state schools. In addition, the department has also commenced the delivery of initial infrastructure works under the ROS program at the following schools:

- Aspley State High School – new covered outdoor learning area;
- Heatley Secondary College – new security fencing around the Trade Training Centre;
- Mansfield State High School – refurbishment of Block F; and
- Springwood State High School – network upgrade and modular building removal.

Each of these exciting infrastructure projects will deliver significant benefits to each of these school communities.

With the planning phase nearing completion, the investment in the delivery of these projects will accelerate during 2019–20 with more than half of the four-year program budget expected to be expended by the end of 2019–20.

2018–19 Actual Expenditure (\$'000)	2019–20 Budget (\$'000)
8,249	140,300

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 13

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

I refer to pages 30-41 of the SDS in relation to capital expenditure and ask the Minister to provide a breakdown of funding spent in 2016/17, 2017/18, 2018/19 (by year and by education region) and the budget allocation for 2019/20 (reported by region)?

ANSWER:

The Capital Works Program expenditure from 2016–17, 2017–18 and 2018–19, and the Capital Works Program 2019–20 budget (reported by region) are as outlined below:

Region	2016–17 Actuals*	2017–18 Actuals*	2018–19 Actuals*	2019–20 Budget
	\$'000	\$'000	\$'000	\$'000
Central Queensland	50,763	61,003	65,388	38,270
Darling Downs South West	25,220	36,707	54,701	23,294
Far North Queensland	63,484	45,722	32,279	40,237
Metropolitan	116,008	155,818	318,456	421,875
North Coast	69,856	122,993	147,356	211,484
North Queensland	32,256	48,861	38,213	38,447
South East	68,750	116,257	147,145	172,570
Statewide †	56,865	68,959	129,976	284,304
Capital Works Program Total	483,202	656,320	933,514	1,230,481

*Based on actual spend of capital works projects (capex + opex) for schools and early childhood education sectors.
† Statewide actuals are largely made up of land acquisitions and programs that are delivered across multiple regions. The allocation of 2019–20 statewide budget to regions is not known as specific projects have yet to be identified.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 14

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

I refer to page 123 of Budget Measures and the \$100 million air conditioning commitment and the review of air conditioning needs and ask the Minister to provide a) the total number of classrooms this will air condition, b) the number of replacement air conditioning units this will replace, c) the number of new air conditioning units this will install, d) which schools inside the cooler schools zone this will support, e) who is undertaking the review, f) the budget allocation for the review, and g) when the review will be completed?

ANSWER:

The Palaszczuk Government is providing increased funding of \$100 million over four years for priority state school air conditioning projects, including the urgent replacement of air conditioning units in schools in the Cooler Schools Zone and other priority school air conditioning projects, which will be informed by a review of state school air conditioning needs.

This is in addition to existing funding of \$23 million in 2018–19 and \$17 million per annum from 2019–20 for air conditioning upgrades and maintenance, bringing the total funding to \$191 million over five years.

The Department of Education is currently working with the Department of Housing and Public Works' Building and Asset Service, to assist with a review of air conditioning installations across Queensland state schools outside the Cooler Schools Zone.

As Budget Paper 4 highlights, the department will continue to address the urgent replacement of air conditioning units in state schools located in the Cooler Schools Zone based on condition and age of existing air conditioning units.

As with schools in the Cooler Schools Zone under the previous Cooler Schools Program, heat discomfort data (weather data – combination of apparent temperature data and number of school days in the hottest months above 30 degrees Celsius) will be used to inform prioritisation of schools outside the zone from within available funding.

The Government recognises that schools across the State outside the Cooler Schools Zone have progressively been undertaking the installation of air conditioning in their schools where this has been a local priority for funding. School communities can continue to invest in air conditioning where this is a local priority.

The review will inform future investments in air conditioning classrooms outside the Cooler Schools Zone and provide support to schools and the department in future investments.

The Queensland Government is taking a fiscally responsible approach to this issue. This is not a new issue and one that governments of all persuasions have grappled with over the years.

More than 3500 classrooms in 390 state schools in the hottest and most humid parts of the state (the Cooler Schools Zone) already have air conditioning installed.

Beyond this zone, the department continues to provide air conditioning on a case-by-case basis in response to specific issues.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 15

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

With reference to page 9 of the SDS in relation to electrical safety can the Minister provide the cost of the appeal and associated court costs from recently having the Electrical Safety (Solar Farms) Amendment Regulation 2019 (Qld) ruled as invalid?

ANSWER:

My department has advised me that cost of the appeal and associated court costs (excluding GST) are as follows:

1. Total of legal fees incurred is \$30,031.40
2. In accordance with the costs order issued by the Court of Appeal, the parties reached an agreement of the costs the State is required to pay Maryrorough Solar. The amount agreed upon is \$136,363

The total costs of the appeal and associated court costs is \$166,394.40

The decision to appeal the Supreme Court decision was made following legal advice there were solid grounds for this course of action.

Safety is paramount and because of the often fatal nature of workplace incidents involving electricity and concerns around the rapid pace of construction in the solar farm industry, the Government considered it was necessary to defend the regulation and appeal the Supreme Court's decision to ensure clarity on this important matter. It was important to get clarity on this matter to inform possible future legislative and regulation making requirements.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 16

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED
MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS
(HON GRACE GRACE MP)

QUESTION:

With reference to page 11 of the SDS, can the Minister outline the number of serious electrical incidents reported in 2014/15, 2015/16, 2016/17, 2017/18 and 2018/19 (reported separately by year)?

ANSWER:

As outlined in section 11 of the *Electrical Safety Act 2002*, the meaning of a serious electrical incident is:

A serious electrical incident is an incident involving electrical equipment if, in the incident—

- (a) a person is killed by electricity; or
- (b) a person receives a shock or injury from electricity, and is treated for the shock or injury by or under the supervision of a doctor; or
- (c) a person receives a shock or injury from electricity at high voltage, whether or not the person is treated for the shock or injury by or under the supervision of a doctor.

The number of serious electrical incidents (SEI) reported between 2014–15 and 2018–19 were:

- 2014–15 – 30;
- 2015–16 – 25;
- 2016–17 – 20;
- 2017–18 – 33; and
- 2018–19 – 24.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 17

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

I refer to page 9 of the SDS in relation to Industrial Relations staffing, can the Minister provide a) the number of complaints made by Department staff that relate to union intimidation, harassment and bullying of Department staff in 2018/19, listed by union that was involved in the complaint, b) the number of actual FTE inspectors employed as at 1 January 2018, 1 January 2019 (reported separately) and c) the allocation of FTE inspectors allocated and budgeted for as at 1 January 2018 and 1 January 2019 (reported separately)?

ANSWER:

The Palaszczuk Government does not tolerate any form of intimidating or aggressive behaviour in the workplace, whether that be towards its workers or towards members of the public by its workers.

Inspectors also deal regularly with highly emotive situations concerning worker safety and these situations can escalate with stakeholders, including employers, workers and their representatives.

The Office of Industrial Relations (OIR) employs inspectors within the following areas:

- Workplace Health and Safety Queensland (WHSQ) (including construction inspectors, industrial inspectors and investigators)
- Electrical Safety Office (ESO)
- Industrial Relations and Labour Hire.

a) During 2018–19, 33,153 WHSQ site inspections and audits were conducted, along with 2387 site inspections and audits by the ESO. The Labour Hire Inspectorate carried out 376 audits of applications identified as high risk, and the Industrial Relations Inspectorate completed 354 wage complaints, 29 Child Employment and Private Employment Agent audits, as well as 24 audits with respect to the *Trading (Allowable Hours) Act 1990*. There were 16 reported incidents relating to intimidation, harassment or bullying of OIR staff by employers or union representatives. Of these, six complaints involved Construction, Forestry, Maritime, Mining and Energy Union representatives, and two complaints involved Plumbing and Pipe Trades Employee Union representatives. The remaining eight complaints involved employers. There were no injuries to OIR inspectors and the staff involved were provided with Employee Assistance Provider counselling and support.

b) The number of 'actual FTE inspectors employed' as at:

- Pay period ending 5 January 2018 is **282.44** consisting of:

ESO Inspectors:	40.50
WHSQ Inspectors:	230.94
Industrial Relations and Labour Hire Inspectors:	11.00
Total	282.44

- Pay period ending 4 January 2019 is **305.38** consisting of:

ESO Inspectors	46.98
WHSQ Inspectors	241.40
Industrial Relations and Labour Hire Inspectors	17.00
Total	305.38

- c) The allocation of 'FTE inspectors allocated and budgeted' for as at:

- 1 January 2018 is **258.85** consisting of:

ESO Inspectors	43.94
WHSQ Inspectors	203.31
Industrial Relations and Labour Hire Inspectors	11.60
Total	258.85

- 1 January 2019 is **285.88** consisting of:

ESO Inspectors	45.40
WHSQ Inspectors	223.48
Industrial Relations and Labour Hire Inspectors	17.00
Total	285.88

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 18

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED
MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS
(HON GRACE GRACE MP)

QUESTION:

I refer to page 6 of the SDS in relation to early childhood development programs and ask the Minister to provide the allocation of funding in 2019/20 and 2020/21 (reported separately by year) and a list of the schools to receive funding, with the teacher and teacher aide allocation for 2020 and 2021 (reported by school)?

ANSWER:

The Palaszczuk Government has committed an additional \$63.6 million over four years from 2019–20 to continue Early Childhood Development Programs (ECDPs) for Queensland children from birth to five years of age.

In 2019–20, the Department of Education has allocated \$17.4 million for ECDPs to fund 101.5 full-time equivalent (FTE) teachers and 2199.44 teacher aide hours per week right across Queensland.

Regions allocate resources to ECDPs each year, based on the number of children registered in each ECDP and the age and needs of the children.

The 2019 total allocation is 103.62 teacher FTE and 2233.56 teacher aide hours per week.

The 2020 and 2021 resource allocations are yet to be determined and will be allocated at the commencement of those two years based on registrations, age and need.

The 2019 ECDP teacher and teacher aide allocations as at 29 March 2019 are provided in **Attachment 1**.

