

Introduction

Message from the NSW Premier

The NSW Government is working with business and community representatives to drive investment in infrastructure and jobs to help build a better NSW.

We currently face unprecedented economic times as Australia feels the impacts of the global financial crisis.

The NSW Government is committed to minimising the impact of the crisis on families and industry. We are investing in infrastructure and supporting jobs and industries that will boost the economy to bring us out of the downturn in better shape than ever.

The strength of our industries, our creative and talented workforce and the resilience of the Australian people in difficult times, will all contribute to the recovery of our economy.

Unfortunately, things are likely to get worse before they get better.

That's why the NSW Government held a Jobs Summit over February 26 and 27 - bringing together more than 300 business and community leaders.

The purpose of the Summit was to hear first hand from industry the challenges posed by the downturn.

The enthusiastic level of participation demonstrated a strong commitment by industry to work with Government in tackling the economic challenges we face with confidence, creativity and resolve.

The Summit provided a forum for industry and Government to exchange ideas and set a blueprint for action for the State Government over the next 12 to 18 months.

I commit the NSW Government to working in partnership with the private sector and the community to support jobs, ease the pain on families and invest in a better future for the people of NSW.



Nathan Rees
NSW Premier

Background

Australia is in the midst of unprecedented economic circumstances. The combined efforts of Government, business, peak bodies and employees are required to face the challenges ahead.

In response to deteriorating global economic conditions, the NSW Jobs Summit was held over the 26th and 27th February 2009. Over 250 key business and community leaders, major employers and education and training experts came together to consider actions that Government and industry can take to support jobs.

Day one focused on actions to promote business growth and protect jobs in twelve industry sectors, bringing together a range of stakeholders including Chief Executive Officers from the biggest employers in NSW.

Day Two concentrated on skills development for Green Jobs with recommendations put forward by the State's best sustainability advisers, business owners, environmental experts, policy makers and education and training representatives.

The Summit provided the NSW Government with more than 300 ideas and recommendations. Every idea has been reviewed by Cabinet and ranked according to its expected employment impact and the time and cost associated with implementation.

The Response to the Jobs Summit is a major part of the NSW Government's strategy to provide support to employees and industry, plan for difficult times ahead and drive investment in the future.

The Premier made a commitment at the Summit to provide a timely response to the ideas raised. This document represents the fulfilment of that commitment. Additional longer term actions will be developed, costed and given further consideration as part of the 2009/10 budget process.

The Department of State and Regional Development will play a key role in delivering the ongoing outcomes of the summit, setting the forward workplan for the Department over the coming 12 -18 months.

The NSW Government will continue to deliver on the commitments made throughout this process to support existing jobs, create new jobs and drive investment, building a better future for the people of NSW.

Government Response

This document outlines the first stage of the NSW Government's Response to the issues raised by industry at the NSW Jobs Summit.

The Government Response includes a response to issues that emerged across the industry sectors as well as a response to the specific ideas raised by each of the industry Round Tables.

Cross sector issues

- Making NSW a “can do” state
- Building Australia's best planning system - facilitating fast decision making
- Strengthening our skill base and re-skilling in growth industries
- Payroll tax incentives and simplified procurement processes
- Supporting regional jobs
- Ideas that are the responsibility of the Commonwealth Government.

Industry Round Tables

- Retail
- Finance and Insurance
- Property and Business Services
- Tourism and Hospitality
- Information, Communications and Technology
- Creative Industries
- Manufacturing
- Primary Industries and Mining
- Transport, Logistics and Storage
- Infrastructure and Construction
- Health and Community Services
- Green Industries

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Cross sector issue

NSW the “Can Do” State

“Go To” people have been appointed for each industry sector to expedite job creating projects

A “Go To” person has now been nominated for each sector. The “Go To” person for each sector will help eliminate bottlenecks and address delays to allow industry to expedite the implementation of large investment projects and speed up the creation of significant numbers of new jobs.

Overall coordination will be provided through the Chief Executives Economic and Business Cluster Group, with regular report back to the Chief Executives Committee by Cluster Chair.

The Department of State and Regional Development will deliver the Outcomes of the NSW Jobs Summit

The Department now has greater strategic and proactive capabilities with teams aligned to industry sectors:

- The Industry Development and Investment Division has established expert teams that align the Government’s industry development and investment attraction efforts with the strategic imperatives of each of the Job Summit industry sectors.
- The Enterprise and Regional Development Division will now combine enterprise level and small business services and programs, while maintaining its strong focus on regional development.
- Tourism Division is structured for effective delivery of the NSW Tourism Strategy, supported by other divisions to facilitate supply side issues such as aviation attraction, investment attraction and delivery of tourism advice and services to regional communities.

The International Markets and Trade Division will be focusing on significant trade partners and emerging opportunities, with an initial strong focus on Asia.

A \$70 million Major Industry Attraction Fund

In difficult economic times, industry is looking for the NSW Government to be active and visible in attracting large projects to the State.

The Government is establishing a \$70 million **Major Investment Attraction Scheme** to attract large projects that would not otherwise come to the State.

The incentive fund is for large footloose projects, providing financial assistance packages with a total value of at least \$2 million per project, for a period typically of 3 to 5 years for a project.

Boosting the marketing of Sydney and NSW internationally

The Government will boost marketing of Sydney and NSW internationally:

- In 2009/10 four international offices will be opened in Shanghai, Guangzhou, Mumbai and Abu Dhabi - giving the Government's Asian Engagement strategy a significant kick start.
- Department of State and Regional Development program activity will incorporate the agreed Brand Sydney multi-industry competitive identity
- Lead trade missions into significant markets in 2009, for example, CityScape 2009, Abu Dhabi in April; HOFEX Hong Kong in May; and Financial Services to Hong Kong, China & Singapore in June 2009
- Create greater demand for tourism through international marketing including major long-term partnerships with airlines in key markets:
 - \$760,000 Qantas Sydney Value Campaign on the US West Coast
 - \$550,000 partnership between Tourism NSW, Jetstar and Gold Coast Airport to promote travel to NSW from Japan and New Zealand.
 - Delta Airlines promotion – 5 min slot on the inflight channels of every Delta flight (17,000 flights) during July.
 - Promotion in Europe and the Middle East by Etihad Airways over the next three years in Germany, Ireland and the UK.
- The International Industry Incentive Fund has been established to support up to 104 tourism product suppliers and destination promoters to attend Tourism NSW Missions to Market or nominated international tourism tradeshows.
- \$1.5 million for a major campaign to promote Sydney, launched on 28 March 2009 – integrating VividSydney09 with Sydney's unique qualities and experiences to increase visitation to Sydney during the Autumn/Winter period.

Attracting major and business events to Sydney and regions

Working with Events NSW and Business Events Sydney the NSW Government is leveraging business opportunities from major events and conferences attracted to NSW. Conferences include:

- The 7th International Orthodontic Congress: February, 2010 (6,000 delegates).
- Meeting of the World Federation for Ultrasound in Medicine and Biology: August 2009 (3,500 delegates)
- 26th Asia Pacific Academy of Ophthalmology Congress: March 2011 (2,000 – 4,000 delegates as it is now combining with the world congress)
- Annual World Congress of the Human Proteome Organisation: September 2010 (2,000 delegates).

