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Letter of submission to the Ministers

The Hon. Adrian Piccoli MP
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Level 34, Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

The Hon. Victor Dominello MP
Minister for Citizenship and Communities
and Minister for Aboriginal Affairs
Level 37, Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

The Hon. Stuart Ayres MP
Minister for Sport and Recreation
Level 36, Governor Macquarie Tower
1 Farrer Place
Sydney NSW 2000

Dear Ministers

In compliance with the terms of the *Annual Reports (Departments) Act 1985*, the *Public Finance and Audit Act 1983* and regulations under those Acts, I submit the 2013 *NSW Department of Education and Communities Annual Report* for your presentation to the NSW Parliament.

The Annual Report provides a summary of our services, achievements and operational activities for 2013. This provides the NSW Parliament, the Government and the community with information on our performance over the past year.

It covers our services in the areas of public schools, TAFE NSW, vocational education and training, early childhood education and care, Aboriginal affairs, sport and recreation, veterans' affairs, volunteering, youth and community and regional engagement.

In addition, the report contains the Department's audited financial statements for the financial year ended 30 June 2013 and appendices as required by legislation.

Yours sincerely



Dr Michele Bruniges AM
SECRETARY
DEPARTMENT OF EDUCATION AND COMMUNITIES
April 2014

Director-General's foreword

It is my privilege to introduce the 2013 *NSW Department of Education and Communities Annual Report*.

During 2013, we continued to serve the NSW community by providing world-class education and training, and supporting vibrant and inclusive communities.

We recognise that the first five years of a child's life is critical. We are investing in preschool and early childhood education because we know that it sets children up for success at school and later in life. In 2013, participation in early childhood education and preschool programs continued to rise, and we are particularly proud of the participation rate of Aboriginal children, which continues to show strong and steady improvement.

Following the release of the *Review of NSW Government Funding for Early Childhood Education* in March 2013, the Government asked the Department to develop a new needs-based funding model for community preschools. From 2014, funding will be targeted to children most in need in the year prior to school and to disadvantaged and Aboriginal children aged three years and over.

In April 2013, the NSW and Commonwealth Governments signed the National Education Reform Agreement, which enacted school funding reforms to increase investment in education.

We understand that each student is unique. That is why we are moving from a one-size-fits-all approach to one where school leaders and teachers are empowered to deliver education in a way that best meets the needs of students in each of our 2,218 public schools. Our *Local Schools, Local Decisions* reform is progressively giving more decision-making authority to principals and school communities, with more flexibility over staff selection, procurement and maintenance. In October, the Minister for Education announced the phased implementation of a needs-based funding model to support the *Local Schools,*

Local Decisions reforms. From 2014, the new Resource Allocation Model will distribute funds to schools in a fairer and more transparent way so that those students who need more support will have access to it, and schools can plan around consistent funding levels into the future.

Our schools provide a strong foundation in literacy and numeracy. NSW participation rates in national testing have been consistently above the national average in all year levels since testing began in 2008. In 2013, the proportion of NSW students achieving in the top two performance bands for reading and numeracy was higher than the national average, and NSW is currently ranked first in Australia in Year 7 numeracy.

We are reforming and strengthening the teaching profession with improvements at every stage of the teacher career path under *Great Teaching, Inspired Learning*. New measures will be introduced in 2014, including scholarships, internships and cadetships, to attract the best and brightest candidates to teaching. We are working with universities to improve both the quality of initial teacher education, and the professional experience placement. From 2014, the Department will be improving the support it provides for beginning teachers in their first permanent appointment in our schools. We are ensuring that teachers are remunerated in a fair way by linking what they earn to national professional standards.

We are also investing in more professional development for teachers so their classroom practice is constantly improving.

To address the performance gap between city and country students, the NSW Government released *Rural and Remote Education: A blueprint for action* in November 2013. The blueprint will focus on quality early childhood education, attracting and retaining quality teachers in rural and remote schools, improving the quality of teaching and school leadership, curriculum access and effective partnerships and connections.

In post-school learning we are investing in the skills that are needed for the economic prosperity of NSW.

A new quality framework under *Smart and Skilled* and the 2014 *NSW Skills List* will give students the confidence that they are undertaking training in growth industries with the best employment options.

TAFE NSW is Australia's leading provider of vocational education and training (VET). It plays an important role in the NSW Government's efforts to strengthen the State's skills base by extending access to tertiary education and training and higher-level qualifications. In 2013, TAFE NSW continued to increase the level of student participation and the number of students graduating with qualifications at Australian Qualifications Framework (AQF) certificate III and advanced diploma level. TAFE NSW Higher Education also continued offering qualifications to bachelor degree level.

TAFE NSW is best placed to create opportunities for people facing barriers. In 2013, TAFE NSW increased participation for women, people with disability, rural and regional students, Aboriginal people and students from language backgrounds other than English. In August 2013, the Minister for Education released the *TAFE NSW Statement of Owner Expectations*. This outlined the Government's expectations of TAFE NSW as the backbone of the NSW training system, and providing stability during the implementation of *Smart and Skilled*. TAFE NSW is also reforming to ensure it remains efficient and relevant to people and communities in NSW.

It was a year of many achievements for the Office of Communities in delivering services that make it easier for people to have more enriching, safe and healthy lives.

The NSW Government plan for Aboriginal affairs, *OCHRE: Opportunity, choice, healing, responsibility, empowerment*, was launched in April 2013, reflecting the key recommendations of the Ministerial Taskforce on Aboriginal Affairs. The plan encompasses reforms in education, employment and service delivery and

accountability. As part of the plan, five Language and Culture Nests are being established to revitalise and maintain Aboriginal languages. Opportunity Hubs will coordinate services that support Aboriginal young people to stay on at school and transition to further study, training or jobs. Pilots are currently being developed in four locations. *The NSW Volunteering Strategy* entered its second year of implementation, with a successful trial of timebanking in the Hunter and Central Coast regions, where members earn credits for donating their time and can then spend these credits to receive services from another volunteer.

Sport is such an integral part of life in NSW, where 3.5 million adults and 500,000 children regularly participate in sport and recreation activities. The Department plays a leading role in promoting participation in physical activity through our sport and recreation centres and funding support to more than 150 community sport facilities.

Young people were given a voice in decision-making about issues that affect them, with 3,700 youth involved in planning, organising and running events for Youth Week 2013. More than 110,000 people took part in Youth Week activities.

As we look towards the 100-year anniversary of World War I, we worked closely with the Centenary of Anzac Council ambassadors to lead community engagement for the commemorative events, under the chairmanship of General Peter Cosgrove AC MC (Ret'd).

The Department's Annual Report highlights our successes in 2013, as well as the areas where we need to continue to improve. We are committed to high levels of transparency and accountability as we maintain our focus on providing the best possible education, training and services to our students and communities.

Dr Michele Bruniges AM
SECRETARY
DEPARTMENT OF EDUCATION AND COMMUNITIES

About us

The Department of Education and Communities serves the NSW community by providing world-class education and training, and supporting vibrant and inclusive communities.

We provide services to the citizens of NSW from early childhood through to adulthood. We protect young children by regulating preschool and long day care providers. Once children move into school, we provide them with a world-class primary and secondary education. As our students grow to adulthood, we support their transition into vocational training and higher education.

We support the operation of some of the State's major urban stadiums and events centres, and encourage a healthy and active community involved in recreation and sport. We make it easier for people to be involved in their communities, work to advance the wellbeing of Aboriginal people, promote the interests of young people, and harness the strong desire of people to improve and contribute to their local neighbourhoods through volunteering.

Our vision

Our vision is for a highly skilled, educated, vibrant and inclusive NSW, where all people:

- achieve their potential
- build social and economic prosperity
- participate in activities that contribute to their wellbeing
- contribute as informed citizens to our society.

Our outcomes

In early childhood: All children will receive high-quality early childhood education and care to give them a great start in life and at school.

At school: All students will receive the teaching and support they need to learn, achieve and progress.

In tertiary education and training: All students will receive the skills and knowledge for successful participation in employment and their communities, ensuring easier transitions and participation in vocational and higher education.

In our communities: We will build on the State's tremendous community spirit by promoting strong social partnerships.

Our priorities

We will have **high expectations** for all and focus on **closing gaps** in achievement in areas of disadvantage. We will ensure everyone has the opportunity to achieve their potential and participate fully in our society.

Quality teaching and leadership are essential to the success of our students, and improving the literacy and numeracy skills of children in our schools. We will develop our teachers and leaders in education and training and increase their capacity to deliver our outcomes.

We will find **new and better ways of doing business**. We will innovate and respond to the changing needs of the people of NSW. We will develop our staff and support them in delivering excellence. We will form strong partnerships with parents and families, industry and communities, education, training and other providers. We will be open and accountable in both our day-to-day business and strategic outcomes.

Our students

Preschool children

Preschools provide educational programs for children in the years before school, and are funded specifically to provide additional support for the neediest families in the community. In 2013, there were 54,849 young children enrolled in 874 preschools across the State. This included 4,433 children enrolled in 100 government preschools and an additional 684 children enrolled in 43 of our early intervention programs. We are also responsible for regulating around 5,000 of the State's long day care, outside school hours care services, family day care and other early childhood services.

Primary and secondary students

Our public schools provide an education for students from preschool through to Year 12. In 2013, more than 756,000 students were enrolled in 2,218 public schools. This represents about two-thirds of all NSW school students. Our students reflect a diversity of cultural, linguistic and socio-economic backgrounds from the inner city, the outer suburbs of Sydney, our regional centres and rural and isolated communities across NSW.

Table 1: NSW public school enrolments (2013)

| | |
|--|---------|
| Preschool students | 4,433 |
| Children in early intervention classes | 684 |
| Full-time primary students | 448,759 |
| Full-time secondary students | 305,235 |
| Full-time primary and secondary students | 753,994 |
| Full-time and part-time primary and secondary students | 756,286 |

Source: DEC mid-year census. Notes: Figures are consistent with Australian Bureau of Statistics (ABS) *Schools Australia* (cat 4221.0) counting rules. The number of preschool students and children in early intervention classes are not included in the full-time primary and secondary enrolments total, consistent with *Schools Australia*.

Table 2: NSW public school student profile (2013)

| | |
|--|---------|
| Female students | 367,751 |
| Male students | 387,595 |
| Aboriginal students | 49,308 |
| Students with a language background other than English | 235,106 |
| Students in the Priority School Program | 146,681 |
| Students in the Country Areas Program | 24,438 |
| Students in schools for specific purposes | 5,064 |
| Students in support classes | 15,721 |

Note: Student numbers in this table are counted as full-time equivalent (FTEs), with the exception of "students with a language background other than English", which is counted as the number of students (headcount).

TAFE NSW students

TAFE NSW has a large and diverse student population. In 2013, there were 570,036 student enrolments across 10 TAFE NSW institutes, with 130 campuses across the State, as well as the Open Training and Education Network (OTEN) (see table 3).

Apprentices and trainees

The Department is responsible for the apprenticeship and traineeship system in NSW. During 2013, we supported 138,205 apprentices and trainees and over 32,000 employers.

In 2013, the Department's State Training Services approved 72,518 new training contracts and an additional 9,388 re-commencements of apprentices and trainees who had previously cancelled their training contracts. A record 61,944 apprentices and trainees successfully completed their formal training this year.

Our communities

A diverse population of seven million people call NSW home. Around 2.4 million people (more than a third of the NSW population) have parents who were both born overseas. One in four people speak a language other than English at home. There are over 208,000 people of Aboriginal or Torres Strait Islander origin, representing just over two per cent of the NSW population.

Over 3.5 million adults and half a million children in NSW participate in sport and physical recreation. Over two million people attend sporting events as a spectator.

There are around two million volunteers in NSW. A third of the State's volunteers are involved in sport and recreational organisations. Around 430,000 people volunteer their time to charities, welfare agencies and other organisations working for the social benefit of the community. Around 600,000 people support their local schools through school committees, boards and other education and training support organisations, or are involved in play groups, scouts, guides and other organisations supporting children and youth development.

Table 3: TAFE NSW enrolments and student profile (2013)

| | |
|--|---------|
| Women | 294,983 |
| Students with a language background other than English | 127,640 |
| Aboriginal students | 37,607 |
| Students with disabilities | 56,983 |
| Students from regional and remote areas | 226,240 |
| 15 - 19 year olds | 135,116 |
| 20 - 24 year olds | 100,398 |
| Mature age students (45 years and over) | 114,110 |

Our ministers

In 2013, the education and training portfolios were the responsibility of the Minister for Education, the Hon. Adrian Piccoli MP. The Hon. Victor Dominello MP, Minister for Citizenship and Communities and Minister for Aboriginal Affairs, and the Hon. Gabrielle Upton MP, Minister for Sport and Recreation¹, had portfolio responsibilities relating to the Department's Office of Communities.

Mr Mark Speakman MP was the Parliamentary Secretary for Tertiary Education and Skills² and supported the work of the Minister for Education. The Hon. Charlie Lynn MLC was the Parliamentary Secretary for Veterans' Affairs and supported the work of the Minister for Citizenship and Communities.

¹ The Hon. Gabrielle Upton MP replaced Mr Graham Annesley as the Minister for Sport and Recreation on 30 August 2013.

² Mr Mark Speakman MP replaced the Hon. Gabrielle Upton MP as the Parliamentary Secretary for Tertiary Education and Skills on 2 September 2013

Our organisation

The Department is one of the largest organisations in Australia. With an operating budget of over \$14.2 billion in 2013/14, the Department is responsible for around a quarter of the State's budget, and employs almost 100,000 staff across the State. The Department consists of the following six portfolios (divisions).

Public Schools NSW

The Department's Public Schools NSW portfolio runs the public education system. With 2,218 public schools across NSW, we help young people grow into literate, numerate and well-educated citizens. Our schools give them the experiences and confidence to make a positive contribution to society. The Department also operates preschools at 100 of its primary and central schools. Government preschools provide an educational preschool program for children in the year before they are enrolled in Kindergarten, with a particular focus on services for disadvantaged communities. (see tables 4 and 5)

Students in our public schools have access to a rich and varied curriculum, delivered by quality teachers and dedicated school leaders. Our schools provide a firm foundation in both literacy and numeracy. Extensive science and technology, cultural, arts and sports programs further develop and enrich our students' knowledge. The Public Schools NSW portfolio has research partnerships with a number of tertiary institutions to help inform innovative approaches to teaching and assessment.

The portfolio is also responsible for the strategic policies that ensure all students have equitable access to school. We support students with disability, Aboriginal education and training, regional communities and early childhood education. We work closely with key stakeholders, including principals' associations, the Aboriginal Education Consultative Group (AECG), parents and citizens' associations, the Disability Council and other organisations with interests in equity and access to education.

Table 4: Number of NSW public schools (2013)

| | |
|---|--------------|
| Number of primary schools | 1,617 |
| Number of secondary schools | 398 |
| Number of central schools | 67 |
| Number of schools for specific purposes | 113 |
| Number of environmental education centres | 23 |
| Total number of schools | 2,218 |

Source: DEC mid-year census. Notes: Figures are consistent with Australian Bureau of Statistics (ABS) *Schools Australia* (cat 4221.0) counting rules, except for the following: The total number of schools differs from figures published by the ABS. The ABS only counts schools that have permanent enrolments for four or more continuous weeks and therefore environmental education centres, some schools for specific purposes (SSPs) and the Open High School are excluded.

Table 5: Student-to-teacher ratios in NSW public schools (2013)

| | |
|---|------|
| Primary student-to-teaching staff ratio | 15.5 |
| Secondary student-to-teaching staff ratio | 12.3 |
| Overall student-to-teaching staff ratio | 14.0 |

Source: DEC mid-year census. Figures are consistent with Australian Bureau of Statistics (ABS) *Schools Australia* (cat 4221.0) counting rules and ratios are expressed as full-time equivalents (FTEs). The number of preschool students and children in early intervention classes are not included in the FTE total, consistent with ABS *Schools Australia*.

TAFE NSW

TAFE NSW is Australia's leading provider of VET, enrolling over 520,000 students (see table 6). It provides access to world-class training systems that encompass the best of campus-based delivery as well as workplace, online, e-learning and other flexible alternatives to suit customer needs. This inclusive service delivery provides specialist and accessible training to support skill development, higher-level qualifications, further study and employment for people who face disadvantage.

TAFE NSW's formal agreements with universities, industry and community groups ensure that students graduate with the practical skills they need for work or further education and training. All TAFE NSW institutes are registered training organisations (RTOs) and are committed to continuous improvement for the benefit of students, industry and the community. TAFE NSW Higher Education also provides opportunities for students across NSW to access higher education qualifications, including applied undergraduate degrees.

The NSW Adult Migrant English Service (NSW AMES) is a self-funded agency within the Department that delivers language, literacy and numeracy training, workplace training and related services for newly-arrived migrants, refugees, jobseekers and workplace clients.

Office of Education

The Office of Education is the Department's primary source of strategic analysis and advice on cross-sectoral, statewide and national developments across early childhood, school and tertiary education. It supports the Minister for Education in strategic discussions with the Commonwealth and other jurisdictions, and leads negotiations over funding arrangements. Through the Centre for Education Statistics and Evaluation, the portfolio leads evaluations of programs, and is the source of our education statistics informing evidence-based policy-making.

The Office of Education is also responsible for early childhood education and care in NSW. It regulates services across NSW, and is responsible for funding preschool service providers.

The Office of Education allocates training funds across the public and private sectors, directs skills policy and funding, manages programs to meet skill needs, and regulates the State's apprenticeship and traineeship system.

Table 6: TAFE NSW enrolments by institute (2013)

| | |
|---|---------|
| TAFE NSW – Hunter Institute | 60,303 |
| TAFE NSW – Illawarra Institute | 31,786 |
| TAFE NSW – New England Institute | 20,240 |
| TAFE NSW – North Coast Institute | 46,361 |
| TAFE NSW – Northern Sydney Institute | 47,747 |
| TAFE NSW – Riverina Institute | 28,131 |
| TAFE NSW – South Western Sydney Institute | 67,836 |
| TAFE NSW – Sydney Institute | 68,464 |
| TAFE NSW – Western Institute | 36,823 |
| TAFE NSW – Western Sydney Institute | 162,345 |

Source: TAFE NSW Strategy and Finance directorate. Enrolment figures for TAFE NSW – Western Sydney Institute include the Open Training and Education Network (OTEN).

Office of Communities

The Office of Communities is responsible for policy, funding and service delivery in the areas of sport and recreation, children, youth, Aboriginal affairs, volunteering and veterans' affairs. The portfolio provides a range of government services with a common focus on building strong, inclusive and active communities. We do this through:

- driving the NSW Government's plan for Aboriginal affairs, *OCHRE: Opportunity, choice, healing, responsibility, empowerment*
- supporting participatory activities such as sport, recreation, local community events, volunteering and veterans' commemorative activities
- providing support to community infrastructure that encourages participation, including major sporting precincts, Sydney Olympic Park, Penrith Lakes and the Anzac Memorial Building
- fostering opportunities and partnerships with community groups and forging coalitions to help them build on their strengths
- providing opportunities for children and young people to participate in their communities, and in decisions that affect them.

Corporate Services

Corporate Services supports the work of portfolios and the delivery of high-quality teaching in schools and TAFE NSW by ensuring a skilled, productive workforce and efficient operating environment.

The Corporate Services portfolio is responsible for:

- recruiting and placement of teachers and school administrative and support staff
- developing and negotiating industrial awards and agreements, and providing industrial relations advice
- providing legal support and advice to schools and TAFE NSW institutes
- investigating and managing employee conduct and performance issues
- managing the allocation of funds and providing financial advice across the Department
- planning and delivering capital works, maintenance and infrastructure projects across the State
- ensuring value and efficiency in purchasing, and compliance with procurement requirements
- implementing the *Learning Management and Business Reform* program to modernise the way the Department delivers support services to schools and TAFE NSW institutes
- providing information and communications technologies to students, teachers and staff
- ensuring schools, institutes and workplaces are safe environments for students, staff and visitors
- providing support to schools to protect our assets and manage security-related incidents.

Office of the Director-General

The Office of the Director-General is the central point of contact for the Department's portfolios and ministers, providing consistent, quality and timely advice, briefings, correspondence and support of parliamentary operations. It is also responsible for:

- monitoring savings, efficiency targets and related reforms to ensure the Department is meeting its budget
- strategic communications, media relations, public school promotion and community engagement
- corporate planning and performance reporting
- enterprise risk management

- audit services, including assurance, risk management, corruption prevention and related consulting services
- providing expert research on learning and development.

The Office of the Director-General also leads the *Connected Communities* strategy, which aims to establish schools as community hubs and build stronger partnerships between schools, the local community and government agencies.

