

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 1

Please provide a copy of the organisational structure of Transport for Victoria.

*(Asked by Ms Pennicuik, page 14 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response

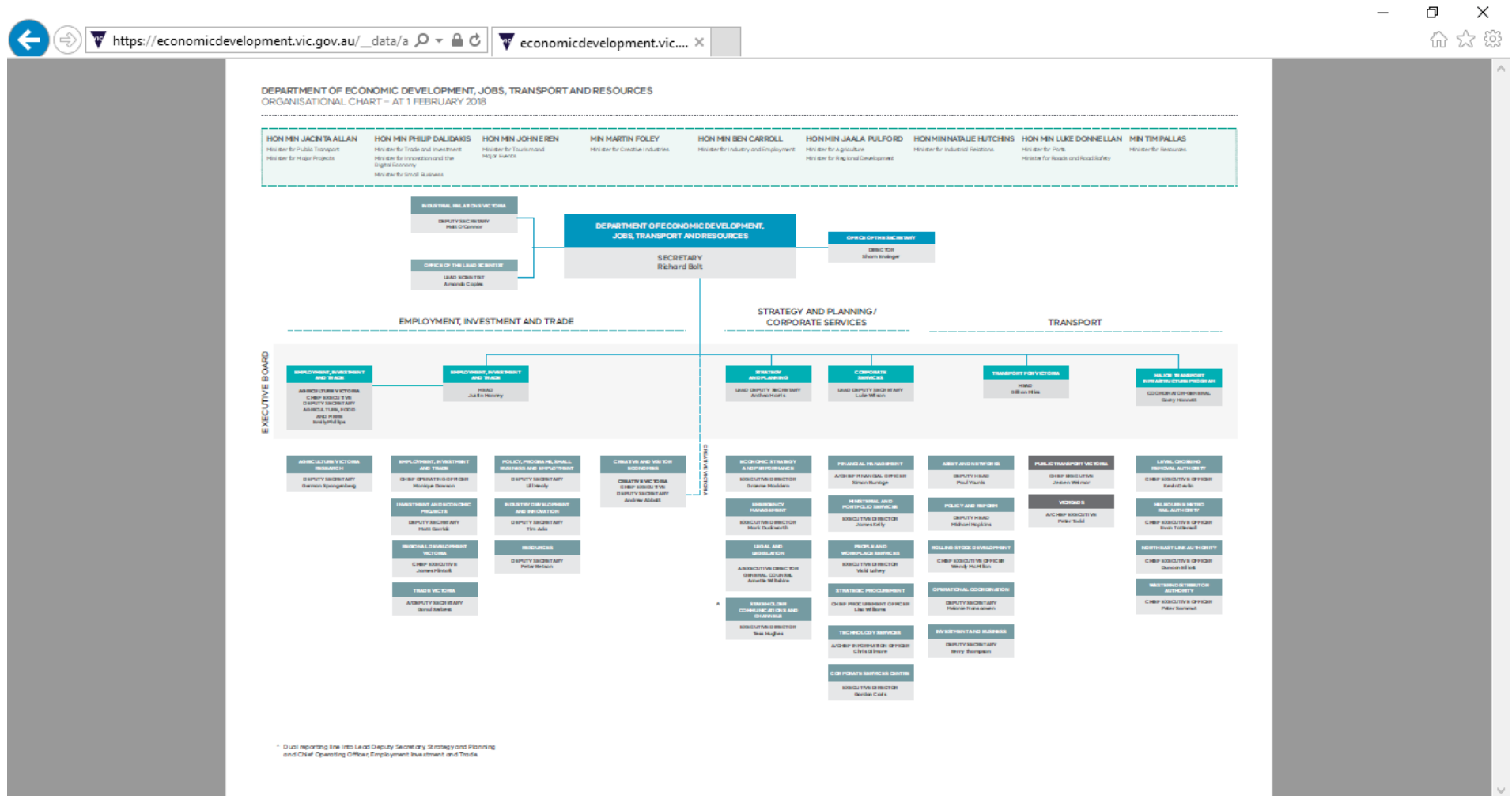
Transport for Victoria (TfV) is part of the Department of Economic Development, Jobs, Transport and Resources (DEDJTR) and brings together the planning, coordination and operation of Victoria's transport system and its key agencies.

TfV is a statutory office within DEDJTR, made up of a network of government agencies and businesses, together with private transport operators, working together to deliver transport services and projects.

TfV's organisational structure is already available on the DEDJTR (figure 1) and TfV websites (figure 2). As part of DEDJTR, TfV's organisational chart is also published each year in the department's strategic plan and annual report, both of which are also available on DEDJTR's website.

# PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DED)JTR

Figure 1. DEDJTR Website Organisational Structure



# PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

Figure 2. TfV Website Organisational Structure

The screenshot shows a web browser window with the URL <https://transport.vic.gov.au/about/governance/>. The page title is "Organisation structure and executives".

**Organisation structure and executives**

Transport for Victoria brings together the planning, coordination and operation of Victoria's transport system and its key agencies, including VicRoads and Public Transport Victoria (PTV).

**Gillian Miles, Head Transport for Victoria**

Transport for Victoria is led by Dr Gillian Miles, Head Transport For Victoria. Dr Miles has 25 years' experience working in local and state government roles including Lead Deputy Secretary – Transport in the Department of Economic Development, Jobs, Transport and Resources.