Issues under further consideration

Over the next three months the Government will work with industry to look for opportunities to support jobs through:

- Additional targeted assistance programs for companies on a case by case basis
- Identifying emerging opportunities to attract investment and promote exports.

Cross sector issue

Australia's Best Planning System

The Government is committed to developing Australia's most effective planning system, in terms of practice, culture and legislation. Such a system will provide for:

- A competitive model legislative and regulatory framework that is outcome based;
- Flexible and efficient practices, processes, and timely decision making;
- A 'can do' culture led from the top;
- A whole of government integrated approach that is accountable for delivering outcomes; and
- A transparent and up to date public participation processes.

Recent New South Wales planning reforms have introduced a whole suite of new initiatives to update and modernise the planning system.

Key actions already completed include:

- The introduction of a suite of regional strategies in high growth areas;
- The introduction of the Planning Assessment Commission;
- Exempt and complying codes for residential development that delivers an approval outcome within 10 days.

To strengthen administrative and policy practices the Government has:

- Repealed concurrences and referrals for more than 1,300 approvals;
- Introduced the Infrastructure SEPP to consolidate and simplify approvals for more than 25 classes of infrastructure development across the State.
- Introduced a package to reduce and provide greater flexibility for the payment of infrastructure levies, both at the state and local levels.
- Introduced a site compatibility test in lieu of a lengthy rezoning process.

Recently, the Government has restructured the Department of Planning for a clearer organisational structure which reflects planning priorities and strengthens an outcome-based flexible approach to planning and more efficient administration of the system.

The benefits of the above improvements are starting to pay dividends: for example, in the last six months the New South Wales Government has determined more than 200 applications worth \$11.7bn, with the potential to create 49,000 jobs. This compares favourably to the previous six months.

The Government is now strengthening and accelerating its planning reform agenda to secure best practice and ultimately delivers Australia's best planning system. In the coming months the focus will be essential on the completion of the introduction of key planning reforms by end June 2009, including:

- The introduction of Joint Regional Planning Panels (JRPPs) to provide an alternative determining authority to local councils for a range of developments;

- Significant changes to the rezoning process to introduce early gateways and decisions which will significantly streamline, simplify and speed up decisions;
- The removal of stop-the-clock and introducing deemed to comply provisions for concurrences where timetables are not met.

Project Delivery Managers

Providing a single point of contact for all planning approvals the new team of Project Delivery Managers will be operational on 14 April 2009. These managers will undertake on behalf of proponents the co-ordination of referrals and concurrences with relevant government agencies, critical issue management and resolution (they will be given delegated decision making powers) and will ensure timely decision making, including meeting specified performance standards as follows:

- 85% of major project approvals to be finalised within three months, 95% to be finalised within five months, and no project assessment to exceed eight months.
- Major Local Environmental Plans (land release or urban renewal) gazetted within 6-12 months and minor LEPs within 3 months.
- Overall percentage reduction in LEP timeframes of at least 50% by June 2009.

The Government has committed to deliver on, monitor and publish performance against benchmarks.

Audit of Major Projects

An audit of all current and outstanding Part 3A project applications and State significant sites has been completed by the Department of Planning and appropriate action initiated to finalise the applications yet to be determined. A report will be prepared for release by end of June 2009, outlining how these applications were ultimately finalised.

Strengthen whole of Government Co-ordination

The Premier has established a Planning and Approvals Chief Executive Group which will report regularly to Government. The Group comprises CEOs of all relevant regulatory agencies and will be accountable for:

- Ensuring a whole of government position for the timely determination of major development projects, including in particular, timely, consistent and co-ordinated advice.
- Providing a high level forum for timely resolution of issues.
- Monitoring performance and ensuring adherence with agreed benchmark.
- Promulgating protocols, policies and practices to streamline the determination of major projects.

The Group has had its first meeting and is currently focussing on:

- Formalising a discipline protocol to ensure a single co-ordinated government approval process and practices.

- Establishing performance monitoring and reporting systems so that the concurrence and referrals system is transparently published.
- Key issues associated with the audited major projects.

A draft paper on **Improving Regulatory Approvals and Practices** has been prepared identifying opportunities for improved whole of Government delegations and co-ordination, including streamlining and integrating regulatory practices. The Government will consider a discussion paper suggesting further important initiatives in this area.

Other Actions

- The Infrastructure SEPP has been amended and “A Nation Building and Jobs (Infrastructure) Bill 2009 further provides major provisions to secure the delivery of the Nation’s Stimulus Package.
- The Minister for Planning will be considering further approvals for a rapid rezoning process for strategically consistent centres to further streamline the planning process.
- The Minister has significantly increased the scope and type of delegations to the Department of Planning to allow for more streamlined processes and decision making.
- A major initiative to create an employment zone in Western Sydney will be announced by Government by the end of May.

Cross sector issue

Training and Re-skilling

Training in areas with strong potential for jobs growth

The Government will provide 175,000 training opportunities under the Productivity Places Program over the next four years. Some 1,500 places are already being provided in health care. This training will improve skill and job outcomes across industries and equip workers with skills they need in the changing labour market.

Increase support for apprenticeships

The Government will fund 4,000 apprenticeships over the next four years, aligned to the major infrastructure projects being rolled out including in schools and publicly-funded housing. Our Training Management Guidelines will ensure the construction industry employs apprentices in their workforce for these projects.

The Continuing Apprenticeships Placements Service will seek to place out of work apprentices with employers who can offer ongoing work. Up to \$2,500 may be available to help apprentices relocate to start a new job. TAFE and other providers will keep training out of work apprentices so they do not lose their skills.

Energy Efficiency Skills Program

The \$20 million Energy Efficiency Skills Program will deliver green skills to trades workers, retailers, building managers and professionals including engineers and architects to improve sustainability skills. It will provide TAFE teachers and other trainers with the knowledge necessary to deliver green skills programs. Training will start at the end of April 2009 and support our new Energy Efficiency Targets.

Green Skills Business Incentives

Our \$5 million Green Skills Business Incentives will increase use of green skills training and improve training providers' green skills programs. Small to medium businesses will be eligible for up to \$1,000 to take up green skills training and improve the sustainability of their outputs. Up to 5,000 workers will be assisted. Employers will be assisted to find training and other services through the Green Skills Business Guide which is now available online for employers and individuals.

Premier's Green Skills Taskforce

The Premier's Green Skills Taskforce will develop proposals for further action to increase jobs and skills in the green economy. It will report by June 2009 on options to strengthen the economy and improve take up of green skills training.

Annual survey of green jobs and green skills

Information on green skill needs in industry and the training system will become available through a new annual survey of green jobs and green skills from 2010.

Improved innovation skills

The Board of Vocational Education and Training will develop improved training models that link workplaces and training and increase recognition of prior learning. Priorities will be to improve innovation skills in the creative industries, transport and logistics and financial services. Advice will be ready by June 2009

Reducing Red Tape

NSW is the only state with a dedicated Minister for Regulatory Reform, putting the red tape reduction agenda squarely in the Cabinet room. The Better Regulation Office (BRO) was formed in 2007 to drive red tape reduction across government and work closely with the business community to translate their red tape concerns into action.