Performance report: In early childhood

Our performance targets

Ensure all children have access to quality early childhood education in the year before school by 2013

Participation in early childhood education and preschool programs continues to rise. In 2011, 88.9 per cent of children were enrolled in a preschool program in the year before school, up from 86.2 per cent in 2010. Preliminary data indicate further improvements in 2012 and 2013.

Participation rates for the State's most vulnerable families also increased. Children from disadvantaged backgrounds now represent almost a quarter of all children enrolled in preschool programs in NSW, with preliminary data also indicating recent increases in the participation rate for Aboriginal children.

Increase the proportion of children with the literacy and numeracy skills they need for the best start at school

The Best Start Kindergarten Assessment is an assessment of each student's literacy and numeracy ability when they start Kindergarten. In 2013, 77 per cent of school starters who participated in the assessment achieved level 1 or higher and were assessed as 'beginning at Kindergarten level' in literacy. Around 92 per cent achieved the equivalent level in numeracy.

Our priorities: In early childhood

High expectations, closing the gaps

Increasing access to preschool

In March 2013, the Minister for Education announced two major initiatives to increase participation in community preschools.

The *Preschool Fee Reduction Initiative* provided \$20 million in additional funding to community preschools, as a precursor to the reform of preschool funding that will commence in January 2014. Under the initiative, almost all of the 774 community preschools that received NSW Government funding in 2013 received a funding boost. This resulted in a 23 per cent reduction in the average daily fee for families.

A \$5 million capital funding program was also introduced for rural and regional areas where children are missing out on preschool because of a lack of facilities, and where the market cannot respond effectively to demand because of local economic conditions. Preschools were eligible to apply for capital funding in 2013, with projects to commence in 2014.

Giving young children the best start at school

The Best Start Kindergarten Assessment is designed to identify the literacy and numeracy skills that each child brings to Kindergarten. In 2013, the assessment was conducted in all NSW public schools, involving 70,394 children and over 3,700 teachers.

The Department's Planning Literacy and Numeracy (PLAN) software has been developed to enable primary school teachers to enter initial assessment data, and track the progress of students against our literacy and numeracy continuums as they move through each year of school.

The Department implemented a suite of early intervention programs to ensure all students are on track in literacy and numeracy by the end of primary school. These programs include *Language, Learning and Literacy (L3)*, *Reading Recovery*, *Count Me in Too* and *Targeted Early Numeracy (TEN)*. In 2013, the Department funded 120 full-time equivalent (FTE) positions to help classroom teachers deliver quality literacy and numeracy programs.

The Gifted and Talented Kindergarten Resource Package supports children achieving beyond expectations in the Best Start assessment.

Quality teaching and leadership

Implementing the *National Quality Framework*

The Department continued to implement the *National Quality Framework* (NQF) which came into effect in January 2012. The NQF aims to improve the quality and consistency of early childhood education and care across Australia through an integrated and uniform approach to the approval, quality assessment and compliance of services with the national legislation. It applies to around 5,000 services in NSW, including long day care centres, preschools, family day care services and outside school hours care services.

The NQF is the national benchmark used to rate and assess the quality of services. The standard covers:

- educational programs and practice
- the health and safety of children
- the suitability of facilities and the physical environment
- staffing arrangements
- support for children, their families and communities
- the quality of leadership and service management.

To date, the Department has rated and published over 1,700 reports for services.

In 2013, the Department completed the transition of outside school hours care services to the NQF. This involved bringing around 1,200 services into the regulatory framework. Outside school hours care services comprise almost a quarter of the early education and care services regulated under the national law.

There are approximately 180 services that are regulated under NSW legislation. These service types include occasional care, home-based care and mobile services. Although subject to NSW legislation, the requirements for these services mirror the national law in most respects.

The Department monitors compliance with legislative requirements, investigates complaints and responds to incidents if they occur. In 2013, these activities involved around 3,100 visits to service providers. We responded to over 31,700 telephone enquiries, 8,180 email enquiries and handled over 3,340 regulatory notifications from service providers.

At a time of significant change for the sector, we launched *EC EXTRA*, a user-friendly communiqué to keep service providers informed.

Building the knowledge and skills of early childhood educators

The best outcomes for children can only be achieved through highly skilled and qualified staff. That is why the NQF progressively mandates new qualification requirements for early childhood educators.

In 2013, we launched early childhood teaching scholarships. Under this program, 100 scholarships worth up to \$10,000 were made available to early childhood educators to upgrade their qualification to bachelor degree-level. The first round of the program opened in mid-2013 and we awarded 32 scholarships. We then offered a second round of scholarships, with a focus on early childhood teachers working in rural, regional and remote areas of NSW. Successful applications in this second tranche will be notified in early 2014.

The New Skills: Quality Care training strategy, which provides subsidised training for certificate III and diploma-level qualifications in children's services, continued to support educators gain the qualifications they need under the NQF. Almost 900 full and partial qualifications were subsidised under this initiative in 2013.

In 2013, 97 per cent of preschool teachers working in the Department's preschools have completed, or are working towards, an approved qualification. Around 85 per cent of school learning support officers working in our preschools have completed, or are working towards, an approved certificate III qualification. Professional learning modules have also been developed for the Department's preschool learning communities, with 23 preschools participating in 2013.

New and better ways of doing business

Reforming the funding of early childhood education and care

The Minister released the landmark *Review of NSW Government Funding for Early Childhood Education* in March 2013. The review was undertaken by Professor Deborah Brennan, who recommended significant funding reforms to ensure that all children have access to early childhood education in their year before school.

In accepting Professor Brennan's recommendations, the Government tasked the Department with developing a new funding model for community preschools. In line with the principles of the review, we developed a child-focused funding model that will make \$150 million available to the community preschool sector. This is a 20 per cent increase on current funding levels, and we have directed the biggest increases to the most disadvantaged families and communities. The additional investment in community preschools is supported by Commonwealth funding provided under the *National Partnership for Universal Access to Early Childhood Education*.

From January 2014, funding will be targeted at community preschools to provide early childhood education to children in the year prior to school,

and to disadvantaged and Aboriginal children. Under the new funding model, the minimum base funding rates for four and five year olds will increase by 44 per cent, while the maximum base rate will increase by 75 per cent. We have also ensured that the base rate provided to each community preschool more closely aligns with the socio-economic circumstances of the families enrolled in the service. Additional loadings will assist services in remote and regional communities because we recognise that these preschools face higher than average operating costs.

There is additional equity funding for children from low-income families and Aboriginal children aged three and over. Community preschools enrolling these children will receive significantly increased funding regardless of service location, to support our aim of increasing participation and reducing fees for these families. Preschools enrolling children with English language needs will also receive a standard loading regardless of service location.

We recognise that the new funding model represents a major reform for community preschools. That is why the model will be implemented over a three-year period to give services time to adjust to the new arrangements.

Performance report: At school

Our performance targets

Ensure participation of students in national (NAPLAN) tests exceeds the national average

consistently higher than the national average across all year levels (Years 3, 5, 7 and 9) since testing began in 2008.

NSW participation in National Assessment Program: Literacy and Numeracy (NAPLAN) tests has been

Figure 1: Participation rate of NSW students in NAPLAN tests compared to the national average in 2013



Source: Australian Curriculum, Assessment and Reporting Authority (ACARA), *NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2013*.

Increase the proportion of NSW students achieving at or above the national minimum standard for reading and numeracy

In 2013, the proportion of NSW students achieving at or above the national minimum standard in reading was consistently higher than the national average. The proportion of Year 5 students meeting or exceeding the national minimum standard in reading

appears to have improved since 2008. There has been no overall change for Years 3, 7 and 9 over the same period.

NSW students achieved above the national standard in numeracy in Years 3, 5 and 7. However, the performance of NSW Year 9 students declined and slipped below the national average. There has been no significant change for Years 3, 5 and 7 since 2008.

Figure 2: Proportion of NSW students in Years 3, 5, 7 and 9 at and above the national minimum standard for reading and numeracy in 2013



Source: Australian Curriculum, Assessment and Reporting Authority (ACARA), *NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2013*.

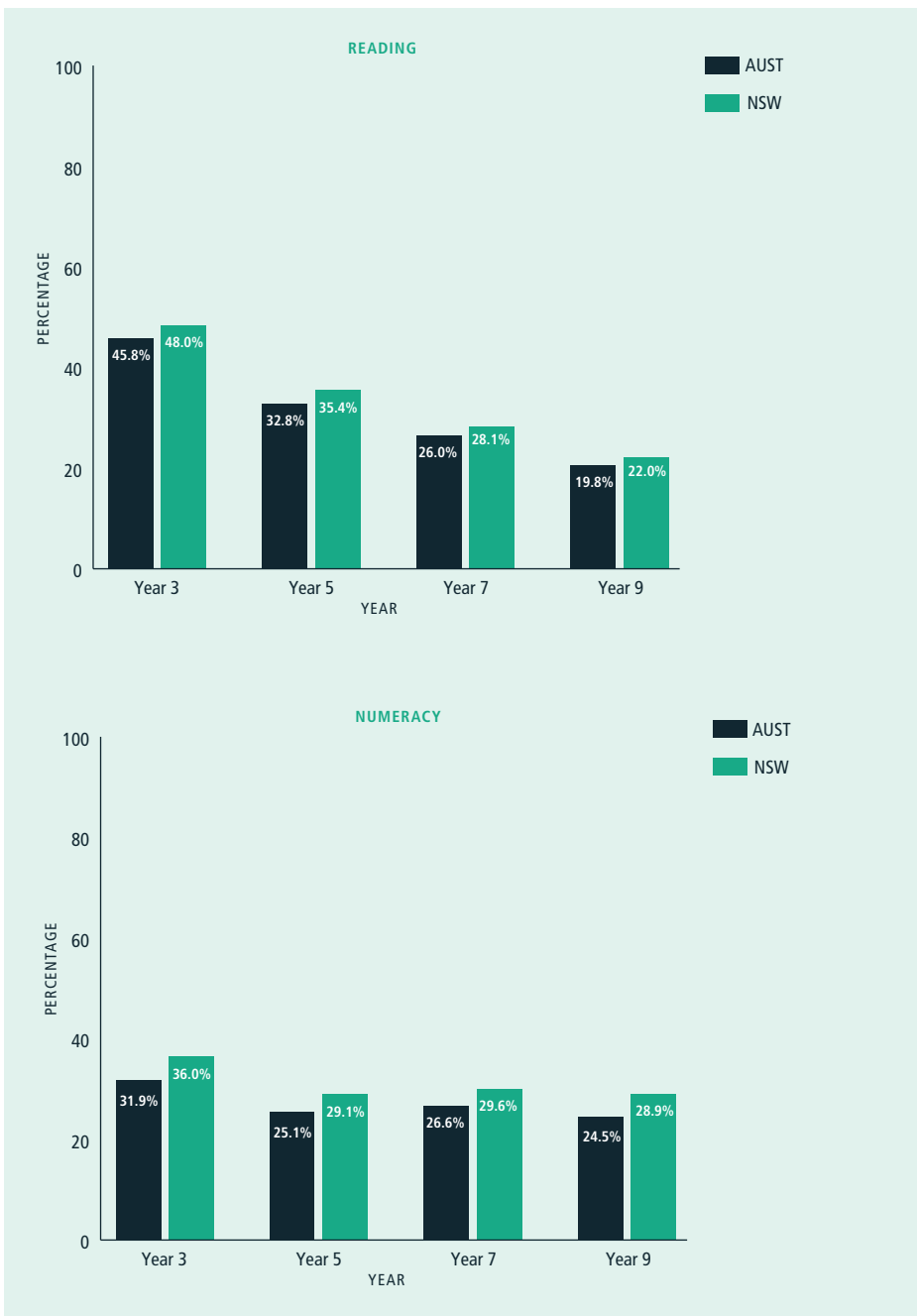
Increase the proportion of NSW students achieving in the top two performance bands for reading and numeracy

In 2013, the proportion of NSW students achieving in the top two performance bands for reading and numeracy was consistently higher than the national average. NSW is currently

ranked first in Australia in Year 7 numeracy, with the highest percentage of students achieving in the top two bands.

Since 2008, the proportion of NSW students achieving in the top two bands has increased for Years 3, 5 and 9 in reading and Years 5 and 9 in numeracy.

Figure 3: Proportion of NSW students in Years 3, 5, 7 and 9 in the top two performance bands for reading and numeracy in 2013



Source: Australian Curriculum, Assessment and Reporting Authority (ACARA), NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2013.

Halve the gap between Aboriginal and non-Aboriginal students in reading and numeracy by 2018

There was a statistically significant increase in the proportion of Aboriginal students in Year 3 and Year 5 achieving at or above the national minimum standard for reading between 2008 and 2013. If these trends continue, NSW is on track to meet these targets in 2018.

However, over the same period, there has been a statistically significant decline in the proportion of Aboriginal students in Year 9 achieving at or above the national minimum standard for numeracy. At this rate, NSW is unlikely to meet this halve the gap target by 2018.

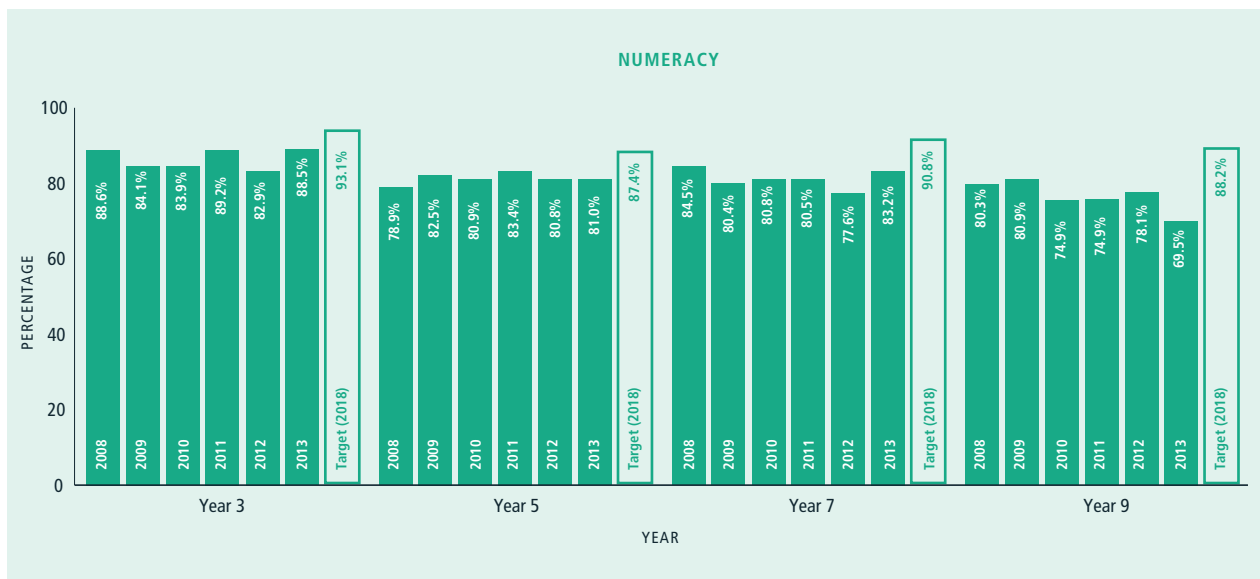
There have been no statistically significant changes between 2008 and 2013 for other testing years.

Figure 4: Proportion of Aboriginal students in NSW achieving at or above the national minimum standard in reading (2008-2013)



Source: Australian Curriculum, Assessment and Reporting Authority (ACARA), NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2013.

Figure 5: Proportion of Aboriginal students in NSW achieving at or above the national minimum standard in numeracy (2008-2013)



Source: Australian Curriculum, Assessment and Reporting Authority (ACARA), NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2013.

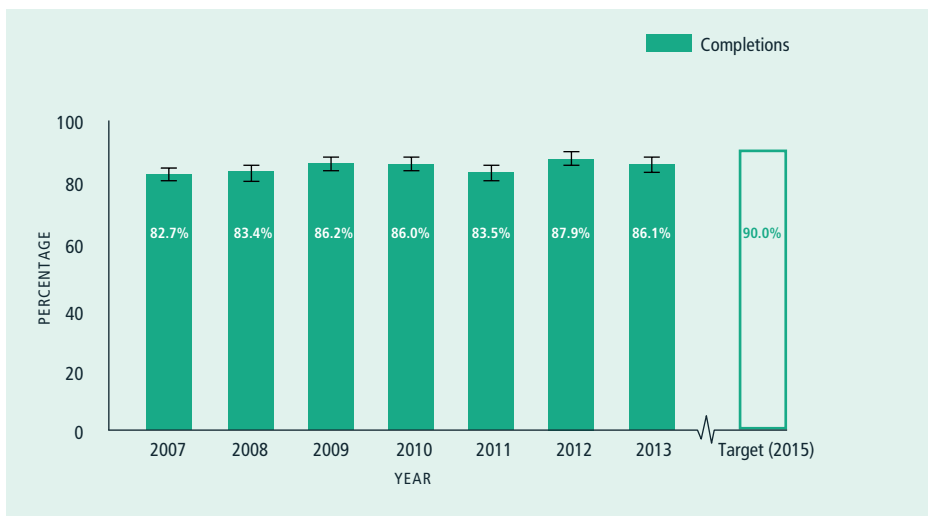
Ensure that 90 per cent of young people have attained a Year 12 or AQF qualification at certificate II or above by 2015

In 2013, the proportion of young people who had completed Year 12 or an Australian Qualifications Framework (AQF) qualification at certificate II or above was 86.1 per cent (see figure 6).

Ensure that 90 per cent of young people have attained a Year 12 or AQF qualification at certificate III or above by 2020, including those in rural and regional NSW

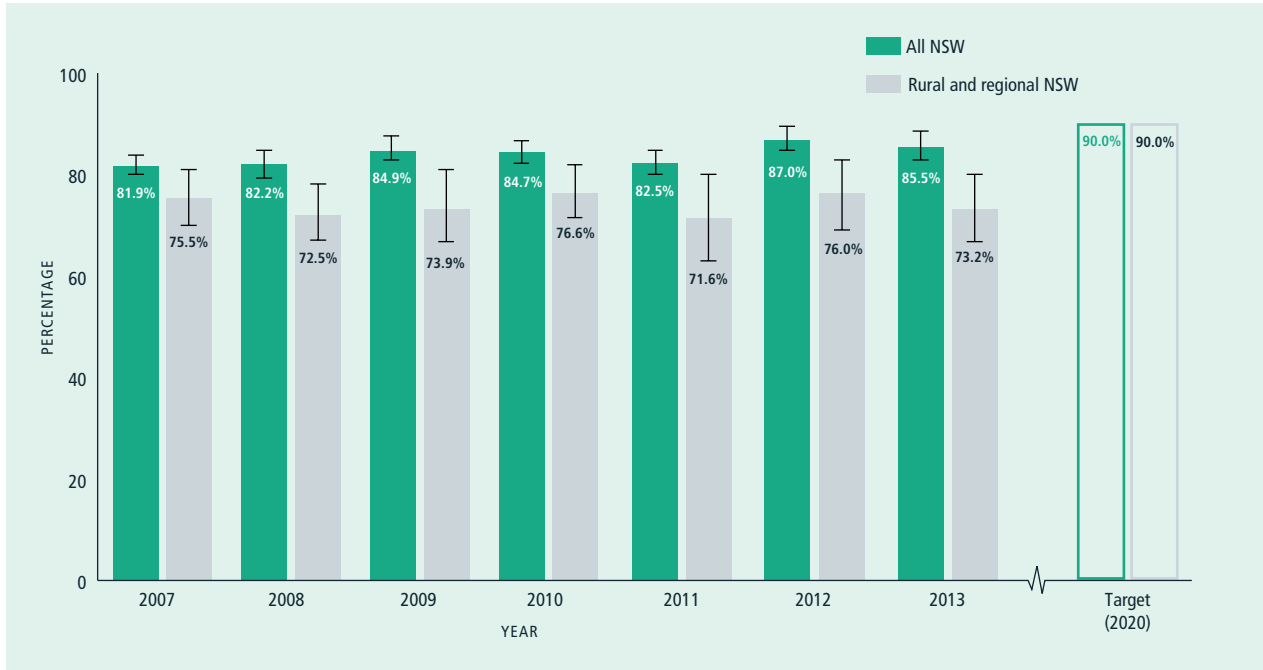
While there are fluctuations in survey data from year to year, the overall proportion of young people who had completed a Year 12 or an AQF qualification at certificate III or above continues to increase towards the target of 90 per cent by 2020 (see figure 7). However, the proportion of young people living in rural and regional NSW who had attained an equivalent qualification has not improved since 2007. A step change is required for NSW to achieve the ambitious target of a 90 per cent attainment rate by 2020.

