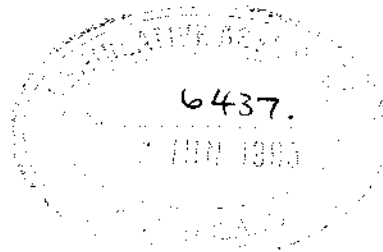




# **ESTIMATES COMMITTEE C**

## **REPORT TO THE LEGISLATIVE ASSEMBLY OF QUEENSLAND**

**Department of Employment, Vocational Education, Training  
and Industrial Relations  
Department of Education  
Queensland Health**



## **ESTIMATES COMMITTEE C**

## **REPORT TO THE LEGISLATIVE ASSEMBLY OF QUEENSLAND**

**June 1995**

## **ESTIMATES COMMITTEE C**

**CHAIRPERSON:** Mrs Wendy Edmond MLA  
(Member for Mount Coot-tha)

**DEPUTY CHAIRPERSON:** Ms Judy Spence MLA  
(Member for Mount Gravatt)

**MEMBERS:**

Mr Gary Fenlon MLA  
(Member for Greenslopes)

Mr Michael Horan MLA  
(Member for Toowoomba South)

Mr Peter Pyke MLA  
(Member for Mount Ommaney)

Mr Bob Quinn MLA  
(Member for Merrimac)

Mr Santo Santoro MLA  
(Member for Clayfield)

**RESEARCH DIRECTOR:** Ms Louise Hepworth

**SENIOR RESEARCH OFFICER:** Ms Jayenne Conroy



## ESTIMATES COMMITTEE C



Left to right: Mr Michael Horan MLA, Mr Gary Fenlon MLA, Mr Santo Santoro MLA, Mrs Wendy Edmond MLA Chairperson, Mr Bob Quinn MLA, Ms Judy Spence MLA Deputy Chairperson and Mr Peter Pyke MLA.

# CONTENTS

	Page
CHAIRPERSON'S FOREWORD .....	1
REPORT TO THE LEGISLATIVE ASSEMBLY .....	2
Introduction .....	2
Department of Employment, Vocational Education, Training and Industrial Relations .....	3
New Initiatives .....	3
Sector Wide Newsletter .....	5
Initiatives for the Disadvantaged .....	5
PSMC Appeals .....	6
Youth Employment Services .....	6
Young Offenders Initiative .....	6
Priorities for Capital Works Programs .....	7
Corporate Cards and Taxi Bills .....	7
Voluntary Early Retirement Packages .....	7
Premium Based Workers' Compensation System and Workplace Health and Safety .....	7
Department of Education .....	9
New Initiatives .....	9
P & C Involvement .....	10
Shaping the Future .....	10
Allocations to Corporate Services Activities .....	11
Behaviour Management .....	11
Class Sizes .....	11
Extra University Places .....	11
Capital Assistance to Queensland .....	12
The Instrumental Music Program .....	12
Corporate Cards .....	12
Queensland Health .....	13
New Initiatives .....	13
Waiting Lists .....	14
Mental Health .....	15
Patient Transit Scheme and the Royal Flying Doctors Service .....	15
Administrators .....	16
Logan Hospital .....	16
Casemix .....	16
Recommendation .....	17
Acknowledgments .....	17
ESTIMATES COMMITTEE C - RESERVATIONS .....	19
MINUTES OF PROCEEDINGS .....	25
Minutes of Meeting held 24 May 1995 .....	25
Minutes of Meeting held 1 June 1995 .....	30
Minutes of Meeting held 6 June 1995 .....	34
Minutes of Meeting held 8 June 1995 .....	36

## **CHAIRPERSON'S FOREWORD**

Parliamentary Committees form an important part of the review process of Government and 1994 saw the introduction of Parliamentary Estimates Committees to examine the Departmental budgetary estimates.

Estimates Committee C accepted the responsibility of examining the estimates for the Departments of Education, Health and Employment, Vocational Education, Training and Industrial Relations.

These departments expend a significant part of the entire State Budget.

The hearings provided an opportunity for all Members of Parliament to scrutinise departmental budgetary processes. An invitation was extended to all Members to submit questions to the Committee, or to attend the hearing and put questions to the Minister's personally. Some Members accepted the invitation.

The success of the public hearing must rely on the effort of individual Committee Members to understand the budgetary processes of each department; the quality of the briefing provided; and the posing of pertinent questions.

It should be noted that this year the Budget Papers included a Portfolio Program Statement (PPS) for each department. The PPS's provided clear, uniform and easy-to-read budget information. They also detailed and explained apparent anomalies in program lines from one year to the next.

This is a significant improvement on previous years and is an example of the budget process being increasingly open to scrutiny and public accountability as a result of the Estimates Committee process.

I commend the report to the Parliament.



**Wendy Edmond**  
**Chairperson**

## REPORT TO THE LEGISLATIVE ASSEMBLY

### Introduction

1. The Sessional Orders adopted by the Legislative Assembly on 31 March 1995 established six Estimates Committees, including Estimates Committee C, to consider proposed expenditures under the *Appropriation Bill 1995* and the *Appropriation (Parliament) Bill 1995*. Also on that date, the Assembly appointed Members to those Committees. These matters are formally recorded in the *Votes and Proceedings* for that day.

Estimates Committee C was appointed to examine and report on the proposed expenditure for the organisational units within the portfolios of the following Ministers:

- Minister for Employment, Training and Industrial Relations
- Minister for Education
- Minister Health

The Committee first met on 24 May 1995 in accordance with the Sessional Orders of the Legislative Assembly. The Chairperson Mrs Wendy Edmond, Member for Mt Coot-tha and Deputy Chairperson Ms Judy Spence, Member for Mt Gravatt were duly elected.

2. The Committee conducted a public hearing on 1 June 1995 to receive evidence from the Minister for Employment, Training and Industrial Relations, the Honourable Matt Foley MLA; the Minister for Education, the Honourable David Hamill MLA; the Minister for Health, the Honourable Jim Elder MLA and officers of the agencies concerned. Additional information and answers to Questions on Notice asked during the public hearing are presented separately in an additional volume of information.
3. The Committee draws the attention of the Legislative Assembly to the following matters which arose during consideration of the proposed expenditures.