**Transport for Victoria Executives**

<b>Michael Hopkins</b>	Deputy Head, TfV Policy and Reform
<b>Wendy McMillan</b>	CEO Rolling Stock Development
<b>Melanie Nanscawen</b>	Deputy Secretary, Operational Coordination
<b>Melinda Collinson</b>	Acting Deputy Secretary Investment and Business
<b>Paul Younis</b>	Deputy Head, TfV Asset and Networks
<b>Kerry Thompson</b>	Acting Chief Executive, VicRoads
<b>Jeroen Weimar</b>	Chief Executive Officer, Public Transport Victoria
<b>James Pinder</b>	Chief Executive Officer, V/Line
<b>Aaron de Rozario</b>	Chief Executive Officer, Taxi Services Commission
<b>Rachel Johnson</b>	Chief Executive Officer, Victorian Ports Corporation (Melbourne)
<b>Michael Harvey</b>	Chief Executive Officer, Victorian Regional Channels Authority
<b>Malcolm Geier</b>	Chief Executive Officer, Port of Hastings Development Authority
<b>Joe Monforte</b>	Chief Executive Officer, Melbourne Port Lessor

**More information**

- [DEDJTR Annual Report 2016–2017 \(PDF 2.04 MB\)](#)
- [DEDJTR Annual Report \(DOCX 790 KB\)](#)

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 2

Please outline the governance structure of Transport for Victoria, including the organisational structure, role and membership of any committees or panels.

*(Asked by Ms Pennicuik, page 14 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response

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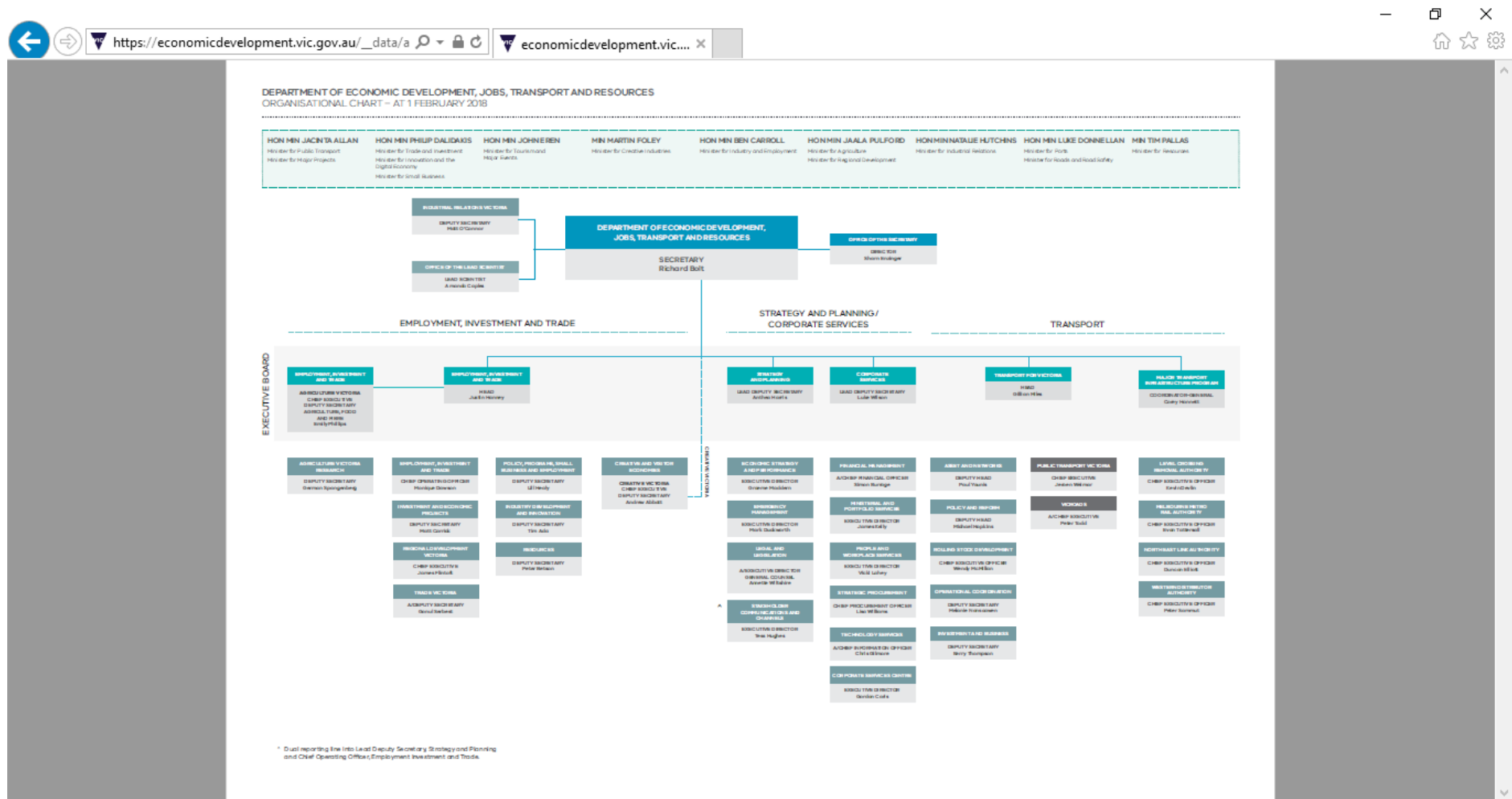
#### **Organisational structure**

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## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Role

The role of TfV is set out in the Functions of the Lead Transport Agency – Section 64C of the *Transport Integration Act 2010*.

TfV was created by the Victorian Government in response to community expectations and the changing environment - an organisation that will put the user at the centre as it designs, builds and operates Victoria's new and existing transport infrastructure.