In the first 18 months of operation to July 2008, over 100 red tape cuts had been made - the top 10 of these alone are worth over \$840 million to the NSW economy over the next five years. The number of regulations has been reduced by 25 per cent since 2000.

BRO has completed a review of shop trading hours, with benefits to retailers of over \$2 million a year, and will soon announce red tape reductions in occupational licences and plumbing regulation. Three new red tape reviews will be announced in the coming months.

New Commitments

The NSW Government is committing to **reduce red tape by \$500 million by June 2011**.

Agency CEOs will have red tape reduction included as a condition in their **performance contracts**. Beginning in July 2009, agency CEOs will report twice a year to the BRO on achievements in cutting red tape over the past six months, and plans for red tape reduction over the next six months. Results will be published in the BRO's *Annual Update*.

The Premier will also hold a **competition for Red Tape Reduction Ideas** in four categories: cutting red tape for business; the community; government; and cutting green tape. The competition will be open to businesses, community groups, individuals and public sector employees, and will award a prize of \$40,000 to the best realisable red tape reduction idea, and three prizes of \$20,000 each to three additional winners.

Progress in achieving the \$500 million target will be reported publicly and regularly on the BRO website.

Stakeholder engagement will be improved through the BRO website and a quarterly newsletter detailing the latest news and highlighting opportunities for business and the community to have their say on regulation issues.

We will continue to review approaches taken in other jurisdictions so we can adopt the most successful proven red tape reduction strategies in NSW.

Cross sector issue

Temporary Payroll Tax Incentives & Procurement

Payroll Tax

The Rees Government has delivered the first part of a three-stage reduction in the payroll tax rate and indexation of the threshold. NSW is the only state that indexes the payroll tax threshold. The first payroll tax cut was delivered on 1 January 2009.

The budgeted program of payroll tax cuts will provide tax relief of around \$1.9 billion for NSW businesses over the four years to 2011-12.

These measures are designed to create a competitive NSW business environment. Many of the measures outlined in the Jobs Summit are already part of current government policy, such as reducing the payroll tax rate and providing payroll tax concessions/rebates to apprentices/trainees. Therefore, the government does not agree to providing any additional payroll tax incentives.

Procurement

To promote job creation through more efficient procurement the Government is:

Reducing Procurement Red Tape

Treasury is reviewing procurement policy to streamline procedures, simplify contracts and make greater use of established panels of pre-qualified businesses.

The revised procurement policy is enhancing job support and opportunities for local industry.

The review is examining alliance contracting policy similar to the models used by Sydney Water and the RTA.

Supporting local businesses

The Government will support local businesses through the Industry Capability Network and by simplifying the way procurement can be used to support State and regional economic development.

The Industry Capability Network

The Government will support local businesses by contributing an extra \$2.5 million to the Industry Capability Network (ICN) to assist businesses to maximise the opportunities that arise from purchasing locally. The Government, along with the Regional Development Australia Boards will use ICN as a key tool to build capacity in the regions.

Simplifying procurement policy in support of economic development

The NSW Government procurement approach to support economic development (set out in the Economic Development Procurement Guidelines) is being updated and simplified. The update is:

- Responding to the current economic circumstances and the need to support local jobs,
- Ensuring every opportunity is provided for even the smallest of local enterprises to win government procurement opportunities,
- Minimising 'red tape' for both agencies and suppliers, and
- Ensuring that the contribution of our successful tenderers to jobs and value in the NSW economy is recognised.

Speeding up the procurement process through reforms to the State Contracts Control Board

The Reforms will give the Board more industry focus, with an independent Chair and revised board composition. An independent Chair will be appointed in April and all the reforms will be implemented by June 2009.

Improving how Government communicates procurement opportunities

A series of industry seminars will be undertaken in the coming months, organised by Treasury and the Department of Commerce, to help prospective tenderers understand how to

- win government business
- get the most from pre-qualification schemes
- benefit from the new industry participation guidelines.

The updated procurement policy framework will be disseminated through a single government procurement website, to improve usability and access for government business – the website will go live in May 2009.

Training and apprenticeships

Apprenticeship requirements are being included in Government construction projects. The Training Management Guideline will require the construction industry to meet the Government's training requirements, including apprentices, when responding to construction tenders.

Cross sector issue

Regional Jobs

Jobs in the regions of NSW are being hit hard by the current economic environment. Key areas to support jobs in the NSW regions include: promoting travel within regional NSW, stimulating the primary industries sector in the regions, harnessing opportunities within the ICT sector and supporting industries like retail that, in the current climate, will suffer significant jobs losses in the regions.

Regional Jobs Summits

The Government understands the importance of supporting jobs in regional areas and has committed to a series of Regional Jobs Summits. The Regional Summits will draw on local expert advice, identify opportunities and impediments to job generation and develop specific proposals for action in regional NSW.

The first regional summit will be held in the Illawarra on April 16, 2009.

A unified, informed, strategic approach to create regional jobs

The government is implementing 12 Regional Business Growth Plans which are specific strategies for economic growth and job generation in each region of NSW. Achievements include leveraging \$2.9m from the Commonwealth in support of the Hunter Growth Plan for integrated skills development for the local defence industry.

Supporting struggling communities in regional NSW

Rapid Response Teams have been established and will focus on the needs of employees, communities and suppliers impacted by a major company closure in a regional location.

In this regard, the NSW Government has played a critical role in securing all 132 jobs at Drivetrain Systems International (DSI) in Albury. The Department of State and Regional Development worked closely with DSI and PricewaterhouseCoopers to secure the sale of DSI to Geely Automobile Holdings. Geely will provide additional capital expenditure for the plant and will bring DSI transmissions into its supply chain. Securing the new buyer will also help support suppliers and local businesses in Albury.

The Productivity Places Program and the new \$25 million Structural Adjustment Fund will help develop training targeted towards priority industries and employment opportunities for retrenched workers. The Government is also pursuing opportunities to develop partnerships for skills development in rural and regional communities through the Rural and Regional Taskforce.

Stimulating regional NSW

The \$85m Building the Country Package was announced by the Premier in November 2008 to support regional communities in NSW. Specific elements of the Package are designed to: develop local business infrastructure; encourage investment in water-saving technologies in areas impacted by water reforms; support economic development in small communities; upgrade broadband services in small communities; and support upgrades of country libraries and country halls.

The Government targets the creation of 4,000 new jobs in regional NSW each year, through Regional Investment Programs.

Promoting country NSW

A stakeholder working party will define a coordinated and focused Regional Investment Attraction and Relocation Marketing Strategy for NSW. The Strategy will integrate current piecemeal initiatives supported by State and local government and focus on promoting investment and job generation.

The NSW Government will also increase the promotion of travel to regional NSW, especially domestic travel. For example, Tourism NSW will conduct thirteen regional campaigns commencing March 2009 to promote regional destinations. This will further be supported by additional marketing to use regional events infrastructure and conference facilities.

Cross sector issue

Issues to take to the Commonwealth

Taxes - outcomes of the Financial Services Hub

We are continuing to make representations to the Commonwealth Government through discussions and formal submissions to the Commonwealth Treasury to resolve withholding tax issues relating to dividend, interest, royalty income and capital gains from non-taxable Australian property. Together with industry partners, we are also encouraging the Commonwealth Government to resolve ambiguity in tax laws that relate to foreign investors who use Australian managed funds to invest in foreign assets which appear to be making foreign investors reluctant to invest in the sector.