2019 Early Childhood Development Programs teacher and teacher aide allocations

ECDP school sites	2019 allocation (as at 29 March 2019)	
	Teacher (FTE)	Teacher aide (hrs/week)
Acacia Ridge State School	1.10	25.00
Aspley State School (delivered at Stafford Heights State School)	0.40	10.00
Augusta State School	0.60	14.00
Banksia Beach State School	0.34	7.51
Barcaldine Prep-12 State School	0.10	0.00
Barkly Highway State School	0.63	12.00
Beaudesert State School	0.55	12.40
Beerwah State School	0.46	10.33
Benowa State School	1.05	23.56
Biloela State School	0.40	8.00
Blackwater North State School	0.12	2.50
Bohlevale State School	0.32	9.00
Bowen State School	0.22	6.00
Browns Plains State School	1.30	29.22
Bundamba State School	0.30	7.00
Burdekin School	0.22	6.00
Burleigh Heads State School	1.10	24.44
Burnside State School	1.29	28.93
Caboolture East State School	6.62	138.64
Capalaba State College	1.30	28.69
Charleville State School	0.06	1.50
Charters Towers Central State School	0.00	0.00
Cherbourg State School	0.00	0.00
Childers State School	0.17	3.76
Chinchilla State School	0.10	2.50
Clinton State School	1.26	26.00
Coomera State School	2.40	53.31
Cunnamulla P-12 State School	0.05	1.75
Dalby South State School	0.48	11.00
Deception Bay North State School	1.23	27.62
Emerald North State School	1.14	24.00
Gatton State School	0.43	10.00
Geebung Special School	1.20	27.00
Goondiwindi State School	0.25	5.50
Gympie West State School	1.27	28.37
Hatton Vale State School	0.15	3.50
Heatley State School	0.53	9.00
Ingham State School	0.22	6.00
Inglewood State School	0.00	0.00
Innisfail State College	0.40	7.00
Ipswich Central State School	1.40	31.00
Ipswich Special School	0.20	5.00
Jamboree Heights State School	0.40	10.00

ATTACHMENT 1

ECDP school sites	2019 allocation (as at 29 March 2019)	
	Teacher (FTE)	Teacher aide (hrs/week)
Kawungan State School	1.73	38.70
Kingaroy State School	0.48	11.00
Laidley District State School	0.40	9.00
Logan City Special School	1.05	23.56
Longreach State School	0.10	0.00
Lowood State School	0.30	6.00
Maroochydore State School	1.43	32.12
Maryborough West State School	1.21	27.05
Miami State School	1.10	24.97
Miles State School	0.07	1.75
Mitchelton Special School	1.30	29.00
Moranbah State School	0.10	2.00
Mount Ommaney Special School	4.40	90.00
Mount Warren Park State School	2.35	52.78
Moura State School	0.10	0.00
Mundubbera State School	0.30	5.50
Murgon State School	0.05	1.50
Musgrave Hill State School	2.40	54.02
Nanango State School	0.10	2.25
Narbethong State Special School	1.30	29.00
Noosaville State School	0.34	7.51
Norville State School	1.22	27.43
Nursery Road State Special School	3.20	53.00
Nursery Road State Special School - Xavier	0.00	0.00
Oakey State School	0.12	1.50
Park Avenue State School	3.00	62.00
Parramatta State School	5.30	121.06
Pine Rivers Special School	5.15	106.14
Pittsworth State High School (delivered at Pittsworth State School)	0.13	3.00
Proserpine State School	0.32	6.00
Quilpie State College	0.00	0.00
Rangeville State School	2.45	58.50
Rasmussen State School	0.53	9.00
Red Hill Special School	1.30	29.00
Redland District Special School	1.24	27.81
Roma State College	0.22	5.25
Springwood Central State School	1.01	23.03
St George State School (includes Dirranbandi P-10 State School)	0.18	4.00
Stanthorpe State School	0.37	8.50
Sunnybank Special School	1.00	21.00
Tagai State College - Thursday Island Primary Campus	0.10	0.00
Taigum State School	1.40	32.00
Talara Primary College	1.48	33.06
Tambo State School	0.05	1.50
Tara Shire State College	0.10	2.50

ATTACHMENT 1

ECDP school sites	2019 allocation (as at 29 March 2019)	
	Teacher (FTE)	Teacher aide (hrs/week)
Texas P-10 State School	0.00	0.00
Toogoolawah State High School (delivered at Toogoolawah State School)	0.16	3.50
Toowoomba West Special School	1.65	38.00
Victoria Park State School	2.24	47.00
Vincent State School	3.91	82.00
Walkervale State School	1.06	23.67
Warwick West State School	0.78	18.00
Waterford State School	0.75	16.65
Western Cape College	0.20	0.00
Woodcrest State College	0.50	11.00
Woody Point Special School	3.73	78.72
Wynnum State School	1.00	21.00
Yeppoon State School	0.50	10.00
Yeronga State School	4.90	104.00
TOTAL*	103.62	2233.56

**The total teacher and teacher aide resources distributed to schools by the regions for the provision of ECDP services may include some additional allocations as determined by the region in response to schools' unique, emerging and complex situations.*

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 19

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)

QUESTION:

With reference to page 9 of the SDS and the \$8 million allocation to implement initiatives to respond to the Best Practice Review of Workplace Health and Safety Queensland Final Report 2017, can the Minister outline

- (a) The allocation of this funding in 2019/20
- (b) The actual expenditure in 2018-19, and
- (c) The specific initiatives that this \$8 million will fund?

ANSWER:

The tragedies at Dreamworld and Eagle Farm in 2016 highlighted the need to ensure the current work health and safety framework, and how it is administered, is robust, operates as an effective deterrent to non-compliance, and is responsive to emerging issues. In light of these tragedies, in October 2016, the Palaszczuk Government announced a Best Practice Review of Workplace Health and Safety Queensland (WHSQ) (the Review). On 3 July 2017, the final report for the Review was provided to Government.

The Review made 58 recommendations, with the majority (34) relating to operational improvements. Funding of \$8 million (\$4 million in capital funding and \$4 million in operating funding) was allocated in the 2019–20 Budget and onwards for the next four years to implement ICT-related recommendations.

The \$8 million allocation to implement initiatives to respond to the Review will be expended over a four-year period, with the first allocation of \$1 million in capital and \$1 million in operating funding in the 2019–20 Budget for the Office of Industrial Relations' (OIR) ICT Investment Strategy. The remaining \$6 million of this funding source will be expended over the following three years.

In response to concerns raised in the Review regarding the need to update technology supporting WHSQ and the Electrical Safety Office (ESO), OIR is developing and implementing the Service Delivery Transformation (SDT) program. The SDT program is an organisation-wide strategy to improve OIR's service delivery and will implement the Review's ICT-related recommendations (recommendations 2 to 14, 16 and 21 to 22).

The major systems to be developed under the SDT Program are:

- the Compliance in the Field WHSQ/ESO inspection and investigation, management and reporting system (mobile application);
- the Investigation Management System for WHSQ investigators undertaking comprehensive investigations into fatalities and significant events; and

- the end-to-end Electrical Occupational and Business licensing system (which are part of Queensland's electrical safety framework).

These interrelated projects will be implemented in stages over four years (2019–20 to 2022–23).

Initial scoping of the SDT program commenced during 2018; however, there was no expenditure from this \$8 million funding source related to the SDT program in 2018–19.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

2019 ESTIMATES PRE-HEARING

QUESTION ON NOTICE

No. 20

THE EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE ASKED
MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS
(HON GRACE GRACE MP)

QUESTION:

With reference to page 5 of the SDS, can the Minister outline what funding has been allocated in the 2019/20 budget to assist families in remote Queensland who have been affected by the transition of year 7 to high school in the instance where a child has had to relocate to attend high school or a boarding high school?

ANSWER:

The Palaszczuk Government prides itself on meeting its obligation to provide a quality education to all students in line with the Australian Curriculum. While page 5 of the SDS does not relate to the Living Away from Home Allowance Scheme (LAFHAS), the Department of Education supports eligible Queensland families whose children need to live away from home to attend a state high school or an accredited non-state school through LAFHAS and the Queensland Academies Isolated Students (QAIS) Bursary.

The Queensland Government's decision to transition Year 7 to high school in 2015 resulted in eligible families being able to apply for the Living Away from Home Allowance (LAFHAS) high school Remote Area Tuition allowance rate instead of the primary school rate.

Year 7 students who were in receipt of LAFHAS since the transition of Year 7 to high school are as follows:

- 2015: 216 students;
- 2016: 197 students;
- 2017: 217 students;
- 2018: 214 students; and
- 2019: 223 students year-to-date.

In the 2019–20 budget, the Palaszczuk Government has allocated \$7.4 million for LAFHAS.

In the 2019 calendar year, the scheme provides financial support through four allowances:

- Remote Area Tuition Allowance (RATuA) helps pay tuition fees charged by non-state boarding schools (up to a total maximum of \$3808 per year for Years 1 to 6 and \$5483 per year for Years 7 to 12);
- Remote Area Travel Allowance (RATrA) helps pay a student's travel costs between home and boarding school during holidays (maximum allowance \$1756);
- Remote Area Allowance (RAA) contributes to the cost of boarding at a Queensland Australian Agricultural College campus or a state high school campus (\$2394 per student per year); and
- Remote Area Disability Supplement (RADS) helps with additional boarding costs for students with disability (up to a total maximum of \$7789).

In 2019, this means that an eligible high school student can receive up to \$7239 per year and for an eligible high school student with disability, up to \$15,028 per year in LAFHAS.

In addition to LAFHAS, the Queensland Government also allocates \$50,000 for the Queensland Academies Isolated Students (QAIS) Bursary.

The QAIS Bursary provides financial support to families of students living away from home to attend one of the department's three specialised academies in South East Queensland including Creative Industries (Kelvin Grove), Health Science (Gold Coast) and Science, Technology Engineering and Mathematics (Toowong).

Eligible students who are successful in the application for the QAIS Bursary can receive up to \$10,178 per annum.

The QAIS Bursary supports talented students from rural and remote areas who are not eligible for the LAFHAS through financial support for travel and accommodation while completing their studies at an academy. The QAIS Bursary provides a remote area travel allowance and a student accommodation allowance.