## **Department of Employment, Vocational Education, Training and Industrial Relations**

4. The *Appropriation Bill 1995* shows the proposed 1995/96 expenditure for the Department to be \$576,870,000 from the Consolidated Fund and \$702,100,000 from Trust and Special Funds for a total of \$1,278,970,000. This represents a 1.2 per cent decrease on the 1994/95 Estimated Actual Expenditure of \$1,294,597,000.

### **5. New Initiatives**

#### Youth Employment Service

Three million nine hundred thousand dollars has been allocated over the next three years to allow the continued employment of 20 additional Youth Employment Consultants retained under the Jobs Plan. (See section 9 this report).

#### Job Training and Placement

Two million seven hundred thousand dollars has been allocated over three years in order to sustain assistance delivered under the Jobs Plan. Grants are to be made to non-Government community organisations to develop and deliver training and job placement projects targeted at local needs. Over 2,000 people are expected to be assisted, including over 1,000 employment placements.

#### Youth Offenders

One million eight hundred thousand dollars has been allocated to develop structured job orientation and employment readiness programs for young offenders, particularly of an Aboriginal and Torres Strait Islander background, who are under the community supervision of the Queensland Corrective Services Commission. (See section 10 this report).

#### Additional Public Sector Trainees

Seven hundred and ten thousand dollars is estimated to be available in 1995-96 to increase the number of Government employed trainees by up to 100. The revenue is to be generated through a contract with the Commonwealth Government's Employment Services Regulatory Authority to supply case management services for unemployed people.

#### Women Re-entering the Workforce

Six hundred thousand dollars has been allocated over three years to develop programs for this area. Community organisations and TAFE's will be provided with grants to develop and deliver appropriate courses. It is expected that approximately 400 women will gain assistance during 1995-96.



### Working Women's Centre

Sixty thousand dollars per year has been allocated to the Centre and will be delivered through the Open Learning Network and its 14 regional centres. These centres provide work-related advice and meet the needs of rural, isolated and Aboriginal and Torres Strait Islander women.

### Women in the Labour Force — Enterprise Bargaining and Family Responsibilities

Sixty thousand dollars per annum has been allocated to review and monitor enterprise bargaining agreements ratified by the Queensland Industrial Relations Commission to ascertain the effects of such on the relative position of women in the labour market.

### Additional Labour Inspectors

Six hundred and ten thousand dollars has been allocated for the employment of nine additional field officers to enhance inspection and advisory services in regional and metropolitan centres.

### Public Sector Newsletter

Two hundred and fifty thousand dollars has been allocated for the publication and distribution of a regular newsletter *Sector Wide* as part of a wider strategy to improve communication between employees and the government as an employer. (See section 6 this report).

### Policy Research and Development

One hundred and fifty thousand dollars per annum has been made available through an internal reallocation to ensure that DEVETIR's activities in this area have a more strategic approach and better meet the needs of their clients. This allocation will enable the program to develop policies and a legislative framework for a more responsive and productive labour market and improve the quality and extent of industrial relations advice.

### Industrial Registry

One hundred and fifty thousand dollars in temporary funding has been made available to resource the Registry in the short term to enable it to meet its legislative role. The permanent requirements of the Registry will be further considered in a report into operational functions and computer systems.

### Investigation of Serious Injuries

Four hundred and fifty thousand dollars has been allocated over the next three years to train and accredit Workplace Health and Safety Officers in industry as investigators of serious injury incidents. When an accident occurs, the employer will engage an accredited officer to prepare a Workplace Health and Safety report.

### Provision of Mobile Office Equipment for Inspectors

Four hundred thousand dollars has been allocated to acquire mobile office equipment to enable Workplace Health and Safety Inspectors to undertake inspection and administrative activities from field locations.

### Improved Compliance with Project Notification Requirements

Four hundred thousand dollars has also been allocated to employ temporary staff to ensure the Division of Workplace Health and Safety is notified of construction industry projects where required under the relevant Act and to secure the appropriate regulatory fee.

### Broadband Services Applications

Nine million dollars will be internally funded by TAFE as part of the \$10.8 million strategy to convert its vocational education and training courses into multimedia applications. These courses will be able to be accessed on campus or off campus, in both rural and metropolitan areas.

## **6. Sector Wide Newsletter**

The Committee asked the Minister to provide a breakdown of the \$250,000 allocated for the printing, production and distribution of the *Sector Wide* newsletter. In response, the Minister said that the newsletter was distributed to ensure that as an employer, the Government, communicates effectively with its staff. The Budget for 1995-96 is \$250,000, which will allow six to eight publications to be printed. A departmental officer said that \$180,000 will be used for printing, while most of the remaining funds were for the employment of a journalist or an editor plus an assistant. The Minister said it was not necessarily the case that other existing departmental newsletters would be dispensed with, as these were targeted to audiences in specific interest areas, where as *Sector Wide* was targeted to the whole public sector

## **7. Initiatives for the Disadvantaged**

The Committee asked what new initiatives were in the Budget for disadvantaged groups. Such groups include the long-term unemployed, women, Aboriginal and Torres Strait Islander people, people with disabilities, young people and the mature age unemployed. The Committee was told that government policy was that each and every Queenslanders, whatever their social, economic, cultural or physical circumstances, has an equal right to a job.

New initiatives outlined by the Minister included: a project to improve women's safety and security in TAFE; a project to target places for women with disabilities in mainstream vocational and access programs based on the recommendations of the Women's Consultative Council; the Trade Training for Women Project; Access; and Try a Trade courses.

New Horizons courses will also be conducted to provide women with the knowledge and skills necessary to enrol in further vocational education and

training or to gain employment. It is proposed to conduct 10 New Horizons courses for unemployed women with disabilities. Courses will also be provided for women from geographically isolated areas and project funding will be increased from \$80,000 to \$100,000. Flexible delivery in multimedia initiatives will also benefit women (who may not be able to attend institutions because of child rearing or other responsibilities), as well as other disadvantaged groups (such as those living in remote areas), by providing greater access to for example, the use of compact disk interactive materials. There is a joint venture between TAFE and Digital Video Productions to deliver training via interactive technology. Initially, this flexible delivery method will be used to develop automotive training. Such new technology allows people to progress at their own rate.