Figure 6: Proportion of 20-24 year olds who have attained a Year 12 or AQF qualification at certificate II or above (2007-2013)



Source: Australian Bureau of Statistics (ABS), *Survey of Education and Work* (cat. no.6227.0). Care needs to be taken with the interpretation of survey data as high standard errors can mean differences from year to year are not statistically significant.

Figure 7: Proportion of 20-24 year olds who have attained a Year 12 or AQF qualification at certificate III or above (2007-2013)



Source: Australian Bureau of Statistics (ABS), *Survey of Education and Work* (cat.no. 6227.0). Notes: Rural and regional attainment data are calculated from a sample survey for which there is a known standard error. The ABS has advised that year to year fluctuations are to be expected due to sampling variability. Care needs to be taken with the interpretation of survey data as high standard errors can mean differences from year to year are not statistically significant.

Improve Year 12 completion rates for students in disadvantaged areas

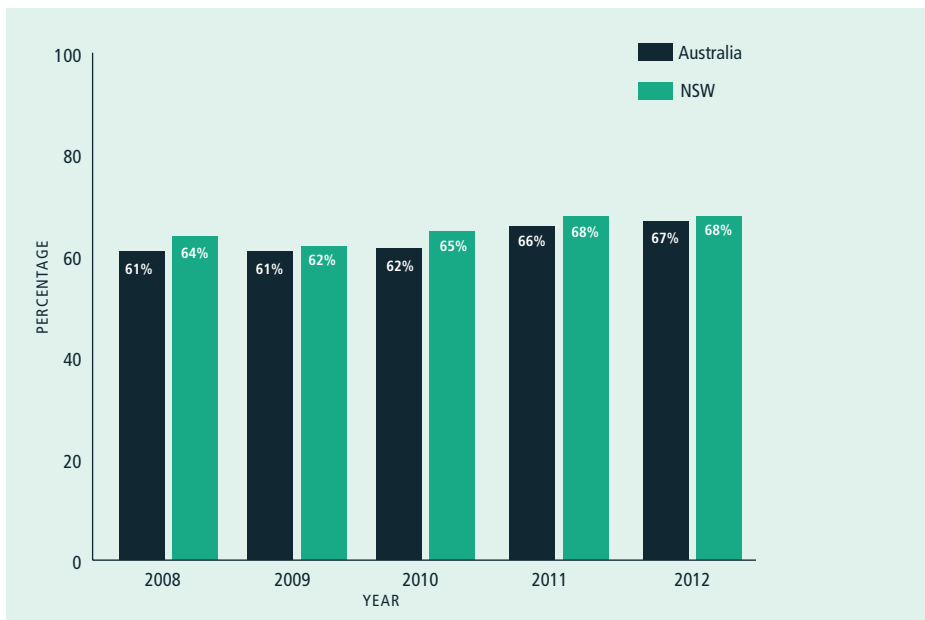
Since 2008, the proportion of NSW students living in low socio-economic areas who have completed Year 12 has increased from 64 per cent to 68 per cent. Over the same period, the national average has increased to 67 per cent (see figure 8).

Halve the gap in Year 12 or equivalent attainment for Aboriginal students by 2020

In 2011, 55.9 per cent of young Aboriginal people had attained Year 12 or equivalent qualification. While this is an increase of over six percentage points between the 2006 and 2011 census collections, significant and sustained effort is required if we are to achieve the 2020 target of 66.8 per cent (see figure 9).

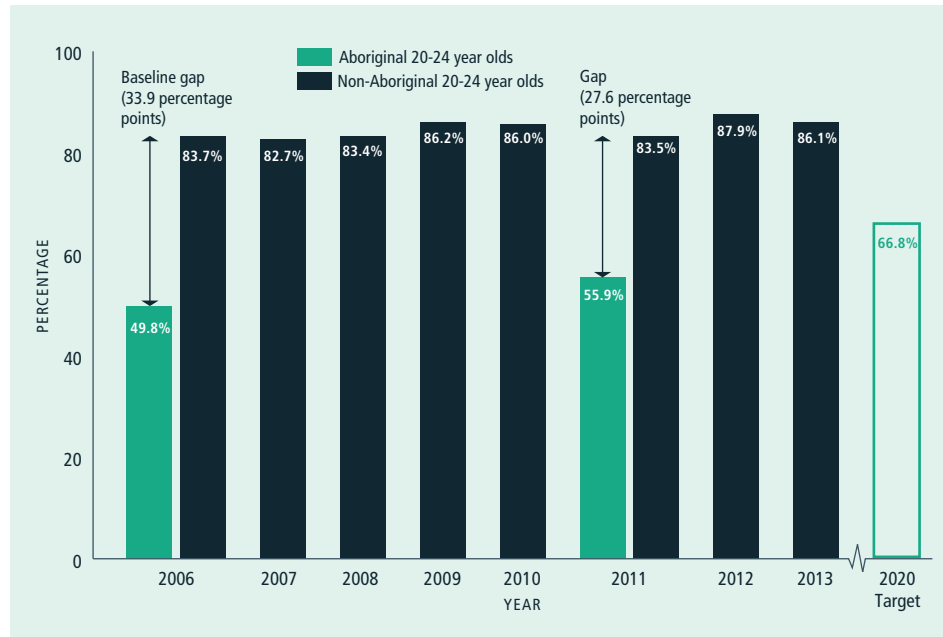
Since the school leaving age was raised to 17, school retention rates have increased for all NSW students across Years 7 to 12. The retention rate for Aboriginal students has increased from 32.2 per cent in 2008 to 45.4 per cent in 2013, while the rate for non-Aboriginal students increased from 66.2 per cent to 74.5 per cent over the same period. This translates to a gap between Aboriginal and non-Aboriginal students of 29.1 percentage points, compared to 34.0 percentage points in 2008 (see figure 10).

Figure 8: Year 12 completion rates for students living in low socio-economic areas (2008-2012)



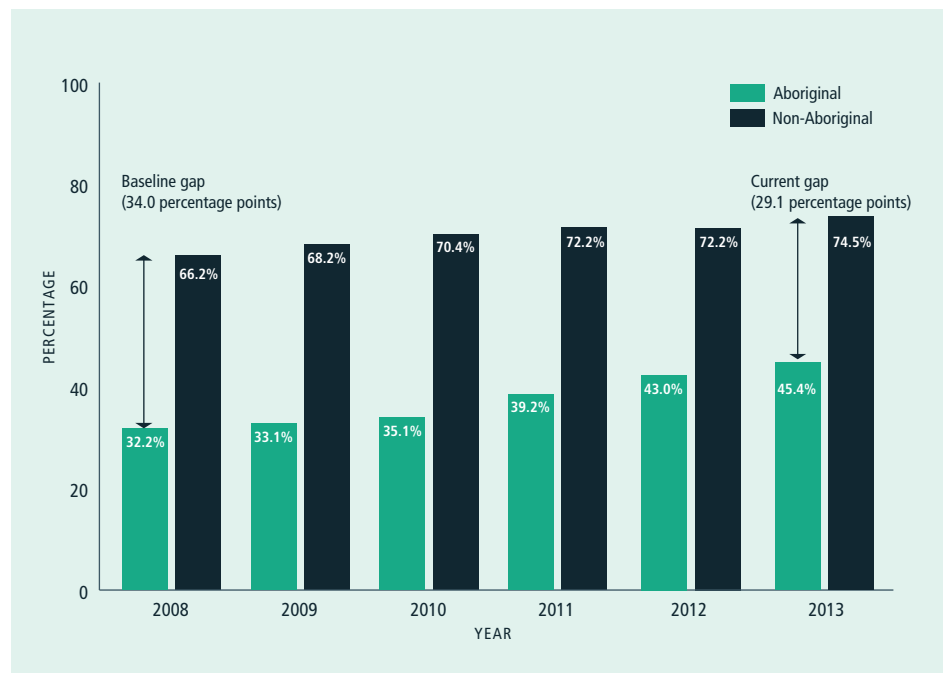
Source: Productivity Commission, *Report on Government Services* (2014), Steering Committee for the Review of Government Service Provision.
Note: 2013 data is not available until 2015.

Figure 9: The gap in Year 12 or equivalent attainment for Aboriginal 20-24 year olds (2006-2013)



Sources: 2006 and 2011 data for Aboriginal and non-Aboriginal young people sourced from the five yearly *Census of Population and Housing*, Australian Bureau of Statistics (ABS), as sourced from the *Report on Government Services* (Productivity Commission). All students data sourced from the annual ABS *Survey of Education and Work* (cat. no. 6227.0).

Figure 10: Year 7 to Year 12 apparent retention for Aboriginal and non-Aboriginal students (2008-2013)



Source: Australian Bureau of Statistics (ABS) *Schools Australia* (catalogue 4221.0). Note: Apparent retention measures the extent to which students in NSW public schools progress to their final year of schooling. The term 'apparent' is used because the measurement is based on the total number of students in each year level compared to the number in an early year, rather than by tracking the retention of individual students.

Increase the number of teachers with higher-level professional accreditation

Accreditation with the NSW Institute of Teachers at the higher career stages of 'Professional Accomplishment' and 'Professional Leadership' became available to all school teachers in 2008. In July 2013, the Institute transitioned from the NSW professional teaching standards to the *Australian Professional Standards for Teachers*¹. Accreditation requires teachers to demonstrate they have achieved the relevant teaching standards through a combination of documentary evidence, referee reports and independent observation.

In 2013, 96 public school teachers expressed interest in seeking voluntary accreditation at 'Professional Accomplishment', with 74 commencing the process with the Institute. A further 120 teachers completed a preliminary application at 'Professional Leadership', with 107 commencing the accreditation process.

Teachers have up to three years to complete their submission for accreditation. In 2013, 15 teachers achieved accreditation at 'Professional Accomplishment' and 17 at 'Professional Leadership'. Since 2008, 45 teachers have achieved accreditation at the higher levels.

Ensure 60 per cent of school students with disability have a personalised learning and support plan by 2020

The Department continued to work towards this target. In 2013, the Department trialled the Personalised Learning and Support Signposting Tool (PLASST) to help teachers cater for students with additional learning and support needs. More than 550 schools participated in the trial and generated more than 24,800 student learning and support profiles. This will contribute to further development of the tool.

More than 400 NSW public schools took part in the first year of the nationally consistent collection of data on school students with disability. This annual data collection is being phased in for full implementation in all Australian schools from 2015. It draws on the professional judgment of teachers about their students and the personalised adjustments being provided for students with disability.

The system we use to collect data about personalised learning and support being provided for students has been enhanced, and is due for release in 2014. This will allow us to track our progress towards this target.

¹ Teachers who commenced the process of accreditation at one of the higher career stages before 15 July 2013 continued to work with the NSW standards. Teachers commencing the process from July worked under the Australian standards, at the equivalent career stages of 'Highly Accomplished' and 'Lead'.

Our priorities: At school

High expectations, closing the gaps

Supporting students with disability, learning and behavioural difficulties

Approximately 90,000 students enrolled in NSW public schools require additional support to overcome the barriers of disability. In 2013, more than 2,500 specialist support classes were provided with the capacity to support more than 19,500 students. We provided additional assistance for around 7,000 students in regular classes through the *Integration Funding Support Program*. A further 65,000 students were supported with specialist resources provided to every regular public school across NSW.

Initiatives under the *Every Student, Every School* strategy announced by the NSW Government in March 2012 continued to build the capacity of our schools to meet the needs of their students. In 2013, we focused on personalised learning and support for students with disability, learning and behaviour difficulties. More than 4,900 teachers and school support staff completed our specialist training.

More than 180 teachers received scholarships to complete a master's degree to improve their ability to deliver improved learning experiences and educational outcomes for students with disabilities. In 2014, a further 100 scholarships will be offered to teachers and 50 scholarships for staff working in the school counselling service. In 2013, we launched a new course to improve teachers' understanding of hearing loss, and over 450 staff completed the course. More than 20,000 teachers and support staff also completed specialist training on their obligations under the Commonwealth's *Disability Discrimination Act 1992* and *Disability Standards for Education 2005*.

Schools for specific purposes (SSPs) undertook 86 projects to develop networks with local schools to help them provide for students with disability.

Connected Communities

Connected Communities is a new approach to improving educational and social outcomes for Aboriginal children and young people living in a number of complex and diverse communities in NSW. Thirteen schools started the 2013 school year as *Connected Communities* schools. Taree Public School and Taree High School joined the strategy later in the year, after the model for their local community was finalised.

In November 2013, the Minister announced a capital investment and maintenance program to improve facilities at participating schools over the next four years. This includes \$25 million to undertake substantial rebuilds and refurbishments at three *Connected Communities* schools and \$10 million for maintenance and minor works in the remaining schools.

A reference group has been formed by each school to work collaboratively with the executive principal in the development, planning and implementation of each school's *Connected Communities* strategy. A community engagement leader was also recruited at each school to assist the executive principal in the implementation of the strategy and strengthen relationships between the school, the local Aboriginal community and the broader community.

We are already starting to see positive outcomes for participating schools. For example, all Kindergarten students at Toomelah Public School are now reading at or beyond their year-level standards.

Closing the gap in educational outcomes for Aboriginal students

The Department is determined to close the gap in educational outcomes between Aboriginal students and the broader student population. In 2013, we continued to provide additional support for Aboriginal students to address this disadvantage.

The *Wambinya Early Years Program* helped 568 Aboriginal Kindergarten students with their literacy and numeracy development.

The *Norta Norta Program* provided 3,087 Aboriginal students in Years 11 and 12 with tutorial assistance to keep them engaged in school and improve their academic achievement. Over 2,500 Aboriginal students, including 200 students in juvenile justice centres, were provided with additional learning assistance via the NAPLAN component of the program.

In 2013, the Department partnered with the NSW Aboriginal Education Consultative Group (AECG) to host the Buunji National Aboriginal and Torres Strait Islander Education Conference. The conference provided more than 620 delegates with the unique opportunity to review, share and map sustainable pathways for Aboriginal people.

Under the *Galupa Sponsorship Program*, a partnership between the Department and Glencore, 59 Aboriginal students in Years 6, 7 and 8 received a \$4,000 scholarship to assist in their transition through secondary school.

The Department also continued to deliver *Connecting to Country* in 28 schools, involving 232 teachers and principals in the immersion program. In 2013, 43 different courses were conducted for teachers of Aboriginal students, with a total of 3,084 enrolments.

The Department continued to develop and implement personalised learning plans for Aboriginal students.

The number of students supported by learning plans increased from 26,900 in 2010 to over 35,000 in December 2013.

The Department also continued to work with the Commonwealth and other states and territories to implement the national *Aboriginal and Torres Strait Islander Education Action Plan 2010-2014*. The Department's contribution to the action plan is published on the Standing Council on School Education and Early Childhood website.

Supporting students from rural, remote and disadvantaged communities

In November 2013, the Minister for Education launched *Rural and Remote Education: A blueprint for action*. The blueprint is a long-term plan with \$80 million allocated to December 2017, and aims to bridge the gap between rural and remote and metropolitan schools with action in four key areas:

- quality early childhood education
- great teachers and school leaders
- curriculum access
- effective partnerships and connections.

The *Country Areas Program* provided funding and consultancy services from 2009 to 2012 for rural schools who met specific isolation criteria. In 2013, 218 schools formally eligible for the *Country Areas Program* received an equity funding allocation for geographic isolation, to a total value of \$4.5 million in preparation for the transition to the new Resource Allocation Model (RAM). Schools have the flexibility to use this funding to address the issues faced by students as a result of their school's remoteness.

The *Low Socio-economic Status School Communities National Partnership* provided funding to improve educational outcomes for students in 548 disadvantaged schools. We created additional executive positions in more than 270 schools, and 13 Highly Accomplished Teachers (HATs)

were employed to improve the quality of teaching through leadership and mentoring. We created a total of 1,999 new teaching and 807 non-teaching positions, and schools implemented more than 1,000 targeted literacy and numeracy programs.

Early Action for Success

In 2013, the Department continued to implement the *Early Action for Success strategy*, which is the Department's implementation of the *NSW Literacy and Numeracy Action Plan*. In 2013, we allocated a total of \$25 million to the implementation of the strategy. This included the appointment of instructional leaders in identified schools. In 2013, we increased the number of these specialists to 78, working across 92 schools to assist our youngest students struggling to meet expected standards in literacy and numeracy.

Schools participating in *Early Action for Success* collected data identifying which students were at risk of falling behind in literacy and numeracy. Over 50 per cent of students from Kindergarten to Year 2 in participating schools were identified as needing additional support in literacy, with one third needing support in learning number. For each student achieving substantially below expected standards, our teachers and instructional leaders worked together on plans to help them catch up.

In 2013, the Department commenced the recruitment and induction of literacy and numeracy trainers to ensure that schools got the best results from the Department's intervention programs. Literacy and numeracy specialists provided instructional leaders, principals and teachers with high-quality, professional training on how to implement the most appropriate remedial programs.

Erebus International has been selected to carry out an independent longitudinal evaluation of the *Literacy and Numeracy Action Plan*. This will consider some of the key features of the *Early Action for Success* strategy, including:

- the impact and sustainability of instructional leadership
- the use of a tiered approach to improving literacy and numeracy outcomes
- innovations to strengthen partnerships between home and school.

The Department is also undertaking an internal evaluation of the program to supplement and support the external review.

The latest NAPLAN results show that the proportion of Year 3 students at or above the national minimum standards in reading and numeracy are now effectively the highest in Australia.

Helping students transition from primary to secondary school

The Department provides resources to support parents and students during key transitional periods, especially the shift from primary into secondary school.

Our strategies include:

- sharing stories from schools that have successfully maintained a continuity of learning from primary into the first year of secondary school
- approaches to a more integrated curriculum
- examples where schools worked with students and parents to help them through this challenging period.

All curriculum support materials developed by the Department for the new NSW syllabuses adopt a Kindergarten to Year 10 perspective. They are designed to be used in conjunction with the Department's literacy and numeracy continuums, and include a special emphasis on the transition from primary to secondary school.

Improving student attendance

The Department continued to implement options for dealing with non-attendance that were first introduced

by legislative reforms in 2009. These reforms recognised that a broad range of factors impact on school attendance. Remedial actions include confidential conferences and compulsory schooling orders issued by the Children's Court. More than 500 attendance conferences are now conducted annually by more than 300 trained conference convenors.

At the local level, schools and attendance officers worked with communities to develop initiatives appropriate to their local area. Many of these initiatives have focused specifically on narrowing the gap between Aboriginal and non-Aboriginal students. As an example, an attendance action team was formed at one school including school staff, the home school liaison officer, the Aboriginal student liaison officer and the local AECG representative. The team implemented a range of incentives to improve attendance, which saw an improvement in the attendance rate for Aboriginal students to 92.9 per cent in 2013 and an increase in the NAPLAN results for Aboriginal students at the school.

At the state level, the attendance rate for all public school students increased from 92.0 per cent in 2012 to 92.6 per cent in 2013.

Encouraging students to stay in school and transition to further education, training and employment

In 2013, the Department allocated \$8.6 million to 54 providers to provide a *Links to Learning* support program in over 260 schools. *Links to Learning* is a practical program for students at risk of leaving school early, and for young people who have left school but are not in education or training. We also supported the seven schools within NSW juvenile justice centres to help young people make a transition back into school or other post-school options.

To ensure that students had a number of different avenues for education and training, the Department allocated more than \$2.7 million for students in Years 9 and 10 to undertake vocational education and training (VET) courses last

year. In 2013, there were 405 school-based apprentices and 2,208 school-based trainees in public schools across NSW. Trade schools and trade training centres in over 290 schools provided students with access to industry-standard training facilities. This encouraged more students to complete their schooling and helped to fill local skills shortages. TAFE NSW partners with secondary schools to deliver VET programs and help students transition to further study and employment.

Through the *National Partnership on Youth Attainment and Transitions*, we funded approximately 2.2 million hours of work placement. Around \$8 million of Commonwealth funding under the national partnership allowed service providers across NSW to broker 63,000 work placements for students enrolled in VET courses as part of their Higher School Certificate (HSC).

Forty-one secondary teachers completed training as transition advisers to help at-risk students engage with learning, plan their long-term goals and prepare for their transition from school. In 2013, we also allocated \$2.85 million to support *School to Work* activities and innovative, whole-school initiatives to ensure that students were able to establish the foundations for a future career.

The Department is currently conducting an analysis of data from the annual *School to Work Survey* and the *Links to Learning* program as part of further research into innovative ways that schools can keep students engaged in the later years of school, and move successfully into further education, training and employment.