For example, we will be attending an industry and government forum at the Commonwealth Treasury next week (April 6th) in Canberra where we will again raise these and other issues affecting Australia's competitiveness as a financial services centre.

A Financial Services Hub Summit was held on 31 July 2008 co-hosted by the Australian and NSW Governments. A joint press release from the NSW Minister for State and regional development and the Commonwealth Assistant Treasurer, identified a number of issues including tax arrangements for managed investment trusts being examined in the Henry Review of Taxation. The development of the Barangaroo site as a financial services hub was also highlighted. NSW is moving forward on this development.

Other issues raised at the NSW Jobs Summit for the finance and insurance sector are:

- the potential for the CPRS regulator to be located in Sydney;
- the effects of increased regulation of the wealth management industry and financial markets;
- the implications of default superannuation fund reforms;

Planning - Streamlining across levels of Government to cut red tape

NSW recently submitted the NSW Government position on key strategic issues in relation to the *Environmental Protection and Biodiversity Conservation Act 1999* (Cwth) (EPBC Act) to the Independent Statutory Review of the Act, being conducted by Dr Allan Hawke. Representatives from key NSW Government agencies met with the review team on 31 March to discuss our position.

The main points raised in the submission are:

- NSW is committed to working with the Commonwealth to minimise duplication between the NSW planning regime and the EPBC Act, particularly where such overlap may impede investment and economic development in NSW.
- Improvements can and should be made to streamline approvals processes where comparable processes are in place in NSW. While

NSW supports the existing statutory mechanisms for aligning jurisdictional processes (primarily assessment and approval of bilateral agreements and strategic assessments), it notes that implementation of these mechanisms has been characterised by complexity and delay.

Training - Productivity Placements

On 29 November 2008, COAG agreed to a National Partnership (NP) for the delivery of training places under the Productivity Places Program. The Commonwealth agreed to fund 100 per cent of places for job seekers and 50 per cent of places for existing workers. The States agreed to fund 40 per cent of places for existing workers, with the remaining 10 per cent to be funded by private contributions. The Commonwealth has previously committed \$1.2 billion over four years for this NP.

The States have agreed to provide details of when the additional training will be delivered on an annual and monthly basis. The States also agreed that all training delivered under this Agreement will be in addition to their current training effort.

NSW is continuing to work through the COAG Skills and Workforce Development Working Group to implement the program.

Infrastructure Investment

The State Government has committed to \$56 billion of infrastructure development over 4 years to 2011/12. We have also been engaged with Infrastructure Australia for use of the Building Australia Fund, including providing a NSW submission containing key projects which could be funded. The Infrastructure Australia Board is due to put its recommendations to the Federal Government in March 2009. It is hoped the Federal Government decisions will be announced at or before the Federal budget.

NSW has also been working to review frameworks for major development approvals across all jurisdictions through the COAG Infrastructure Working Group and has taken a lead role in developing National Guidelines for Public Private Partnerships.

The recent announcement that the Commonwealth will provide a temporary guarantee on State Government borrowing will help ensure the State's infrastructure program can go ahead.

Industry Round Tables

Retail

The retail sector had a very tough 2008 and this year will be even more challenging. Patterns of consumer behaviour have changed radically in the last 6 months with the February 2009 retail figures showing a significant drop in consumer confidence and setting the sector up for a very bumpy ride in 2009. While there is some good news and even jobs growth in the area of food retailing, the Government must take steps to support jobs and minimise the cost of adjustment within this sector which employs more than any other in NSW.

The retail sector Round Table discussion suggested

- a single point of contact for investment facilitation and streamlined speedy consultation,
- complete deregulation of trading hours,
- reduction of red tape with a sector specific approach,
- new retail traineeships,
- payroll tax concessions for companies that create jobs and
- that the NSW Government advocate for a delay in the federal retail award modernisation process through the Council of Australian Governments.

Margy Osmond
Chief Executive Officer, Australian National Retailers Association
Convenor, Retail Round Table Discussion

NSW Government Response

Industry 'Go to People'

The Industry 'Go to Person' for the Retail Sector has been appointed as a single point of contact to facilitate rapid decision making across Government for projects that can create a significant number of jobs.

Planning Project Delivery Managers

The Department of Planning has appointed ten managers to provide a single point of contact for all planning approvals.

Investment facilitation

In its review of the Metro Strategy, the Department of Planning will consider the suggestion of flexible provisions for locating retail premises.

Attracting multinational chains with export potential

The Department of State and Regional Development will target multinational retail chains to attract investment into NSW and to work with these firms to get NSW products into their international supply chains.

Productivity Places National Program

Industry consultations commenced on 30 March 2009 to negotiate the number of places for each industry (including the retail industry) out of the 175,000 new places under the Productivity Places Program.

Retail Award Modernisation

The NSW Government has taken up with the Federal Government the potential impacts of Retail Award modernisation and will progress it through bilateral discussions.

Red Tape Reduction; Abolition of Fee for Public Holiday Trading

By 1 June 2009 the NSW Government will abolish the fee retailers are obliged to pay in order to apply for an exemption to trade on public holidays.

Simplification of Trading Hours Regime

By 1 June 2009 the NSW Government will publish guidelines which will streamline and simplify the trading hours regime.

Issues under further consideration

Over the next three months the Government will work with industry to look for opportunities to support jobs through:

- rapid response to regional industry restructuring in the Retail sector,
- measures to employ over 50 year olds and to train unskilled employees, and
- promotion of careers in retail, including for high calibre graduates.

Industry Round Tables

Finance and Insurance

The finance and insurance sector was the first to be impacted by the current downturn and the risks that the industry is facing are expected to persist in the short term.

The finance and insurance Round Table suggested that the NSW Government push for state debt to be centralised or guaranteed by the Commonwealth (which has now been achieved), and promote Sydney as an alternative location for back and middle office banking operations. The Round Table also asked that the Government re-consider the public private partnership model, consider company payroll tax concessions for worker training and examine postgraduate training programs for the financial sector.

Steve Harker
Chief Executive Officer, Morgan Stanley
Convenor, Finance and Insurance Round Table Discussion

NSW Government Response

The NSW Government will do what is required to support jobs in the sector and maintain Sydney's standing as Australia's pre-eminent financial centre through the current crisis, including:

- providing initial funding of \$100,000 to scope the establishment of an Institute of Advanced Finance in Sydney,
- promoting Sydney as a leader in financial services by boosting DSRD's international marketing to attract insourcing, back and middle office projects to NSW. For example, the recent 'Advance Asia Top 50 Summit' in Shanghai promoted Barangaroo as a new financial services hub, with leading Chinese financial institutions encouraged to set up in Sydney, and
- progressing issues raised at July's Financial Services Hub Summit:
 - Sydney Carbon Market Taskforce working with the Government on how to best position Sydney as the carbon trading hub for the region,
 - working with the Sydney Chamber of Commerce to communicate better with business on financial services initiatives such as Barangaroo
 - establishing the 'The Australian Financial Centre Forum' tasked with developing a coherent framework to advance Australia's interests in the region and position Australia as a financial services centre.