TfV brings together the planning, coordination and operation of Victoria's transport system and its key agencies, including VicRoads and Public Transport Victoria. It is designing and building one integrated transport network for simpler, quicker and safer journeys that connect people, places and support Victoria's prosperity and liveability.

TfV takes an integrated approach that seeks to understand the user's needs, while delivering the highest return on investment for the community.

Over time, TfV will become a single source of real-time information on how Victoria's integrated transport networks are operating.

### Committees

In addition to the list of committees meeting the definition provided under the Minister for Finance's *Financial Reporting Direction (FRD) 22H*, provided in the DEDJTR annual report, the following key governance bodies and committees exist in TfV and the transport portfolio.

#### *Transport Council*

The Transport Council meets quarterly to set the strategic direction for transport in Victoria, considers integrated transport portfolio priorities, and reviews both TfV's and the Office of the Coordinator-General's progress in driving an integrated transport planning and delivery approach that has users of the system at its heart.

Transport Council members include the Minister for Public Transport; Minister for Roads and Road Safety and Minister for Ports; DEDJTR Secretary; Head, TfV and the Coordinator-General.

#### *Transport for Victoria Executive*

The TfV Executive provides the Head TfV with oversight of TfV governance and performance, and provides a forum to connect thinking and coordination of strategic direction for TfV.

The TfV Executive meets monthly to endorse system strategy, facilitate integration and collaboration, align strategy and outcomes, oversee operation of the network, endorse system performance information, provide line of sight of TfV sub-committees and working groups, and provide the Head, TfV with a forum to distribute information.

## **PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)**

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TfV Executive is chaired by the Head, TfV, with standing members including Deputy Head, Policy and Reform; Deputy Head, Asset and Networks; Chief Executive Officer (CEO) Rolling Stock Development; Deputy Secretary, Operational Coordination, and Deputy Secretary, Investment and Business; along with CEOs Public Transport Victoria, VicRoads, V/Line, VicTrack and Taxi Services Commission.

The TfV Executive is supported by a network of numerous sub-committees, taskforces, advisory bodies, project steering committees, management teams and working groups across Australian and Victorian Government agencies, TfV, transport agencies, local government and other stakeholder groups.



## **PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)**

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### **Question 3**

**With respect to the Department's cost centre codes and outputs:**

- a. please provide details of the cost centres and reporting arrangements for the department's major projects that have been merged or consolidated in 2016-17**
- b. please provide a list of all cost centre codes and outputs in the department's accounts and copies of all the monthly accounts for those cost centre codes or outputs for 2016-17**

*(Asked by Mr Morris, pages 16-17 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### **Response A**

There were no departmental major projects consolidated or merged in 2016-17, where major projects have been defined in line with the Victorian High Value High Risk Framework.

### **Response B**

The Department clarified the question and it was confirmed PAEC was seeking operating statements for each cost centre. The Department does not produce operating statements for cost centres or outputs from the finance system.

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

### Question 4

With respect to lapsing programs, please specify:

- a list of programs that lapsed during 2016-17 for which funding has been renewed
- how many years that funding for each program has been renewed for
- how much funding has been allocated to the program?

*(Asked by Mr Morris, page 17 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response

Programs that lapsed during 2016-17 for which funding was renewed	Number of years funding was renewed for	Amount of funding allocated to the program (\$'m) *
Expansion of Victorian International Engagement Strategy	2	2
Victoria's international engagement in Western China and Indonesia	Ongoing	70 *
Guaranteeing Victoria's Food Future**	2	44.4
National Gallery of Victoria Summer program: Turning up the heat	2	28.7
Melbourne International Film Festival	Ongoing	10.7 *
Managing transition for retrenched workers	4	4.6 *
Manufacturing Strategy - investing in manufacturing technology	1	15
Marketing Melbourne	2	24.7
Clean Coal Victoria Extension	4	13.8 *
Homesafe – 24 hour public transport on weekends (Night Network)	Ongoing	173.9
West Gate Bridge maintenance	3	41.4

#### Notes:

- Where renewed funding is ongoing, the amount allocated to the program referred to is across 2017-18 to 2020-21.
- Excludes programs that were due to conclude but funds were rephased from 2016-17 to 2017-18 and beyond.

\* Amount referred to relates to the full program in which funding was received, not just the specific initiative that was lapsing.

\*\* Renewed as “The future of Victoria’s Biosecurity Services”

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 5

Please describe how commercial investment in regional Victoria which results from the Department's programs affects youth employment and prospects.

*(Asked by Ms Shing, page 21 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response

The department has a BP3 target of 1,200 jobs in regional Victoria through investment attraction and facilitation services, however this measure does not prioritise specific age cohorts

However, addressing youth unemployment is a specific objective of other Departmental programs.

The department is addressing youth unemployment in regional Victoria by supporting Victorian businesses to create jobs. The department has invested \$68 million to date in **Jobs Victoria** services to deliver employment support to Victorians who face barriers to employment to ensure that they are connected to the job opportunities being generated in the Victorian economy. This includes funding for 51 Jobs Victoria services across the state to provide flexible employment support that is tailored to the needs of jobseekers and employers in their local area. Since the services commenced in late 2016, more than 5,000 Victorians have been supported into work. Over 2,780 jobseekers aged 15-24 have registered with Jobs Victoria services, and more than 1,040 of those young people have already been placed into employment (as at 28 February 2018).