The Minister also provided details of a five-year strategic plan to increase training and employment opportunities for Aboriginal and Torres Strait Islander people.

#### **8. PSMC Appeals**

The Committee followed up on a question asked at last year's estimates hearing relating to a breakdown of expenditure by TAFE for PSMC appeals. A departmental officer replied that for the financial year to date the estimated cost of appeals within the department was \$11,000, and the average cost of an appeal was about \$1,300. There has also been a major reduction this year in the number of selection exercises which have resulted in appeals not only in the Department, but also in TAFE. The Minister added that there were an unusually large number of appeals lodged in 1993-94 that related to two selection exercises where three individuals lodged 35 appeals against 25 appointments.

#### **9. Youth Employment Services**

The Committee sought information on Youth Employment Services as this area has gained extra funds to maintain a level of effort generated through the \$150 million Jobs Plan. The Minister replied that youth unemployment was one of the big challenges that confronted departments. He said the service provides case management support to young unemployed people and that the Jobs Plan resulted in the employment of 20 extra youth employment consultants. Up until 31 March 1995 youth employment consultants have assisted 7,433 young people, including the placement of 3,288 into employment and 2,352 into training.

#### **10. Young Offenders Initiative**

Another issue of interest to the Committee was the Young Offenders Initiative. The Committee was told that the Young Offenders Program is designed to ensure the process of combating crime takes place on a number of fronts. It was not just a case of providing funds for Police and Corrective Services, it was also a case of trying to ensure that young offenders were given the opportunity to get out of the cycle of crime which is often tied to unemployment. Funding in this area will enable four major pilot programs to be developed with skills acquisition and employment as their primary goals.

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**11. Priorities for Capital Works Programs**

An issue raised in the hearing concerned the Cooloola Sunshine Institute of TAFE (Maroochydore Campus) - a project that involves the replacement of inadequate and existing lease facilities in the Maroochydore Central Business District. The facilities will accommodate 330 students studying computer office skills. The Minister was asked why an amount of \$5.286 million listed as estimated expenditure in 1994-95 for purchase and refurbishment did not appear in the 1994-95 Budget. In reply a departmental officer said that in the process of setting priorities for capital works, a further analysis of needs was carried out to set priorities in an open and objective way. He accepted that funding reflected a change in priorities.

Another departmental officer said that the 1995 State Training Profile had an allocation of \$5.4 million for the Cooloola Stage Three purchase and that initially they were looking for suitable leased alternative facilities. When none were found to be suitable, a survey of the area identified a range of properties, one was selected and a purchase price negotiated.

**12. Corporate Cards and Taxi Bills**

The Committee sought information about the number of corporate cards in use by the Department. A Departmental officer replied that 32 corporate cards were issued to the Department's approved purchasing officers and frequent travellers. He continued, that the Department spent on average about \$700 to \$800 monthly on the cards and that officers can use the cards (among other things) for approved travel expenditure. He stressed that all purchases or other expenditure required prior approval.

The Minister was also asked about the total expenditure on taxis by institutes for the last financial year. The Committee was advised that from the period 1 July 1994 to 30 April 1995 the total expenditure was \$281,306.

**13. Voluntary Early Retirement Packages**

The Minister was questioned about the number and total cost of redundancy packages that have been offered this year to TAFE staff and other DEVETIR staff. The Committee was informed that some 39 teachers, 11 wages staff, and 13 temporary public servants have accepted offers of voluntary early retirement. When asked about the allocation for redundancy packages for 1995-96 in the Budget, a Departmental officer said that the cost of redundancies to date for the 63 that the Minister referred to, was \$1.6 million. He explained that VER's by their nature, were difficult to predict and as individuals were not replaced in the following year, there was no net addition to the Budget.

**14. Premium Based Workers' Compensation System and Workplace Health and Safety**

The Committee asked the Minister whether it would make the rates for the premium based workers' compensation system available to the Committee. These details were provided on Notice. They indicated that separate premium rates and

pools had been established for the Government sector. Departments were grouped into different categories according to their core business activities.

The Minister also provided information on the Merit Bonus Scheme and the significant legislative change in 1994 which introduced changes and tightened up the definition of 'injury' to bring about improvements in compliance on the part of employers. He also referred to the continuing review of control measures on common law claims management; the continuing very active encouragement of workplace rehabilitation; and the marketing campaign aimed at improving workplace culture.

The Minister informed the Committee that a formal review now underway was looking at areas of cooperation between Workplace Health and Safety and the Workers' Compensation Programs.

The Committee was told that one of the main objects of the merit bonus system was to ensure that there was a link 'in the hip pocket' between workplace health and safety and the financial operation of a firm. Most employers realised that it was in their interests to have good safety records, but this system was designed to create greater awareness and provide financial incentives and disincentives throughout workplaces in Queensland.

## Department of Education

15. The *Appropriation Bill 1995* shows the proposed 1995-96 expenditure for the Department is to be \$2,645,639,000 from the Consolidated Fund and \$306,528,000 from Trust and Special Funds for a total of \$2,952,167,000. This represents a 7.9 per cent increase on the 1994/95 Estimated Actual Expenditure of \$2,735,668,000.
16. **New Initiatives**

### The Schools Revival Program

This augmentation to the overall capital program represents \$140 million over three years with \$34.1 million budgeted for 1995-96. The funds allocated in 1995-96 will be used to, inter alia, fund the opening of Robina High as well as four other high schools situated in Kuranda, Deeragun, Tannum Sands and Victoria Point. In addition, a number of primary schools are coming on-line this year including Mudgeeraba Road, Hatton Vale and Noosaville. As well as establishing new schools, the program will also achieve some important work in the modification of existing facilities to fully support the implementation of the core curriculum as established in *Shaping the Future*.

### Student Behaviour Management

This involves the issue of student behaviour which impedes their own and other students' schooling to an unacceptable extent. Additional funding of \$2.5 million has been allocated to this area. (See number 20 this report.)

### Institutional Reform

A total of \$4.5 million has been allocated to this area in 1995-96. It focuses on minor capital works and resourcing issues, in connection with meeting the educational and high support needs of students with severe disabilities who were formerly resident in institutions.