Issues under further consideration

Over the next three months the Government will work with Industry to:

- re-examine options for delivering Public Private Partnerships,
- use payroll tax concessions to retain skills and retrain, and
- examine post-graduate training within education institutions for finance sector jobs.

Industry Round Tables

Property and Business Services

The property and business services sector is very sensitive to the global financial crisis and a significant number of jobs have already been lost in this sector over the last year.

Planning reform was the priority for the property and business services industry Round Table. The Round Table recommended that NSW aim to create the country's most efficient planning system. Key proposals were:

- an audit of undetermined development proposals across all State Government agencies to speed up delayed applications,
- empowering the new project manager positions dedicated to planning facilitation to deal with agency referral and infrastructure coordination problems,
- a major rationalisation of State agency approvals,
- creating a 'Building NSW Fund' to target infrastructure which will be a catalyst for private sector investment, and
- rapid rezoning to facilitate transit orientated development in accessible areas.

Ken Morrison
Executive Director, Property Council of Australia
Convenor, Property and Business Services Round Table Discussion

NSW Government Response

The Property and business Services Sector is the largest industry in NSW in value added terms. The NSW Government will do what is required to protect jobs and support the sector through fluctuations in the business cycle.

Project Delivery Managers to speed up development approvals

A team of Project Delivery Managers will be the single point of contact for proponents for all development approval matters. These managers will coordinate referrals and concurrences with relevant government agencies and undertake critical issue resolution on behalf of project proponents.

The Project Delivery Managers will also ensure timely delivery in accordance with the following benchmarks, which will be monitored and made public:

- 85% of major project approvals to be finalised within three months, 95% to be finalised within five months, and no project assessment to exceed eight months,
- major Local Environmental Plans (land release or urban renewal) gazetted within 6-12 months and minor LEPs within 3 month, and
- overall reduction in LEP timeframes of at least 50% by June 2009.

The first tranche of Project Delivery Managers have been recruited and will commence on 14 April 2009. The Department of Planning will arrange industry briefings to explain their roles.

Audit of Major Projects

An audit of all current and outstanding Part 3A project applications and state significant sites has been completed by the Department of Planning. Appropriate action has now been initiated to finalise the applications that are yet to be determined. A report outlining how these applications were resolved will be prepared for release by end of June 2009.

Strengthening whole of Government co-ordination

The Premier has established a Planning and Approvals Chief Executive Group to:

- ensure a whole of government position for the timely determination of major development projects, including in particular, timely, consistent and co-ordinated advice,
- streamline the determination of major projects,
- monitor performance and ensure adherence with agreed benchmarks, and
- improve regulatory approvals and practices.

The Group will report to Cabinet regularly.

A major initiative to create a new employment zone in Western Sydney will be announced by Government by the end of May.

The Minister for Planning will be considering further changes to create a rapid rezoning process for strategic centres to further streamline the planning process.

Existing NSW Government Programs and Recent Achievements

- The Infrastructure SEPP has been amended and the Nation Building and Jobs (Infrastructure) Bill 2009 further provides major provisions to secure the delivery of the federal stimulus package, and
- the Minister for Planning has significantly increased the scope and type of delegations to the Department of Planning to allow for more streamlined processes and decision making.

Issues being given further consideration

Over the next three months the Government will consider the following issues:

- Establishment of a Building NSW Fund to resolve infrastructure roadblocks

Industry Round Tables

Tourism and Hospitality

The tourism and hospitality industry is likely to be challenged in the short term as consumers cut back on discretionary spending. However falls in oil prices and the Australian dollar are offering some respite for the industry. The NSW Government must provide further support to the sector to ensure that it continues to be a major employer in NSW.

The tourism and hospitality Round Table discussion identified the need for greater promotion of NSW as a location for events, tourism infrastructure such as cruise boat and exhibition facilities and for 'inhibitors' such as taxes and planning processes to be addressed. The Round Table also suggested a 'No leave no life' campaign to promote domestic holidays within NSW, and the creation of investment case manager roles within the Department of Premier and Cabinet to facilitate major investments in the tourism and hospitality industry.

Christopher Brown
Deputy Chair, Infrastructure Partnerships Australia
Convenor, Tourism and Hospitality Round Table Discussion

NSW Government Response

Increased tourism marketing of Sydney and NSW internationally

We have secured major long-term partnerships with airlines in key markets to drive visitation, including:

- \$760,000 Qantas Sydney Value Campaign on the US West Coast,
- \$550,000 partnership between Tourism NSW, Jetstar and Gold Coast Airport to promote travel to NSW from Japan and New Zealand,
- Delta Airlines promotion – 5 minute slots on the inflight channels of every Delta flight (17,000 flights) during July promoting NSW as a holiday destination, and
- promotion in Europe and the Middle East by Etihad Airways over for the next three years in Germany, Ireland and the UK.

We have established the \$450,000 International Industry Incentive Fund providing support for tourism product suppliers and destination promoters to attend Tourism NSW Missions to Market or nominated international tourism tradeshows.

We have committed \$1.5 million to a major tourism campaign launched on 28 March 2009 to promote Sydney. This includes promotion of the VividSydney09 festival.

Promoting country NSW

Tourism NSW will invest \$3.9 million in thirteen regional campaigns commencing March 2009 to promote regional destinations, including a campaign to promote caravan and camping holidays with the Caravan and Camping Industry

Association and a \$400,000 campaign with the Australian Hotels Association to promote accommodation in country hotels.

Tourism NSW, in partnership with Events NSW and Business Events Sydney will also launch a new \$200,000 marketing campaign to promote conference and meeting facilities in regional NSW and Greater Western Sydney.

The Department of State & Regional Development will establish a \$120,000 Regional Events Development Workshop Program to develop sustainable events that provide economic benefit to their community. The Workshop Program will cultivate skills in staging events amongst smaller regional communities as a means to driving visitation to these areas.

An online campaign to encourage NSW workers to use untaken leave to take short breaks in NSW

Tourism NSW will encourage the NSW workforce to take holidays in NSW. The campaign will align with Tourism NSW's 'short breaks' campaign launched on the 28 March and the Federal Government's "No Leave No Life" campaign to entice Australians to use their 123 million days of stockpiled leave. Holiday deals to NSW destinations will be promoted on the visitnsw.com.au (almost 3.5 million visitors per annum) and the "No Leave No Life" websites.

Training and skills

Partnering with industry to provide training - Tourism NSW is supporting the AussieHost Customer Service Training Delivery program with \$50,000 start-up funding. Delivered by the Tourism Industry Council of NSW, the program will provide tourism specific customer service training focused on the needs of smaller operators.

Training in the hospitality industry -175,000 new training places will be available for priority industries through the Productivity Places National Partnership over four years. The training places available through the program will increase training at work and increase opportunities for young people. Government will consult with industry during the roll out of this new training about where the new training places should be allocated.

Issues under further consideration

Over the next three months the Government will consider the following issues:

- investment in tourism infrastructure
- growing the international education tourism sector
- working with local councils to promote regional tourism
- review long term needs of cruise infrastructure.