In regional Victoria, Jobs Victoria partners such as Mildura City Council, CVGT in Bendigo, Workways in Gippsland and Edge Workforce across the Ovens Murray and Great South Coast regions are working in their local communities to link jobseekers to employers. For example:

- Edge Workforce has provided employment support to Kaw, who arrived in Australia in 2015 as a refugee from Myanmar. Kaw is 24 years old with a baby on the way, and has struggled to find ongoing work due to his limited English and a lack of confidence. Kaw registered with Edge Workforce in late 2017, which assigned him with a Jobs Victoria Mentor to provide tailored assistance. The Mentor supported Kaw with employer networking, work-trials and assistance with developing a resume and cover letter. Kaw began a work-trial with employer Oscar Furniture in Horsham, taking advantage of in-house training and the personal support offered to him through Jobs Victoria and by his employer. The Jobs Victoria Mentor helped Kaw to apply for an ongoing role with the employer, which he has since been able to secure.
- Jobs Victoria Partner Worn Gundidj has supported a young Aboriginal jobseeker based in the Barwon South West region. Jobs Victoria assisted him by providing assistance with a new resume, interview skills and advocating to his jobactive provider to negotiate a wage subsidy for his new employer. He is now employed at an Aboriginal cultural centre and Jobs Victoria continues to provide ongoing mentoring support.

The government is also delivering the **Youth Employment Scheme (YES)**, offering 280 traineeships per annum across the State to young Victorians aged 15-24. Trainees gain work experience in the public service as well as qualifications that can lead to ongoing employment. As an extension to the YES

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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program, the Jobs Victoria Youth Cadetship Scheme will provide 135 YES graduates with a further two years of valuable experience and a stronger pathway to a career in the Victorian Public Sector.

The department is also increasing apprenticeship, traineeship and cadetship opportunities through initiatives such as the **Major Projects Skills Guarantee**. This requires that all principal contractors engaged to deliver publicly funded building and construction, infrastructure, civil engineering and other capital projects valued at \$20 million or over use apprentices, trainees and cadets for at least 10 per cent of the projects' labour hours. The Major Projects Skills Guarantee is currently being applied to 43 projects, representing over \$33.5 billion in government expenditure. It will generate over 3,500 employment opportunities for Victorian apprentices, trainees and cadets, giving them the chance to work on some of Victoria's biggest projects.

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 6

To the extent possible, please disaggregate the following items by legal case:

- a. costs associated with legal action against the Minister for Agriculture
- b. contingent liabilities related to legal disputes. What of those contingent liabilities relate to legal action referred to on page 206 of the annual report relating to the Port Phillip Bay dive scallop fishery action?

*(Asked by Mr O'Brien, pages 22-3 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response A

For the period 1 July 2016 to 30 June 2017, the legal spend for the following matters are:

- *Weisheit v State of Victoria & RSCA Victoria* - \$213,767 (this includes VGSO and Senior and Junior Counsel fees).
- *Port Phillip Scallops Pty Ltd v The Minister of Agriculture for the State of Victoria* - \$13,860 (fees for Junior Counsel only, as this matter was run by Legal by direct brief).

### Response B

No contingent liability, save for plaintiff's legal costs in the event the State is unsuccessful in defending the litigation.

## **PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)**

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### **Question 7**

With respect to the \$1.235 million that MyEnvironment was directed to pay VicForests:

- a) has VicForests taken any action to recoup costs of legal proceedings
- b) when does the period to recoup these costs expire?

*(Asked by Mr O'Brien, pages 27-28 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### **Response A & B**

I note that the recouping of cost by VicForests from MyEnvironment is a matter for the VicForests Board. In relation to the specific questions, I am advised as follows:

- a) MyEnvironment indicated that it had very limited total assets to pay in settlement of debt with VicForests. MyEnvironment offered those assets in settlement of the debt. VicForests rejected that offer and has not taken further enforcement action.
- b) VicForests has 6 years from the day of the costs order to seek to recoup costs i.e. until 17 March 2021. After that date VicForests would need the leave of the Court to enforce the costs order.

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 8

The Department's Annual Report (p.271) discloses amounts of electricity consumed for 2016-17. What has been the impact of rising electricity costs for the 2016-17 financial year?

*(Asked by Mr Morris, page 28 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response

The Department of Treasury and Finance (DTF) engage with the market for electricity and other utilities on behalf of the Whole of Victorian Government (WoVG), this includes negotiation of the term and rates.

Departments then receive these rates and manage associated costs through the operational budget.

Within the Department of Economic Development, Jobs, Transport and Resources (DEDJTR), electricity usage is monitored across the financial year. The table below shows electricity usage and spend for both the 2015-16 and 2016-17 financial year:

#### Energy

Indicator	2016-17	2015-16	2014-15
Units of electricity usage (excluding green power) in megajoules	94,853,479	99,391,975	80,582,966
Units of electricity usage (excluding green power) converted to kilowatt hours	26,348,189	27,608,882	
% increase in electricity usage from prior financial year	-5%		
Total cost of electricity	\$2,681,203	\$2,246,920	
% increase in cost from prior financial year	19%		
Cost per kWh	0.10176044	0.08138394	
% increase in cost per kwh from prior financial year	25%		

In terms of the data provided for 2016-17, there has been a 5% decrease in usage. However, this has been offset by a 19% increase in cost of electricity. While this would usually result in an overall increase of 14%, the increase in tariff costs has increased the average per kilowatt cost of electricity by 25%. As such the overall impact of the rising electricity costs for DEDJTR is 25% for the 2016/17 financial year.