### The Schools Information Management System (SIMS)

This system is designed to use technology to collect, exchange and present information across schools, school support centres, regional offices, central office and outside organisations to: improve learning, teaching and management; increase the effectiveness of school-based management; and enhance departmental accountability.

### Occupational Stress Management

This initiative is aimed at reducing occupational stress among employees of the Department, and at reducing the negative impact of occupational stress on the teaching of students. It involves a range of health strategies and is part of a package of occupational stress initiatives across the public sector.



### School Refurbishment

This initiative is based on the findings of the asset audit and \$10 million has been allocated per annum for three years to accelerate maintenance and minor capital works in those schools most in need.

### Non-State Superannuation

Under the Superannuation Guarantee Charge, non-State Schools face a legislated increase in employer contributions to superannuation from 5 per cent to 6 per cent of salaries from 1 July 1995. As these increases fall outside the mechanisms generally used to determine non-State School funding, \$0.8 million has been allocated in 1995-96 to meet the State's share of the costs.

### Shaping the Future

In addition to the \$2.2 million flowing to the non-State sector in relation to *Shaping the Future* basket and nexus mechanisms, \$1.5 million has been allocated to recognise the overall commitment of the non-State sector to the curriculum reform process. Both allocations are intended to assist non-State Schools with the implementation of such reforms. (See number 18 this report.)

## 17. **P & C Involvement**

When questioned on the cost and length of a recent televised advertising campaign about supporting P & C's, the Minister replied that the campaign had been run in two sessions; that it was relatively short; and that the cost of the campaign was around \$200,000. He commented that this was a very small outlay in terms of the support received from P & C's in fundraising and enhancing school facilities. In addition, it was important to note that P & C's were actively being encouraged to respond to a discussion paper on school governance. All told, he said that the department spent \$18 million in supporting parent and citizen groups. When asked about the success of the campaign, the Minister said they were relying on feedback from the QCPCA.

## 18. **Shaping the Future**

A number of questions were asked by the Committee about *Shaping the Future*, particularly in relation to special provisions for non-government schools to implement these initiatives. In reply, the Minister said there was a variety of provisions for non-government schools to participate in *Shaping the Future*, although it was not made mandatory for the non-government school sector. There is a specific allocation in this Budget of \$1.5 million to non-government schools to assist with their participation in *Shaping the Future*. This is in addition to over \$2 million that is available in the Budget as a result of the *Shaping the Future* initiatives.

Publicity costs for *Shaping the Future* including Ministerial press releases, booklets and stationery, advertising, and parent brochures were \$295,917.

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**19. Allocations to Corporate Services Activities**

In response to enquiries by the Committee about the significant increase in the allocation to corporate services activities in this year's Budget, the Minister said that the largest single item having a bearing on this issue was the implementation of *Shaping the Future*. An allocation of \$13 million covers the seconded teachers and public servants required to establish a Queensland Curriculum Office. Also included was the cost of Quality Assurance Officers (who have all been appointed).

**20. Behaviour Management**

The Committee sought information on the number of teachers currently employed in the area of behaviour management and the number of additional teachers employed.

The Committee was informed by the Minister that additional funding for behaviour management was in the order of \$2.5 million and that 34 additional positions were being funded through that initiative. In addition, a further 10 positions would be funded internally by the department. He added that the boost from staffing both the specific initiative and other internal initiatives would see some 179.1 full-time staffing equivalents directed to behaviour management in our schools and school support centres; and to develop materials to help teachers with behaviour management.

**21. Class Sizes**

The Committee asked a number of questions in relation to class sizes. The Minister said that data for predictions for staffing in schools for 1995 came from the July 1993 census. The Committee asked whether calculations for reduction of teaching numbers were determined by using a student-teacher ratio or a class size formula. A departmental representative said that regional offices looked at student-teacher ratios and the size of classes in schools to determine the number of teachers required within a school. He added that it was important to also look at the combination of students within classes.

The Committee also sought information on mean average class sizes and the number of oversized classes across the state. The Minister replied that as at February 1995, 842 (8.4 per cent) of primary classes were identified by school principals as above target size because of decisions made at the school level. The data showed that only 544 or 5.4 per cent of classes were above target size because of staffing provision. Five per cent or 2,943 secondary schools were identified by school principals as being above target size because of decisions made at the school level. The data showed that only 438 or 0.7 per cent were above target size.

**22. Extra University Places**

When questioned by the Committee about increases to the number of higher education places, the Minister replied that successful negotiations with the Federal Government had resulted in some 4,200 additional commencing places for

Queensland over the next three years. This means that there will be an additional 12,000 places in higher education in Queensland institutions by the turn of the century.

**23. Capital Assistance to Queensland**

The Minister said that successful negotiations between the Federal Government and Queensland had also resulted in an allocation of \$10 million for site acquisitions for new campus developments at Ipswich and in the Gold Coast Corridor, as well as the provision of continuing capital assistance to higher education in the State.

**24. The Instrumental Music Program**

When asked whether there was provision in the Budget for additional emphasis on instrumental music instruction and other aspects of music education, the Minister replied that this year the extension of non-contact time in the primary school sector had been carried to a substantial degree by the use of specialist teachers including music teachers. Measures announced recently will provide opportunities for primary schools to move their resources internally to cover the issue of non-contact time. As a result, some of the principals will have their teaching loads either removed or halved and that will certainly help instrumental music. This year the Budget will see the instrumental music program expand through the employment of twenty additional teachers resulting in some 2,000 additional students having access to the program.

**25. Corporate Cards**

Another issue pursued by the Committee was the number of corporate cards being used by the Education Department. The Minister said that corporate cards were issued within the Department for the purchase of goods and services by schools and other organisational units and that they replaced more costly processes involving the issue of orders and processing of invoices. He emphasised that stringent approval procedures were in place for the use of the cards. A total of 75 corporate cards were in use by the Department of Education as at 30 May 1995.

## Queensland Health

26. The *Appropriation Bill 1995* shows the proposed 1995/96 expenditure for the Department to be \$2,699,515,000 from the Consolidated Fund and \$9,239,000 from Trust and Special Funds for a total of \$2,708,754,000. This represents an 8.8 per cent increase on the 1994/95 Estimated Actual Expenditure of \$2,488,524,000.
27. **New Initiatives**

### Hospital Waiting List Program (Adult, Medical and Surgical)

The program allocates nine million dollars over three years to reduce the backlog of people on waiting lists. (See section 28 this report).