In 2019, the Queensland Academy for Science, Technology, Engineering and Mathematics (Toowong) commenced its first Year 7 cohort. There were no applications received from rural and remote Year 7 students to access the QAIS Bursary.

**Questions on notice and responses – *Minister for
Employment and Small Business and Minister for Training
and Skills Development***

ESTIMATES QUESTION ON NOTICE

No. 1

QUESTION:

I refer to page 8 of the SDS and current apprenticeship and trainee completions, can the Minister please outline what factors are impacting apprentice and trainee outcomes in Queensland?

ANSWER:

Queensland is seeing great outcomes for its apprentices and trainees.

In 2018, Queensland had the second highest result of all jurisdictions with 22,400 apprenticeship and traineeship completions – representing one quarter of all completions across Australia (88,900).

Queensland's apprentice and trainee completions increased by 1.2% (to 22,435) in 2018. Bucking a downward national trend that saw completion rates decrease by 5.5% over the same time period.

We are punching above our weight with nearly one quarter of all apprentices and trainees in Australia, in the last 3 years commencing in Queensland.

Queensland's strong performance in completions is underpinned by the Palaszczuk Government's investment in key programs and initiatives such as:

- Back to Work – already more than 4,800 apprentices and trainees have got their start thanks to Back to Work
- Skilling Queenslanders for Work – more than 37,000 have gained job readying training (more than 26,000 into a job or further training)
- Queensland's Payroll tax apprentice and trainee rebate being extended until 30 June 2021

Despite Queensland's nation leading performance, no jurisdiction is immune to national trends that are having a negative impact on apprentice and trainee completions rates.

As noted in the Department of Employment, Small Business and Training Service Delivery Statement on page 8, the difference in apprenticeship completions compared to targets set out for 2018-19 is consistent with national results aligned with national economic conditions impacting on employers.

Completion rates have also been impacted by a range of Commonwealth funding cuts to apprentice, trainee and employer incentives that supported people throughout their training.

Queenslanders deserve a fair deal from the Australian Government when it comes to funding for training and skills development. Unfortunately, the recent Federal budget saw an overall cut of \$120 million to national training investment. This represents a continuation of cuts and cost shifting to the states. The list of terminated national partnership agreements on skills and training has left the states to pick up the bill:

- National Partnership on the Joint Group Training Program – Not replaced.
- National Partnership Agreement for TAFE Fee Waiver for Childcare Qualifications – Not replaced.
- National Partnership for Training Places for Single and Teenage Parents – Cut an year early.
- National Partnership Agreement on Productivity Places Program – Not continued.

ESTIMATES QUESTION ON NOTICE

No. 2

QUESTION:

I refer to page 19 of the SDS and note TAFE Queensland has improved its forecast deficit position in 2018/19, can the Minister please detail how TAFE is working to improve its Budget outcome?

ANSWER:

TAFE Queensland is the State's largest public provider, delivering high quality vocational education and training (VET) with strong student outcomes that support industry and employer skill needs for communities across Queensland.

This is a vital contribution to the Queensland economy through the productivity benefits, employment opportunities and the provision of a higher skilled labour workforce that TAFE Queensland brings. A recent KPMG report highlighted that for every \$1 invested at TAFE Queensland returns \$2.55 back in to the Queensland economy.

TAFE Queensland has worked hard to increase revenue and contain costs, however a range of funding pressures have impacted TAFE Queensland's revenue streams.

The introduction in 2017 of VET Student Loans (VSL) scheme by the Federal Government has significantly impacted TAFE Queensland. VSL related revenue has reduced by \$29.9 million since the introduction of the scheme, as fewer people took out loans to study as a result of loan caps and new eligibility criteria.

A further \$9.1m revenue reduction relates to contractual and budget changes for the Commonwealth Skills for Education and Employers (SEE) program and the Adult Migrant English Program (AMEP) since 1 July 2017.

As a result of these Federal Government changes, TAFE Queensland is facing financial challenges with an estimated forecast operating loss of \$6.9m in 2018-19, an improvement from a previously budgeted deficit of \$11.198 million. TAFE Queensland holds a strong balance sheet and has sufficient cash reserves to cover short term losses.

TAFE Queensland is continually investigating ways it can diversify its revenue streams by continuing to build strong industry partnerships, delivering customised, flexible training options for businesses – big and small. As a result, in 2019-20, TAFE Queensland is forecasting an increase in direct delivery related revenues.

TAFE institutes across Australia are experiencing similar financial difficulties due to reduction in funding by Federal Government programs, most recently TAFE NSW reported a \$239 million deficit in 2017/18, while TAFE in WA and Tasmania have reported ongoing and increasing deficit positions since 2016.

ESTIMATES QUESTION ON NOTICE

No. 3

QUESTION:

I note page 16 of the SDS states TAFE is recognised as a highly respected VET provider. Can the Minister outline how this recognition is viewed overseas?

ANSWER:

TAFE Queensland's international reputation as a highly respected VET provider is evidenced through its global partnerships and offshore delivery opportunities; requests for consultation and presentations on best practice; visits from high level delegations; and appeal to a vastly diverse international student base.

TAFE Queensland delivers training to international students from 90 countries, both in Australia and overseas.

In 2018-19, TAFE Queensland generated more than \$31.0 million in international training revenue as a direct result of its overseas related expenditure of \$551,946, this underpins their success on the world stage.

A brief example of some of TAFE Queensland's successful international partnerships include:

- Australian Pacific Training Coalition (APTC) – TAFE Queensland is the managing contractor for the Australian Government's largest aid and development investment in technical vocational education and training (TVET) in the Pacific Region. The APTC is a centre of training excellence; assisting Pacific Island citizens to gain Australian-standard skills and qualifications for a wide range of vocational careers in demand across the region and beyond. The APTC has delivered Australian qualifications through TAFE Queensland to over 13,500 students who have graduated and gained employment, advanced their careers, started their own small businesses, or pursued work opportunities abroad. The APTC was the 2018 Gold winner for Access to Learning and Employment for the Awards of Excellence, World Federation of Colleges and Polytechnics.
- Shanghai Second Polytechnic University is a strong off-shore partnership recently celebrating its 20th anniversary. TAFE Queensland has delivered training to almost 4,000 students in China since 2003.
- Central Java is a sister state of Queensland and a teacher training program was developed following the Central Java Education Office approaching TAFE Queensland to utilise its expertise to improve the capacity of Central Java's vocational trainers and assessors. Currently 25 educators from Central Java are undertaking this training at TAFE Queensland's South Bank campus.

- Vietnam – Managing Abattoirs: TAFE Queensland delivers training in Vietnam on managing abattoirs, in response to an initial request from Meat and Livestock Australia (MLA) and approved by the Australian Embassy Vietnam.
- Papua New Guinea – TAFE Queensland recently delivered the Certificate III in Instrumentation and Control to 30 employees of Lihir Gold Limited trading as Newcrest Mining Limited, onshore at Lihir Island.
- Philippines – TAFE Queensland recently delivered non-accredited engineering skill sets to 99 employees of Philippine Associated Smelting and Refining Corporation (PASAR).

ESTIMATES QUESTION ON NOTICE

No. 4

QUESTION:

I refer to page 7 of the SDS and the 160 high priority qualifications that school leavers can access for free during their first year out of school as part of the free tafe program. Can the Minister identify how those priority courses are determined?

ANSWER:

The Queensland Government wants to ensure that young Queenslanders can gain the skills and training they need to transition from school into meaningful employment and build a lifelong career.

There are more than 160 fee free courses on offer in a number of high priority qualifications across a wide variety of industries.

High priority courses are those that develop the workforce skills most needed by employers and the Queensland economy. Importantly, the suite of fee-free courses is determined based on:

- evidence of their effectiveness in providing graduates a pathway into the labour market;
- skills in demand; and
- ongoing consultation with industry stakeholders through a range of formal and informal arrangements.

For example, the Department of Employment, Small Business and Training (DESBT) currently has service agreements with 11 VET Industry Advisory Organisations (VETIAOs) who provide advice about the effectiveness of government VET investment in meeting industry's immediate skills needs.

Further, Jobs Queensland provides strategic industry advice to government about skills demand, future workforce development, and traineeships and apprenticeships including advice on emerging skill needs and jobs of the future.

These arrangements for gathering and responding to this industry advice are being improved. Queensland's recently released Skills for Queensland Strategy has laid out how new industry engagement arrangements will help government target regional skills priorities.

ESTIMATES QUESTION ON NOTICE

No. 5

QUESTION:

I note on page 3 of the SDS that DESBT will be assisting disengaged year 12 students with a new \$1.6 million Link & Launch pilot project. Can the Minister outline how this pilot will assist young Queenslanders into education, training or employment?

ANSWER:

Recognising the value and potential of youth, the Palaszczuk Government already provides a range of programs to assist young Queenslanders engage in education, training or work. The Palaszczuk Government's Free TAFE initiative is already helping position Year 12 graduates to take advantage of the variety of options available to them when laying the foundations for their future.

However, some young Queenslanders struggle at this time of transition post high school, and for a variety of reasons can disengage from earning or learning. The Palaszczuk Government wants these young people to realise their ambitions and fulfil their potential. That is why as part of our Advancing Queensland's Priorities we have set ourselves a target to increase the number of young Queenslanders engaged in education, training or work.

To help achieve this target, the Department of Employment, Small Business and Training has introduced the Link and Launch initiative, in partnership with the Department of Education, to assist disengaged Year 12 graduates to navigate back into education, training or employment by providing support services to young people. The Department is providing \$1.6 million over three years to pilot Link and Launch at two sites in Queensland – Logan/Beaudesert and Cairns.

The Department is consulting with local youth sector organisations at these locations to coordinate and design pilots to ensure existing support services are engaged and any gaps in service provision are filled.

Link and Launch is about providing seamless transitions to existing and proven initiatives – whether it be Free tafe for Year 12 graduates; Skilling Queenslanders for Work; Back to Work; or training through the TAFE Priority Training Program. Furthermore, a range of digital resources will be available to help young people all over Queensland access the career guidance and support they need.