The apparent Year 10 to 12 retention rate was 71.1 per cent in 2013, slightly higher than before the implementation of the new school leaving age legislation. Since 2008, the Year 7 to 12 apparent retention rate has risen from 64.6 per cent to 72.7 per cent, an increase of over eight percentage points¹.

¹Note: Apparent retention measures the extent to which students in NSW public schools progress to their final year of schooling. The term 'apparent' is used because the measurement is based on the total number of students in each year level compared to the number in an early year, rather than by tracking the retention of individual students.

Quality teaching and leadership

Great Teaching, Inspired Learning

Great Teaching, Inspired Learning is the NSW Government's plan to improve the quality of teaching in the State's schools. The plan includes a range of actions at every stage of a teacher's career designed to improve the quality of learning for all NSW students. After an extensive consultation period in 2012, the Minister for Education launched the blueprint for action in March 2013. The blueprint includes a set of 16 key reforms and 47 specific actions.

Under the reforms, entrants into NSW undergraduate programs will require HSC Band 5 results in a minimum of three subjects, one of which must be English. Teacher education graduates will also need to pass a literacy and numeracy test to embark on their final year professional experience placement.

New resourcing arrangements for schools with permanent beginning teachers were finalised in August 2013. These will provide additional support to teachers in their first two years of permanent teaching.

The Department has also launched a new internship program that provides teacher education students with the opportunity to work as a part-time paraprofessional with experienced teachers during their final year of study. The program will commence in 2014.

New cadetships will allow cadets to work as an operational paraprofessional during their initial year of teacher training. As they progress into their second year of teacher training, they will work under the supervision of experienced teachers as an educational paraprofessional, in a paid part-time capacity. On completion of the program, cadets will be guaranteed a permanent teaching position.

In December 2013, the Department negotiated a new award for teachers that includes a new standards-based salary structure that will commence from 2016.

From July 2014, new processes will be introduced to better manage underperforming teachers.

Attracting and recruiting the highest quality teachers

In 2013, 7,840 new applicants were approved to teach in NSW public schools and we filled 3,145 classroom teacher positions. After incentive transfers and Aboriginal employment applicants were appointed, 56 per cent of classroom teacher positions were filled through a method chosen by schools.

Since the introduction of the *Teacher Education Scholarship* program in 2002, 1,355 high-quality teachers (including 219 Aboriginal teachers) have been appointed to areas of workforce need. In 2013, 300 new applicants (including 84 Aboriginal students) were offered a scholarship in the 2014 program.

Incentive scholarships were introduced in 2008 to attract high-quality graduates in their final year of study. We appointed one technological and applied studies teacher, three mathematics, three science (physics) and 10 special education teachers this year. In 2013, 220 teachers completed their retraining in mathematics, engineering studies, reading recovery, school counselling, special education, careers advising, English as a second language and teacher librarianship.

Under *Great Teaching, Inspired Learning*, we also introduced rural scholarships. Students will receive a \$6,000 annual training allowance while studying full-time for a teaching qualification. On completion of the program, students are guaranteed permanent employment in an agreed rural and remote location and awarded a further \$5,000 to assist with relocation costs and other expenses.

We also offered incentives to attract and retain teachers in remote regional schools. These included:

- priority transfers after service commitments had been met
- subsidised housing and rental accommodation
- retention benefits
- additional vacation and leave periods
- additional professional development days.

Rural and Remote Education: A blueprint for action will offer further incentives to attract and retain teachers and school leaders in hard to staff schools.

In 2013, we appointed 74 classroom teachers, 20 executive staff and nine principals through incentive transfers.

We continued to work closely with the NSW Institute of Teachers to ensure that our teacher training and professional development schemes were consistent with the NSW accreditation requirements for new teachers. We helped prepare our newly-appointed teachers with an induction program, access to online professional learning and mentoring arrangements.

Our *Beginning Teachers Support Initiative* provided funding to schools equivalent to one hour of relief per week for each permanent teacher in their first year of service. This additional support could be used by new teachers to participate in professional development, prepare lessons or get advice from more experienced teachers. In 2013, this initiative supported 2,745 beginning teachers in over 1,176 public

schools. In 2013, our *Teacher Mentor Program* also funded 50 positions to support beginning teachers in 92 schools across NSW.

Under the *Great Teaching, Inspired Learning* reforms, a new and expanded model of support for beginning teachers will be introduced in 2014. This will replace the *Beginning Teacher Support Initiative* and *Teacher Mentor Program*.

Ongoing professional development for our school teachers and principals

All school teachers and leaders have access to a comprehensive range of professional learning opportunities, designed to develop their professional practice. Learning areas include:

- implementation of the curriculum
- literacy and numeracy development
- student welfare and equity
- using the latest information and communication technologies.

The *Australian Professional Standards for Teachers* now guide teachers' professional knowledge and practice, and we are developing professional learning courses in line with the Australian standards.

In 2013, the *Classroom Teacher Program* provided more than 100 hours of registered professional learning, specifically targeted at helping early career teachers maintain their accreditation at the 'Proficient' career stage of the Australian standards. The program's 28 online courses were accessed by permanent, temporary and casual teachers across the State.

We delivered a joint induction conference for principals and deputy principals in early 2013 that reflected the Government's new directions for public schools in NSW, including the *Local Schools, Local Decisions, Great Teaching, Inspired Learning and Rural and Remote Education* reforms.

As part of the *National Partnership on Improving Teacher Quality: Principal Professional Development*, a number of initiatives were undertaken, including four projects implemented through primary and secondary principal associations. In March 2013, 50 schools were successful in gaining a *Leadership Learning and Improvement Project* grant. Known as Learning Alliances, these bring networks of school principals together to develop innovative projects, build leadership skills and improve student learning outcomes. Supported by 25 leadership officers, the Learning Alliances produced professional learning materials and case studies based on their experience, which are now being shared with school leaders across Australia.

Recognising and rewarding excellence in teaching

The centres for excellence initiative under the *National Partnership for Improving Teacher Quality* concluded at the end of 2013. Over the life of the national partnership, the centres for excellence supported over 150 schools by promoting and demonstrating what quality teaching looks like. In 2013, the second tranche of 22 schools participated in a transition year, with access to up to \$200,000 to continue the activities proven to have the greatest impact on teacher quality and student outcomes.

Temporary HAT positions were available to schools participating in national partnership programs, and provided an opportunity for the best teachers to model their expertise for their colleagues. Since the positions became available, a total of 118 HAT positions have been created. Teachers appointed to HAT positions are required to complete their accreditation at one of the higher voluntary accreditation levels with the NSW Institute of Teachers by the end of their two-year appointment. A total of 45 public school teachers have now been accredited at one of the higher levels.

The formal external evaluation of national partnership initiatives, including the centres for excellence, HAT positions and paraprofessionals, is being conducted by the SIMERR National Research Centre at the University of New England. The evaluation is expected to be completed in 2014.

Ensuring the safety, welfare and wellbeing of our students

The Department continued to provide a range of services to ensure the safety, welfare and wellbeing of all students.

Under the NSW Government's *Supporting Students* plan, 50 student support officers worked across public secondary schools to help young people manage issues such as bullying, cyber-bullying and social media. The support officers hosted breakfast clubs on school grounds before school, ran transition to high school programs, and worked with students to develop resilience, self-esteem and positive relationships with peers.

The Department continued to bolster its school counsellor workforce by providing retraining for 37 teachers through the University of Wollongong. Eleven of the school counsellors in training are now based in rural NSW.

The Department's Child Wellbeing unit builds the capacity of schools to respond to child protection issues. In 2012/13, the unit responded to over 12,000 contacts, an increase of about 14 per cent from the previous year. We worked in partnership with health, police and community services to identify students who were most at risk and coordinated responses across agencies.

The Department updated its resources on anaphylaxis to make sure that schools can meet the needs of students diagnosed at risk, and respond to incidents when they occur. Anaphylaxis e-training is now available to all school staff and teachers in training, and the Department's website was upgraded to provide a central access point.

We also developed *Anaphylaxis: Food Preparation and Sharing*. This is an online student resource for secondary students in subjects with a food preparation component, and aims to raise awareness of food allergies and anaphylaxis as a life-threatening allergic reaction.

The Department and the NSW Ministry of Health collaborated on *Live Life Well @ School* to embed nutrition and physical education as part of the personal development, health and physical education (PDHPE) curriculum in NSW primary schools. *Live Life Well* supports the NSW Government's target to reduce the rate of obesity in children and young people. In 2013, 870 teachers from 552 schools attended 42 professional learning workshops on how to promote whole-school physical activity and healthy eating.

The Department revised its *Sun Safety for Students* guidelines, support materials and website in consultation with the Cancer Institute NSW, Cancer Council NSW, the NSW Ministry of Health, the Catholic Education Commission and the Association of Independent Schools. The guidelines and support materials provide up to date information and comprehensive resources to encourage the best sun safe practices in NSW schools.

This year, 892 teachers from 558 schools also attended a professional learning program developed in partnership with Transport NSW on how to teach road safety in NSW public schools.

The Department's Safety and Security directorate worked in partnership with NSW Police on Exercise Apollo training for secondary schools across the State. These simulation training exercises provided secondary schools with the opportunity to improve their incident management skills and foster stronger working relationships with their local police. During 2013, these exercises provided valuable learning experiences for staff in 119 secondary schools.

Implementing the Australian curriculum

The Department developed a range of resources and registered professional learning courses to help schools prepare for the new Kindergarten to Year 10 syllabuses for the Australian curriculum in English, mathematics, science and history.

Over 31,700 teachers registered for the Learner and the New Curriculum course that focused on using the new Australian curriculum to meet the diverse needs of modern learners. Over 27,400 teachers also completed the Teaching for the New Curriculum course.

Complementing these two courses was a suite of subject-specific units to help teachers and schools program for each of the new syllabuses. Over 11,000 teachers registered for a series of SyllabusPLUS webinars that provided opportunities for teachers to collaborate and discuss specific aspects of the new syllabuses. Teachers were able to connect to each session live through any computer or mobile device or view the recorded sessions after the event.

New and better ways of doing business

National Education Reform Agreement

In April 2013, NSW and the Commonwealth signed the *National Education Reform Agreement*. The NSW Government was the first jurisdiction to commit to an increased investment in education and sign up to the agreement which enacted the 'Gonski' school funding reforms. The agreement confirms NSW and Commonwealth funding levels for schools, and provides detail on how NSW funding will gradually transition to a new needs-based model over time. In total, the agreement will deliver \$5.03 billion of additional funding for NSW schools from 2014 to 2019, consisting of \$1.76 billion from the NSW Government and \$3.27 billion from the Commonwealth.

Increasing local decision-making and reforming the way we finance and staff our schools

In October 2013, the Minister for Education announced the phased implementation of a needs-based funding model to support the NSW Government's *Local Schools, Local Decisions* reforms. The new Resource Allocation Model (RAM) will distribute funding to public schools in a fairer and more transparent way, and significantly increase the authority of principals to allocate resources in consultation with their school community. The RAM includes:

- a base school funding allocation to cover the education of each student, including staffing and operating costs
- equity loadings to ensure that additional resources are provided to schools for students with disability, disadvantaged students and Aboriginal students

- targeted funding for individual students who require adjustments for disability, new arrivals or refugees.

The targeted and equity components will be implemented from 2014. Under the equity loadings, a total of \$250 million will be allocated to support more than 390,000 students from low socio-economic backgrounds, and a total of \$47 million will be apportioned for Aboriginal students. The largest component of the RAM, the base school allocation, is under development and will be introduced in future years.

Improving our school facilities and infrastructure

We continued to improve our teaching and learning environments through our capital works and asset acquisition programs.

In 2012/13, we completed six public school major works projects. Thirteen major public school projects are ongoing and we commenced another 10.

We also allocated over \$10.3 million for 173 projects in 170 schools from the *Public School Upgrade Program*, and \$15 million in extra funds for minor maintenance to 1,488 schools.

We completed 52 projects under the *Commonwealth's Trade Training Centres Program*, with 28 projects commencing under the fourth round of the program.

We also delivered a \$94 million program of capital works in 19 Schools for Special Purposes (SSPs) to improve the learning environments of students with special needs.

We reviewed our planning processes to ensure we meet the future asset needs of NSW public schools, introduced a new system for delivering major capital works, and improved the delivery of minor capital works projects.

We identified a number of areas where delivery costs could be reduced which allowed us to reinvest in school facilities and infrastructure. This included a new fee structure with NSW Public Works, work with the NSW Department of Planning and Infrastructure to obtain contributions for schools from developers, and our asset disposal program that raised \$5.6 million for reinvestment in capital works.

We completed the first stage of a review of the *School Facilities Standards*, aiming to provide more flexibility in the way our school facilities can be used. Stage two includes the development of performance-based standards, guidelines and web-based tools. We also developed the *Thermal Comfort and Energy Efficiency Framework* to provide a cost-effective and sustainable approach to making classrooms and learning spaces more comfortable in summer and winter.

Supporting technology and innovation in learning

We recognise that innovative approaches to learning are required so that students will be able to meet the challenges of tomorrow.

The Department worked closely with Education Services Australia to develop *NSW Scootle*, which provides teachers with access to over 700 digital resources on the implementation of the Australian curriculum, and a national collection of over 20,000 digital resources.

We developed a number of mobile apps across a range of subjects. The *Rainforest Heroes* and *Wild Australia* apps were developed in partnership with Taronga Zoo, and give students a new way to explore the zoos in Sydney and Dubbo. By November 2013, the App Store had received 22,000 visits. *I have Fun with Faces* was another app developed by the Department for students in Kindergarten to Year 2 to support literacy and numeracy development.

The Commonwealth Government's *Digital Education Revolution* program came to a close this year, with the final rollout of 63,500 laptops to students. Since 2009, this program has successfully delivered over 300,000 laptops to Year 9 students and installed wireless access points in over 21,000 learning spaces.

Improving administrative and information management systems

The *Learning Management and Business Reform* (LMBR) program aims to modernise the way we manage and deliver our student enrolment and administration, learning and support, finance, human resources and technology services. The program's core objectives are to support the Government's broader reform program, deliver improved educational outcomes, and better services to staff, students and parents.

The first LMBR solution for schools, budgeting and planning (foundation), was deployed to the 229 schools participating in the *Empowering Local Schools National Partnership* in October 2012. Upgrades were rolled out to these schools in February and October 2013. In September 2013, these schools also received the first component of the SALM solution (SALM wellbeing). This provides schools with a secure, online view of individual student records including health, additional learning and support needs, counselling and referrals, custody and access, and suspensions and expulsions. The second component of the SALM solution commenced in November 2013.

A new SAP finance solution was deployed in November 2013. This will reduce the time schools spend on administration and paperwork, and provide access to detailed financial information not possible with the legacy systems schools currently use.

Given the size and complexity of these changes, we are using this initial deployment to test and refine the way we will roll the program out to all NSW schools.

Performance report: In tertiary education and training

Our performance targets

Fifty per cent increase in the proportion of people with qualifications at AQF certificate III and above by 2020

In 2013, 58.1 per cent of people in NSW aged between 20 and 64 had attained a qualification at AQF certificate III and above. While the rate continues to increase over time, this was a decrease of 2.4 percentage points compared to 2012 (see figure 11).

One hundred per cent increase in the number of higher-level qualifications at diploma level and above by 2020

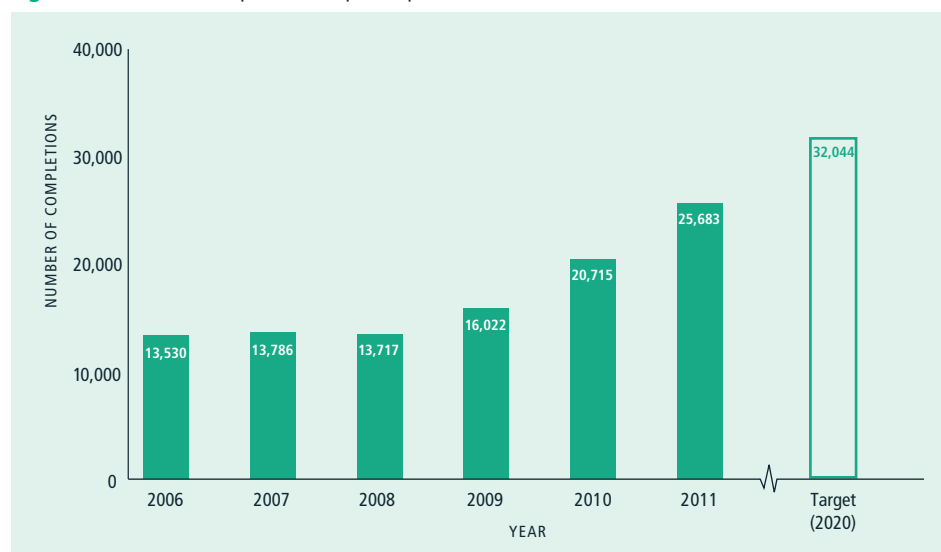
NSW is making great progress towards this target, with the number of completions at diploma-level and above increasing to 25,683 in 2011. This represents a 90 per cent increase in six years (see figure 12).

Figure 11: Proportion of NSW people aged between 20 and 64 years old with an AQF qualification at certificate III or above (2006-2013)



Source: Australian Bureau of Statistics, *Education and Work, Australia*, (cat. No. 6227), additional data cubes. Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant.

Figure 12: Number of completions at diploma qualification and above in NSW (2006-2011)



Source: National Centre for Vocational Education Research (NCVER), *National VET Provider Collection*. Note: 2011 qualification numbers are preliminary due to lag in reporting. 2012 and 2013 data are not yet available.

Twenty per cent increase in the number of women, rural and regional and Aboriginal students completing higher-level qualifications at AQF certificate III and above by 2020

In 2011, progress towards targets for higher-level qualifications among Aboriginal students and women exceeded our expectations. The number of female students completing higher-level qualifications at certificate III and above was 63,593 in 2011, well above our target for 2020. Similarly, 3,255 Aboriginal students completed qualifications at certificate III or above,

exceeding the Department’s target of 2,760 by 2020. While completion numbers in rural and regional NSW continue to increase over time, numbers actually fell in 2011 to 32,673 (see figures 13.1, 13.2, 13.3).

Increase the proportion of young people with a bachelor degree or above to 44 per cent by 2025

In 2013, 38.1 per cent of young people in NSW held a bachelor’s degree or higher. The NSW Government remains on track to achieve its target of 44 per cent by 2025 (see figure 14).