## **PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)**

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### **Question 9**

**Following recent incidents of possible exploitation of international students, please advise how many international students have accessed the workplace rights centre.**

*(Asked by Ms Ward, pages 30-31 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### **Response**

- The International Student Work Rights Legal Service (ISWRLS) has operated since June 2016, and was expanded in March 2018.
- The ISWRLS provides access to qualified lawyers who provide casework, advice, mediation and education to international students on their work rights.
- In its first 18 months of operation (to December 2017) the Service opened 208 legal practice files for international students and recovered a total of over \$175,000 for the Service's clients.
- The ISWRLS is accessed through the Study Melbourne Student Centre. The Centre operates 9-5pm Monday to Friday from its location in Melbourne's CBD and is also available to students through a 24-hour phone line.



## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 10

Regarding the 45 successful grants for the Automotive Supply Chain Transition program and the 33 successful grants from the Local Industry Fund for Transition to the end of June 2017, please advise:

- a. the number of applicants for grants received and the number processed
- b. the value of the grants awarded

*(Asked by Mr O'Brien, page 31 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response A and B

Applications received to 30 June 2017 under ASCTP and LIFT

	Applications received by 30 June 2017	Processed and announced by 30 June 2017	Total value of grants awarded
ASCTP	82	68 grants (45 companies)	\$2 million
LIFT	96	33 grants (33 companies)	\$19 million

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

### Question 11

With respect to the 48 EBAs that were negotiated that involved IRV during 2016-17:

- a. Please provide a full list of the 48 EBAs that were negotiated during 2016-17, including:
- wage increases that resulted
  - other costs associated with the agreements.

Name of Agreement	Annual Salary Increases (%)	Other costs associated with the agreements

- b. please provide copies of the service delivery partnership plans that were entered into under government wages policies as part of the negotiation of the EBAs for all of the 48 agreements.

*(Asked by Mr O'Brien, pages 31-2 of the Department of Economic Development, Jobs, Transport and Resources transcript)*

### Response A

Title of Enterprise Agreement	Wages Outcome %	Other costs associated with the agreement
<b>Falls Creek Alpine Resort Management Board Enterprise Agreement 2016</b>	1 July 2016 - 3 1 July 2017 - 3 1 July 2018 - 3 1 July 2019 - 3	* Additional annual leave week for band 7 employees * Sign-on payment of \$700 per FTE * 2 days paid Community Services Leave pa
<b>DELWP Wild Dog Controllers Enterprise Agreement 2016</b>	1 April 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75 1 July 2019 - 1.5	N/A
<b>Central Highlands Water Enterprise Agreement 2016</b>	22 February 2016 - 3 22 February 2017 - 3 22 February 2018 - 3 22 February 2019 - 3	* Banding Increments * Top of Band Payment * Public Holiday availability allowance
<b>The Architects Registration Board of Victoria (ARBV) Collective Agreement 2016-2019</b>	1 April 2016 - 3 1 January 2017 - 3 1 January 2018 - 3 1 January 2019 - 3	N/A
<b>The Gordon Institute of TAFE Enterprise Agreement 2016</b>	19 February 2016 - 2.5 19 February 2017 - 2.5	* Sign-on payment of \$1400 per FTE

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

Title of Enterprise Agreement	Wages Outcome %	Other costs associated with the agreement
	19 February 2018 - 3 19 February 2019 - 3	
<b>Field Staff Agreement 2016</b>	10 March 2016 - 2.5 1 August 2016 - 2.5 1 August 2017 - 2.5 1 August 2018 - 2.5	* re-introduction of an emergency services allowance
<b>Glenelg Hopkins Catchment Management Authority Workplace Agreement 2016-2020</b>	1 May 2016 - 2.5 1 May 2017 - 2.5 1 May 2018 - 2.5 1 May 2019 - 2.5	N/A
<b>Victorian Public Health Sector (Health and Allied Services, Managers And Administrative Workers) Single Interest Enterprise Agreement 2016-2020</b>	1 October 2016 - 5 1 October 2017 - 3 1 October 2018 - 3 1 October 2019 - 3	*once off lump sum payment, *reclassification and new classification structures to address key classification and career structure concerns (with various implementation dates depending on impacted classifications)
<b>Victorian Planning Authority Enterprise Agreement 2016 (former Metropolitan Planning Authority and earlier Growth Areas Authority)</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75	*Introduction of a 1% of salary top of band payment for employees at the top of their grade or value range *Introduction of family violence leave and supports
<b>Parliamentary Officers (Non-Executive Staff - Victoria) Single Enterprise Agreement 2016</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75 1 July 2019 - 1.5	*Introduction of a 1% of salary top of band payment for employees at the top of their grade or value range *Introduction of family violence leave and supports
<b>Greyhound Racing Victoria Full Time Stewards and Associated Employees Enterprise Agreement 2016</b>	1 July 2016 - 2.3 1 July 2017 - 2.5 1 July 2018 - 2.5 1 July 2019 - 2.5	*Initial salary uplift
<b>South West Institute of TAFE (Specialist Staff) Enterprise Agreement 2016</b>	16 May 2016 - 2.5 16 May 2017 - 2.5 16 May 2018 - 3 16 May 2019 - 3	* Sign-on payment of \$1400 per FTE
<b>South Gippsland Region Water Corporation Enterprise Agreement 2015</b>	20 June 2016 - 3 11 October 2016 - 3 11 October 2017 - 3 11 October 2018 - 3 11 October 2019 - 3	* Expanding triple time rates to second call outs on Sundays * Public Holiday call-outs paid at triple time * Two additional employees on-call on 4 key public holidays * Paid