ESTIMATES QUESTION ON NOTICE

No. 6

QUESTION:

I refer to page 3 of the SDS and the reference to the North Stradbroke Island Workers Assistance Scheme. Can the Minister detail how the scheme has supported workers on North Stradbroke Island?

ANSWER:

The Workers Assistance Scheme is in place to assist the transition of Sibelco workers to ongoing employment when sand mining on the island ceases. At the cessation of sand mining, a large proportion of workers will remain engaged in the post sand mining decommission and rehabilitation work required, to ensure Sibelco meet the environmental requirements prior to the transition of the land to the traditional owners.

The Workers Assistance Scheme provides a range of targeted activities including payments of up to \$2000 per worker, for additional training which is not already subsidised through the Department's training and skills budget. Employer wage subsidies of up to \$4000 per worker are also available to eligible employers engaging an affected worker in permanent employment.

As at 29 June 2019, a total of \$516,741.49 has been paid to assist 144 former and current Sibelco workers.

For the 25 workers who have left employment to date, assistance has been provided as follows:

- 9 workers accessed Training & Skills Support services
 - 8 workers accessed Job Search Support services
 - 11 workers accessed Housing Assistance
 - 16 workers accessed Commuting Subsidy (Ferry)
 - 17 workers accessed Commuting Subsidy (Vehicle Registration).
- (Note: some workers accessed assistance for more than one of the above)*

Of the 25 ex-employees, six individuals have either started their own business or purchased an existing business; four of these businesses are based on the Island in property sales and rentals, seafood catching, pest control and passenger transport services; and two are mainland based in courier services and fencing/maintenance contracting.

At the time of the last contact with the remaining workers, the status of the other 19 individuals were as follows:

- 6 had retired
- 1 was completing university studies
- 9 gained employment (3 full time, 5 casual and 1 contracting)

- 1 was completing an apprenticeship
- 1 was on a career break
- 1 preferred not to comment.

Sibelco are currently communicating with the remaining workforce and discussing the status of each worker as Sibelco moves from extraction to decommissioning and rehabilitation activities. Once this process has been completed, the Department will continue to work closely with the impacted workers and tailor the support services available through the Workers Assistance Scheme for the individuals' training and support requirements. This includes continually reviewing the current package of assistance, with a view of improving outcomes for impacted workers and working with other government and non-government stakeholders to provide appropriate support for Sibelco employees.

ESTIMATES QUESTION ON NOTICE

No. 7

QUESTION:

I note the SDS highlights one of DESBT's objectives is to support small business to start, grow and employ. How does Queensland's tax competitiveness compare to situations in other states and how is this supporting this objective?

ANSWER:

The Queensland Government is committed to providing a competitive tax environment that supports small business and jobs growth in all parts of the state, including regional Queensland. There is simply no better place than Queensland for small businesses to start, grow and employ.

We are demonstrating this through the 2019–20 State Budget which shows that Queensland's taxation per capita is \$643 less than the average of the other jurisdictions at \$2,952. In fact, Queensland taxation is \$936 per capita less than New South Wales and \$684 per capita less than Victoria.

Most importantly for small business, in the 2019–20 Budget the Queensland Government has committed \$885 million over four years for targeted payroll tax relief, which is supporting small-to-medium businesses to grow, create jobs and boost the economy.

This commitment from the Queensland Government represents an investment in our state's small-to-medium businesses. We want them to be best positioned to contribute to our growing economy, create new jobs and support our future workforce, particularly by employing apprentices and trainees in regional areas.

From 1 July 2019, the payroll tax threshold will increase from \$1.1 million to \$1.3 million. As a result, around 1,500 fewer employers will be liable for payroll tax, putting \$77 million back in the hands of Queensland's small-to-medium businesses in 2019–20, and \$335 million over the four-year budget period. This means a business in Queensland can employ twice as many people as a business in Victoria before paying a single dollar in payroll tax.

The Queensland Government's Payroll Tax Package also includes a regional payroll tax discount, providing regional employers with a 1% discount off the payroll tax rate where they have an ABN registered business and at least 85% of wages paid to employees located outside South-East Queensland. This initiative underscores the commitment that the Queensland Government has to supporting jobs in regional Queensland.

The Queensland Government remains committed to supporting employers who take on an apprentice or a trainee by extending to 30 June 2021 the successful 50% payroll tax rebate of the payroll tax paid for these additional employees, capped at \$20,000 annually. This rebate, along with the suite of vocational education and

training investments made by the Queensland Government, supports Queensland business and industry to have the skilled workers needed for the economy of the future.

Additionally, the Queensland Government has announced an employment growth rebate as part of its Payroll Tax Package. The employment growth rebate benefits businesses who back Queensland jobs by offering a payroll tax rebate of up to \$20,000 per year to employers that can demonstrate a net increase in full time employees for the 2019–20 and 2020–21 financial years, payable in the 2020–21 and 2021–22 financial years.

The \$885 million Payroll Tax Package complements the wholistic approach that is being taken to make it easier for small business to operate and prosper in Queensland. This package will deliver lower taxes for 13,200 small and medium businesses, and new incentives for all businesses to hire more Queenslanders. We are also backing small business through initiatives focused on regulatory reform, targeted investments and key programs like Back to Work and Skilling Queenslanders for Work, and the provision of a range of easy to access business supports such as Mentoring for Growth and the Business Queensland website.

ESTIMATES QUESTION ON NOTICE

No. 8

QUESTION:

I note the SDS highlights the work of the Small Business Champion and the Queensland Small Business Advisory Council. Can the minister outline how the Champion and the committee is supporting positive outcomes for Queensland small businesses?

ANSWER:

The Queensland Small Business Advisory Council (QSBAC) provides strategic advice, recommendations and practical solutions to identified small business issues, allowing the Government to engage with the small business community and hear first-hand issues of concern.

The QSBAC includes small business owners, representatives of key business and industry organisations covering the broad cross section of the small business community in Queensland. The Better Regulation Taskforce (BRT) is a sub-committee of the QSBAC and provides advice to government on improving regulation to support small business.

One of the key activities undertaken by the Council recently included commissioning of the Entrepreneurial Pipeline (EP) Project report, which highlighted opportunities for the Queensland Government to support the entrepreneurial pipeline of Queensland artisan food and beverage producers.

The Queensland Government responded to the report in late 2018 and are progressing response actions including the recent release of the Supporting Artisan Producers plan to help address the challenges that exist for small, locally-based artisan food and beverage producers to access local markets to sell their goods to the public.

In addition, the Council's sub-committee, the BRT, conducted a review of the future of small business regulation in an economy digitally disrupted by new technologies, which resulted in the development of the 2018 Better Regulation Taskforce Report: Queensland Government Response and Action Plan. Queensland Government initiatives outlined in the 2018 Government Response are assisting small business through responding to changing business models and streamlining licencing, compliance and access to government services, enabling better access to information, reducing the administrative burden on small business.

In 2018-19, the QSBAC worked on several key projects to provide advice to the Government on small business issues, including:

- provided input into development of the Queensland Small Business Procurement Commitment and the On-time Payment Policy;

- reported on small business activities and issues in regional Queensland, including hosting a regional meeting in Cairns;
- participated in a joint meeting with members of the National Small Business Commissioners (NSBC) network.

QSBAC membership includes the Minister for Employment and Small Business and Minister for Training and Skills Development as Chair, the Queensland Small Business Champion and 10 representatives of the small business community.

Ms Maree Adshead, Queensland's Small Business Champion (QSBC), continues to advocate strongly for small businesses in Queensland.

Regrettably after the LNP abolished the Queensland Business Commissioner there was no dedicated advocacy role for Queensland small businesses. Under the former government, Queensland went missing in action and was not represented at the National Small Business Commissioners network, which is the main national forum for discussion of small business matters.

The Palaszczuk Government has turned that around with the appointment of Ms Maree Adshead as Queensland's inaugural Small Business Champion.

Now in her third year in the role, Ms Adshead has undertaken more than 500 engagement activities with small business, industry and key stakeholders since January 2017 to hear firsthand the issues and concerns that matter most to them. Over 250 of these activities have occurred in the last 12 months.

Ms Adshead regularly visits small business owners to discuss challenges and to provide advice and assist with disputes and other business issues. Since December 2018, she has engaged formally with 28 businesses in this regard.

Ms Adshead is also providing an important voice for Queensland at the key national forum for small business, the National Small Business Commissioners network.

As QSBC, Ms Adshead is continuing to play a critical role in supporting businesses impacted by the North Queensland monsoon trough event in January/February this year. Ms Adshead has attended the region on five occasions to date to visit businesses, listen to their stories and coordinate support – at the local level - from relevant regulatory agencies and business organisations.

In 2019, the QSBC (as Chair of the BRT) is also overseeing a review of the licensing and process requirements for small artisanal food and non-alcoholic beverage producers to access local markets to sell their goods to the public.

ESTIMATES QUESTION ON NOTICE

No. 9

QUESTION:

I refer to page 7 of the SDS and the work undertaken by Jobs Queensland. Can the Minister outline how Jobs Queensland's engagement with industry and business is supporting Queensland's skills and training policy?

ANSWER:

Jobs Queensland's engagement with industry and business provides it with valuable intelligence to inform its work, which has included 29 publicly released reports and resources, as well as additional pieces of advice provided to Government.

Key work and advice delivered by Jobs Queensland has provided the Queensland Government with vital direction on the development of employment, skills and training policy. Some prominent work from Jobs Queensland includes:

- The Advanced Manufacturing report that shaped the Queensland Government's \$50 million investment in skills in the manufacturing sector.
- The State-wide Tourism Workforce Plan that led to DESBT committing \$3.6 million over three years for tourism training and support initiatives, in addition to the \$40 million under the Annual VET Investment Plan to develop tourism and hospitality skills.
- The Jobs Fraser Coast committee that will provide the blueprint for the new Regional Jobs Committees announced as part of the Queensland Skills Strategy.
- The Anticipating Future Skills project and research on the Future of Work has underpinned the development and approach to the Queensland Skills Strategy.
- Release of Workforce Planning Connect, a workforce planning tool kit for small business designed in partnership with the Queensland Chamber of Commerce and Industry.