### Primary Health Care Services for Cape York and Torres Strait (Population Health Program)

Primary health services aim to prevent people from becoming ill and to treat people who have illness conditions. The initiative provides a mix of community development activities, environmental health initiatives, personal health services and public health programs. An allocation of \$6 million over three years will fund 19 additional health workers and health professionals in the Torres Strait Islands as well as 21 health workers and professionals in the Cape York community. Further to that \$2.5 million per year for four years has been provided to expand the network of culturally appropriate and relevant health services; create education and training opportunities in a range of health disciplines through the provision of scholarships and salary replacements; expand networks of community health information and ensure that there is accurate information in relation to the delivery of the service

### Mental Health Community Based Clinical Staff (Mental Health Program)

Multi-disciplinary teams of psychiatrists, medical officers, mental health nurses and allied professionals provide assessment, treatment, crisis response and ongoing case management for people with mental disorders and serious mental health problems in the community. Given this, adequate levels of community-based clinical staff are necessary to prevent people with such mental disorders and serious mental health problems being admitted unnecessarily to psychiatric hospitals and other inpatient settings.

One million dollars per annum for four years has been allocated to community organisations to provide specialised mental health support services. These funds will be administered through a State-wide Mental Health Community Organisation Funding Program. Non-government organisations assist consumers and carers by providing information and support, promoting self-help and consumer advocacy, and providing opportunities to participate in mental health service decision-making in partnership with various levels of government. These organisations have the flexibility to develop and implement local and State-wide services for people with mental illness and psychiatric disability. (See section 29 this report).

### Hospital Capital Rebuilding and Equipment Program (Adult Medical and Surgical Program)

This initiative provides funding for a specialist equipment upgrading and modernisation program and an acceleration of the rebuilding of metropolitan hospitals. Priorities are set at the regional level with the medical staff association of clinicians within the various facilities.

### Medical Workforce—Coordinated Package of Initiatives (Adult Medical and Surgical Program)

The aim of this initiative is to address the current difficulty in the recruitment and retention of full-time specialist medical staff in Queensland Public Hospitals.

It comprises a package of non-salary proposals designed to bring the level of incentives for specialist medical staff in Queensland into a more competitive position with similar conditions offered in other states of Australia.

### Government Aviation — Enhanced Aeromedical Services in Brisbane and Rockhampton (Rural and Remote Health Care Program)

Two aircraft are currently being refitted to be based at Brisbane and Rockhampton. (See section 30 this report).

### Management of Public Drunkenness (Adult Medical and Surgical Program)

Over the next three years, five million dollars will be allocated to establish detoxification units and post-detoxification units throughout Queensland. Other areas to be addressed include: responsible alcohol marketing and serving initiatives and the co-ordination and facilitation of the implementation and evaluation of the policy at a State-wide level.

### Occupational Stress Management Strategy (Corporate Services Program)

This initiative includes the following strategies: organisational change by developing change management policies and practices through identifying best practice; risk assessment; management supervisor training; and employee services to assist staff. Another strategy involved is management of stress claims through training and policy development of rehabilitation and return to work.

## 28. **Waiting Lists**

Details were sought on the Hospital Waiting List Program by Committee members. The program allocates nine million dollars over three years to reduce the backlog of people on waiting lists. The Committee sought details on how this would be achieved. The Committee was informed that information technology will be enhanced to streamline lists, collect data for records and to ensure that priority procedures are targeted as well as increased funding for operational procedures.

### Community-Based Health Services

The Home Support Scheme is to be established to enable the development of community-based health services which support acute hospitals. Twenty million dollars has been allocated over three years to this Scheme. The funding will support the development of a strong community sector. The Committee questioned how this Scheme would reduce hospital waiting lists. The Committee was told that the Scheme would result in more funds being injected into the community sector which would therefore free up hospital resources to allow more people to move out of the acute system more quickly and back into the community where they can be attended to in a more appropriate environment. This will allow for more operations to be carried out in hospitals. The funds would be distributed through regional budgets.

#### **29. Mental Health**

The Committee was concerned about a perceived lack of government support at all levels for community support services provided by non-government organisations for the mentally ill. In response, the Minister advised that one million dollars had been allocated for community support services in 1995-96 and three million dollars over the next three years. This Budget acknowledges the work of community organisations and volunteers and hopes to provide, for example, self-help community education, advocacy, and rehabilitation.

The Committee also inquired into the length of time it would take to implement the new policy for integrating the mentally ill into the community. The Committee was assured that it would be a long-term process, the Budget contained a \$71 million commitment to a three year rolling program, and that no one would be moved until available housing, health workers and community health facilities were in place. Over the next decade patients will be assessed to see whether it is appropriate to integrate them into the community.

#### **30. Patient Transit Scheme and the Royal Flying Doctors Service**

The Committee inquired into whether there was any increase in the funding allocation for the Patient Transit Scheme; and the Flying Obstetrician and the Flying Surgeon in West Queensland. The Committee was informed that most of the funding for these initiatives was within regional budgets and would be negotiated by the regions in the near future.

The Minister said that in December 1994 CDRC approved funding of \$2.8 million to assist the Royal Flying Doctor Service to purchase two new aircraft — one based at Brisbane and one at Rockhampton. The aircraft are currently in Sydney being fitted for use.

### Increase in Specialist Services for North Queensland

The Committee sought comment on whether the expanded services in north Queensland including the cardiac unit, the renal unit, the radio therapy unit and other specialist service units, would have any impact on the Patient Transit Scheme. A departmental officer said less patients would need to use the Patient



Transit Scheme in North Queensland as they could be treated in their local areas. He added that as a lot more patients were now being treated in North Queensland, it had become apparent that there was a degree of unmet need from people not previously presenting for care.

**31. Administrators**

Continuing their interest in the number of administrators in departments, the Committee asked for a breakdown of administrators in central office and in regional offices. Information from the Minister indicated that there were 515 administrative staff in central office and 260 in regional offices. This, he said, represented a considerable reduction in the number of people in central office prior to 1989 where the figure was in excess of 1,000.