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

Title of Enterprise Agreement	Wages Outcome %	Other costs associated with the agreement
		maternity leave increased to 16 weeks * 10-hour safety break
<b>Melbourne Recital Centre Enterprise Agreement 2015</b>	17 June 2016 - 3 1 July 2017 - 3 1 July 2018 - 3 1 July 2019 - 3	* Sign on payment for employees, figure dependent on classification * Increase in the laundry allowance and the recording and transmission allowance * Changes to superannuation entitlements * Superannuation on paid parental leave
<b>VicForests Agreement 2015</b>	1 May 2016 - 3 1 July 2016 - 3 1 July 2017 - 3 1 July 2018 - 3	* Sign-on payment of 2.5 per cent of salary per FTE * Business performance payment * Additional week of parental leave
<b>Victorian Institute of Sport Enterprise Agreement 2016-2020</b>	1 July 2016 - 2.5 1 July 2017 - 2.5 1 July 2018 - 2.5 1 July 2019 - 2.5	N/A
<b>Nurses (Department of Education and Training) Agreement 2016</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75 1 July 2019 - 1.5	* Secondary Caregiver Leave: Increase from 1 to 2 weeks * 1 per cent top of band payment
<b>Victoria State Emergency Service Agreement 2016</b>	1 January 2016 – 1.75 1 July 2016 – 1.5 1 January 2017 – 1.75 1 July 2017 – 1.5 1 January 2018 – 1.75 1 July 2018 – 1.5 1 January 2019 – 1.75 1 July 2019 – 1.5	* Top of the band 1 per cent payment * Stand-by allowance * Incident Management Payment
<b>Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016-2020</b>	4 August 2016 - 3.25 1 November 2017 - 3.25 1 November 2018 - 3 1 November 2019 - 3	* sign on payment * \$17.50 per week salary increase to the top of some classification bands, * revised career structure for graduates
<b>ESSSuper Enterprise Agreement 2016-2019</b>	17 June 2016 - 3.25 17 June 2017 - 3.25 17 June 2018 - 3.25	* Increased parental leave * Introduction of NAIDOC and volunteer leave * Remove cap on leave loading * Superannuation on unpaid parental leave
<b>V/Line Rail (Operations) Enterprise Agreement 2015-2019</b>	1 July 2016 - 4.5 1 January 2017 - 1.5	* Good faith payment of 3 per cent * Project payment of 2 per cent *

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

Title of Enterprise Agreement	Wages Outcome %	Other costs associated with the agreement
	1 July 2017 - 2 1 January 2018 - 2 1 July 2018 - 2 1 January 2019 - 2	Project payment of 1 per cent * Public holiday guarantee payment for conductors & station staff * 120% overtime penalty for off-roster work * Employee extra day off (EDOs) for Signallers
<b>CAE Enterprise Agreement 2016</b>	1 July 2016 - 2.5 1 July 2017 - 2.5	* Sign-on payment of \$1500 per FTE
<b>Box Hill Institute of TAFE PACCT Employee Enterprise Agreement 2016</b>	1 July 2016 - 2.5 1 July 2017 - 2.5 1 July 2018 - 3 1 July 2019 - 3	* Sign-on payment of \$750 per FTE
<b>City West Water Corporation Agreement 2016</b>	1 July 2016 - 3.25 1 July 2017 - 3 1 July 2018 - 3	N/A
<b>Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2016-2020</b>	1 April 2016 - 3 1 April 2017 - 3 1 April 2018 - 3 1 April 2019 - Uplift (various) weighted average 9 per cent increase	* improved roster arrangements in some rural health services, *9 additional psychiatric liaison nurses *allowance increases for staff holding PhD qualifications
<b>Sunraysia Institute of TAFE Enterprise (PACCT) Agreement 2016</b>	1 July 2016 - 2.5 1 July 2017 - 3 1 July 2018 - 3 1 July 2019 - 3	N/A
<b>Parks Victoria Enterprise Agreement 2016</b>	14 September 2016 - 1.75 14 March 2017 - 1.5 14 September 2017 - 1.75 14 March 2018 - 1.5 14 September 2018 - 1.75 14 March 2019 - 1.5 14 September 2019 - 1.75 14 March 2020 - 1.5	* 1% top of band performance payment
<b>Film Victoria Collective Agreement 2016</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75	* 1% top of band performance payment

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

Title of Enterprise Agreement	Wages Outcome %	Other costs associated with the agreement
	1 July 2019 - 1.5	
<b>Victorian Public Mental Health Services Enterprise Agreement 2016-2020</b>	1 October 2016 - 3.25 1 November 2017 - 3.25 1 November 2018 - 3 1 November 2019 - 3	* additional week of leave for mental health professionals (approximately 900 FTE) * additional FTE and * increases to qualifications allowances for nurses and health professionals
<b>V/Line Infrastructure Enterprise Agreement 2015-2019</b>	1 July 2016 - 4.5 1 January 2017 - 1.5 1 July 2017 - 2 1 January 2018 - 2 1 July 2018 - 2 1 January 2019 -2	* Good faith payment of 3 per cent * Project payment of 2 per cent * Project payment of 1 per cent
<b>Goulburn Broken Catchment Management Authority Enterprise Agreement 2016-2020</b>	29 August 2016 - 3 14 August 2017 - 3 14 August 2018 - 3 14 August 2019 - 3	N/A
<b>AMES Australia Administrative Staff Agreement 2016</b>	22 July 2016 - 2.5 22 July 2017 - 3 22 July 2018 - 3 22 July 2019 - 3	* Sign-on payment of \$800 per FTE * Introduction of penalty rates for casuals * Delegate training leave
<b>Harness Racing Victoria Enterprise Agreement 2016 - 2020</b>	14 October 2016 - 3 1 July 2017 - 3 1 July 2018 - 3 1 July 2019 - 3	* Introduction of judge meal allowances
<b>Greyhound Racing Victoria Employees Enterprise Agreement 2016</b>	15 June 2016 - 2.5 1 July 2017 - 2.5 1 July 2018 - 2.5	N/A
<b>Melbourne &amp; Olympic Parks Enterprise Agreement 2016 - 2020</b>	17 August 2016 - 3 1 July 2017 - 3 1 July 2018 - 3 1 July 2019 - 3	N/A
<b>State Library Victoria Enterprise Partnership Agreement 2016</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75 1 July 2019 - 1.5	N/A
<b>The Council of Trustees of the National Gallery of Victoria Enterprise Agreement 2016 – 2019</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5	N/A