The positive relationship that Jobs Queensland has with industry is shown through the following positive feedback from Belinda Drew, Chief Executive Officer from the Community Services Industry Alliance:

"Jobs Queensland's focus on future jobs and skills has been invaluable for the community services industry. The range of research projects and regional planning initiatives have helped to guide workforce planning in our industry and have firmly positioned community services as a significant part of Queensland's future workforce and regional economies."

Stephen Tait, CEO of CCIQ has highlighted the cooperation and benefit of Jobs Queensland's work, in particular in developing Workforce Planning Connect:

"These new resources will allow small businesses to make sure they have the right people, in the right positions, at their own pace. It's pleasing to see the

Government committed to creating these kinds of tools to help small businesses understand what skills they need to succeed in commerce”.

And from Alison Smith, Group Executive External Affairs from the Star Entertainment Group:

“In individual and group interactions, Jobs Queensland listened, questioned and probed to understand stakeholders and their workforce priorities. The Star Entertainment Group was pleased to participate in this process, and thanks Jobs Queensland for its commitment to work with industry on ways to grow Queensland’s tourism workforce.”

Jobs Queensland’s work continues to be a critical driver and input into the Government’s skills and training policy development.

ESTIMATES QUESTION ON NOTICE

No. 10

QUESTION:

I refer to page 6 of the SDS and note Small Business consultation panels have been established. Can the Minister please outline the benefit of these panels and how they operate?

ANSWER:

The aim of the Small Business Consultation Panels is to hear first-hand from experienced small business owner/operators about how proposed changes in legislation, policy, regulation and other issues identified by Government agencies may affect the day-to-day running of their businesses.

With more than 438,000 small businesses in Queensland, incorporating feedback from small businesses on Government policy development and services is an important part of the Government's focus on job creation and business growth.

A pilot to trial the panels was run involving six panels from April to June 2019, with the pilot informing the full implementation from 2019-20. The six panels were conducted in Ipswich, Cairns, and Brisbane, addressing four policy areas:

- The Future of Work (Jobs Queensland) (two panels held)
- On-Time Payment Policy (DESBT)
- Employment Barriers and Opportunities for Migrants and Refugees (Department of Local Government, Racing and Multicultural Affairs)
- Building our Innovation Economy (Department of Innovation, Tourism Industry Development and the Commonwealth Games) (two panels held)

Feedback from these pilot panels indicates that they were enthusiastically embraced by the small business panellists and were well supported by Government agencies. Agencies that participated found the panels provided a valuable opportunity for free-flowing discussion and independent advice from small business operators.

For example, the Barriers to Employment of Migrants and Refugees in Small Business panel identified future opportunities to relocate and train people for regional jobs, as well as raising small business awareness about migrant/refugee support networks in regions. The Innovation Economy panels highlighted the passion for innovation and identified unexpected guidance about how to engage with regional small businesses, particularly related to making the most of local cross sector networks.

Panellists must be a current Queensland small business owner/operator selected via an Expression of Interest process and subject to successful due diligence checks. Panels are typically made up of four to six experienced small business owner/operators and two agency representatives. The composition of panels varies

depending on the nature of topics being considered. Panels are facilitated by the Department of Employment, Small Business and Training (DESBT).

A pipeline of additional topics is being developed for the remainder of 2019, involving a range of Queensland Government agencies.

ESTIMATES QUESTION ON NOTICE

No. 11

QUESTION:

With reference to the Department of Employment, Small Business and Training SDS page 19 TAFE Queensland Income Statement – will the Minister provide a detailed breakdown of overseas related estimated actual and budgeted TAFE expenses (in table format, per financial year and per country) for 2018–19 (estimated actual) and 2019-20 (budgeted)?

ANSWER:

TAFE Queensland supports the Queensland Government's strategies to grow the state's international education and training sector and showcase our state to the world. International education and training is worth \$4.6 billion to Queensland's economy and supports more than 21,000 jobs.

International travel underpins the key objectives of the TAFE Queensland International Strategic Plan 2019-24 including growth in strategic partnerships, maintaining a diverse student population, being a leader in study tours and professional training, increasing commercial capabilities, growing aid and development and globally profiling TAFE Queensland.

For every dollar spent by TAFE Queensland on overseas related expenditure in 2018-19, \$56 of international training revenue was generated.

In 2018-19, TAFE Queensland generated more than \$31.0 million in international training revenue as a direct result of its overseas related expenditure of \$551,946, or 1.8% of total international training revenue.

In 2019-20, TAFE Queensland has budgeted international training revenue of more than \$32.5 million and overseas related expenditure of \$669,775, representing 2% of total international training revenue.

During the two years 2018-19 and 2019-20, TAFE Queensland will have an average of \$610,831 per annum of overseas related expenditure or 1.9% of total budgeted international training revenue.

TAFE Queensland's overseas related expenses are:

Region*	Countries*	2018-19 Est. Act. Cost to TAFE	2019-20 Budget Cost to TAFE
Africa	Kenya, Zimbabwe, South Africa	\$207	\$9,800
Europe	United Kingdom, Belgium, Denmark, France, Germany, Italy, Netherland, Sweden	\$16,066	\$9,500
Greater China & Mongolia	China, Hong Kong, Macao, Mongolia, Taiwan	\$303,667	\$412,200
Latin America	Brazil, Chile, Colombia, Ecuador, Mexico, Peru	\$47,038	\$8,725
North America	United States of America, Canada	\$10,794	\$9,500
North Asia	Japan, Republic of Korea	\$21,530	\$42,250
Pacific	Fiji, Kiribati, Nauru, New Zealand, Papua New Guinea, Samoa, Solomon Islands, Timor-Lester, Tonga, Vanuatu	\$33,873	\$33,200
South Asia	Nepal, India	\$6,333	\$9,500
South East Asia	Brunei Darussalam, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, Vietnam	\$112,438	\$135,100
TOTAL		\$551,946	\$669,775

*To maximise return on investment, often more than one country is visited when travel is undertaken for Sales and Recruitment purposes. As such, overseas travel related expenditure is provided by region.

ESTIMATES QUESTION ON NOTICE

No. 12

QUESTION:

With reference to the Department of Employment, Small Business and Training capital budget for 2019-20, will the Minister provide a detailed list of approved projects, including (a) the budget and scope of each project, (b) the scheduled date of completion and (c) whether the completion timeframe for individual projects has been extended (reported in table format)?

ANSWER:

The Department of Employment, Small Business and Training will more than double its capital budget in 2019-20 to \$105.8 million.

Key projects include upgrades at TAFE campuses on the Gold Coast, Alexandra Hills and Mt Gravatt, while continuing works at Pimlico in Townsville and Toowoomba.

Investing in fit-for-purpose training infrastructure is essential to ensure Queenslanders can access the skills they need to get a job and pursue an exciting career in our state's growing industries.

Location	(a) Total Capital Budget 2019-20	(a) Description of works	(b) Estimated Date of Completion	(c) Timeframe extended?
Alexandra Hills	\$10,000,000	Improve facilities to support delivery of Engineering, Plumbing and Construction Trades training facilities, and expand Plumbing Trades facilities, and Nursing and Allied Health facilities.	Design phase, completion date to be determined.	n/a
Ashmore	\$10,000,000	Infrastructure projects towards developing a new Trades training building.	Design phase, completion date to be determined.	n/a
Mount Gravatt	\$15,000,000	Stage 2 works of the Fashion Centre of Excellence, improvements the campus experience and learning spaces.	Design phase, completion date to be determined.	n/a
Pimlico	\$13,920,000	Funding to continue works on new building and additional funding to revitalise nursing, hair and beauty facilities (D Block).	New building to be completed in November 2019, upgrades to D Block to be completed by June-2020	No

Location	(a) Total Capital Budget 2019-20	(a) Description of works	(b) Estimated Date of Completion	(c) Timeframe extended?
Southport	\$5,000,000	Consolidate and upgrade Nursing and Allied Health training facilities.	Design phase, completion date to be determined.	n/a
Toowoomba	\$5,028,000	Funding to continue works to develop a new Rural Centre of Excellence, upgrade Nursing training facilities, and upgrade General Learning areas.	All projects completed by Nov-2019	Yes*
State-wide	\$25,000,000	Safety and Compliance upgrades	Ongoing in 2019/20	n/a
State-wide	\$21,900,000	Maintain facilities and minor upgrades	Ongoing in 2019/20	n/a
Total	\$105,839,000			

*Minor delays of a 2-4 weeks in construction at Toowoomba TAFE are due to wet weather and remediation works.

ESTIMATES QUESTION ON NOTICE

No. 13

QUESTION:

With reference to the Department of Employment, Small Business and Training departmental budget summary on SDS page 9, will the Minister advise the total annual expenditure relating to conferences, workshops, catering and other hospitality expenses by departments and agencies under the administration of the Minister for 2018-19 and the budgeted amount for 2019-20?

ANSWER:

With reference to page 9 of the SDS relating to the expenses of the Department of Employment, Small Business and Training, total annual expenditure for the department relating to conferences, workshops, catering and other hospitality expenses for 2018-19 is \$1,024,358.

This equates to less than 0.1% of the department's total budget.

Cost Elements	Actual Costs
Staff Training & Development Costs	\$262,208
Entertainment*	\$288,412
Refreshments & Light Meals	\$138,431
Venue Hire	\$324,268
Training/Seminar costs for external participants	\$11,039
Grand Total	\$1,024,358

* *WoG chart of accounts defines entertainment as expenses related to food, drink and other recreational activities.*

The estimated budget amount for 2019-20 is \$950,000.

ESTIMATES QUESTION ON NOTICE

No. 14

QUESTION:

With reference to the Department of Employment, Small Business and Training small business \$10 million disaster recovery package service area highlight on SDS page 5 – will the Minister detail the state government's allocated contribution amount in table format broken down by (a) small business grant funding, (b) Small Business Recovery Centre, (c) Go Local advertising campaign, (d) mentoring for growth sessions and workshops, (e) all other allocations?

ANSWER:

The business community in North and North West Queensland has shown tremendous spirit as they bounce back from the devastating impacts of the monsoon trough. By providing this continued assistance, the Queensland Government has shown that it is committed to ongoing support for small businesses and the recovery of the entire community.