Figure 13.1: Number of completions at AQF qualification certificate III or above for women (2006-2011)



Figure 13.2: Number of completions at AQF qualification certificate III or above for regional students (2006-2011)

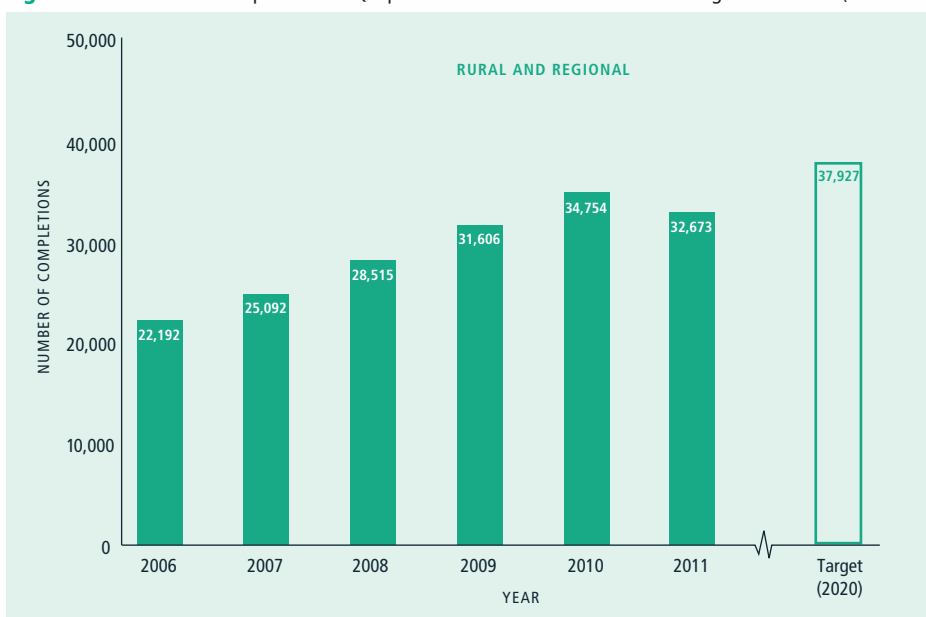
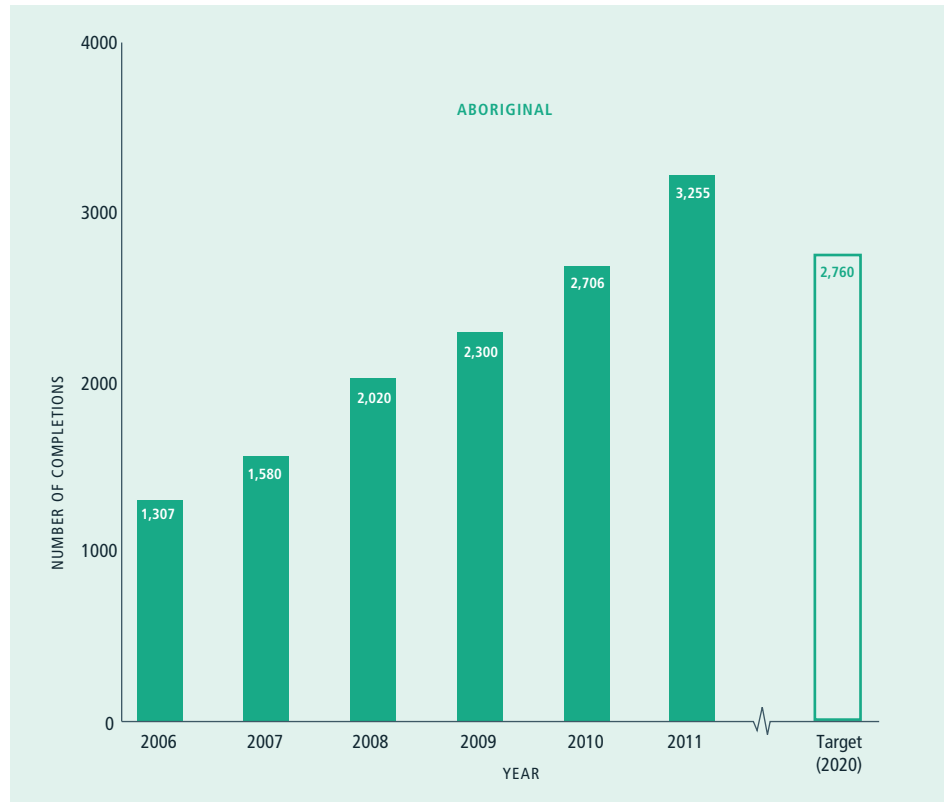
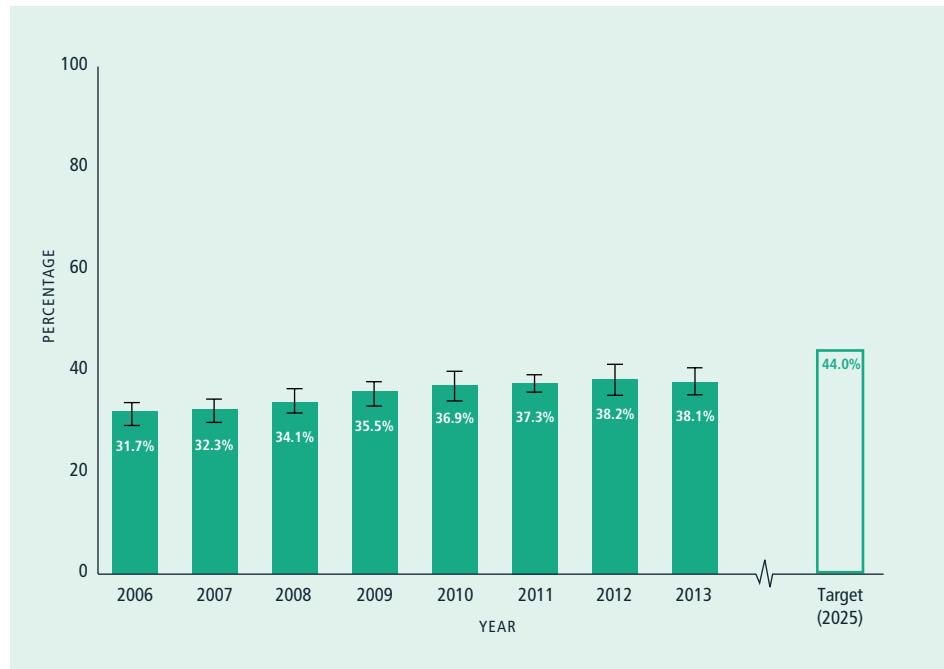


Figure 13.3: Number of completions at AQF qualification certificate III or above for Aboriginal students (2006-2011)



Source: National Centre for Vocational Education Research (NCVER), *National VET Provider Collection*. Note: 2011 qualification numbers are preliminary due to a lag in reporting. 2012 and 2013 data are not yet available.

Figure 14: Proportion of 25-34 year olds in NSW holding a bachelor-level qualification or above (2006-2013)



Source: Australian Bureau of Statistics (ABS), *Education and Work, Australia*, (cat. No. 6227), additional data cubes.
 Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant.

Increase the proportion of undergraduate enrolments by students from low socio-economic status backgrounds to 20 per cent by 2020

In 2012, 17.6 per cent of students from low socio-economic status backgrounds were enrolled in an undergraduate degree at NSW higher education institutions. If this trend continues, NSW will meet its target of 20 per cent by 2020 (see figure 15).

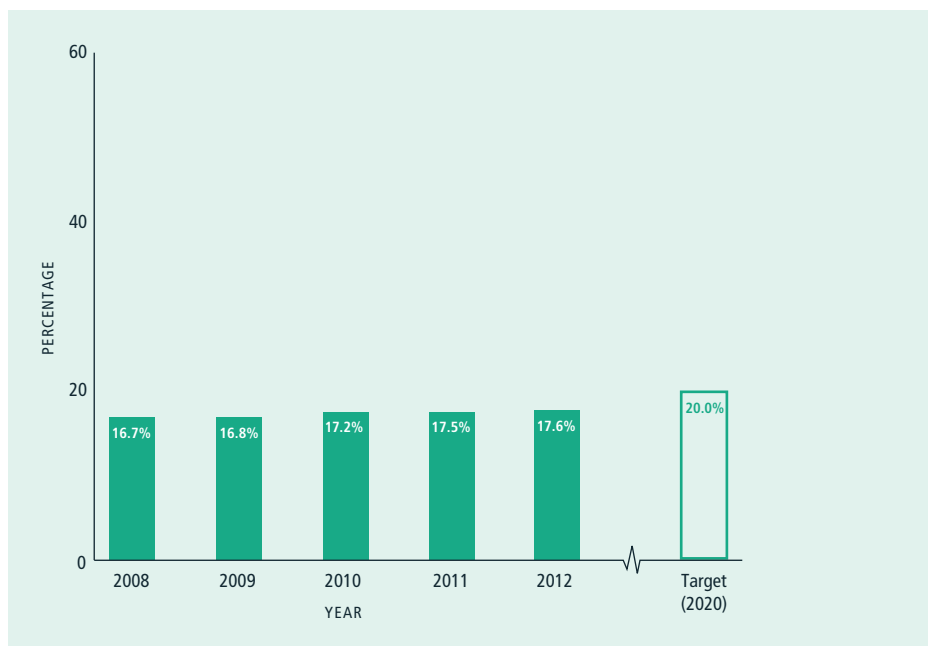
Increase the proportion of school leavers participating in further education, training or employment to 90 per cent by 2020

In 2013, 73.4 per cent of school leavers were fully engaged in further education, training or work. There has not been a discernible improvement since 2007. If this trend does not improve, the ambitious target of 90 per cent participation by 2020 will not be met (see figure 16).

Increase the number of apprenticeship and traineeship completions by 10 per cent by 2016

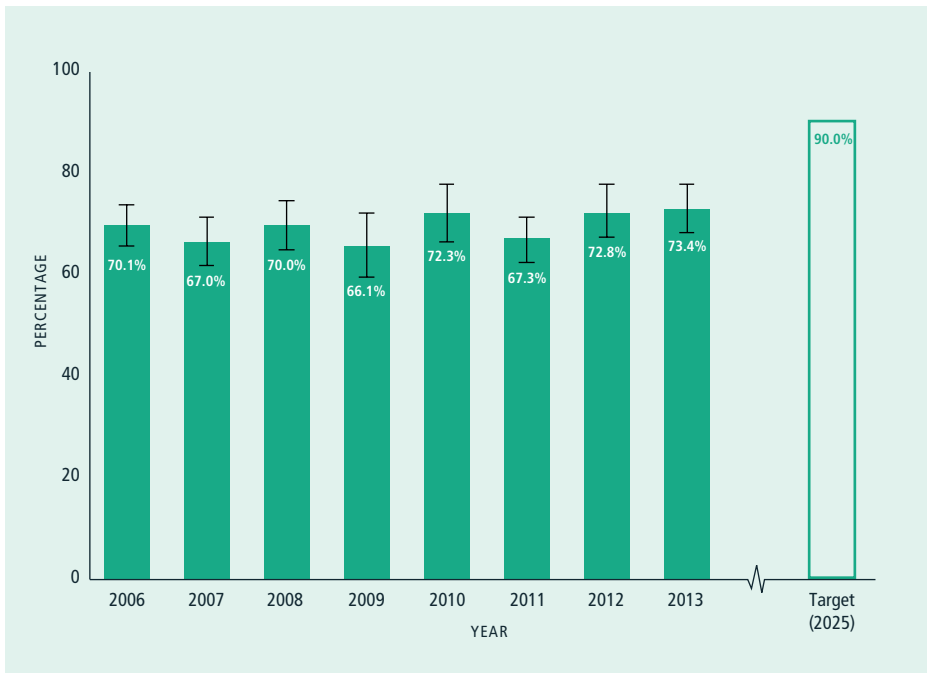
The number of NSW apprenticeship and traineeship completions has been steadily improving since 2006, with nearly 61,000 completions across NSW, including more than 23,000 in rural and regional areas in 2013. The 2016 target to increase completions by 10 per cent across NSW and in rural and regional areas was exceeded in 2013 (see figure 17).

Figure 15: Proportion of undergraduate students from low socio-economic status background enrolled at NSW higher education providers (2008-2012)



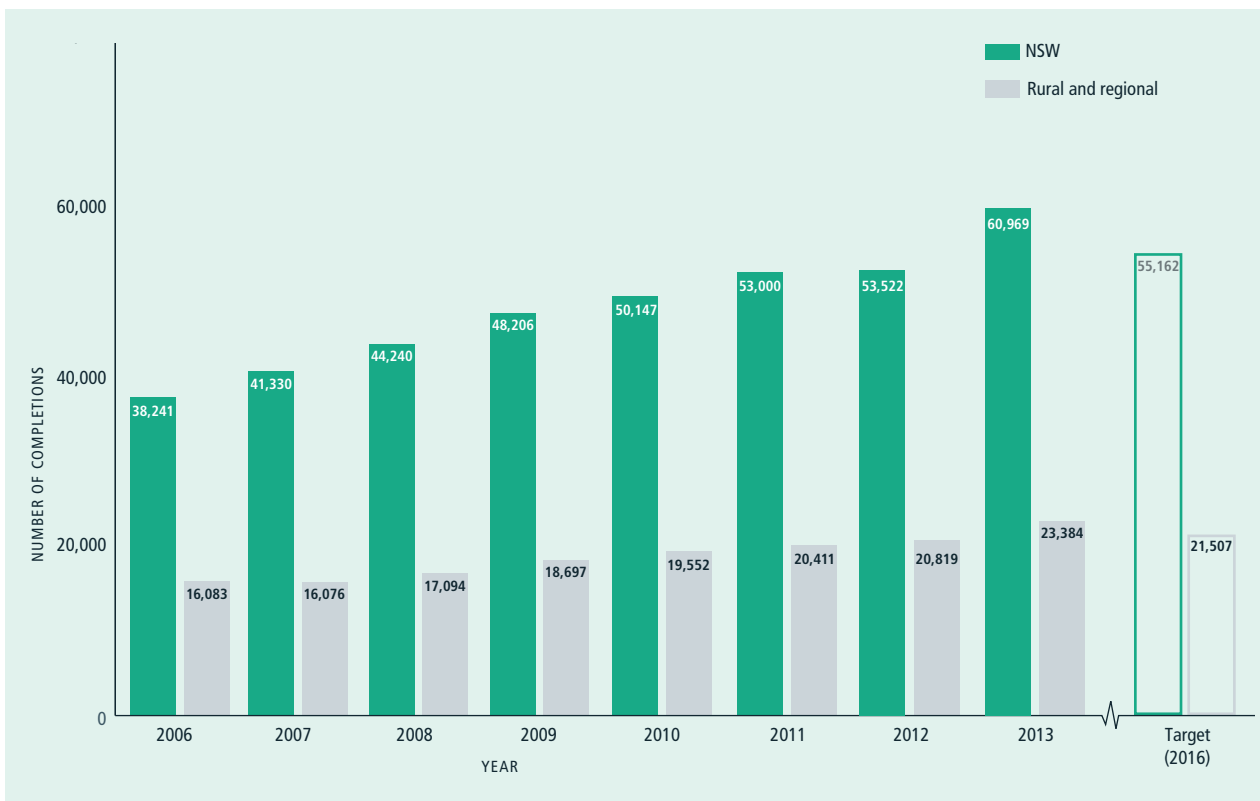
Source: Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE), *Selected Higher Education Statistics*.

Figure 16: Proportion of 15-19 year old school leavers fully participating in education, training and/or employment (2006-2013)



Source: Australian Bureau of Statistics (ABS), *Education and Work, Australia*, (cat. No. 6227), additional data cubes. Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant.

Figure 17: NSW apprenticeships and traineeships completion estimates (2006-2013)



Source: National Centre for Vocational Education and Research (NCVER), *National Apprenticeship and Traineeship Collection - VOCSTATS* (September quarter estimates). Note: NCVER publishes updated estimates every quarter and historical data may change in new publications. 2013 data are not yet available.

Our priorities: In tertiary education and training

High expectations, closing the gaps

Creating opportunities for people facing barriers

TAFE NSW plays an essential role in strengthening the NSW skills base and supporting economic growth by extending access to higher-level education, training and qualifications. By providing foundation skills and education options, TAFE NSW ensures that all people can get the skills they need to participate in the workforce and the community. Our enrolment data shows that participation and completion rates for women, rural and regional students and Aboriginal students all increased in 2013 (see table 7).

TAFE NSW institutes worked with schools to support the raised school leaving age by offering additional pathways for young people. Course completions by people aged 15-24 years in qualifications at AQF certificate II and above increased by more than four per cent in 2013. Enrolments in TAFE-delivered VET (TVET) courses for school students increased by three per cent to 24,608.

TAFE NSW also worked with the NSW and Commonwealth governments to improve the job readiness of people facing barriers to post-secondary education, training and employment. For example, TAFE NSW enrolled 187 people in programs funded under the *National Partnership on Training Places for Single and Teenage Parents*, providing support services and training places for eligible single parents. TAFE NSW also enrolled almost 6,000 people in the State's corrections and juvenile justice centres in foundation skills, employability and trades courses. TAFE NSW - Sydney Institute delivered beginner computing classes at Ultimo College, Redfern and La Perouse for unemployed and older people wishing

to re-enter the workforce. In 2013, TAFE NSW continued its commitment to improve education and employment outcomes for students, with more than 14 million delivery hours dedicated to students with low language, literacy, numeracy and employability skills.

Our adult and community education (ACE) colleges also supported disadvantaged learners with over 2,300 students enrolled in the *ACE Social Inclusion* program, accounting for over 700,000 student contact hours. The program included pre-vocational training for people facing barriers to employment.

The NSW Adult Migrant English Service (AMES) delivered Skillmax to help skilled migrants secure employment in their profession or a related field. The program introduced clients to Australian workplace culture, and helped them identify employment opportunities, promote themselves effectively in the Australian labour market and prepare for job interviews. In 2012/13, 903 students enrolled in our two main Skillmax courses, Jobseekers and English for Employment, with 65 per cent of participants successfully gaining work in their chosen field.

In 2013, we committed \$1.4 million to support youth at risk of dropping out of education or training through an innovative program of 29 locally managed projects. Our *Independent Employment Advisers* program provided mentoring, advice and brokered employment opportunities for over 1,450 public school students who were struggling to stay at school in regions of high unemployment.

Table 7: TAFE NSW participation and completions for identified equity groups (2012-2013)

| | 2012 | 2013 | % change |
|---|---------|---------|--------------|
| AQF diploma and above | | | |
| Enrolments | | | |
| Women | 46,962 | 54,719 | 17% increase |
| Students from regional and remote areas | 22,706 | 26,880 | 18% increase |
| Aboriginal students | 1,967 | 2,444 | 24% increase |
| Completions | | | |
| Women | 10,251 | 11,209 | 9% increase |
| Students from regional and remote areas | 4,204 | 4,505 | 7% increase |
| Aboriginal students | 371 | 425 | 15% increase |
| AQF certificate III and above | | | |
| Enrolments | | | |
| Women | 157,210 | 169,014 | 8% increase |
| Students from regional and remote areas | 107,477 | 113,156 | 5% increase |
| Aboriginal students | 12,850 | 14,634 | 14% increase |
| Completions | | | |
| Women | 47,984 | 50,568 | 5% increase |
| Students from regional and remote areas | 28,889 | 29,255 | 1% increase |
| Aboriginal students | 2,628 | 2,866 | 9% increase |

Source: Department of Education and Communities, TAFE NSW data warehouse

Ensuring equal opportunities for people with disability

TAFE NSW aims to ensure that all students have equal access to the opportunities that quality skills training provides. In 2013, TAFE NSW enrolled 56,983 students with disability.

The Department's *TradeAbility Pre-Apprenticeship Program for People with Disability* assists people who are seeking to transition into an apprenticeship in a priority industry. In 2013, the program funded 10 courses and 87 training places for people with disability. TAFE NSW institutes enrolled 70 students in their *TradeAbility* courses, providing participants with employability skills, language, literacy, numeracy, and information on reasonable adjustment. This allowed participants to pursue qualifications in landscaping, construction, commercial cookery, automotive services and carpentry.

As an example of how individual institutes supported people with disability, TAFE NSW - Hunter Institute, in partnership with E-Qual Western Australia, delivered the *Leaders for Tomorrow* program. This provided mentoring and leadership development to 200 people with disability to build their skills and confidence in leadership roles in business, government and community organisations.

TAFE NSW - New England Institute used its networks with transition-to-work and disability employment providers to maximise opportunities for students moving from vocational training into work. In consultation with parents, advocates and service providers, students were assisted to map their goals in individual education plans.

TAFE NSW - Illawarra Institute developed and delivered the *Get Ready* program in consultation with employment services agencies, community organisations and schools. This program also assisted people with disability in identifying individual support needs and designing training pathways to achieve their career goals.

Improving business and career opportunities for Aboriginal people

TAFE NSW is committed to supporting the education and employment aspirations of Aboriginal students. Each TAFE NSW institute developed programs to support participation in tertiary education and training, and established partnerships with local education providers, businesses and community groups to ensure that students could learn in real work environments.

For example, TAFE NSW - Western Sydney Institute supported over 100 Aboriginal case workers employed by the Department of Human Services, LinkUp, Barnados, Marrin Weejali and Juvenile Justice NSW to gain key qualifications through recognition of prior learning, skills gap training, workplace training and mentoring services.

TAFE NSW - Riverina Institute developed the AQF Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care (Practice). The course was developed for a team teaching approach, involving a teacher of nursing, a vocational access teacher and support from an Aboriginal student support officer. Fifteen students undertook the training and all completed the course.

TAFE NSW - New England Institute's Moree campus built a strategic partnership with Tourism Moree and the local Gamilaroi people to establish the Mehi Gallery and art studio. The gallery is staffed by students and items for sale are created on campus. In November 2013, arts and crafts from the gallery were included in the Black Arts Market

Corroboree in Sydney, a national festival that celebrates Aboriginal culture.

TAFE NSW developed the eHub for Aboriginal Learners to provide an online set of teaching resources and a shared eCommunity for TAFE NSW teachers who are working with Aboriginal students. Five TAFE NSW institutes (Hunter, Illawarra, New England, North Coast and South Western Sydney) also formed the Aboriginal Learning Circle. This alliance provides a foundation for participating institutes to collaborate in the development and delivery of culturally appropriate training solutions for Aboriginal communities, organisations and employers. The alliance has an annual cohort of approximately 17,000 Aboriginal students.

TAFE NSW continued to grow the NSW skill base, with 37,607 Aboriginal students enrolling in TAFE NSW in 2013, an increase of 23 per cent since 2009.