**32. Logan Hospital**

Page 64 of the PPS outlined a new expanded facility at the Logan Hospital that included 20 obstetric beds and eight neo-natal cots. The Committee asked when this redevelopment would be ready for operation. The Minister replied that demand for obstetric and maternity services in that area was 'phenomenal'. He said that work at the hospital was nearly completed and that the facilities would be operational in July 1995. He added that the Budget had also allocated \$3.5 million for additional recurrent funding for the hospital.

**33. Casemix**

Hospitals Excluded from Casemix Based Funding

The Committee asked why some hospitals were excluded from casemix based funding. The Committee was told that some communities do not have sufficient throughput or mix of inpatient services to be financially sustainable if paid on an output-based system. Therefore, in order to maintain access to an appropriate level of health services a grant would be paid in lieu of casemix based funding to ensure continued service delivery. However, the facilities would still operate on the basis of a casemix management system and would benefit from the availability of improved information provided through casemix. Further details on this issue have been included in the 'Additional Information' folder tabled in Parliament with this Report.

Rural and Remote Access Under Casemix

Queensland Health acknowledged when asked by the Committee, that there are additional costs associated with the provision of health services in rural and remote locations, although these costs have proved difficult to isolate. Consequently, throughout the phase one period further research will be undertaken to identify differences in cost between provision of services in rural and remote locations and provision of services in metropolitan areas and major provincial centres. Given that, during this period, there will be no changes to hospital budgets, this strategy will have no adverse impact on rural and remote hospitals.

## Recommendation

34. The Committee recommends that the proposed expenditures, stated in the *Appropriation Bill 1995* for the organisational units within the portfolios referred to Estimate Committee C for examination, be agreed to by the Legislative Assembly without amendment.

## Acknowledgments

35. The Committee takes this opportunity to express its appreciation for the level of co-operation and assisted to it by the various Ministers and departmental staff. The Committee also wishes to acknowledge the efforts of Hansard and the Committee Secretariat staff Ms Louise Hepworth Research Director, Ms Jayenne Conroy Research Officer and Ms Sandy Rowse for their support and assistance during the Estimates process.



**Mrs Wendy Edmond**  
Chairperson



## **ESTIMATES COMMITTEE C - RESERVATIONS**

## **ESTIMATES COMMITTEE C**

### **QUALIFYING COMMENTS BY NON GOVERNMENT MEMBERS**

The non Government members of the **Estimates C Committee** wish to make the following qualifying comments to the Committee's report.

#### **DEVETIR**

We feel that we cannot conclude that the hearings constituted an objective, effective examination of departmental budgetary processes - expenditure for the current year and proposed expenditures.

As indicated at the commencement of the hearing, there is a lack of hard data for the 1994-95 financial year. When this problem is compounded by the provision of some statistics on a calendar year basis, trend analysis and meaningful comparison are rendered extremely difficult, if not impossible.

The practice of Ministers reading lengthy prepared answers to questions presented by party colleagues is an understandable political and propaganda exercise. However it does little to improve departmental financial accountability, nor does it enhance public confidence and raise the professional image of politicians and senior departmental officers.

If questions are provided to Ministers and senior departmental officers before the Estimates Hearings commence and answers then prepared for those questions, we believe that copies of both the questions and answers should be provided to all committee members so that they can thoroughly examine both the relevance of the question and the adequacy of the response.

We believe the committee would be rightly accused of dereliction of duty if it failed to properly address these general issues and the specific DEVETIR issues listed below:

**Financial Management Responsibilities:**

The apparent difficulty of determining which senior departmental officer should provide support for Ministerial answers.

There was a considerable wastage of time in answering our questions whilst the Minister and his officers apparently discussed whether anyone could provide the answer and if so, who. There should be absolute clarity as to where particular financial management responsibilities reside in a department.

This issue was highlighted in relation to several specific items of which the following are a selection:

- i) No-one knew, or appeared to know, why the department had incurred expenditure of \$8.5 million on a campus at Maroochydore when more economic, educationally equal or superior alternatives had been presented for official consideration.
- ii) No-one knew, or appeared to know, what the departmental Workers' Compensation premium was, or why it did not appear in budget calculations. A belated answer (\$2.95 million) was eventually provided.
- iii) Apparently the Public Sector Management Commission has agreed to assist TAFE by the unprecedented waiving of the application of its "standard for recruitment and selection", so that incorrectly designated TAFE staff can be upgraded into positions they have been performing for extensive periods.

Official memoranda relating to this problem have been circulated through the department. No-one knew, or appeared to know of the existence of this problem and its financial implications.

We believe that, until such issues as those raised in this qualifying statement are effectively resolved, this Committee will have failed to fulfil its basic statutory obligations.

#### **DEPARTMENT OF HEALTH**

A request was made for the detail of components making up the \$270M Health Budget increase. The answer provided components making up \$258.5M only.

The Hospital Access Pool of \$35M over 3 years (ie \$12M/year) has been revealed in estimates to be a re-wording of the Enhancement Pool (or Case-Mix Funding) which was introduced for the last 6 months of 1994-95. Therefore there is actually less funding for this pool on a relative basis for 1995-96.

The Medicare Pool 'B' allocation from the C/W has declined from \$27M in 1993-94 to \$8.3M in 1994-95. This is paid on a formula based on throughput. Queensland Treasury allocated \$17M to Queensland Health during 1994-95 on the basis of what was expected from Pool 'B'. Expected Pool 'B' funds for 1995-96 are \$9.7M. Queensland's Pool 'B' funds are well below its weighted population share.

The provision of cars and \$1,200 communication packages to all medical superintendents and staff specialists was undertaken outside of Enterprise Bargaining. There is still no difference or incentive to increase the attractiveness of rural or regional service.



Corporate Services have been reduced by \$15M by deleting sections of administration and placing them within various program budgets. This has been done to camouflage the extent of head office and regional office staffing and cost.

The Minister was unable to deny that any of the three Psychiatric Institutions - Wolston Park, Baillie Henderson and Mossman Hall - would close during the implementation of the Mental Health Plan.

Queensland Health told Senate Committee - December 1992 - it was developing Waiting List Data.

There is still no data available or available for release despite the spending of \$60M on Information Technology during financial years 1993-94 (\$20M) and 1994-95 (\$40.3M).