The \$10 million business and industry support package is a component of the \$242 million Extraordinary Assistance Disaster Recovery Funding Arrangements (DRFA) Package to support Queensland communities in the long term recovery effort from the North and North West Queensland Monsoon Trough.

The package is jointly funded by the Federal and State Governments.

The Department of Employment, Small Business and Training has been allocated responsibility for implementation of the \$10 million package to support small businesses to recover and build resilience.

This package will supplement and continue the unprecedented support that has been provided to impacted small businesses in the wake of the natural disaster. This support includes other DRFA financial assistance programs for loans and grants, as well as the establishment of the Small Business Recovery Centre in Townsville, a north west Queensland outreach program and ongoing support provided by the Queensland Small Business Champion.

DESBT is continuing to take a collaborative, partnership approach with key stakeholders from the small business community in North and North West Queensland in designing and delivering the package.

The individual elements of the \$10 million business and industry support package include:

Project	Purpose	Funding
Small Business Grants	<ul style="list-style-type: none"> • \$10,000 resilience and prevention grant – to assist with business plans, retraining and coaching, additional financial counselling and building resilience; • building, plant and equipment repairs grants subject to eligibility criteria - \$10,000 grants available • grants will be available via a rolling program over the two year period which commenced on 10 June 2019. 	\$3 Million
Business Mentoring and Coaching	<ul style="list-style-type: none"> • growing the capability of regional mentors to support local small business community • incorporates Mentoring for Recovery / Mentoring for Growth workshops and sessions 	\$2 Million
Business Development and Support for Recovery and Business Continuity Planning	<ul style="list-style-type: none"> • provision of access to specialist services / advisors including insurance and financial services and adaptation programs 	\$1 Million
Go Local campaign	<ul style="list-style-type: none"> • tailored campaign with local content to support all recovery and resilience activities, including events 	\$2.5 Million
Small Business Recovery Centre	<ul style="list-style-type: none"> • Townsville based for co-ordination of outreach and small business recovery activities • Stakeholder interactions and advice are driving services and delivery. 	\$1.5 Million

This package is available across the following 14 local government areas impacted by the monsoon trough:

- Burdekin, Burke, Carpentaria, Charters Towers, Cloncurry, Croydon, Douglas, Etheridge, Flinders, Hinchinbrook, McKinlay, Richmond, Townsville and Winton local government areas

ESTIMATES QUESTION ON NOTICE

No. 15

QUESTION:

With reference to TAFE Queensland's total expenses on SDS page 19 – will the Minister detail the budgeted and actual spend by TAFE Queensland on student management IT for 2018-19?

ANSWER:

TAFE Queensland is committed to ensuring world class information and communication technologies (ICT) for students.

It is through the student management system that TAFE Queensland is able to provide high quality services to its students. Functions and benefits include, but are not limited to, accurate and efficient processing of student enrolments, course fees, payment plans, student results and printing of awards.

TAFE Queensland's budget and actual spend for direct IT operational expenditure relating to TAFE Queensland's existing student management systems for 2018-19 was below budget by \$707,699, as per below.

Year	Budget	Actual
2018-19	\$3,541,450	\$2,833,154

ESTIMATES QUESTION ON NOTICE

No. 16

QUESTION:

With reference to the Department of Employment, Small Business and Training departmental budget summary on SDS page 9 - will the Minister detail, broken down by individual subsidised training program (Certificate 3 Guarantee, User Choice, Skilling Queenslanders for Work, Higher Level Skills, and Free TAFE), since the Department's establishment - (a) the combined contract value of all alleged breach of contractual arrangements, and (b) the number of occasions where a contracted non-government service provider was investigated for an alleged breach of contractual arrangement?

ANSWER

As advised in Question on Notice 206 answered on 29 March 2019, DESBT has appropriate processes in place to identify breaches of contractual arrangements with registered training providers who participate in Queensland's pre-qualified supplier network of training providers. These normal checks and balances are part of the Department's role in what is a robust vocational education and training market (VET).

For the purposes of answering this question, a breach of contracted arrangements with a Pre-Qualified Supplier (PQS) for subsidised training is considered when financial terms and conditions of the contract have not been met leading to an invoice to recover payments supplied. Each invoice to recover payment is counted as one breach.

The department may be required to recover funds paid to a PQS for various reasons including audits conducted which identify non-compliances, PQS submitting claims data that includes incorrect outcomes for students; removing data; altering delivery locations which may affect the loading paid (SEQ, Country, Remote) or changing the concessional status of students.

a) In the period 12 December 2017 to 30 June 2019, my department has sought the recovery of a total of \$3,191,458 of funding related to breaches of contractual arrangements in subsidised training programs. This represents less than 1% of total expenditure on subsidised training programs.

As at 30 June 2019, all but \$559,169 of this amount has been repaid by the relevant PQS in question through the issuing of invoices. The remaining amount is in progress and it expected to be repaid without the need for further investigation. The breakdown of the values by program is as follows.

	Combined value of invoices requiring repayment
Certificate 3 Guarantee	\$1,266,787
User Choice	\$1,496,274
Skilling Queenslanders for Work	\$0
Higher Level Skills	\$405,764
Free TAFE*	\$22,631
TOTAL	\$3,191,458

b) For the period 12 December 2017 to 30 June 2019, my department has identified 148 breaches of contractual arrangements for non-government service providers.

ESTIMATES QUESTION ON NOTICE

No. 17

QUESTION:

With reference to the Department of Employment, Small Business and Training VET Investment Plan balance sheet major variation 13 on SDS page 14. Will the Minister detail by individual financial year the estimated and actual total VET investment for 2016-17, 2017-18 and 2018-19?

ANSWER:

The total Training and Skills SDS budget estimated and actuals are detailed below:

	Estimated	Actual
2016-17	\$1,061.1m	\$1,014.6m
2017-18	\$ 959.0m	\$ 973.4m
2018-19	\$ 958.3m	\$ 958.3m (Estimated Actual)

Notes:

The 2017-18 Estimated and Actual budget figures are derived from six months of Education Queensland figures combined with the Department of Employment, Small Business and Training's (DESBT) first six months of operations from establishment in January 2017.

The 2016-17 Estimated and Actual budget figures include some cost centres not transferred as part of the machinery of government changes and the establishment of DESBT.

The 2018-19 Audited Actual is to be finalised by 31 August 2019 in line with statutory timeframes therefore the estimated actual has been provided.

ESTIMATES QUESTION ON NOTICE

No. 18

QUESTION:

With reference to the SDS, will the Minister outline how many registered training organisations that have received state government funding to train Queensland students which are currently under investigation for failing to provide the required training outcomes?

ANSWER:

One of the ways the Queensland Government oversees the performance of registered training organisations (RTOs) approved to deliver training by the Australian Skills Quality authority, is by monitoring performance through contract management and compliance arrangements.

Quality in training and protecting Queenslanders from unscrupulous RTO's is paramount. This means that RTOs who fail to meet strict requirements determined by the Department, may lose their pre-qualified supplier (PQS) status and no longer be able to deliver government subsidised training.

As at 25 July 2019, there are currently 12 registered training organisations (RTOs) that have been issued directives by the Department to cease enrolments pending investigation under their pre-qualified supplier (PQS) agreements.

Since 2016, 304 PQS have been removed from the system due to a range of issues, including as a result of strict compliance measures through the vocational education and training (VET) Quality Framework.

ESTIMATES QUESTION ON NOTICE

No. 19

QUESTION:

With reference to the SDS, can the Minister outline what funding has been specifically allocated to TAFE Queensland in 2019/20 to provide training to apprentices and trainees in rural and remote Queensland?

ANSWER:

TAFE Queensland has been delivering quality education and training services to communities and industry partners across Queensland for over 136 years.

TAFE Queensland is the State's largest public provider and will continue to focus on delivering high quality vocational education and training with strong student outcomes that support industry and employer skill needs and the prosperity of Queensland communities.

Providing a state-wide reach from more than 50 locations throughout Queensland, TAFE Queensland campuses can be found from Thursday Island in the north, down to the Gold Coast in the south east corner and as far west as Mount Isa.

Through its extensive regional presence, TAFE Queensland continues to play an important role in Queensland communities; supporting and empowering community members to invest in their own social and economic future through the delivery of training relevant to local industry and job opportunities.

Investment in training for apprentices and trainees is managed through a demand-driven system. As a result, the funding available for TAFE Queensland in 2019-2020 will depend on the number of individuals that take up an apprenticeship and traineeship in rural and remote areas with TAFE Queensland.

As at 25 July 2019, TAFE Queensland accessed more than \$43.1 million in 2018-2019 through these funding arrangements to provide training to more than 17,000 students in rural and remote Queensland. This includes more than \$24.3 million for more than 6,500 apprentices and trainees in rural and remote Queensland. It should be noted that investment is expected to increase as TAFE Queensland, like other registered training organisation, have until 30 September to claim for training delivered in 2018-19.

This demonstrates the importance of TAFE Queensland as the single largest provider of training for apprentices and trainees in rural and remote Queensland.

ESTIMATES QUESTION ON NOTICE

No. 20

QUESTION:

With reference to the SDS, will the Minister outline what accountability TAFE Queensland has to the State when allocating state government funds to contract registered training organisations?

ANSWER:

TAFE Queensland was established as a statutory body on 1 July 2013 under the *TAFE Queensland Act 2013* (the Act) and reports to me as the Minister for Training and Skills Development via the TAFE Queensland Board.

TAFE Queensland does not allocate government funding to training organisations but does form training partnerships with them as required. Where TAFE Queensland enters into such partnerships, it undertakes a comprehensive process for assessing potential third party providers prior to entering into any training agreement, including conducting a variety of due diligence checks.

To be eligible to deliver training and assessment services subsidised by the Department of Employment, Small Business and Training, a registered training organisation (RTO) must have pre-qualified supplier (PQS) status.