In 2013, the Department's State Training Services committed \$3.79 million to fund 136 courses with 1,333 training places to support Aboriginal job seekers into employment and to up-skill existing employees. *Our Way Ahead for Aboriginal People* program provided guidance, mentoring, counselling and support services to over 636 Aboriginal apprentices and trainees so they could complete their training and obtain their qualification. The *New Careers for Aboriginal People* program provided advisory services for 2,470 Aboriginal job seekers across NSW, resulting in 645 people gaining employment and supporting a further 867 people into vocation skills training.

In 2013, the *Elsa Dixon Aboriginal Employment Program* funded public and local government agencies to employ 104 Aboriginal people. This included the creation of 68 Aboriginal school-based traineeship positions to increase HSC completion rates and help students successfully transition from school into work. To build the capacity of the non-government sector to employ and retain

Aboriginal employees, State Training Services delivered 12 free cultural education workshops to 123 employees, and 15 Aboriginal trainee supervisor workshops for managers from 67 non-government community services organisations.

In 2013, our *ACE Social Inclusion Program* provided over 2,000 Aboriginal students with VET to improve their employment prospects. Providers offered pathway planning, literacy and numeracy support, counselling and work experience to help students complete their training.

State Training Services also provided free business advisory support to Aboriginal people wishing to establish their own business through the *Aboriginal Enterprise Development Officer* program. In 2013, the program assisted 579 clients and successfully created 40 new Aboriginal businesses.

Removing barriers for women to non-traditional occupations

In 2013, TAFE NSW institutes continued to help remove barriers to women participating in non-traditional occupations.

TAFE NSW implemented *TAFE Mentoring Women in Trades* in partnership with Women NSW. The program aims to support women to undertake trade training, and improve pathways to employment for young women in non-traditional trades and occupations.

TAFE NSW - Western Sydney Institute provided a mentoring program for women in non-traditional trades and technical programs. Three young women in engineering, construction and information technology gained the opportunity to learn directly from female head teachers, managers and counsellors. Between 2009 and 2013, the number of enrolments by women in non-traditional trade industry areas increased by 11 per cent. In 2013, there were over 5,000 women enrolled in non-traditional trade courses in TAFE NSW.

In 2013, a Board of Vocational Education and Training research project was completed. This generated a series of practical recommendations to increase the number of women completing training in non-traditional trades.

The Department's State Training Services also initiated the second stage of its *Women in Non-Traditional Trades* project, which included the development of communication strategies and support mechanisms to increase participation by women. In 2013, 457 women completed apprenticeships in the non-traditional trades, while a further 2,279 women continue their apprenticeship training

Targeting training to the needs of rural and regional NSW

TAFE NSW undertakes research and consultation with industry and local communities to identify areas of skills shortage, employment growth and workforce development needs in rural and regional areas. This helps enable each TAFE NSW institute to develop customised training to support local economic growth.

As an example, TAFE NSW - New England Institute partnered with the University of New England (UNE) to deliver degrees in agriculture, health and community services. TAFE NSW - Western Sydney Institute delivered a range of targeted training programs, including the AQF Certificate III in Aged Care for Aboriginal workers in remote and regional NSW centres, in partnership with Home and Community Care NSW.

TAFE NSW - Western Institute's Western Connect won the 'Revitalising Regional NSW' category at the 2013 Premier's Public Sector Awards, and TAFE NSW - Illawarra Institute's TwentyTwenty Restaurant was awarded 'Best Restaurant in a Regional Training Institute' at the 2013 Savour Sydney and Surrounds Awards for Excellence.

The Department's Higher Education directorate supported the NSW *Government Review into Agricultural Education and Training in New South Wales*, which was released in December 2013. The review was commissioned to ensure agricultural education and training meets future industry needs. The NSW Government's response to the review will involve schools, TAFE NSW, the Board of Studies NSW and the NSW Department of Primary Industries in an overhaul of the options available to students. This will support students moving from study to employment in agriculture, and help to ensure the long-term viability of the industry.

In 2013, 15 NSW Country Apprentice Scholarships were awarded to first year apprentices from regional and rural NSW. Since it began, the program has awarded scholarships to 76 apprentices, each worth \$15,000 over three years, to support young people experiencing financial and family hardship to complete their qualification.

Retraining retrenched workers in regional and rural areas

TAFE NSW provides skills gap training to help retrenched workers find a new job. In 2013, TAFE NSW institutes further developed their strong relationships with Job Services Australia providers to deliver language, literacy, numeracy and vocational training to clients through the *Skills for Education and Employment* program. TAFE NSW enrolled 938 students in the program, including 363 in literacy and numeracy programs to improve their employability.

As an example of how our institutes support people looking for work, TAFE NSW - Western Sydney Institute delivered the Diploma of Community Services for Aboriginal job seekers in the Dubbo, Bourke, Broken Hill, Southern Highlands and Hunter regions. Participants were supported with case management, mentoring and foundation skills training, to help them gain employment in areas of skill shortage in their own local communities.

TAFE NSW - Illawarra Institute conducted a successful retail program aiming to develop the foundation skills of unemployed people seeking to re-enter the retail industry. The program was funded by State Training Services and the NSW Department of Human Services *Better Futures, Local Solutions* initiative.

Our *Regional Training and Employment Strategy* includes the Retrenched Workers Program, which assisted 2,540 retrenched workers from 137 companies. Approximately 70 per cent of these participants reported that they had found work after completing the program.

The Department's State Training Services also continued to administer the continuing apprentices placement service, which matches employers to retrenched apprentices and trainees wanting to continue their training in their chosen career. In 2013, we placed over 1,680 apprentices and trainees with new employers.

State Training Services also partnered with the Commonwealth to implement the *State Training Services Workforce Mobility Program* to connect jobseekers and employers in the mining, construction and infrastructure industries. A network of regional workforce brokers worked with communities, employers and training organisations to connect job seekers to 'fly-in, fly-out' employment opportunities. Since July 2013, 16 people started work brokered through the program, with an additional 21 people commencing training linked to employment opportunities.

Quality teaching and leadership

Developing the skills and leadership capability of TAFE NSW staff

TAFE NSW continues to develop its staff to maintain the highest quality services. In 2013, we continued to improve our leadership and development programs in line with the *VET Quality Framework* and the *NSW Public Service Capability Framework*. TAFE NSW institutes implemented a range of programs to ensure staff maintain their vocational currency, develop better teaching, delivery and assessment practices and customer service skills.

For example, TAFE NSW - Western Sydney Institute reviewed and enhanced its support strategies for new teachers. Participants were matched with an experienced teacher to provide mentoring support and guidance for their first two years. The Institute also conducted leadership development and advanced leadership programs for 54 staff, and established a think tank to develop strategies to enhance customer service.

TAFE NSW - North Coast Institute and TAFE NSW - Illawarra Institute worked together to develop the Graduate Diploma of Leadership (VET Sector) to equip graduates with cutting-edge knowledge, skills and capabilities to lead and manage the institutes in the changing VET environment.

TAFE NSW - Northern Sydney Institute implemented a comprehensive program for improving the capability of its workforce. Over 200 staff participated in leadership forums, 383 teachers undertook e-learning workshops, 161 staff enrolled in work-related accredited courses and 402 frontline service officers and team leaders participated in customer service enhancement.

TAFE NSW implemented a range of eHubs for teachers across the State to build their capability, including the

Sustainability Hub (sHub). This is an advanced collection of resources to support education and priority skills for sustainability, capability and business development. The sHub broadcasts news, professional development opportunities for teachers and showcases quality resources from TAFE NSW and industries. TAFE NSW's Higher Education directorate also coordinated professional development and a new community of practice for staff delivering higher education programs.

Improving the quality of vocational education and training

The Department's State Training Services is an approved Australian Apprenticeships Centre and provides Australian Apprenticeship Support Services for almost 20,720 apprentices and trainees and their employers.

In 2013, we facilitated 65 professional development workshops for a total of 1,429 VET trainers, assessors and staff. These were designed to help registered training organisations (RTOs) and their staff improve the quality of training and assessment. Our industry-specific workshops and tools helped small to medium-sized employers select the best candidates for an apprenticeship. We also used these workshops to introduce participants to our new portal for RTOs to advise us when qualifications had been achieved.

The *Smart and Skilled Quality Framework* was released in December 2013 following extensive consultation. Under the framework, there is a focus on professional development activities to build the capabilities of trainers, assessors and administrators to maintain and improve standards for training.

2013 NSW Training Awards

The Department conducts the annual NSW Training Awards to recognise outstanding achievement in the VET sector. The awards honour and reward the achievements of students, teachers, training organisations, and large and small employers. The NSW Training Award winners for 2013 included:

Apprentice of the Year

Morgan Clementson
Trade: Retail Baking (Bread) Certificate III
Trained by: TAFE NSW – Illawarra Institute

Trainee of the Year

Ashlee Hodson
Vocation: Certificate III in Business Administration, Business Services
Trained by: TAFE NSW – South Western Sydney Institute

Aboriginal and Torres Strait Islander Student of the Year

Markeeta Douglas
Vocation: Audiometry Certificate IV
Trained by: TAFE NSW – Western Sydney Institute

School Based Apprentice/ Trainee of the Year

Alex Dagger
Trade: Certificate IV in Telecommunications Networks Technology
Trained by: TAFE NSW – South Western Sydney Institute

Vocational Student of the Year

Tahnee Jamieson
Vocation: Diploma of Children's Services
Trained by: TAFE NSW – Riverina Institute

VET Trainer/Teacher of the Year

Nicole Reay
Employed by: Bowral High School

VET in Schools Student of the Year

Emma McIlwain
Vocation: Aeroskills Certificate II
Trained by: TAFE NSW – New England Institute

2013 Industry Collaboration Award

Australian Racing and Equine Academy, TAFE NSW – Western Sydney Institute and Racing NSW

2013 Large Employer of the Year

Qube Ports

2013 Small Employer of the Year

Colin's Butchery

2013 Large Training Provider of the Year

TAFE NSW – South Western Sydney Institute

2013 Small Training Provider of the Year

Enterprise & Training Company

2013 Excellence in Trade Skills

Chloe Hill
Trade: Hairdressing Certificate III
Trained by: TAFE NSW – North Coast Institute

2013 Phil Darby Memorial Award – Encouragement Award

Monica Acosta
Vocation: Certificate IV in Community Services Work
Trained by: ACE North Coast

Top Apprentice in the Vehicle Trades

Thomas Rann
Trade: Automotive (Light Vehicle Mechanical) – Certificate III
Trained by: TAFE NSW – North Coast Institute

Special Award for a Woman in a Non-Traditional Trade or Vocation

Courtney Harrison
Trade: Automotive Mechanical Technology (Light Vehicle) Certificate III
Trained by: TAFE NSW – New England Institute

Excellence in Electrotechnology

Jordan Butcher
Trade: Electrical (Electrician) – Electrotechnology Electrician Certificate III
Trained by: TAFE NSW – Hunter Institute

Excellence in Manufacturing

Andrew Niedermayer
Trade: Engineering – Mechanical Trade – Certificate III
Trained by: TAFE NSW – South Western Sydney Institute

2013 Australian Training Awards

The Australian Training Awards are the peak national awards for the VET sector, recognising individuals, businesses and trainers for their contribution to skilling Australia. The winners of each of the individual awards at the NSW Training Awards represented NSW at the national awards in November 2013. The following winners from TAFE NSW demonstrated our commitment to excellence, industry collaboration and student outcomes:

Aboriginal and Torres Strait Islander Student of the Year

Markeeta Douglas

Australian Apprentice (Trainee) of the Year

Ashlee Hodson

Australian Large Training Provider of the Year

TAFE NSW - South Western Sydney Institute

National Industry Collaboration Award

Partnership between TAFE NSW Western Sydney Institute, Racing NSW, and the Australian Equine and Racing Academy

TAFE NSW Gili Awards

The TAFE NSW Gili Awards acknowledge the academic excellence and accomplishments of Aboriginal students, the dedication of TAFE NSW staff and the outcomes of TAFE NSW partnerships with industry, schools and Aboriginal communities. The 23rd annual Gili Awards were awarded in August 2013, and recognised excellence in Aboriginal VET. Students received encouragement and achievement awards, and staff were recognised for their professional service to Aboriginal education. Some examples of the many awards in 2013 were:

Award for Academic Excellence

Paris Robinson
Trade: Diploma in Community Services Work
Trained by: TAFE NSW - North Coast Institute

Apprentice of the Year Award

Dominic Gall
Trade: Certificate IV in Building and Construction (Building)
Trained by: TAFE NSW - New England Institute

Trainee of the Year Award

Suzanne Trindall-Engert
Trade: Certificate IV in Community Services Work
Trained by: TAFE NSW - Hunter Institute

TVET Award

Zachary Trindall
Trade: Certificate III in Carpentry
Trained by: TAFE NSW - Sydney Institute

Aboriginal Staff Award

Connie Ah See
Head Teacher, Yarradamarra Centre
TAFE NSW - Western Institute

Non-Aboriginal Staff Award

Karin Ossedryver
Teacher, EORA Centre
TAFE NSW - Sydney Institute

Bruce Kendall Award for Recognition of Service to TAFE NSW

Merv Donovan
Equity Manager, Aboriginal Education and Training
TAFE NSW - Western Institute

Industry Partnership Award

TAFE NSW - New England Institute

Community Engagement Award

TAFE NSW - Western Sydney Institute

Youth Engagement Award

TAFE NSW - South Western Sydney Institute

New and better ways of doing business

Smart and Skilled

Smart and Skilled is the NSW Government's reform of the NSW VET system. It will give people the opportunity to gain the skills they need to get a job and advance their careers, and ensure a highly skilled workforce and strong NSW economy.

In October 2013, the Minister announced a staged implementation plan for *Smart and Skilled*. The *Smart and Skilled Quality Framework and 2014 NSW Skills List* were published in December 2013 and will apply in 2014. An entitlement to government-subsidised training will commence in January 2015.

The framework was developed in consultation with industry and training providers and will ensure that providers will only be accepted into the system if they demonstrate they are able to meet student and industry needs. The skills list defines the qualifications that will be eligible for government funding. It covers certificate II to advanced diploma qualifications, select foundation skills courses, all apprenticeships and selected traineeships and part qualifications for key groups and sectors.

In 2013, the NSW Skills Board was established to replace the former Board of Vocational Education and Training (BVET). The Board will oversee implementation of *Smart and Skilled* reforms and provide strategic advice on VET to the NSW Government. Membership of the NSW Skills Board was announced in September, with Mr Philip Clark AM as chair. In order to ensure close consultation with industry and training providers, the board agreed to establish three industry reference groups.

TAFE NSW Statement of Owner Expectations

In August 2013, the Minister for Education released the *TAFE NSW Statement of Owner Expectations*, which documents the NSW Government's new directions for TAFE NSW into the future. The statement was informed by the public consultation (*Let's Talk about TAFE*) and outlines how TAFE NSW will serve as an efficient, effective and relevant service provider in the new VET environment under *Smart and Skilled*.

TAFE NSW will continue to provide statewide services and support the development of skills critical to the State's economy, including for people experiencing disadvantage. Institutes will remain part of the TAFE NSW network, but will progressively have greater autonomy to manage their finances and operations so they can be more responsive to local needs.

Streamlining apprenticeships and traineeships

In 2013, State Training Services introduced streamlined arrangements supporting competency-based completion of apprenticeships and traineeships, in line with national harmonisation requirements. RTOs now provide an electronic notification to State Training Services when an apprentice or trainee completes their qualification. This allows an apprenticeship or traineeship to be completed on the basis of competency, without a special application being made to the Commissioner for Vocational Training.

To support the new procedures, State Training Services undertook an outreach program to inform Industry Training Advisory Bodies (ITABs), group training organisations and industry associations of the new arrangements. Since the introduction of competency-based progression arrangements in 2012, the proportion of training contracts completed on achievement of competency (rather than the end of the contract term) has significantly increased. In 2013, 54 per cent of apprenticeships and 71 per cent of traineeships were competency-based completions.

State Training Services contacted more than 1,500 employers, apprentices and trainees in 2013 to improve completion rates by updating records and providing information about competency-based completion. As recommended by the Board of Vocational Education and Training (BVET) in *A Fair Deal: Apprentices and their employers in NSW*, we developed recruitment tools to help small to medium-sized employers select the best candidates for an apprenticeship or traineeship. The Department also began conducting industry-specific supervisor workshops to support improved completion rates. As a result, competency-based completions increased by seven per cent since 2012.

NSW also continues to work with the Commonwealth and other states to harmonise apprenticeship and traineeship regulations and bring greater consistency to a range of administrative and regulatory requirements.

Partnering with industry to meet local skills needs

TAFE NSW collaborates with industry to deliver workforce development solutions to position businesses, local communities and the NSW economy for growth. TAFE NSW institutes seek direction, feedback and information from local, state and federal industry bodies, Industry Skills Councils and other industry forums and groups.

TAFE NSW – Western Sydney Institute and Racing NSW established the Australian Racing and Equine Academy to provide workforce development in all aspects of the racing industry. The academy won the National Industry Collaboration Award at the 2013 Australian Training Awards.

TAFE NSW - South Western Sydney Institute established 108 memoranda of understanding and service agreements with industry. The Institute will provide quality assurance and auditing services to the Hyundai Registered Training Organisation, and State Energy Authority to deliver safe tree trimming. Newcrest Mining's Cadia Valley Operations donated a new training facility to TAFE NSW - Western Institute, Orange campus. The purpose-built facility was designed to provide a safe and practical training environment for electrical apprentices in the region. The Institute's Dubbo campus also benefited from the donation of a \$100,000 underground mining loader from New Gold's Peak Gold mine.

The Department's *Apprenticeship and Traineeship Training Program* provided over \$62 million to train more than 69,000 apprentices and trainees in 2013. The building, construction and automotive industries engaged the greatest number of apprentices, while the majority of trainees went to the finance, insurance, business services, community services and health industries.

Through the NSW *Youth Attainment and Transitions Pre-apprenticeship Program*, State Training Services also provided \$3.88 million to place over 1,200 young people into pre-apprenticeship training in 2013. Over 120 courses were available through partnerships between employers and registered training organisations.

Using digital media and technology to deliver flexible, personalised learning options

TAFE NSW customises and personalises services in tertiary education and training to give learners a wider variety of courses, alternative delivery methods and access to cutting-edge technologies.

The TAFE NSW eLearning Hub helps each institute to design engaging learning experiences, provide e-learning solutions, share knowledge across institutes, and promote good practice in online teaching and learning. Projects included a series of webinars for staff, collaborative eCommunities and industry communities. The *VLEnable Project* supported TAFE NSW teachers to develop skills in flexible learning, e-learning and other technologies to improve the competitiveness of TAFE NSW services. TAFE NSW also released the *SkillsLocker* web application in August 2013. This enables students to collect assessments and evidence of prior learning on mobile devices and match to units of competency to fast track their progress.

As an example of how institutes employed these innovative technologies, TAFE NSW - Illawarra Institute showcased the *National VET eLearning Strategy Project* in Melbourne. Skype is used to communicate between teachers and students, and in the future it will allow the Institute to record assessments and enable networking of students in remote areas. As part of the *Trades and Technology eHub* project, a series of workshops and coaching sessions was provided to build the skills of trade and head teachers

using the Moodle environment. Over 90 courses on the online platform were delivered in the areas of automotive, transport and maritime building and construction, electro-technology, engineering, manufacturing and mining, environmental, horticulture and animal studies.

TAFE NSW - North Coast Institute launched the TAFEnow website. TAFEnow enables students to complete their enrolment online, as well as access quality learner resources and receive immediate feedback on queries and assessments. Over 25 full qualifications, six short courses and a variety of single units were available to students online in 2013.

The TAFE NSW – Northern Sydney Institute’s Learning and Innovation Centre provided students with dedicated centres of excellence in health, digital media and information technology. Students have access to the latest technology and facilities to support their learning and study practice, including video-streamed simulation rooms, touch-controlled interactive data projectors, video-conferencing and e-learning booths in lecture theatres. The campus has established strong links to the film and broadcast industry and has a reputation for producing creative and enterprising work-ready graduates.

NSW AMES provided a suite of multimedia English courses and mobile language learning apps. Courses featured our Learner Management System for student enrolment and tracking, online assessment tools for certificates in spoken and written English, mobile apps, student workbooks and teacher and assessor guides. In 2013, over 200 institutions, domestically and internationally, integrated the NSW AMES online English courses, curriculum and teaching materials into their existing English language programs.

Improving business systems

The LMBR program aims to modernise the way TAFE NSW manages and delivers student enrolment and administration, learning and support, finance, human resources and technology services. The program's core objectives are to support the Government's broader reform program, deliver improved educational outcomes, and better services to staff and students.