## **EDUCATION**

We are not satisfied that appropriate controls are in place to prevent abuse of public funds by the Government in relation to the content of "Education Views", a Department of Education publication provided to every school in Queensland.

As the Minister himself stated, "It is an important document because it incorporates the "Education Gazette", yet blatant Labor Party propaganda has been published in some editions.

The Minister did not indicate that there was an approved editorial policy for this publication despite being invited to do so.

Without such a publicly available policy, the Minister's assurance that he would not countenance "Education Views" being used as an organ of partisan political propaganda, gives no confidence that similar abuses of public funds will not occur in the future.



SANTO SANTORO MLA  
*Member for Clayfield*



MIKE HORAN MLA  
*Member for Toowoomba  
South*



BOB QUINN MLA  
*Member for Merrimac*

8 June 1995

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## MINUTES OF PROCEEDINGS

### Minutes of Meeting held 24 May 1995

#### - M I N U T E S -

A meeting of the Parliamentary Estimates Committee C was held in Room B.29 of Parliament House on 24 May 1995 at 1.30pm.

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Members Present: Wendy Edmond, Peter Pyke, Robert Quinn, Santo Santoro and Judy Spence.

Apologies: Mike Horan, Jon Sullivan

Also Present: Louise Hepworth and Jayenne Conroy

1. Election of Chairperson and Deputy Chairperson:

The Research Director formally went through the procedure for the election of a Chairperson.

Ms Wendy Edmond was elected Chairperson.

Moved: Judy Spence

Seconded: Peter Pyke

A Deputy Chairperson was then elected. Ms Judy Spence was elected Deputy Chairperson.

Moved: Wendy Edmond

Seconded: Santo Santoro

2. Order of Departmental Appearance at Hearing of 1 June 1995:

The Committee resolved that the order of appearance shall be:

DEVETIR, Education, Health

Moved: Santo Santoro

Seconded: Judy Spence

3. Length of Hearing Time, Length of Departmental Appearances:

The Committee resolved that the hearing conclude no later than midnight on 1 June 1995.

Length of Hearing  
Time, Length of  
Departmental  
Appearances (cont).

The Committee resolved that the Chairperson inform each Department that their appearance shall be:

DEVETIR (3.40hrs)  
11.30am - 1.00pm  
1.45pm - 3.55pm

Education (3.40hrs)  
3.55pm - 6.30pm  
7.15pm - 8.20pm

Health (3.40 hrs)  
8.20pm - 12.00pm

Moved: Bob Quinn  
Seconded: Santo Santoro

Agreed that the Research Director supply Committee Members with the above timetable.

4. Other Matters relating  
to the hearing on  
Thursday 1 June  
1995:

Advance notice of issues:

The Research Director was requested to ask departments for briefing statements in the same manner as was supplied last year.

Santo Santoro and Bob Quinn asked the Research Director to ask Ministers for copies of the briefing statements supplied to them by their departments. The Chairperson and Judy Spence noted that this request was by two individuals and not on behalf of the whole Committee and that this be included in the letter to the Minister. Santo Santoro requested a copy of the letter that is sent to the Ministers.

Other Matters relating  
to the hearing on  
Thursday 1 June 1995  
(cont).

Time allowed to respond to questions on notice:

It was agreed that questions on notice are to be supplied to the Research Director by 5.00pm on 2 June 1995.

Questions by non-Committee Members:

It was agreed that Committee Members contact the relevant party Members with respect to this issue.

A resolution to grant leave to Members other than Committee Members was made with the following words: **In accordance with Sessional Orders, leave be given to non-Committee Members to ask questions during the hearing.**

Moved: Judy Spence

Seconded: Robert Quinn

Luncheon and dinner breaks:

The Committee agreed that no lunch or dinner would be provided.

Timeframe for production of the report:

**Thursday 1 June**

11.30 am - Estimates Committee 'C'  
hearings in the Red Chamber

**Tuesday 6 June**

12.00 - 1.00pm

Room 5.04 Parliamentary Annexe

Purpose: to ensure all questions on notice have been received and to discuss issues related to the content of the report i.e. what should be included.

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Other Matters relating  
to the hearing on  
Thursday 1 June 1995  
(cont).

**Thursday 8 June**

12.00 - 1.00pm

Room 5.04 Parliamentary Annexe

Purpose: To consider the draft report.

**Friday 9 June**

9.00 - 10am

Room 5.04 Parliamentary Annexe

Purpose: To adopt the final report.

Note: This meeting is being held early to allow for another meeting later in the day, should it be necessary. The room will be booked all day.

Moved: Peter Pyke

Seconded: Robert Quinn

5. Other Business:

The Committee was advised of change of meeting rooms. All subsequent meetings would be held in 5.04.

The Research Director discussed several administrative matters.

Santo Santoro questioned whether research requests by individual Members would be treated confidentially or whether they had to be disclosed to the Committee as a whole. The Research Director was asked to check on this point.

Santo Santoro inquired as to the requirements for departments to supply historical background on issues. The Chairperson was of the opinion that this was not within the scope of the estimates process. The Research Director advised that the Deputy Clerk and the Clerk of the Parliament were preparing brief guidelines for all Committee Members relating to the scope of questions.

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Next Meeting:

It was agreed that the next formal Committee meeting will be held on Tuesday 6 June 1995 in Room 5.04 at 12.00 noon.

Meeting closed at 2.00 pm.

Confirmed this

*sixth* day of *June* 1995.

*[Signature]*

Chairperson

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## Minutes of Meeting held 1 June 1995

### - M I N U T E S -

Minutes of the Public Hearing held on 1 June 1995 commencing at 11.30am in the Legislative Council Chamber, Parliament House, Brisbane.

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1. Meeting: The Committee met in public session at 11.30am with the Chairperson, Mrs Wendy Edmond, presiding.
  2. Statement by the Chairperson: The Chairperson made an introductory statement concerning the Committee's consideration of the proposed expenditures contained in the *Appropriation Bill 1995* for the organisational units within the portfolios of the Ministers for Employment, training and Industrial Relations, Education and Health.
  3. Attendance: The following members of the Committee were present:  
  
Mrs W Edmond MLA (Chairperson)  
Ms J Spence MLA (Deputy Chairperson)  
Mr M Horan MLA  
Mr P Pyke MLA  
Mr R Quinn MLA  
Mr S Santoro MLA  
Mr G Fenlon MLA

At 12.18 pm Mr Fenlon retired due to illness.