Answers to questions taken on notice at hearing – *Minister for Education and Minister for Industrial Relations* - 1 August 2019

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

QUESTION TAKEN ON NOTICE

No. 1

ASKED ON 1 AUGUST 2019

MR N DAMETTO ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)—

QUESTION:

Would the Minister be able to outline how many deaths in mining and construction industry occurred on mining and construction sites during the 2018–19 and 2019–20 financial years, split between the permanent workforce and labour hire?

ANSWER:

In the 2018–19 financial year, there were five fatalities in the mining industry notified to the Department of Natural Resources, Mines and Energy (DNRME), as the safety regulator for the Queensland mining sector. To date, in 2019–20, there has been one fatality in the mining industry notified to DNRME.

In the 2018–19 financial year, there were 21 fatalities in the construction industry notified to the Office of Industrial Relations (OIR), as the safety regulator under the *Work Health and Safety Act 2011*. These notifications include both work and non-work related fatalities. To date, in 2019–20, there have been no fatalities in the construction industry notified to OIR.

For the 2019–20 financial year (as at 31 July 2019), there have been 12 fatalities in other industries notified to OIR, including transport, agriculture and manufacturing industries.

It is not possible to delineate whether the fatalities relate to labour hire workers or the permanent workforce.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

QUESTION TAKEN ON NOTICE

No. 2

ASKED ON 1 AUGUST 2019

MR J BLEIJIE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)—

QUESTION:

Will the Minister advise the legal fees paid to DWF, and fees paid to firms on the panel?

ANSWER:

WorkCover Queensland's expenditure on legal fees for 2018–19 is provided below. Figures exclude outlays such as the reimbursement of costs paid by legal firms to barristers, medical examinations, investigators, and mediators.

Legal Firm	\$ Paid in 2018–19
BT Lawyers Pty Ltd	6,184,000
Cooper Grace Ward Lawyers	3,595,000
Crown Law, Department of Justice	3,088,000
DWF (Australia)	5,396,000
Hall & Wilcox	4,468,000
Hede Byrne & Hall Lawyers	942,000
Hopgood Ganim Lawyers	1,994,000
Hughes and Lewis	571,000
Jensen McConaghy (Panel)	4,471,000
McInnes Wilson Lawyers (Panel)	3,704,000
Mullins Lawyers	4,095,000
Total	\$38,508,000

Allocation of work is based on a formula that is primarily based on performance along with team size and capacity, specialist knowledge and regional alignment. Since 2008, DWF (and its predecessors) has been a consistent, high performing legal firm and their claims allocation has been a result of this high performance.

EDUCATION, EMPLOYMENT AND SMALL BUSINESS COMMITTEE

QUESTION TAKEN ON NOTICE

No. 3

ASKED ON 1 AUGUST 2019

MR J BLEIJIE ASKED MINISTER FOR EDUCATION AND MINISTER FOR INDUSTRIAL RELATIONS (HON GRACE GRACE MP)—

QUESTION:

Were any disclosures of conflicts of interest made by DWF during the procurement process?

ANSWER:

DWF (Australia) and its predecessors (including MVM Legal and Kaden Boris) were first engaged by WorkCover Queensland (WorkCover) under WorkCover's legal panel arrangements in 2008 and were reappointed to the panel in 2013 and 2018.

The most recent tender was conducted in 2018. This tender was conducted in accordance with the State Purchasing Policy and was overseen by an independent probity advisor. The tender evaluation panel selected the 10 highest performing firms. This was an increase of two firms from the previous eight firms to address an anticipated growth in common law claims and to ensure WorkCover continues to meet its regional customer needs. In addition to these 10 firms, Crown Law also provides legal services to WorkCover.

In the tender for the legal panel contract commencing 1 July 2018, DWF disclosed potential conflicts in relation to other clients it represents that may raise conflicts with common law claims management. DWF also disclosed the relationship between one of the firm partners, Mr Damien van Brunschot, and the Honourable Jackie Trad MP, Deputy Premier, Treasurer and Minister for Aboriginal and Torres Strait Islander Partnership, in its tender application.

Further, WorkCover advises that prior to commencing with DWF (and its predecessors), Mr van Brunschot had provided specialist workers' compensation legal advice to WorkCover whilst employed by other legal firms since 1998.

**Answers to questions taken on notice at hearing – Minister for
Employment and Minister for Training and Skills Development -
1 August 2019**

ESTIMATES QUESTION ON NOTICE

No. 1

QUESTION:

What is the total value of fraudulent activities across the department over the past financial year?

ANSWER:

The Department of Employment, Small Business and Training (DESBT) has effective systems in place to prevent, detect and respond to fraudulent activity.

The clear message to people looking to abuse our programs is that 'you will be caught'.

The diligent work undertaken by DESBT ensures only eligible businesses and registered training organisations receive funding.

On 17 May 2018, one person was charged with fraud in relation to \$13,000 received under the Back to Work program. The defendant in relation to this matter was sentenced in the Brisbane District Court to five years imprisonment in May 2019. Although sentencing took place in 2018-19, the fraudulent activity pre-dated 2018-19.

In the 2018-19 financial year, nine referrals relating to applicants for the Back to Work program were referred to law enforcement agencies totalling \$647,750. As a result of early detection, more than \$2 million has been saved from suspected fraudulent activity.

A further referral was made to law enforcement agencies in 2018-19 for suspected fraud involving a Pre-qualified Supplier. The amount in question is still under investigation.

ESTIMATES QUESTION ON NOTICE

No. 2

QUESTION:

How much funding has been recouped by the state from RTOs that have been found acting fraudulently and illegally?

ANSWER:

The Department of Employment, Training and Small Business has a very strong focus on quality. The Department works very closely with the Australian Skills Quality Authority, the national regulator, but also has our own quality procedures in place. This ensures we only provide government funds to those registered training organisations that are approved Prequalified Suppliers (PQS).

As I detailed at the Estimates hearing on Thursday 1 August 2019, Queensland's standards are high. "... over the past 12 months 25 organisations have had their PQS contracts cancelled. From 12 December 2017 to June 2019, my department has identified 148 breaches of contractual arrangements and has sought the recovery of a total of \$3 million in funding related to these breaches."

On Monday 5 August I was pleased to launch the Skills for Queensland: *Great training for quality jobs*. This skills plan sets a clear vision of the future and growing a strong economy. This includes improving ways students, families and employers can be confident of the quality of training provided through Queensland's PQS arrangements. A copy of that plan can be found here <https://desbt.qld.gov.au/training/docs-data/strategies/vet-strategy>

With reference to businesses that have been found through investigation to be acting fraudulently and illegally, I can advise during the 2018-2019 financial year, no pre-qualified suppliers were convicted of acting fraudulently or illegally.

A referral was made to law enforcement agencies in 2018-19 for suspected fraud involving a Pre-qualified Supplier. The amount in question is still under investigation.

ESTIMATES QUESTION ON NOTICE

No. 3

QUESTION:

What was the estimated value of the accommodation?

ANSWER:

The chair made a ruling during the hearing that this and questions related to this matter were not relevant to the appropriations being considered and ruled them out of order.

However, in the interest of being transparent, I have reviewed my Member's Register of Interests and have fully complied with the disclosure obligations relating to sponsored travel and accommodation.

Additional information – *to clarify transcript*



Department of
Employment,
Small Business
and Training

Our Ref:
Your Ref:

Ms Sue Cawcutt
Committee Secretary
Education, Employment and Small Business Committee
Queensland Parliamentary Service
Email: Sue.cawcutt@parliament.qld.gov.au

Dear Ms Cawcutt

During the Education, Employment and Small Business Estimates hearing on 1 August 2019, I provided information in response to a question regarding Back to Work cases of suspected fraud and the regional breakdown (Attachment 1 - page 96 Hansard transcript – excerpt included below).

On review of the hansard record, the regional breakdown of the data provided was not accurate. This was due to a calculation error resulting in duplicated lines for some local government areas. The accurate regional breakdown is now provided in the attached table (Attachment 2).

In accordance with the instructions from the committee relating to the review of the hansard record, I respectfully request that the accurate regional breakdown be added to the record, to reflect the locations where suspected fraud has occurred in the Back to Work program.

Should you require any further information, please contact myself or Narelle Townsend, Director from my office on (07) 3334 2416.

Yours sincerely

A handwritten signature in blue ink that reads "m a Curtis".

Mary-Anne Curtis
Director-General

Enc: 2

1 William Street Brisbane
Queensland 4000 Australia
PO Box 15483 City East
Queensland 4002 Australia

ABN 84 375 484 963

Excerpt Hansard Transcript, 1 August 2019, page 96

Ms Curtis: There was a question in relation to the number of Back to Work payments: four weeks, but not receiving the 26-week payments. I have been advised that, as at 30 June 2019, 6,703 applicants who received the four-week payment have not claimed the 26- or 52-week payment, and that is since the program commenced.

The member for Maiwar asked a question around a date in relation to the Just Transition Group. I point back to a joint statement and media release that Minister Fentiman did with other members of the cabinet on 30 August 2018 which referred to the establishment of the Just Transition Group.

A question was also asked about the Back to Work cases of suspected fraud and the regional breakdown. This information is based on the addresses of the applications that we have received. Because the applications that I am referring to are suspected fraud and often it is identity theft, we can only go on the addresses that are received with the application. I can advise the breakdown by LGA. There were two in Banana, one in Brisbane, four in Bundaberg, six in Cairns—another seven for Cairns—two in Cassowary Coast, two in Central Highlands, one in Cook, two on the Fraser Coast, five in Gladstone, two in Livingstone, one in the Lockyer Valley, three in Logan, five for Mackay, two in Mareeba, Moreton Bay two, Mount Isa one, Redlands one, Rockhampton three—I have Rockhampton listed twice for three—South Burnett one, Southern Downs one, Sunshine Coast two, Tablelands one, four for Townsville and two for Whitsundays. That refers to individual businesses that have submitted applications.

A question was also asked around the stakeholders that the Just Transition Group has consulted with. I have a list of those stakeholders if the minister is happy for that to be tabled.