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

Title of Enterprise Agreement	Wages Outcome %	Other costs associated with the agreement
	1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75 1 July 2019 - 1.5	
<b>Museum Victoria Staff Partnership Agreement 2016</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75 1 July 2019 - 1.5	N/A
<b>Australian Centre for the Moving Image Enterprise Agreement 2016 - 2019</b>	1 January 2016 - 1.75 1 July 2016 - 1.5 1 January 2017 - 1.75 1 July 2017 - 1.5 1 January 2018 - 1.75 1 July 2018 - 1.5 1 January 2019 - 1.75 1 July 2019 - 1.5	N/A
<b>Mt Hotham Alpine Resort Management Board 2016 Enterprise Agreement</b>	2 September 2016 - 2.5 2 September 2017 - 2.5 2 September 2018 - 2.5	*Introduction of standby allowance for employees required to be on stand-by for relief or call out work  Expanded roster arrangements to enable the agency to offer interested / available employees work prior to the commencement of the snow season
<b>Victorian Workcover Authority Enterprise Agreement 2016-2020</b>	1 December 2016 - 1.75 1 June 2017 - 1.50 1 December 2017 - 1.75 1 June 2018 - 1.50 1 December 2018 - 1.75 1 June 2019 - 1.50 1 December 2019 - 1.75 1 June 2020 - 1.50	* Sign-on payment of \$1500 per FTE
<b>Victorian Government Schools Agreement 2017</b>	1 April 2017 - 3.25 1 April 2018 - 1.50 1 October 2018 - 1.75 1 April 2019 - 1.50 1 October 2019 - 1.75 1 April 2020 - 1.50 1 October 2020 - 1.75	*Principal class employees receive four per cent pa pay increases * Introduction of the thirty hour model* Creation of 3000 learning specialist positions* Introduction of four non-classroom professional practice days.
<b>Melbourne Water Enterprise Agreement 2016</b>	22 September 2016 - 3 1 July 2017 - 3.25	*Cashing out A/L on one occasion; increased paid primary caregiver

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

Title of Enterprise Agreement	Wages Outcome %	Other costs associated with the agreement
	1 July 2018 - 3.25	parental leave from 14 to 16 weeks* increased minimum payment for callouts from 1 to 3 hrs * introduction of additional pay scales
<b>Yarra Valley Water Enterprise Agreement 2016</b>	29 November 2016 - 3 29 November 2017 - 3.25 29 November 2018 - 3 29 November 2019 - 3.25	* Family violence leave * gender neutral parental leave that includes pre-natal leave of 20 hrs per pregnancy
<b>Holmesglen Institute Enterprise Agreement (PACCT Staff) 2016</b>	12 November 2016 - 6.61 12 November 2017 - 3 12 November 2018 - 3 12 November 2019 - 3	*Family violence leave
<b>Wannon Water Enterprise Agreement 2016</b>	12 December 2016 - 3 1 October 2017 - 3.25 1 October 2018 - 3.25 1 October 2019 - 3.25	* Transition to retirement clause with option to reduce normal hours of duty or transfer to other position or duties * on call payment increased from two hours to three hours * TOIL of overtime; rate equivalent to the overtime rate * family violence leave
<b>Victoria Legal Aid Enterprise Agreement 2016-2020</b>	28 October 2016 - 1.75 28 April 2017 - 1.5 28 October 2017 - 1.5 28 April 2018 - 1.75 28 October 2018 - 1.5 28 April 2019 - 1.75 28 October 2019 - 1.5 27 April 2020 - 1.75	* gender neutral parental leave * 2 days ceremonial/cultural leave * alcohol, drug and problem gambling leave * inclusion of standby allowance
<b>Ambulance Victoria (Management and Administrative Staff) Enterprise Agreement 2017</b>	6 February 2017 - 4.25 6 February 2018 - 4.25 6 February 2019 - 4.25	N/A



## **PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)**

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### **Response B**

The Government's Public Sector Industrial Relations Policies 2015 (IR Policies) require that agreement cost outcomes of between 2.5 and 3 per cent be underpinned by a Service Delivery Partnership Plan (SDPP). To be eligible for inclusion in an SDPP an initiative must be financially sustainable, measurable, forward looking, employee enabled and not just a passive consequence of business change. There is no cap on agreement outcomes, however there will be significant rigor applied to proposed outcomes of above 3 per cent, including demonstration that the costs of the agreement can be funded internally from fiscally sustainable ongoing cost offsets.