Also Present: Louise Hepworth and  
Jayenne Conroy

4. Examination of **Department of Employment, Vocational**  
Proposed Expenditure: **Education, Training and Industrial**  
**Relations**

In attendance was the Minister for Employment, Training and Industrial Relations, the Honourable Matt Foley MLA, accompanied by Departmental officers (see attached list).

The Chairperson declared the proposed expenditures of the Department of Employment, vocational Education, Training and Industrial Relations to be open for examination.

The question before the Committee was: 'That the proposed expenditures be agreed to.'

The Committee examined the following witnesses:

Hon. Matt Foley MLA, Minister for Employment, Training and Industrial Relations, Mr Bob Marshman, Mr Bernie Carlon, Mr Stan Sielaff, Mr John Hastie, Mr Pete Henneken and Mr John Hodges.

### **Suspension of Hearing**

The hearing was suspended at: 12.56 pm.

### **Resumption of Hearing**

The hearing resumed at: 1.46 pm.

The Committee concluded its examination at 3.35 pm and the witnesses withdrew.

### **Department of Education**

In attendance was the Minister for Education the Honourable David Hamill MLA, accompanied by Departmental officers plus those on the attached list.

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Examination of  
Proposed Expenditure  
(cont).

The Chairperson declared the proposed expenditures of the Department of Education to be open for examination.

The question before the Committee was: 'That the proposed expenditures be agreed to.'

The Committee examined the following witnesses:

Hon. David Hamill MLA, Minister for Education, Mr Mike Kelly, Mr Frank Young, Mr Frank Peach, Ms Robin Sullivan and Mr Peter Macdonald.

**Suspension of Hearing**

The hearing was suspended at: 6.30 pm.

**Resumption of Hearing**

The hearing resumed at: 7.17 pm.

**Department of Health**

In attendance was the Minister for Health, the Honourable Jim Elder MLA, accompanied by Departmental officers.

The Chairperson declared the proposed expenditures of Queensland Health to be open for examination.

The question before the Committee was: 'That the proposed expenditures be agreed to.'

Examination of  
Proposed Expenditure  
(cont).

The Committee examined the following witnesses:

Hon. Jim Elder MLA, Minister for Health, Mr Alan Davis, Ms Susan Rankin, Mr Dick Persson, Mr David Butt and Mr Michael Moodie.

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**Hearing Concluded**

The Committee concluded its examination and the witnesses withdrew.

5. Adjournment

The Committee adjourned at 11.06 pm, Thursday 1 June 1995.

Confirmed this

*Sixth*

day of

*June*

1995.



Chairperson

## Minutes of Meeting held 6 June 1995

### - M I N U T E S -

A meeting of the Parliamentary Estimates Committee C was held in Room 5.04 of the Parliamentary Annexe on 6 June 1995 at 12.08pm.

Members Present: Wendy Edmond (Chairperson), Judy Spence (Deputy Chairperson), Michael Horan, Peter Pyke, Robert Quinn and Santo Santoro.

Apologies: Gary Fenlon

Also present: Louise Hepworth and Jayenne Conroy

Minutes of Previous Meeting: The minutes of previous meetings held on 24 May 1995 and 1 June 1995 were confirmed.

Moved: Peter Pyke  
Seconded: Michael Horan

1. Responses to Questions on Notice: The Committee agreed that all answers to Questions on Notice had been received and were satisfactory.
2. The Forthcoming Committee Report: The Committee discussed issues related to the content of the Report.
3. The Printing Timetable: The Committee was advised by the Research Director that the Report has to go to the Government Printer preferably at noon on Friday.
4. Statement of Reservations or Dissenting Report: Any Statements of Reservations or Dissenting Reports are to be given to the Research Director by Thursday 1.00 pm.

Camera ready copy to given to the Research Director first thing Friday Morning.

5. Motion for the  
Publication of  
Documents:

It is proposed that the Committee pursuant to section 4 of the Parliamentary Papers Act authorise publication of all documents tabled during the course of the public hearing.

Next meeting:

As previously agreed, the next formal Committee meeting will be held on Thursday 8 June 1995 at 12.00 pm in Room 5.04 of the Parliamentary Annexe.

Meeting closed at 12.32pm.

Confirmed this

*eighth* day of *June* 1995.

  
Chairperson

## Minutes of Meeting held 8 June 1995

### - M I N U T E S -

A meeting of the Parliamentary Estimates Committee C was held in Room 5.04 of the Parliamentary Annexe on 8 June 1995 at 12.05 pm.

Members Present: Wendy Edmond (Chairperson), Judy Spence (Deputy Chairperson), Gary Fenlon, Michael Horan, Peter Pyke, Robert Quinn and Santo Santoro.

Also present: Louise Hepworth and Jayenne Conroy

1. Minutes of Previous Meeting: The minutes of the previous meeting held on 6 June 1995 were confirmed.  
  
Moved: Mr Pyke  
Seconded: Mr Quinn
2. Discussion of changes and concerns: The Committee discussed changes and amended the Report.
3. Motion for the Adoption of the Draft Report for Estimates Committee C: Resolved that, in relation to the Legislative Assembly, the proposed expenditures be agreed to and that the Chairperson's Draft Report No. 1, be adopted as the Draft Report of the Committee.  
  
Moved: Wendy Edmond  
Seconded: Michael Horan
4. Motion for the Adoption of the Report for Estimates Committee C: Resolved that, in relation to the Legislative Assembly, the proposed expenditures be agreed to and that the Chairman's Draft Report No. 1, as amended, be adopted as the Report of the Committee and be tabled by the Chairman on 13 June 1995 together with supplementary material.  
  
Moved: Wendy Edmond  
Seconded: Michael Horan



5. Statement of  
Reservation:

Mr Quinn indicated on behalf of the  
Opposition Members that a Statement of  
Reservation would be attached to Report  
No. 1.

6. Other Business:

There was no other business.

Meeting closed at 12.55 pm.

Confirmed this

*eighth*

day of

*June*

1995.



Chairperson