Regional breakdown of suspected Fraud by LGA area in BTW program	
LGA	Suspected Fraud Cases
BANANA	2
BUNDABERG	3
CAIRNS	7
CASSOWARY COAST	1
CENTRAL HIGHLANDS	2
COOK	1
FRASER COAST	1
GLADSTONE	5
LIVINGSTONE	1
LOGAN	3
MACKAY	5
MORETON BAY	2
MOUNT ISA	1
REDLAND	2
ROCKHAMPTON	4
SOUTH BURNETT	1
SOUTHERN DOWNS	1
SUNSHINE COAST	1
TOWNSVILLE	4
WHITSUNDAY	2
FRASER COAST and SUNSHINE COAST	1
ROCKHAMPTON and LIVINGSTONE	1
GYMPIE and GLADSTONE	1
CAIRNS and MAREEBA	1
CASSOWARY COAST and CAIRNS	1
BRISBANE and LOCKYER VALLEY	1
TABLELANDS and MAREEBA	1
Total	56

Documents tabled at hearing – 1 August 2019

Documents tabled at the hearing – 1 August 2019	
1.	Extract, The Shepherdson Inquiry: An Investigation into Electoral Fraud, (2001) tabled by Mr Bleijie MP, Member for Kawana
2.	Just Transition Group – Stakeholder Engagement List

that he recalled saying to Grant that he could not tell his parents to write something that was not true. Ronchi said that he was not familiar with plebiscite and electoral enrolments requirements and so asked whether there was a problem with Kahlil and McCall being enrolled at his place. He said that Ashley Musgrove told him that it was not a problem 'if you don't have a fixed address you can be enrolled anywhere in the State and so you just say these people don't have a fixed address'.

According to Ronchi, he returned and discussed the matter with his parents and he and his parents became distressed. He subsequently returned to 11 Dalton Court and told either Ashley or Grant Musgrove that it was putting a considerable strain on his relationship with his parents. According to Ronchi, he was told that it was 'okay' and they would move them from his address. Ronchi confirmed the electoral enrolment forms by which they were eventually moved out of his address.

Ronchi stated that neither Warwick Powell nor Lee Bermingham played any part whatsoever in the plebiscite as by that time the AWU faction grouping within Young Labor had split and there were no discussions with Bermingham and Powell.

McCall confirmed the evidence of Ronchi that he had falsely enrolled at 2 Benita Court at the request of Grant Musgrove. McCall confirmed that the signature on the electoral enrolment form moving him to 2 Benita Court was his. The relevant enrolment form is witnessed by McCall's wife, who was then his girlfriend. He said that the request occurred at 11 Dalton Court, but indicated that there was no coercion or duress placed upon him to participate.

McCall acknowledged that his wife was present during the conversation with Grant Musgrove and that his wife was also enrolled on the electoral roll at an address in Springwood at which she never resided. This address was 5/16 Dorset Drive, Springwood. McCall stated that he had discussions with Paul Harrison (who resided at that address) in relation to its use by his wife.

Kahlil is overseas and did not give evidence. There is no evidence that Kahlil's enrolment was procured by forgery. McCall's wife lives interstate and was not called to give evidence. Once again there is no evidence that the enrolment in her name was procured by forgery.

Tabled by Member for Kawana
At FESBC Estimates
Date 1 August 2019
Signature 

Other enrolments

Paul James Harrison gave evidence before me that he had been a member of the AWU faction in 1993–94. He stated McCall's wife never resided at 5/16 Dorset Drive, which was the address of his family home. Harrison agreed with Counsel Assisting's suggestion that there was a scheme afoot at that time to enrol young people at his parents' address falsely for a purpose associated with Grant Musgrove's political career. Harrison stated that he was 'pretty confident' that he was consulted by 'Grant Musgrove or one of the Musgroves' in relation to the enrolment, but he could not recall details of any of the conversations. Harrison testified that two similar false enrolments occurred in relation to his parents' place in 1998 — one of which was a further enrolment in the name of McCall's wife, who had been re-enrolled at her correct address in the intervening period.

Harrison stated that he believed that he had been a party to false enrolments in the Springwood area, but he could not say for sure. Harrison testified that he considered the reason for any false enrolment in the Springwood area would have been to obtain votes for state conferences rather than any plebiscite. He indicated that he was not aware of any person using the false enrolments for the purposes of voting at a state or federal election.

Jacqueline Marie O'Mara was another person who, in evidence before me, admitted falsely enrolling in the Springwood electorate at the request of Grant Musgrove. She stated that she never resided at 35 Barbaralla Drive, Springwood, notwithstanding an electoral enrolment form in her name at that address dated 2 July 1996 (Exhibit 251). She acknowledged that the writing on the form looked like hers as did the signature. She indicated that although she could not remember signing the form, she could recall

that when she joined the Logan East branch Grant Musgrove gave her a number of forms to sign. She said that she had assumed the forms were to be used for internal Party use and that Barbaralla Drive would be used as a mailing address for ALP mail. She added that although she could not recall signing the particular form, the night she joined the branch of Logan East was the only time she had ever signed anything 'as part of that branch'.

She confirmed that she did vote in the Springwood plebiscite in 1997, notwithstanding the fact that she was living in Runcorn in the state electorate of Sunnybank at the time. She gave evidence that she voted at the plebiscite in Springwood after receiving a telephone call from Grant Musgrove saying that there were ballot papers that had been sent which she had to fill out. She said that she then travelled to his home at Dalton Court to complete the ballot papers. She gave evidence that after she filled the ballot paper out in the way that Grant Musgrove had indicated, she left the ballot paper with him. She stated that she did not vote at the state election when she was enrolled at Barbaralla Drive. However, O'Mara admitted that she did vote at a council election whilst enrolled at Barbaralla Drive, notwithstanding the fact that she lived at Runcorn at the time. She could not recall whether anyone sought to have her vote at that election.

In the examination of O'Mara by Mr Zillman (presumably on behalf of Grant Musgrove), O'Mara acknowledged that it may have been a possibility that the discussions she had attributed to Grant Musgrove were with other people. However, it is fair to say that her final position was that this possibility was extremely remote.

Further evidence of false enrolments came from Sean David McClintock. He gave evidence to the Inquiry that he was a member of the ALP from 1995 until 1997 or 1998. He said that Aaron Broughton had asked him to join the Springwood branch. McClintock stated that he was at school with Broughton and they had been friends for years, but that in about mid-1998 their lifestyles became totally different and contact did not continue. It was suggested by Mr Zillman (presumably on instructions from Broughton) that McClintock and Broughton had had a falling out and McClintock had come to 'actively dislike' Broughton. However, McClintock denied this.

McClintock gave evidence before me that in 1993 he lived at 74 Kallista Road, Rochedale South — this property was owned by Broughton's mother. He said he resided there for approximately a year and then moved to his parents' place on the Coast.

Counsel Assisting showed McClintock an enrolment form in his name at 74 Kallista Road, Rochedale South, dated 4 June 1996 (Exhibit 244). McClintock stated the writing on the form, which is witnessed in the name of Broughton, was that of Broughton's. He stated the signature looked like his and indicated that Broughton had approached him to enrol at that address. He indicated that at that time he did not reside at that address. McClintock said that he was not sure why Broughton wanted him to be enrolled in the Rochedale area although he conceded it had something to do with voting. He told me that he never voted in an election on the basis of being enrolled at 74 Kallista Road, nor had he ever been shown any ballot papers to vote at a plebiscite. In examination by Mr Zillman, McClintock indicated that he may have stayed at 74 Kallista Road overnight on a number of occasions and once stayed there for a week over Christmas, but nothing more in the period around 1996–97.

McClintock gave evidence before me that Broughton approached him again in 1998 to have him enrol once again at 74 Kallista Road. He was shown Exhibit 246, which is an enrolment application form in his name at 74 Kallista Road dated 21 May 1998. It too is witnessed in the name of Broughton. According to McClintock, he was asked by Broughton to vote for Grant Musgrove in the state election, which he did notwithstanding the fact that he did not live in the Springwood area. McClintock stated that he told Broughton that he had voted at Springwood.

In evidence Broughton stated that the only part he played in the 1997 Springwood plebiscite was that he would have spoken to his family about it. He indicated that he could not recall having any discussions with any person requesting them to move their electoral address to 74 Kallista Road. He stated that this would not have occurred if

Department of Employment, Small Business and Training Just Transition Group – Stakeholder Engagement List

Category	Stakeholder
Academic	Commonwealth Scientific and Industrial Research Organisation
	University of Queensland
	University of Technology, Sydney
Industry Organisation	Australian Council of Trade Unions
	Australian Petroleum Production and Exploration Association
	Clean Energy Council
	Communications, Electrical and Plumbing Union of Australia
	Energy Skills Queensland
	Electrical Trades Union
	Mirabou Energy
	Professionals Australia
	Queensland Council of Unions
	Queensland Resources Council
	Smart Energy Council
	Toowoomba Surat Basin Enterprise
Local Government	Bulloo Shire Council
	Goondiwindi Regional Council
	Maranoa Regional Council
	Quilpie Shire Council
	Southern Downs Regional Council
	Toowoomba Regional Council
NGO	Australian Conservation Foundation
	Australian Marine Conservation Society
	Climate Action Network Australia
	Climate-KIC Australia
	Queensland Conservation Council
Other	Australian Sustainable Finance Initiative
	BHP
	Bircher Capital
	Clean Energy Finance Corporation
	CUString
	Deloitte
	Economx
	Energy Estate
	Ernst & Young
	Next Economy
Prominence Business Consultants	

Tabled by: Ms Fritchen MP
 EES&C Estimates
 1 August 2019
 Signature: 

	The Australia Institute
Overseas Government	New Zealand Government
	Scottish Government
State Government	ACES Synergies
	CleanCo
	CS Energy
	Department of Communities, Disability Services and Seniors
	Department of Aboriginal and Torres Strait Islander Partnerships
	Department of State Development, Manufacturing, Infrastructure and Planning
	Department of the Premier and Cabinet
	Department of Environment and Science
	Department of Natural Resources Mines and Energy
	Jobs Queensland
	Powerlink
	Queensland Treasury
	Stanwell Corporation
TAFE Queensland	

Additionally, the Group has also engaged with multiple stakeholders via forums such as the First Nations Climate Summit, QRC Future of Work Roundtable, Interdepartmental Committees and Business Leaders Forums.