The range of service delivery initiatives will vary between agreements depending on the industry, the history of bargaining and the circumstances of that public-sector organisation. The IR Policy does not require that agreements contain reference to SDPP's, or the service delivery initiatives that form a SDPP. Accordingly, some SDPPs are not reflected in the enterprise agreement, others may be reflected but not specifically identified as SDPPs and others may contain identifiable SDPPs. Where agreements include reference to a SDPP or specific service delivery initiatives, they can be found in agreements that are publicly available from the Fair Work Commission ([www.fwc.gov.au/search/document/agreement](http://www.fwc.gov.au/search/document/agreement)).

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 12

What service delivery improvements and productivity offsets have been achieved through

- a. the nurses and midwives' agreement
- b. the Ambulance Victoria operational and administrative employees' agreement?

*(Asked by Ms Shing, page 32 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response A

The Government's Public Sector Industrial Relations Policies 2015 (IR Policies) require that agreement cost outcomes of between 2.5 and 3 per cent be underpinned by a Service Delivery Partnership Plan (SDPP). To be eligible for inclusion in an SDPP an initiative must be financially sustainable, measurable, forward looking, employee enabled and not just a passive consequence of business change. There is no cap on agreement outcomes, however there will be significant rigor applied to proposed outcomes of above 3 per cent, including demonstration that the costs of the agreement can be funded internally from fiscally sustainable ongoing cost offsets.

The range of service delivery initiatives will vary between agreements depending on the industry, the history of bargaining and the circumstances of that public-sector organisation. Whilst the IR Policies require parties to enter into a SDPP, they do not require that the agreement itself contain reference to SDPP's, or the service delivery initiatives that form a SDPP. Accordingly, some SDPPs are not reflected in the enterprise agreement, others may be reflected but not specifically identified as SDPP initiatives and others may contain identifiable SDPP clauses. Examples of the type of service delivery initiatives which were agreed as part of the settlements covering nurses and midwives and the management and administrative employees of Ambulance Victoria are provided below.

The agreement covering nurses and midwives included a number of important service delivery initiatives, for example:

- improving patient treatment times through flow improvements and discharge practices;
- enhancing patient safety through increased immunisation/vaccination rates;
- replacing agency staff with bank and permanent staff where possible;
- modernising classification arrangements for Nurse Unit Managers;
- recognising the role of advanced practice and other evolving roles through the creation of a joint Statewide Classification Committee; and
- jointly working to enable the Victorian health system to excel in meeting the National Safety and Quality Health Service Standards.

The SDPP is operationalised by clause 81 of the Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2016-2020.

## **PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)**

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### **Response B**

Service delivery initiatives agreed as part of the settlement covering the management and administrative employees of Ambulance Victoria included:

- investing in staff development to reduce the need to engage contract and temporary staff;
- a commitment to work collaboratively to review the operational structure and service delivery model;
- enhancing patient safety and reducing sick leave through increased immunisation/vaccination rates;
- better management of employee fatigue; and
- reviewing agreement coverage to ensure it best reflects the split between operational and management or administrative classifications.

The SDPP is operationalised in clause 64 of the Ambulance Victoria (Management and Administrative Staff) Enterprise Agreement 2017.

The agreement covering the operational employees of Ambulance Victoria was not required to include a service delivery partnership plan because the agreement was concluded as a result of the decision of the Fair Work Commission in the Ambulance Paramedics Work Value case.

## PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)

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### Question 13

With regard to expenditure for Film Victoria, please advise:

- a. the proportion of expenditure made on Australian versus overseas productions;
- b. the proportion of expenditure made on film versus screen production, games and digital content.

*(Asked by Mr Morris, pages 33-4 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)*

### Response A

With regard to expenditure of Film Victoria in 2016/17 and the proportion of expenditure made on Australian versus overseas productions:

- 75.3 per cent supported Australian projects and practitioner skills development
- 24.7 per cent supported Victorian screen practitioners and businesses to work on international film, television and visual effects projects.

### Response B

With regard to the proportion of Film Victoria expenditure in 2016/17 made on film versus screen production, games and digital content:

- 18.6 per cent was allocated to film production
- 53.9 per cent was allocated to television and online production
- 7.6 per cent was allocated to digital games projects
- 19.9 per cent was allocated to other activities including for screen project development, business/skills development and screen culture initiatives.

## **PAEC Hearing – Questions taken on notice and further information agreed to be supplied at the hearing (DEDJTR)**

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### **Question 14**

Please provide a detailed explanation for the expenditure variance and the change in the anticipated date of practical completion for the Doncaster Area Rapid Transit project, including:

- a. what the review of accruals by contract entails and how this affected the expenditure for the year
- b. what the additional scope of the project is, how this is likely to affect the schedule of works.

(Asked by Ms Pennicuik, page 35 of the Department of Economic Development, Jobs, Transport and Resources portfolio transcript)

### **Response A**

A review of previously reported project financials against work completed for DART was undertaken prior to 2016-17 financial year close, including accrual expenditure for work completed but not yet invoiced. The review identified that adjustments were needed to correctly account for the actual expenditure to date by end June 2017.

This led to the variance of the reported 2016-17 Actual Expenditure to the estimated expenditure of \$8.8 million for DART as published in the 2017-18 State Budget Paper No. 4 in May 2017.

### **Response B**

The additional scope item is the DART Bus Priority Project with packages of work that will improve crucial areas where delays are experienced by DART services. These packages include improvements to bus stops, bus lane upgrades, road widening and road signal works.

Some delay was experienced due to ensuring that these packages are aligned with the proposed North-East Link project, with the current expected practical completion of all packages by end 2018.