The first LMBR solutions for TAFE NSW, the human resources and payroll systems, were successfully deployed to four institutes in August and October 2013. Deployment is scheduled for the remaining six institutes in January 2014. The TAFE NSW student management and administration systems, as well as an upgrade to the finance system, are scheduled for deployment in 2014.

Performance report: In our communities

Our performance targets

Increase the proportion of the NSW population involved in volunteering

Research shows that people who volunteer have better wellbeing, are healthier and live longer than people who do not. Volunteering also supports and extends government-funded services and delivers care and support to people in local communities. Our target is to exceed the national average by 2016. In 2010, the estimated proportion of adults involved in formal volunteering in NSW rose to approximately 36.6 per cent, slightly higher than the national average (see figure 18).

Increase the proportion of the NSW population involved in local community organisations

Community participation develops relationships between people outside their close personal relationships, providing a wider pool from which people can draw resources and contribute to society. Our target is to exceed the national average by 2016. Between 2006 and 2010, the estimated proportion of adults involved in a community support organisation in NSW remained stable at around 33.3 per cent of the population. Over the same period, there was a small increase in the national average to 34.9 per cent (see figure 19).

Figure 18: Percentage of people aged 18 and over who undertook voluntary work for an organisation in the last 12 months (2006-2010)



Sources: Australian Bureau of Statistics (ABS), *General Social Survey, 2006* (cat. no. 4159155001); *General Social Survey: Summary Results, 2006* (cat. no. 159.0.2006); *Voluntary Work, Australia 2010*, (cat. no. 41590D0007_201). Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years.

Figure 19: Percentage of people aged 18 and over who were involved with a community support organisation in the last 12 months (2006-2010)

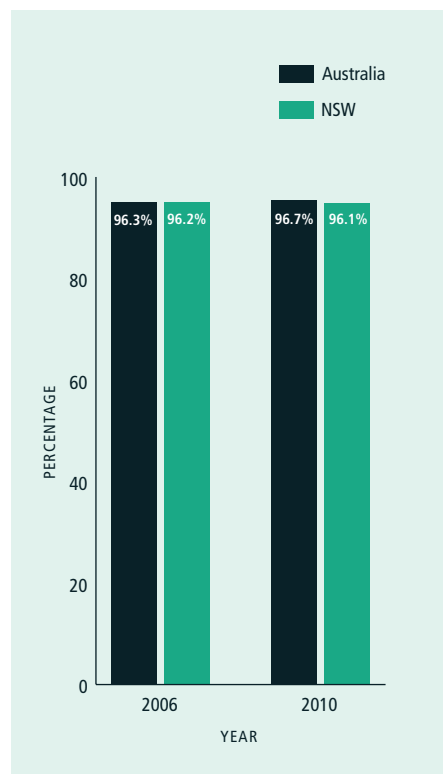


Sources: Australian Bureau of Statistics (ABS) *General Social Survey, 2006* (cat no.: 4159155001); *General Social Survey, 2006* (cat. no. 4159.0.2006); *General Social Survey (2010), expanded CURF, RADL; General Social Survey* (cat. no.41590D0006_2010). Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years.

Increase the proportion of the population who have weekly social contact with family or friends

Close personal networks of families and friends provide a source of practical help, material and emotional support. Our target is to exceed the national average by 2016. While the proportion of adults with regular contact with family and friends remains high (at around 96.1 per cent of the population), between 2006 and 2010 there was no significant change. This is roughly consistent with the national average (see figure 20).

Figure 20: Percentage of people aged 18 and over who had contact with family and friends living outside the household in the last week (2006-2010)

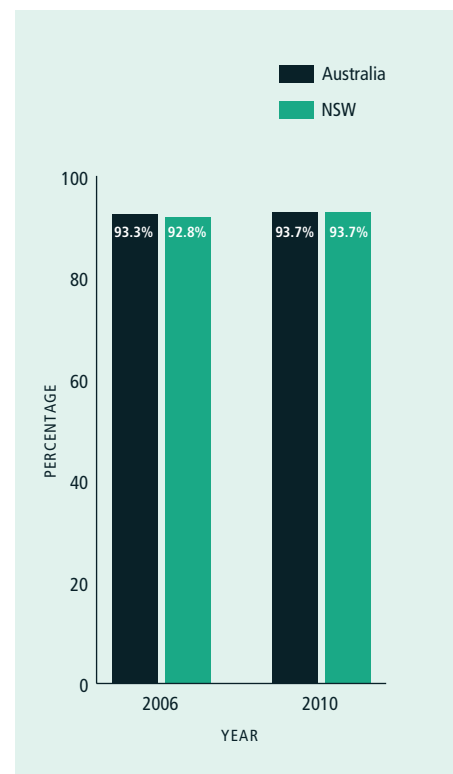


Sources: Australian Bureau of Statistics (ABS), *Australian Social Trends: Data Cube, Family and Community, 1998-2011* (cat. no. 4102.0); *General Social Survey* (2010), expanded CURF, RADL. Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years.

Increase the proportion of the population who feel they have someone to turn to in times of crisis

Levels of social attachment can also be measured by the ability of people to get support in an emergency. Our target is to exceed the national average by 2016. In 2010, an estimated 92.6 per cent of adults reported that in a time of crisis, they could get support from outside their household. This proportion has been stable over the period from 2006 to 2010, and is consistent with the national average (see figure 21).

Figure 21: Percentage of people aged 18 and over who were able to get support in a time of crisis (2006-2010)



Sources: Australian Bureau of Statistics, *General Social Survey, NSW, 2006* (cat. no. 4159155001); *General Social Survey: Summary Results, Australia, 2006* (cat. No. 4159.0.2006); *General Social Survey, Australia, 2010* (cat. no. 41590D0006_2010); *General Social Survey 2010* expanded CURF, RADL. Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Survey results are available every four years.

Close the life expectancy gap within a generation

The Department supports the *National Indigenous Reform Agreement* target to close the life expectancy gap between Aboriginal and non-Aboriginal people within a generation (by 2031). As life expectancy data are only available five yearly, a proxy target of death rates is used by the Council of Australian Governments (COAG). The most recent COAG Reform Council report states that there has been no significant change in NSW Aboriginal death rates between 1998 and 2011.

Increase the number of partnerships between Aboriginal communities and the NSW Government

The *Partnership Community Program* was initially established to operate in 40 communities across NSW. Through a more effective use of program resources, the Department now supports 97 communities to improve local governance and engagement with government.

The release of the NSW Government's plan for Aboriginal affairs, *OCHRE: Opportunity, choice, healing, responsibility, empowerment*, set a new direction for supporting Aboriginal community governance at a regional level through its Local Decision-Making initiative.

Increase access for people to learn Aboriginal languages

In 2013, 46 schools participated in the *Aboriginal Languages in Schools Program* which supported the teaching of 10 Aboriginal languages by 39 Aboriginal language tutors, with 1,304 Aboriginal and 3,315 non-Aboriginal students participating in the program.

TAFE NSW is responsible for all delivery of qualifications in Aboriginal languages. Courses are developed and delivered in collaboration with local Aboriginal community groups and Aboriginal language speakers. In 2013, 357 students enrolled in these courses at four institutes, an increase of 31 per cent over the previous year.

Ten per cent increase in participation in sport and recreational activities by 2016

Sport and physical recreation are important to the Australian sense of identity and are a major way that people connect with their local communities and institutions. Over 3.8 million people in NSW participated regularly in sport or physical activity in 2011-12. The participation rate for people aged 15 and over increased to 65.1 per cent in 2011-12, compared to 62.7 per cent in 2009-10. This puts us on par with the national average and on track to achieve this target (See figure 22).

Increase the number of opportunities for cultural participation

There is no data source for the number of events and activities planned or held in NSW. The Department's performance targets and initiatives to increase participation in sport and recreation activities, community involvement and partnerships with Aboriginal communities are detailed elsewhere in the Annual Report.

Figure 22: Percentage of people aged 15 years and over who regularly participate in physical activity



Source: Australian Bureau of Statistics (abs), *Participation in Sport and Physical Recreation, Australia, 2011-12*, (cat no. 4177.0).
 Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. 2013–14 survey results are expected to be available in late 2014.

Our priorities: In our communities

High expectations, closing the gaps

OCHRE: Opportunity, choice, healing, responsibility, empowerment

In April 2013, the Minister for Aboriginal Affairs released OCHRE, the Government's new plan for Aboriginal affairs in NSW, and its response to the recommendations of the NSW Auditor-General, the NSW Ombudsman and the Ministerial Taskforce on Aboriginal Affairs. OCHRE focuses on revitalising Aboriginal language and culture, creating opportunities and empowering Aboriginal people to take responsibility for their own future.

Aboriginal Language and Culture Nests will create pathways for Aboriginal students, teachers and community members to teach and learn traditional languages. In 2013, we established the North West Wiradjuri Nest that will serve as a springboard for local school students and community members to revitalise their language and culture. We expect to launch four more trial nests for Paakintji, Gamilaraay, Bundjalung and Gumbaynggirr in early 2014.

Opportunity Hubs aim to connect Aboriginal students to real and sustainable jobs. The purpose of the hubs is to coordinate and broker services that support Aboriginal young people to stay at school and progress to further education, training and sustainable employment. In 2013, we selected non-government providers for trial hubs in Dubbo and the upper Hunter. Providers in Tamworth and Campbelltown will be selected in 2014. We have also negotiated an industry-based agreement with the minerals sector to improve employment outcomes and support Aboriginal enterprises.

Local Decision-Making is already empowering Aboriginal leaders and communities to take responsibility for their own futures, and make decisions about the government services that will help them get there. In December 2013, the initiative was rolled out to the Murdi Paaki Regional Assembly in far western NSW, the Illawarra and Wingecarribee Regional Partnership Alliance, and the Many Rivers Regional Coalition of Aboriginal Peak Organisations on the north coast of NSW.

Increasing opportunities for Aboriginal people to participate in sporting and cultural activities and events

In partnership with the Australian Office for Sport, the Department provided funds to state sporting organisations that had identified Aboriginal outcomes in their national participation plans.

Over \$180,000 was allocated to nine sports including AFL, cricket, football, netball, swimming and surfing organisations. We also established the Indigenous Sport Network to link these organisations together, share strategies and identify areas of collaboration.

Our Aboriginal sport development officers helped to deliver swimming programs in the north coast region, involving 147 Aboriginal young people. Officers also worked with the Guyra Shire Council to organise three local basketball competitions, and worked with Netball NSW to accredit six new umpires in Bourke and 15 coaches in Brewarrina. In Broken Hill, we worked with NSW Netball and the Far West Academy of Sport to deliver clinics, mentoring and assistance for Aboriginal netball coaches to acquire a higher level of coaching accreditation.

We also supported a range of cultural festivals, events and activities to showcase Aboriginal culture and talent, increase community awareness and appreciation of Aboriginal culture and history, and help advance reconciliation between Aboriginal and non-Aboriginal communities. We supported the annual Yabun Festival, the largest one-day event in Australia celebrating Aboriginal culture, which was attended by over 20,000 people. The Saltwater Freshwater Festival on the mid-north coast attracted over 15,000 people.

We also supported the Tamworth Aboriginal Cultural Showcase, which is held annually during the country music festival. This year, the event attracted more than 6,000 people. Aboriginal Affairs also participated in the launch of

Sydney's Corroboree Festival, a new way of celebrating Australia's rich cultural heritage, presenting over 11 days and nights of Aboriginal artists, writers, dancers and musicians showcasing their creativity and stories.

Increasing access to Aboriginal languages

In 2013, the Department introduced a new funding mechanism to deliver the *Aboriginal Languages in Schools* program. We allocated \$500,000 to the NSW AECG to engage and support Aboriginal communities in delivering the program.

TAFE NSW institutes continued to offer qualifications in Aboriginal languages in collaboration with local community groups and Aboriginal language speakers. For example, TAFE NSW - Hunter Institute worked with local Aboriginal land councils to develop resources, program pathways and appropriately qualified language facilitators to support Gathang, Wonarua, Awabakal and Darkinjung language groups. TAFE NSW - Riverina Institute delivered the AQF Certificate I in Aboriginal Languages in partnership with Narrandera High School, the NSW AECG and local community elders. The Institute also delivered Aboriginal language components within the Diploma of Aboriginal Studies, delivered to students across NSW.

Under OCHRE, five Aboriginal Language and Culture Nests will be established. To support the coordination of teaching Aboriginal languages, a revised Scope and Sequence K-10 was developed by Aboriginal representatives from the five language groups, in collaboration with the Department's Aboriginal Education and Community Engagement unit, the AECG and the NSW Board of Studies. This will further compliment the *Aboriginal Languages in Schools* program already operating in schools across NSW.

Enhancing sporting and recreation opportunities for people with disability

In 2013, we coordinated a range of initiatives designed to assist people with disability to become more active, and established strong working links between the disability sector and the sports industry. More than 55 people with disability were provided access to our services with the support of the companion card. The companion card allows people with a significant and permanent disability to participate in community activities and events. Venues and services participating in the program will issue cardholders with a second ticket for their companion at no charge.

Our regional offices facilitated local sports programs and training opportunities for 1,382 participants and our centres provided day programs for 3,220 participants. A number of community organisations accessed our sport and recreation centres in 2013, including Muscular Dystrophy NSW, the Deaf Society of NSW and the Schizophrenia Fellowship of NSW. Our centres also hosted 15 respite camps for teens with an intellectual disability for 145 young people, their families and support workers. Lake Ainsworth Sport and Recreation Centre accommodated four Camp Willing and Able overnight camps for 119 people with physical or intellectual disability.

Through our grants program, we helped community organisations run sporting and recreational events, and upgrade their facilities to improve access for people with disability.

We provided \$220,000 to 18 state sporting organisations, including Wheelchair Sports NSW and Sailability NSW. At the elite level, we contributed \$30,000 to the Australian Paralympic Committee for its NSW operations, and \$70,000 to the NSW Institute of Sport for a scholarship program for elite-level athletes with disability.

The Department also worked in partnership with the NSW Department of Family and Community Services to deliver a number of key initiatives under the *National Disability Strategy NSW Implementation Plan*. The Department funded initiatives in nine state sporting organisations to increase the participation of people with disability, and delivered the *School Sport Disability Program* to over 1,590 students.

We also contributed \$1 million towards the inaugural 2013 Special Olympics Australia Asia-Pacific Games in the Newcastle and Hunter region. The event involved more than 2,500 athletes, coaches and support personnel from 29 countries in nine sports.

The Department also supported the successful Return2Sport Expo, a two-day event at Sydney Olympic Park hosted by the Royal Rehabilitation Centre. The event involved over 650 people with disability, 120 school students, 60 corporate volunteers and 50 sporting organisations, and promoted opportunities for people to access sport and recreational activities. A regional Return2Sport pilot was also held in Newcastle.

Stronger communities and leadership

Making volunteering easier and more rewarding

The Department has made significant progress in implementing the *NSW Volunteering Strategy* that was launched by the Minister for Citizenship and Communities in May 2012.

In May 2013, following consultation with over 5,000 volunteers and organisations, the Minister for Citizenship and Communities launched the *Statement of Principles for the Recognition of Volunteers*. It aims to improve respect, dignity and fairness for volunteers and has already been endorsed by around 60 organisations representing more than 400,000 volunteers.

Timebanking is a scheme that involves a network of members who can earn time credits when volunteering their time, and spend these credits on a service from another volunteer. We continued our timebanking trial in the Newcastle, Hunter, Lake Macquarie and Central Coast regions where more than 4,000 people exchanged over 8,000 hours of services during the trial period. An evaluation of the program found that it was one of the largest in the world, it attracted new people to volunteering, created social networks and a sense of community, and improved the quality of life for those involved. Following the success of the trial, the Minister for Citizenship and Communities announced that the program would be extended to 30 new sites across NSW in 2014. The program will continue in the trial sites under Volunteering Central Coast and Hunter Volunteering Centre.

In 2013, we subsidised 620 police checks for volunteers in aged care, provided local training for 50 volunteer managers and created career paths for 45 volunteer managers through the new AQF Certificate IV in Volunteer Program Coordination.

We convened a corporate volunteering forum with 80 participants from leading companies and major non-government organisations, and provided people with the opportunity to discuss the personal benefits of volunteering with our international speaker. We also contributed \$30,000 to support the Volunteer of the Year Awards and a regional awards program in 19 locations across NSW. More than 338 nominations were received in seven categories including 'Volunteer of the Year', 'Corporate Volunteer of the Year' and 'Not-for-Profit Volunteer Manager'.

Promoting leadership in sport

In 2013, we conducted a number of events and courses aimed at improving leadership, networking and development opportunities for people involved in sport and recreation.

The Department ran over 270 sport development courses in metropolitan and regional areas to help sport volunteers build important skills in sports administration, marketing, sponsorship, fundraising, volunteer management, child protection, member protection and sports safety. The courses were attended by over 4,412 participants. Around 900 coaches and officials were trained under our coaching and officiating program. Courses were offered online or face-to-face, and catered for beginners through to experienced participants.

Our sport rage prevention kit and *Coloured Vest Program* continued to be popular with sports administrators. Thirty-six sport rage kits, 30 coloured vest kits, and over 12,400 promotional items were distributed to help protect officials from abuse.

We conducted nine free Sports Talks, covering a range of current industry issues and exploring ways to expand participation opportunities into different sports markets. These events attracted over 550 people from state sport organisations.

Strengthening youth leadership

We delivered a number of programs and grant schemes aimed at increasing opportunities for young people to participate in public decision-making.

Youth Opportunities was launched by the Minister for Citizenship and Communities in 2012. This initiative provides funding to youth organisations and local government for mentoring and other projects to help young people lead and participate in community development activities. Sixty-one projects have been funded to implement 871 youth-led and youth-driven community activities, engaging more than 8,100 young people.

We also supported Youth Week 2013 in April 2013. Youth Week involved over 3,700 young people in planning and running activities to celebrate the achievements of young people. We contributed around \$245,000 in grants to local councils to support around 790 local activities, with an estimated 110,700 people participating.

We also supported the Youth Advisory Council which met seven times in 2013. In the lead up to Youth Week, the council co-hosted a forum with NSW Health. Over 80 young people were involved in a discussion on the rising rate of sexually transmitted infections among young people and suggesting strategies which NSW Health could adopt to address the issue. The council also undertook work on young people's engagement and participation with local government.

Leading community remembrance and honouring the sacrifices of the past

In 2013, we worked closely with the Centenary of Anzac Council ambassadors to lead community engagement as part of the Centenary of the First World War 2014-2018 commemorations, under the Chairmanship of General Peter Cosgrove AC MC (Ret'd). In June 2013, the Minister for Citizenship and Communities announced six new Anzac ambassadors, bringing the total to 31.

In December, the Minister also announced *Joining Forces*, a joint initiative between the NSW Government, Sydney Legacy and Returned and Services League (RSL) NSW, to engage multicultural communities in remembrance activities.

We awarded 28 memorial scholarships to Year 10 and 11 students to travel to sites of military significance in Vietnam, Singapore, France and Belgium. Twenty-one Anzac community grants were awarded to engage young people and multicultural communities in the Anzac legacy and Australia's participation in war and peacekeeping operations. The Community War Memorials Fund provided grants to 36 RSL clubs, local councils and community organisations to conserve and restore the State's war memorials.

Implement place-based and population strategies to make communities stronger

In 2013, the Department undertook a number of projects to make communities stronger through place-based and population strategies. For example, the Department is driving several projects in Sydney and the North Coast to increase community use of government-owned facilities, better engage with young people and improve the coordination of youth services. We also completed implementation of the *South West Action Plan* with over 20 local projects demonstrating effective and inexpensive ways to engage local communities, improve connections between communities and promote harmony.

The Department continued to deliver the *Tackling Violence* program, expanding it to 28 clubs in 23 communities. *Tackling Violence* is a domestic violence program that engages men through rugby league clubs in rural and regional communities. It includes education programs for players and local high school students, a social marketing campaign, and sponsors clubs in return for branding on

club jerseys. Club players and officials sign a code of conduct, and breaches of the code result in players being suspended from competition.

As part of the national *Remote Service Delivery* program, the Department led the development of youth services plans in Walgett and Wilcannia. Both plans have now been endorsed and Bourke Council is constructing a skate park in response to the top priority identified by the town's young people.

Several major initiatives under the NSW Government's *Volunteering Strategy* were trialled across NSW. This included Bathurst Grows, a project that explored how volunteering can create pathways to employment for people from disadvantaged backgrounds.

New and better ways of doing business

Improving our sporting facilities

Sporting infrastructure is an important contributor to the State's economy. Our major stadiums and venues allow us to attract national and international events to NSW, and secure the social and economic benefits that flow from them.