Industry Round Tables

Information, Communications and Technology

The information media and telecommunications industry is an enabler which underpins a large number of industry sectors. Investment in this sector will improve the effectiveness and productivity of key drivers of the NSW economy.

The information, communications and technology Round Table suggested:

- in the short term bringing forward important State Government ICT projects, particularly those that focus on innovation and will make NSW more competitive,
- in the medium term the Government should streamline its procurement and supporting processes, and consider how procurement can be used to leverage benefits to NSW economy, and
- in the longer term the NSW Government should drive a vision to promote NSW as global innovator, exporter and leader in ICT services.

Rob Fitzpatrick
Director of Commercialisation, NICTA

Convenor, Information Communications and Technology Round Table Discussion

NSW Government Response

Bring forward important State Government ICT projects

NSW Government will investigate data centre reforms, including commissioning purpose-built data centres to improve security, capacity and consolidate data storage across Government.

The Government Chief Information Office will identify other ICT projects in NSW Government agencies that can be brought forward to improve Government efficiency and generate jobs.

Streamline NSW Government procurement processes

Train Government procurement managers to optimise the use of the newly revised Procure IT contract documents: including uncapping liability where appropriate, and protecting Intellectual Property without setting unwarranted barriers to industry.

Work with industry to develop a vision to promote NSW

NSW Government will form a taskforce to develop an ICT Industry Action Plan and create a digital hub around the Australian Technology Park.

The ICT Industry Action Plan will:

- identify and develop niches where NSW has advantages and opportunities,
- attract ICT businesses and jobs to regional NSW, and

- expand university and TAFE training in ICT to address the future demand for skilled labour.

Extension of the NSW Government's sponsorship of CeBIT for 3 years to 2011 by securing the largest business technology event in the region for Sydney.

Investment in NICTA

Ongoing investment in NICTA of \$5 million per year over 5 years from 2008. Outcomes from the State's investment include: research focussed on the problems of industry, community and the national interest, commercialisation of a number of Sydney research projects including Audinate Pty Ltd and Open Kernel Labs and training a large number of post graduate students with 78 PhD students studying in NSW in 2008.

Attracted the headquarters of the Creative Industries Enterprise Connect Centre to NSW in co-operation with UTS. This Centre leveraged for NSW \$17 million in Commonwealth funding.

Issues under further consideration

Over the next three months the Government will work with industry to look for opportunities to support jobs through:

- consider fast tracking other Government ICT projects to promote job creation,
- additional targeted assistance programs for companies, and
- undertaking a dialogue with the Industry through the ICT Industry Action Plan process to identify ICT specialities in which NSW has a long-term and sustainable competitive advantage, and NSW Government could consider further investment.

Industry Round Tables

Creative Industries

The employment outlook for the creative industries sector is mixed, and as such it is vital that the NSW Government provides support to promote the State as a focal point for creative industries in Australia and ensure that the sector continues to be an important source of jobs in NSW.

The creative industries Round Table asked that the NSW Government

- bring forward critical infrastructure and maintenance for cultural institutions,
- match interstate screen assistance models and consider other special loan schemes and labour incentives,
- provide extra funding for content,
- use the existing Government advertising budget to promote the creative industries sector, and
- provide support for training and industry internships in the creative industries.

The Convenor of the Creative Industries Round Table Discussion at the NSW Jobs Summit was Peter Thompson, ABC TV Presenter and Fellow, Australian and NZ School of Government.

The NSW Government Response

NSW's existing strengths in the creative industries (particularly film and television and the arts) will be leveraged to position this State as the national hub of the creative industries.

A new incentives package for the screen industries

A new package of screen industry incentives will make NSW the most attractive destination in Australia for major film projects and generate thousands of jobs in film production and other industries. The incentives, to be determined on a case by case basis, could include: payroll tax rebate; rebate of post-production digital effects expenditure; a cash-flow facility and discretionary and/or in-kind assistance (where there are demonstrable and outstanding benefits in areas such as employment generation, skills development and technology transfer and expenditure).

Issues under further consideration

Further employment generating initiatives in the creative industries will be considered in the context of the next State budget. We will continue to investigate:

- better promoting NSW as the country's creative industries hub, including using the Government's advertising budget strategically,
- establishing creative and cultural skills traineeships at the State's cultural institutions for young people and career-changers in skills shortage areas,
- providing access to training and experience for workers in areas of comparative advantage (eg film and television; performing arts).

Industry Round Tables

Manufacturing

Employment in manufacturing as a whole will be impacted by the fall in global demand, with only a handful of sub-sectors able to withstand the downturn. Slow or negative growth in the economies of the State's major trading partners will lead to a fall in exports. Subdued domestic demand will also adversely impact this industry. The Government is rightly showing a commitment to manufacturing, which is the second largest employer of full time workers in NSW.

The manufacturing Round Table suggested that a 'crisis management approach' needed to be adopted in response to the world downturn. As part of this approach bottlenecks should be removed to allow new infrastructure to be provided, the Government should aim to implement transparent, 'best practise' procurement policy, and any structural adjustment relief to the industry should include incentives for increased training.

Mark Goodsell
NSW Director, Australian Industry Group
Convenor, Manufacturing Round Table Discussion

NSW Government Response

The Government is implementing the following initiatives to support the manufacturing sector:

Attracting new projects to create jobs

The Government will establish a \$70 million Major Investment Attraction Fund to attract large projects that would not otherwise come to the State. The funding will be used over five years to attract jobs and investment to NSW in the manufacturing sector.

The Government has appointed a Defence Industry Advisor - John Blackburn AO. The purpose of this new role is to identify opportunities and promote NSW capabilities at a national and international level to assist in winning major defence projects for the State especially in regional areas.

Supporting local businesses

The Government will provide additional funding of \$2.265 million over five years for the Industry Capability Network (ICN) to provide comprehensive business matching services to deliver local sourcing of products and services that might have otherwise been imported.

The ICN will also help NSW companies access infrastructure projects arising from the Commonwealth "Nation Building and Jobs Plan".

Skills training

Recognition of prior learning is being increased through four projects being conducted by the Department of Education and Training and TAFE NSW. These projects will improve recognition of skills and speed up qualification times in the manufacturing industry.

Issues under further consideration

Over the next three months the Government will work with industry to look for opportunities to support jobs through:

- Additional targeted assistance programs for companies on a case by case basis.

Industry Round Tables

Primary Industries and Mining

The outlook for the primary industries and mining sector is mixed: the world downturn has reduced commodity prices, whilst depreciation of the Australian dollar has made our exporters more competitive. It is vital that jobs are supported in the sector to ensure the continued strength of export income and regional communities.

The Round Table discussion identified the need to:

- invest in infrastructure,
- create a level playing field for operators,
- reduce the time delays and sovereign risks associated with major projects,
- voiced concerns regarding the proposed carbon trading scheme, and
- identified the opportunity for science and technological innovation to increase efficiency in the sector.

The Convenor of the Primary Industries and Mining Round Table Discussion was Dr Nikki Williams, Chief Executive Officer, Minerals Council of Australia.

NSW Government Response

Reducing time delays and sovereign risks associated with major projects

A team of Project Delivery Managers, based in the Department of Planning, will be the single points of contact for development approval matters and will undertake critical issue resolution on behalf of project proponents. See cross-sectoral issues response – Australia's best planning system, for further details.

