


Request for Costing an Election Commitment

Name of election commitment:	<i>Increase Capacity of WorkSafe to address workplace bullying</i>
Person and party requesting costing:	Meredith Hunter, ACT Greens Parliamentary Leader
Date of public release of election commitment, including source:	9 August 2012: http://act.greens.org.au/sites/greens.org.au/files/Safe_and_Healthy_Workplaces.pdf (page 3, under the heading "addressing Workplace Bullying")
Summary of election commitment:	<p>The ACT Greens will:</p> <ul style="list-style-type: none"> • Provide funds to employ three additional inspectors in WorkSafe ACT, at a cost of approximately \$300,000 per year; • Legislate to ensure WorkSafe's inspectorate employs at least three inspectors with specialised expertise or experience in dealing with bullying in the workplace and other workplace psychosocial issues (such as fatigue and harassment); and • Establish an expert advisory committee in relation to bullying in the workplace (and other workplace psychosocial issues).
Intention of election commitment:	This commitment is designed to improve the ACT's ability to respond to workplace bullying and psychosocial hazards. The initiatives are intended to take preventative action and implement best practice and innovative laws and procedures regarding workplace bullying and psychosocial hazards.
Signature of person requesting costing:	
Date of request for costing:	26/9/12
<p>What are the key assumptions that have been made in the election commitment?</p> <p>Note: that where the request to cost an election commitment differs from the public announcement, the costing will be on the basis of information provided in the costing request.</p> <p>Note: it will be up to the professional judgment of the Director-General as to whether these assumptions are adopted in the costing of the election commitment.</p>	
<p>Where relevant, is the funding for the policy to be demand driven or a capped amount?</p> <p>The funding for this policy commitment is dollar limited.</p>	
<p>Will third parties, for instance the Commonwealth or other State/Territories, have a role in funding or delivering the election commitment?</p> <p>No.</p>	
<p>Will funding/the cost require indexation?</p> <p>Staffing costs are escalated (see below). Board member costs are not indexed.</p>	
<p>What are the estimated revenue and operating costs each year (if available) and what are the capital requirements for this election commitment and estimated costs each year (if available)?</p>	

	2012-13	2013-14	2014-15	2015-16	2016-17	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Revenue ^(a)						
Expenses – Staff Costs ^(a)		-289	-298	-307	-315	-1,209
Expenses – Board Members ^(a)		-6	-6	-6	-6	-24
Capital						

(a) A negative number indicates a decrease in revenue or an increase in expenses.

What is the likely take up?

N/A

Any other assumptions?

The salary cost for three WorkCover Officer's is based on the Justice and Community Safety Directorate Enterprise Agreement 2011-13, which states that a WorkCover Officer 5 is paid \$63,917 per annum from 1 July 2012. Additional costs have been added to this base costing based on the ACT Government Standard Costing Parameters 2012. These are:

- Superannuation of 9% (page 4);
- Workers compensation of 6% (page 8);
- Accrued benefits of 4% (page 4);
- Administrative On-Costs of \$17,027 (indexed by CPI of 2.5% from 2013-14);
- General cost escalator for the WorkCover Officer 5 of 3% per annum (page 6).

The 3 additional WorkSafe inspectors funded by this initiative are not intended to fulfil the new statutory obligations for specialised expertise in bullying etc.

In relation to the new legislative requirement to ensure that WorkSafe ACT employs at least three inspectors with specialised expertise or experience in dealing with bullying in the workplace and other workplace psychosocial issues, this change will not commence until 2014-15 (similar to the proposed lead in time in the Greens 2011 Bill (the Work Health and Safety (Bullying) Amendment Bill 2011). This will allow WorkSafe time to train inspectors or to employ new inspectors with expertise.

The additional resources of \$1,209,000 over four year being provided to WorkSafe are intended to allow the organisation flexibility to adjust its operations to meet the new obligations from within those expanded resources.

The Board will have 3 members, with four meetings a year. A per diem of \$445 per meeting per Board Member will be paid. This funding has been rounded up to \$6000 per annum to allow for any variation in Tribunal determinations. Costs of secretariat services, meeting rooms etc will be met out of existing resources within the Directorate. This is consistent with the current arrangements for the Government Procurement Board where these costs are met out of recurrent resources within Treasury Directorate.

It is assumed that the three staff can be supervised by existing staff within WorkSafe ACT and accordingly no additional supervisory staffing costs have been included.

Costings within this initiative are based on information contained in the 2012-13 Budget Papers and

current publicly available information.

Administration of the election commitment

How will the election commitment be administered?

The commitment will be administered by WorkSafe ACT.

Who will administer the election commitment?

The commitment will be administered by WorkSafe ACT.

Has an allowance been made for expenses necessary to support the implementation of this election commitment?

– If no, will the government agency be expected to absorb expenses associated with this election commitment?

Yes, see above.

– If yes, please specify the key assumptions.

What is the intended implementation date of the election commitment?

From the commencement of the 2013-14 financial year.

Are there transitional arrangements associated with election commitment implementation?

No

Are there any other assumptions that need to be considered?

No

When is the election commitment expected to be fully operational?

Please provide further details i.e. start and end dates, the level of commitment during each period etc?

From the 2014-15 financial year (see details above relating to the commencement of the proposed legislative change).

Will the election commitment cease and if so when?

N/A