The Department of Primary Industries participates in the Inter-Agency Planning Reforms Committee which aims to streamline and focus agency input on key parts of the approvals process.

Amendments to allow assessment processes under the Mining Act to recognise other agencies' assessment processes, reducing duplication and improving integration, will commence in 2009 following finalisation of the associated regulation. Minor amendments will also be considered for the Petroleum (Onshore) Act in 2009.

The Research Partnerships Program

Establish the Research Partnerships Program to win major Commonwealth research centres and build up significant research expertise and concentration to assist NSW Government address areas of State and economic priority by attracting Commonwealth and other research funding opportunities to NSW. Where appropriate Science Leveraging Fund may be made available (\$40 million over 4 years to 2010/11).

The potential impact of the CPRS on primary industries

The potential impact of the Carbon Pollution Reduction Scheme (CPRS) on primary industries will be raised with the Australian Government through existing intergovernmental discussions.

Continue to progress water trading reform amongst Basin States

The NSW Government will continue to progress water trading reform amongst Basin States through the COAG process. Development of a fair and equitable water trading system across the Basin will ensure strategic and responsible water buy back and help the Commonwealth and Basin States to achieve their long-term goals for the river system.

Hunter Valley Coal Chain

The NSW Government will continue to work closely with the Hunter Valley Coal chain to significantly lift the export capacity of the State's single largest export industry. This includes finalising the recently negotiated Memorandum of Understanding with the industry and directly enabling, through provision of appropriate land, the construction of new coal loaders which may double coal exports from the Hunter Valley.

Issues under further consideration

Over the next three months the Government will work with industry to look for opportunities to support jobs by reviewing whether transport costs should be allowable deductions for calculating the value of coal under the Coal Royalty Regime. This has potential to impact regional jobs at mines located inland from ports.

Industry Round Tables

Transport, Logistics and Storage

The transport, logistics and storage sector is facing challenges from the global financial crisis, ongoing skills shortages and an ageing workforce. The Round Table discussion provided an opportunity for participants to identify opportunities for government to support employment in the sector by responding to these challenges.

The priorities identified by the Round Table included offering incentives for companies to provide improved training, harmonising interstate heavy vehicle regulation, improving road transport in Sydney, fast-tracking delivery of major infrastructure projects and acceleration of the Events NSW Calendar.

Rod Gilmour
General Manager, Corporate Affairs and Human Resources, Sydney Airport Corporation
Convenor, Transport Logistics and Storage Round Table Discussion

NSW Government Response

Establish a Transport and Logistics Workforce Advisory Group

The NSW Transport and Logistics Workforce Advisory Group, based on the successful Queensland model, will bring together industry, unions and government leaders in May to identify ways to overcome the skills and training challenges facing the transport sector. The Advisory Group will also contribute to a five year national transport workforce and skills plan.

Separately, the Board of Vocational Education and Training will develop improved training models to better meet the innovation needs of the transport and logistics sector. Stronger connections between training and workplaces and more flexible delivery options will be investigated. Recommendations will be ready in June 2009, and business will be consulted during the project.

Streamline heavy vehicle regulations

NSW will pursue harmonisation of fatigue management and load weight regulation to promote efficiency and maintain safety through the Australian Transport Council process. NSW will make a submission to the Council shortly, arguing strongly for greater consistency in these areas. COAG is expected to make a decision in June 2009.

Speed up infrastructure procurement

Major planning reforms and improvements to procurement processes will have a particular benefit for transport projects, reducing costs and saving time. New arrangements to fast track assessment and approval processes are already in place.

Improving Sydney's Transport Network

The efficiency of Sydney's transport network is critical to business investment and to jobs growth. The Government has strengthened transport planning coordination, including through the establishment of the Centre for Transport Planning and Product Development in the Ministry of Transport, and giving the Ministry a greater role in public transport service coordination.

Major infrastructure projects currently being delivered to improve Sydney's transport network include:

- CBD Metro, to ease congestion near the CBD,
- Pinch Point program to ease congestion on more than 20 sections of Sydney's road network by 2012,
- \$235 million bus priority measures to encourage commuters to take bus journeys and leave their cars at home, and
- Southern Sydney Freight line and inter-modal freight terminals.

The NSW Government will continue to explore avenues for better integration of transport and logistics planning across state and local governments for these and future projects.

Industry Round Tables

Infrastructure and Construction

The infrastructure and construction Round Table discussion centred on actions to get immediate economic stimulus via investment in needed economic and social infrastructure. The Round Table prioritised action to speed up commencement of projects, while ensuring value for money and adhering to the principles of Government procurement.

The Round Table identified the priority areas for action as:

- speeding up the procurement and planning process,
- reducing unnecessary overheads and contract conditions, using existing contract/panels where possible,
- strengthening support from Government to facilitate big infrastructure projects, and
- increasing training and supporting apprenticeships.

Tony Shepherd
Chairman, Transfield Services
Convenor, Infrastructure and Construction Round Table Discussion

NSW Government Response

Deliver the Nation Building Economic Stimulus Plan

The NSW Nation Building and Jobs Plan Taskforce was established shortly after the Commonwealth Government's \$42 billion Nation Building Economic Stimulus Plan to ensure that NSW effectively implements this massive business stimulus program. The Commonwealth Plan was passed by the Senate on 13 February 2009.

An additional \$6 billion will be spent in NSW in the housing and education sectors alone over the next two years. There will be 6,000 new social housing dwellings and over 10,000 separate school projects.

This is the fastest program of capital expenditure ever attempted in NSW history. It will help secure over 50,000 jobs in the NSW construction & building industries and stimulate local economies so together we can minimize the impact of the global financial crisis.

Procurement will be expedited by leveraging existing contracts and contractor panels. In the education initiatives, for example, private sector management skills will be leveraged through managing contractor arrangements. Managing contractor will be able to use flexible procurement options such as bundling works, for faster delivery.

At the same time we will continue to deliver the existing program of capital works in NSW - \$56 billion worth of projects to 2011/12. The Taskforce will monitor

market capability issues across government and non government projects. It will report on our progress to both the NSW and Commonwealth Governments.

Review procurement process, including process times, contract conditions, overheads and earlier engagement

The NSW Government will work with the industry to clearly identify potential cost savings and issues with the current process. We will look closely at future procurement models using the Nation Building Economic Stimulus Plan as a base to build a new model for NSW.

Support current big ready to go projects to encourage certainty, flexibility and skills

Action to support current big ready to go projects is already underway, with the Government committed to providing case managers for major and sensitive projects. Case managers are already being appointed in the Departments of Planning, State and Regional Development, Premier and Cabinet and other agencies.

Improved skills and training for apprentices and graduates

Re-skilling is a top priority during the economic downturn, ensuring individuals and our State are well placed for jobs as the economy recovers. The NSW Government is investing in skills and training and reviewing apprentice incentives. An additional 4,000 publicly funded apprenticeships are being supported over the next four years, aligned to infrastructure programs. Recognition of prior learning is also being increased to improve recognition of skills in priority industries.

Expedite the development of 'Renewable Energy Precincts'

The NSW Government announced the establishment of renewable energy precincts, aimed at facilitating renewable energy investment, development and uptake in NSW.

Renewable energy precincts will be facilitated within areas best suited to particular types of energy (e.g. wind, solar), by streamlining planning requirements, infrastructure issues such as grid connection and building community partnerships.

Targets for state-wide mandatory energy efficiency for electricity retailers

A new state-wide mandatory energy efficiency scheme for electricity retailers will commence on 1 July 2009. Initially, energy retailers will be required to make energy savings equivalent to 0.4% in energy sales each year. This target will steadily increase to 4% for 2014 and continuing at that level until 2020.

Energy and water efficient buildings through the Nation Building Package

Energy and water efficiency is a key requirement of the Nation Building Economic Stimulus Plan. For example, all new social housing built under the Plan will have

a “six star environmental rating”. Government will be leading from the front in energy efficiency, including insulation, solar hot water and water efficiency.

Issues under further consideration

Over the next three months the Government will work with Industry to:

- continue the cooperative process with Infrastructure Australia to secure major infrastructure projects in NSW, and
- identify and deliver projects through the NSW Regional infrastructure Fund.

Industry Round Tables

Health and Community Services

The health and community services sector is a sector where it has been identified that there are real opportunities for change. It is also a sector that, unlike many others, still has workforce demand. The Government plans to harness these factors to strengthen the health and community services sector.

The Round Table suggested that the current climate will provide a unique opportunity to strengthen the educational base of the workforce. To gain the maximum benefit out of this opportunity vocational education needs to adapt appropriately, and communication between Government and employee providers needs to be improved to better match job vacancies.

The Round Table also identified that the Government needs to simplify procurement, reduce regulation and allow the sector better access to existing infrastructure funding. A significant element of the workforce issues raised by the Round Table have been addressed by the NSW Government Response to the Garling Inquiry.

Mary Foley
National Health Practice Leader, PricewaterhouseCoopers
Convenor, Health and Community Services Round Table Discussion

NSW Government Response

Developing the health workforce

The NSW Government's response to the Special Commission of Inquiry into Acute Care Services in NSW Public Hospitals will be the foundation for a number of changes in the public health workforce.

As actions are implemented, existing roles may change, or new ones created in order to better focus on and respond to the needs of patients. In some cases these will be new jobs; in others, there will be an opportunity for existing staff to move into a new role.

Key elements from the Government's response include:

- Creating a new role of Clinical Support Officer to help free up senior nurses and doctors from administrative work.
- Creating additional medical positions in rural areas to support progression toward compulsory training of second and third year doctors. In time, this initiative could contribute to a longer term solution to workforce shortages in non-metropolitan areas.

Establishing country careers officers in each rural Area Health Service to support the recruitment of all types of clinical staff.

Creating positions for trainee specialists in outer metropolitan and rural areas, particularly targeting general physician trainees and ensure the new places are in the specialties and locations of greatest need and that training support is in place.

Creating additional Clinical Initiatives Nurse and Nurse Practitioner positions to facilitate faster and more effective patient treatment. Centralised management of locum medical officers and a centralised register of any currently employed or contracted medical officers available to casually fill shifts is progressively being rolled out across Area Health Services.

Other initiatives already in place to develop the NSW health workforce include:

- Increasing opportunities for nurses and midwives to upskill by providing training and employment opportunities for nurse practitioners;
- Continuing support for nurses who want to re-enter the workforce through the Nurse Re-Connect programs (in nursing, midwifery and mental health);
- Providing ongoing annual funding (\$1.23M) to the NSW Rural Doctors Network for a range of programs to support rural training and GPs working or seeking work in rural NSW.
- Incentives programs for new graduates in oral health working in rural areas and rights of private practice for allied health professionals, particularly in rural areas.

Directing money to front line jobs

In the November 2008 the NSW Government agreed to update the nursing staff mix in small hospitals by adjusting the number of assistants in nursing and enrolled nurses against the number of registered nurses to better align staffing with patients' care needs. This was also recommended by Mr Garling (Rec 39 d).

Medical equipment procurement is being reformed to achieve savings through bulk buying, maintenance agreements and consolidating services across Area Health Services.

The pharmacy supply chain is also being reformed to standardise business and clinical service models and procurement practices to allow for effective management of pharmaceuticals and to enable greater private sector involvement.

Upskilling the workforce

Funds of \$36.2 million has also been provided for NSW Health to take advantage of NSW's share of places available under the Commonwealth's Skilling Australia for the Future Policy.

Workforce development in Community Services

Workforce development is also a critical component of the Government's recently released action plan, *Keep them Safe: a shared approach to child wellbeing*. The Government will develop and publish a five year plan for child and family service workforce development. The plan will address workforce development across the government and non-government sectors. It will support an enhanced role for the non-government sector and build capacity in Aboriginal organisations to take a greater role in local Aboriginal services.

Green Industries

Two of the most serious issues currently facing Australia and the rest of the world are the global financial crisis and climate change. NSW's transformation to a low carbon economy, with an increase in 'green collar' jobs, provides a key part of the solution to both issues.

The NSW Government is committed to creating a framework in which green jobs can flourish across all sectors as well as supporting investment in green skills.

NSW Government Response

Investing in Green Skills

The Government will spend \$20 million on an Energy Efficiency Skills Program to give a real boost to our efforts in New South Wales. The program will deliver green skills to key workers such as electricians, plumbers and building managers. It will also target professionals such as engineers and architects to improve their design skills in sustainability. It will provide funding for trainers such as TAFE teachers to gain the knowledge they need to meet these skill requirements.

Establish a 'Green Skills Taskforce'

The Government will establish a 'Green Skills Taskforce' to drive further work on green skills and green jobs. The Taskforce includes representatives from government, business, training agencies, unions, environmental advocates, academics and young people.

Green Skills Business Incentives

The Board of Vocational Education and Training is providing \$5 million for Green Skills Business Incentives to encourage small to medium businesses to take up green skills training and encourage training providers to promote their green training opportunities. Up to \$1000 will be available to each employee in eligible firms – assisting up to 5,000 individuals over two years.

Fast-tracking Renewable Energy Development

The Government will establish renewable energy precincts for wind power, aimed at facilitating renewable energy investment, development and uptake in NSW. Renewable energy precincts will be facilitated within areas best suited to wind energy by streamlining planning requirements, infrastructure issues such as grid connection and building community partnerships.

Establish the Energy Savings Scheme

The Government will establish an Energy Savings Scheme which will drive investment in energy efficiency. The new state-wide mandatory scheme will require energy retailers to make energy savings equivalent to 0.4% in energy

sales each year. This target will steadily increase to 4% for 2014 and continuing at that level until 2020. The Scheme is expected to create or protect about 1,000 green jobs by 2020.

Supporting Sustainable Tourism in our National Parks

The Government is committed to increasing the number of people who visit our National Parks and working with interested stakeholders to develop opportunities for low-impact nature tourism.

Issues under further consideration

Over the next three months the Government will work with industry to look for opportunities to support jobs through:

- developing precincts for other forms of renewable energy such as solar thermal,
- establishing a feed-in tariff to drive the uptake of solar panels, and
- developing initiatives to make Sydney the carbon trading hub of the Asia Pacific (the Sydney Carbon Market Taskforce, made up of representatives from government and industry, will report in May).