The *NSW Stadia Strategy* was released in 2012 and guides future investment in facilities for the benefit of participants and spectators. In 2013, we continued to work closely with sporting organisations, clubs and local government to implement the strategy.

We also continued to progress the NSW Government's commitment of \$47 million in grants to upgrade community infrastructure.

For example, we contributed \$1.2 million to upgrade Plum Park on the Central Coast. This will establish the ground as the home of football in the region, increasing the number of events it can host and improve the match day experience for players and spectators.

Our *Sport and Recreation Participation and Facility Program* provided a total of \$2.6 million to over 150 community sport facilities, the *Surf Club Facility Grant Program* provided a total of \$2 million to 16 surf life saving clubs in NSW and the *Safe Shooting Program* provided \$800,000 to 76 shooting clubs to improve their facilities.

Financial Statements

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Financial Statements

For the year ended 30 June 2013

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INDEPENDENT AUDITOR'S REPORT

Department of Education and Communities (including TAFE Commission)

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the Department of Education and Communities (including TAFE Commission) (the Department), which comprise the statement of financial position as at 30 June 2013, the statement of comprehensive income, statement of changes in equity, statement of cash flows, service group statements and a summary of compliance with financial directives for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

Opinion

In my opinion the financial statements:

- give a true and fair view of the financial position of the Department as at 30 June 2013, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2010.

My opinion should be read in conjunction with the rest of this report.

Department Head's Responsibility for the Financial Statements

The Department Head is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards and the PF&A Act, and for such internal control as the Department Head determines is necessary to enable the preparation of the financial statements that give a true and fair view and that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Department's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Department's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Department Head, as well as evaluating the overall presentation of the financial statements.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

My opinion does *not* provide assurance:

- about the future viability of the Department
- that it has carried out its activities effectively, efficiently and economically
- about the effectiveness of its internal control
- about the assumptions used in formulating the budget figures disclosed in the financial statements
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about other information that may have been hyperlinked to/from the financial statements.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian Auditing Standards and relevant ethical pronouncements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies, but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by the possibility of losing clients or income.



Aaron Green
Director, Financial Audit Services

3 October 2013
SYDNEY

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Financial Statements

For the year ended 30 June 2013

STATEMENT BY THE DIRECTOR-GENERAL OF THE DEPARTMENT OF EDUCATION AND COMMUNITIES
(including TAFE Commission)

Pursuant to Section 45F of the Public Finance and Audit Act 1983, I state that:

1. The accompanying financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, the Financial Reporting Code for NSW General Government Sector, the *Public Finance and Audit Regulation 2010* and the Treasurer's Directions;
2. The financial statements exhibit a true and fair view of the financial position and financial performance of the Department; and
3. I am not aware of any circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.



DIRECTOR-GENERAL OF EDUCATION AND COMMUNITIES

Start of Audited Financial Statements

Statement of comprehensive income for the year ended 30 June 2013

| | Notes | Actual 2013 \$'000 | Budget 2013 \$'000 | Actual 2012 \$'000 |
|--|-------|--------------------------|--------------------------|--------------------------|
| Expenses excluding losses | | | | |
| Operating expenses | | 8,977,492 | 9,410,654 | 9,229,709 |
| Employee related | 2(e) | 2,102,668 | 2,228,380 | 2,064,047 |
| Other operating expenses | 2(b) | 660,506 | 530,556 | 500,381 |
| Depreciation and amortisation | 2(c) | 1,868,001 | 2,039,455 | 1,725,852 |
| Grants and subsidies | 2(d) | 19,167 | 20,409 | 19,147 |
| Finance costs | 2(e) | | | |
| TOTAL EXPENSES EXCLUDING LOSSES | | 13,627,834 | 14,229,454 | 13,539,136 |

| | | | | |
|---|------|-------------------|-------------------|-------------------|
| Revenue | | | | |
| Recurrent appropriation | 3(e) | 11,737,912 | 12,078,503 | 11,361,988 |
| Capital appropriation | 3(e) | 485,797 | 514,944 | 671,247 |
| Sale of goods and services | 3(b) | 482,368 | 566,941 | 478,553 |
| Investment revenue | 3(c) | 46,062 | 48,168 | 53,800 |
| Grants and contributions | 3(c) | 159,328 | 403,194 | 99,916 |
| Acceptance by the Crown Entity of employee benefits and other liabilities | 3(e) | 347,707 | 618,581 | 752,150 |
| Other revenue | 3(f) | 360,448 | 6,935 | 332,238 |
| Personnel services revenue | 3(g) | 28,620 | -- | 26,057 |
| Total Revenue | | 13,648,242 | 14,237,266 | 13,775,359 |
| Gain / (loss) on disposal | 4 | (17,689) | -- | (5,705) |
| Other gains / (losses) | 5 | (8,925) | (68) | (20,434) |
| | | (26,614) | (68) | (26,139) |
| Net result | 24 | (6,206) | 7,744 | 210,084 |

Other comprehensive income

Items that will not be reclassified to net result
Net increase / (decrease) in property, plant and equipment revaluation surplus

| | | | | |
|---|--|--------------------|-----------|------------------|
| Superannuation actuarial gains / (losses) | | (1,236,939) | -- | 6,012,519 |
| | | 15,263 | -- | (29,499) |
| Total other comprehensive income | | (1,221,676) | -- | 5,983,020 |

TOTAL COMPREHENSIVE INCOME

| | | | | |
|--|--|--------------------|-----------|------------------|
| | | (1,227,892) | -- | 6,193,104 |
|--|--|--------------------|-----------|------------------|

The accompanying notes form part of these financial statements.

Statement of financial position as at 30 June 2013

| | Notes | Actual 2013 \$'000 | Budget 2013 \$'000 | Actual* 2012 \$'000 | 1 July 2011 \$'000 |
|-------------------------------------|-------|--------------------------|--------------------------|---------------------------|--------------------------|
| ASSETS | | | | | |
| Current Assets | | | | | |
| Cash and cash equivalents | 9 | 1,180,833 | 755,863 | 984,180 | 810,804 |
| Receivables | 10 | 112,788 | 129,059 | 132,057 | 126,549 |
| | | 1,293,621 | 884,922 | 1,116,237 | 937,353 |
| Non-current assets held for sale | 14 | 1,093 | 702 | 805 | 777 |
| Total Current Assets | | 1,294,714 | 885,624 | 1,117,042 | 938,130 |
| Non-Current Assets | | | | | |
| Receivables | 10 | 8,188 | 5,747 | 10,378 | 12,407 |
| Other financial assets | 11 | 446 | 2,994 | 446 | 446 |
| Property, plant and equipment | 12 | 7,646,635 | 6,419,656 | 7,855,961 | 6,699,753 |
| - Land | | 17,286,716 | 14,083,264 | 18,473,875 | 13,540,449 |
| - Buildings | | 308,125 | 231,392 | 321,622 | 337,004 |
| - Plant and equipment | | 25,241,476 | 20,734,312 | 26,651,488 | 20,577,206 |
| Total property, plant and equipment | | 415,322 | 443,479 | 348,758 | 295,747 |
| Intangible assets | 13 | 25,665,430 | 21,186,532 | 27,011,040 | 20,885,806 |
| Total Non-Current Assets | | 25,665,430 | 21,186,532 | 27,011,040 | 20,885,806 |
| Total Assets | | 28,960,144 | 22,072,156 | 28,128,082 | 21,823,936 |

LIABILITIES

Current Liabilities

| | | | | | |
|----------------------------------|----|------------------|----------------|------------------|------------------|
| Payables | 16 | 700,626 | 504,031 | 619,437 | 612,796 |
| Borrowings | 17 | 5,507 | 5,453 | 145,728 | 145,355 |
| Provisions | 18 | 711,743 | 360,720 | 743,416 | 655,435 |
| Other | 19 | 43,161 | 100,105 | 197,667 | 2,422 |
| Total Current Liabilities | | 1,461,037 | 970,309 | 1,528,348 | 1,416,008 |

Non-Current Liabilities

| | | | | | |
|--------------------------------------|----|----------------|----------------|----------------|----------------|
| Borrowings | 17 | 328,400 | 191,788 | 193,406 | 198,634 |
| Provisions | 18 | 13,801 | 10,608 | 14,660 | 10,240 |
| Other | 19 | 4,594 | 6,714 | 5,811 | 6,714 |
| Total Non-Current Liabilities | | 346,795 | 209,110 | 213,877 | 215,588 |

Total Liabilities

| | | | | | |
|--|--|------------------|------------------|------------------|------------------|
| | | 1,807,832 | 1,179,419 | 1,742,225 | 1,631,596 |
|--|--|------------------|------------------|------------------|------------------|

Net Assets

| | | | | | |
|--|--|-------------------|-------------------|-------------------|-------------------|
| | | 25,152,312 | 20,892,737 | 26,385,857 | 20,192,340 |
|--|--|-------------------|-------------------|-------------------|-------------------|

EQUITY

| | | | | | |
|---|----|-------------------|-------------------|-------------------|-------------------|
| Reserves | | 8,871,833 | 4,094,634 | 10,125,314 | 4,088,467 |
| Accumulated funds | | 16,279,857 | 16,798,103 | 16,240,728 | 16,097,706 |
| Amounts recognised in equity relating to assets held for sale | 14 | 622 | -- | 19,815 | 6,167 |
| Total Equity | | 25,152,312 | 20,892,737 | 26,385,857 | 20,192,340 |

* Some values are restated as a result of adjustment for prior period errors – refer to note 7.

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Statement of changes in equity for the year ended 30 June 2013

| | Accumulated Funds | Asset Revaluation Surplus | Other Reserves (Amount recognised in equity relating to assets held for sale) | Total |
|--|----------------------|---------------------------------|--|--------------------|
| | \$'000 | \$'000 | \$'000 | \$'000 |
| Notes | | | | |
| Balance at 1 July 2012 | 16,240,728 | 10,125,314 | 19,815 | 26,385,857 |
| Net result for the year | (6,206) | -- | -- | (6,206) |
| Other comprehensive income: | | | | |
| Net increase / (decrease) in property, plant and equipment asset revaluation surplus | -- | (1,236,939) | -- | (1,236,939) |
| Superannuation actuarial gains / (losses) | 15,263 | -- | -- | 15,263 |
| Total other comprehensive income | 15,263 | (1,236,939) | -- | (1,221,676) |
| Total comprehensive income for the year | 9,057 | (1,236,939) | -- | (1,227,882) |
| Transactions with owners in their capacity as owners: | | | | |
| Increase / (decrease) in net assets from equity transfers | (6,692) | -- | -- | (6,692) |
| Other | 1,029 | -- | -- | 1,029 |
| Total transactions with owners in their capacity as owners | (5,663) | -- | -- | (5,663) |
| Transfers within equity: | | | | |
| Asset revaluation reserve balance transferred to equity on disposal of assets | 35,735 | (16,542) | (19,193) | -- |
| Balance at 30 June 2013 | 16,279,857 | 8,871,833 | 622 | 25,152,312 |

The accompanying notes form part of these financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Statement of changes in equity for the year ended 30 June 2013 (continued)

| | Accumulated Funds | Asset Revaluation Surplus | Other Reserves (Amount recognised in equity relating to assets held for sale) | Total |
|--|----------------------|---------------------------------|--|-------------------|
| | \$'000 | \$'000 | \$'000 | \$'000 |
| Notes | | | | |
| Balance at 1 July 2011 | 16,592,586 | 4,088,467 | 6,167 | 20,687,220 |
| Correction of errors | (494,880) | -- | -- | (494,880) |
| Restated total equity 1 July 2011 | 16,097,706 | 4,088,467 | 6,167 | 20,192,340 |
| Net result | 210,084 | -- | -- | 210,084 |
| Other comprehensive income: | | | | |
| Net increase / (decrease) in property, plant and equipment revaluation surplus | -- | 6,012,519 | -- | 6,012,519 |
| Superannuation actuarial gains / (losses) | (29,499) | -- | -- | (29,499) |
| Total other comprehensive income | (29,499) | 6,012,519 | -- | 5,983,020 |
| Total comprehensive income for the year | 180,585 | 6,012,519 | -- | 6,193,104 |
| Transactions with owners in their capacity as owners: | | | | |
| Increase / (decrease) in net assets from equity transfers | -- | -- | -- | -- |
| Other | 413 | -- | -- | 413 |
| Total transactions with owners in their capacity as owners | 413 | -- | -- | 413 |
| Transfers within equity: | | | | |
| Asset revaluation reserve balance transferred to equity on disposal of assets | (37,976) | 24,328 | 13,648 | -- |
| Balance at 30 June 2012 | 16,240,728 | 10,125,314 | 19,815 | 26,385,857 |

The accompanying notes form part of these financial statements.

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Statement of cash flows for the year ended 30 June 2013

| | Actual 2013 \$'000 | Budget 2013 \$'000 | Actual 2012 \$'000 |
|--|--------------------------|--------------------------|--------------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| Payments | | | |
| Employee related | (8,622,739) | (8,770,721) | (8,404,312) |
| Grants and subsidies | (1,965,623) | (2,038,855) | (1,737,209) |
| Finance costs | (19,167) | (20,409) | (19,147) |
| Other | (2,249,133) | (2,464,462) | (2,244,855) |
| Total Payments | (12,856,562) | (13,294,447) | (12,405,523) |
| Receipts | | | |
| Recurrent appropriation | 11,743,096 | 12,078,503 | 11,378,749 |
| Capital appropriation | 504,007 | 514,944 | 671,247 |
| Sale of goods and services | 560,009 | 564,107 | 532,813 |
| Interest received | 48,972 | 48,168 | 51,306 |
| Grants and contributions | 111,676 | 390,501 | 99,010 |
| Other | 639,836 | 261,174 | 482,629 |
| Total Receipts | 13,607,596 | 13,857,397 | 13,215,753 |
| NET CASH FLOWS FROM OPERATING ACTIVITIES | 751,034 | 562,950 | 810,230 |
| 24 | | | |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| Proceeds from sale of land and buildings and plant and equipment | 5,212 | 24,800 | 43,185 |
| Proceeds from sale of investments | -- | 380 | -- |
| Purchases of land and buildings and plant and equipment | (554,365) | (438,688) | (675,194) |
| Other | -- | (100,320) | -- |
| NET CASH FLOWS FROM INVESTING ACTIVITIES | (549,153) | (514,828) | (631,959) |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | |
| Repayment of borrowings and advances | (5,228) | (141,817) | (4,855) |
| NET CASH FLOWS FROM FINANCING ACTIVITIES | (5,228) | (141,817) | (4,855) |
| NET INCREASE / (DECREASE) IN CASH | 196,653 | (93,695) | 173,376 |
| Opening cash and cash equivalents | 994,180 | 849,556 | 810,604 |
| CLOSING CASH AND CASH EQUIVALENTS | 1,190,833 | 755,863 | 984,180 |

The accompanying notes form part of these financial statements.

Supplementary Financial Statements

Service group statements for the year ended 30 June 2013

| | 24.1 * 2013 \$'000 | 2012 \$'000 | 24.2 * 2013 \$'000 | 2012 \$'000 | 24.3 * 2013 \$'000 | 2012 \$'000 |
|---|--------------------------|------------------|--------------------------|--------------------|--------------------------|--------------------|
| DEPARTMENT'S EXPENSES & INCOME | | | | | | |
| Expenses excluding losses | | | | | | |
| Operating expenses | | | | | | |
| • Employee related | 37,393 | 35,776 | 3,860,201 | 4,040,430 | 3,674,376 | 3,640,485 |
| • Other operating expenses | 3,096 | 2,896 | 950,754 | 913,200 | 719,773 | 704,918 |
| Depreciation and amortisation | 2,016 | 417 | 274,642 | 231,946 | 246,787 | 178,360 |
| Grants and subsidies | 188,117 | 188,007 | 103,528 | 97,324 | 95,609 | 17,701 |
| Finance costs | -- | -- | 15,837 | 15,838 | 3,330 | 3,309 |
| TOTAL EXPENSES EXCLUDING LOSSES | 230,622 | 227,096 | 5,204,962 | 5,298,738 | 4,739,875 | 4,544,773 |
| Revenue** | | | | | | |
| Recurrent appropriation | -- | -- | -- | -- | -- | -- |
| Capital appropriation | -- | -- | -- | -- | -- | -- |
| Sale of goods and services | 4,556 | 4,434 | 35,500 | 35,693 | 45,798 | 57,945 |
| Investment revenue | -- | -- | 23,475 | 24,020 | 20,763 | 20,899 |
| Grants and contributions | -- | -- | 47,705 | 42,106 | 67,346 | 32,894 |
| Acceptance by the Crown Entity of employee benefits and other liabilities | -- | -- | -- | -- | -- | -- |
| Other revenue | 50 | -- | 190,827 | 176,137 | 165,164 | 153,579 |
| Personnel services revenue | -- | -- | -- | -- | -- | -- |
| Total revenue | 4,606 | 4,434 | 297,507 | 277,956 | 299,091 | 265,317 |
| Gain / (loss) on disposal | -- | -- | (27) | (18,864) | (14) | 12,829 |
| Other gains / (losses) | -- | -- | (6,788) | (20,570) | (3,601) | (192) |
| Net result | (226,016) | (222,662) | (4,914,250) | (5,060,216) | (4,444,399) | (4,266,819) |
| Other Comprehensive Income | | | | | | |
| Increase / (decrease) in revaluation surplus | -- | -- | -- | -- | -- | -- |
| Superannuation actuarial gains / (losses) | -- | -- | -- | -- | -- | -- |
| Total Other Comprehensive Income | -- | -- | -- | -- | -- | -- |
| TOTAL COMPREHENSIVE INCOME | (226,016) | (222,662) | (4,914,250) | (5,060,216) | (4,444,399) | (4,266,819) |

* The names and purposes of each service group are summarised in Note 8.
** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the 'Not Attributable' column.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Supplementary Financial Statements

Service group statements (continued)

| DEPARTMENT'S ASSETS & LIABILITIES | 24.1 * | | 24.2 * | | 24.3 * | |
|--------------------------------------|---------------|-------------------|------------------|------------------|--------|--------|
| | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 |
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Current Assets | | | | | | |
| Cash and cash equivalents | -- | 322,192 | 260,123 | 267,276 | | |
| Receivables | 862 | 14,745 | 14,631 | 22,082 | | |
| Non-current assets held for sale | -- | -- | -- | -- | | |
| Total current assets | 862 | 336,937 | 274,754 | 289,358 | | |
| Non-current Assets | | | | | | |
| Receivables | 93 | 724 | 934 | 1,825 | | |
| Other financial assets | -- | -- | -- | -- | | |
| Property, plant and equipment | 47,341 | 11,614,900 | 8,579,747 | 8,564,562 | | |
| Intangibles | -- | -- | -- | -- | | |
| Total non-current assets | 47,434 | 11,615,624 | 8,580,681 | 8,566,387 | | |
| TOTAL ASSETS | 48,296 | 11,952,561 | 8,855,435 | 8,855,745 | | |
| Current liabilities | | | | | | |
| Payables | 2,256 | 185,362 | 164,178 | 141,787 | | |
| Borrowings | -- | 2,866 | 2,641 | 2,507 | | |
| Provisions | 3,069 | 316,926 | 301,672 | 178,322 | | |
| Other | -- | -- | -- | -- | | |
| Total current liabilities | 5,325 | 505,154 | 468,491 | 322,616 | | |
| Non-current liabilities | | | | | | |
| Borrowings | -- | 97,783 | 90,117 | 92,758 | | |
| Provisions | 54 | 5,603 | 5,333 | 5,596 | | |
| Other | 175 | 1,368 | 1,764 | 2,779 | | |
| Total non-current liabilities | 229 | 104,754 | 97,214 | 101,133 | | |
| TOTAL LIABILITIES | 5,554 | 609,908 | 565,705 | 423,749 | | |
| NET ASSETS | 42,742 | 11,342,653 | 8,289,730 | 8,431,996 | | |

* The names and purposes of each service group are summarised in Note 8.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Supplementary Financial Statements

Service group statements (continued)

| DEPARTMENT'S EXPENSES & INCOME | 24.4 * | | 24.5 * | | 24.6 * | |
|---|------------------|------------------|--------------------|--------------------|------------------|------------------|
| | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 |
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Expenses excluding losses | | | | | | |
| Operating expenses | 206 | 173 | 1,285,310 | 1,391,342 | 26,584 | 24,575 |
| • Employee related | 790 | 607 | 343,232 | 369,068 | 34,626 | 28,637 |
| • Other operating expenses | -- | -- | 129,425 | 78,604 | 628 | 459 |
| Depreciation and amortisation | 934,153 | 896,229 | -- | 314 | 193,921 | 233,892 |
| Grants and subsidies | -- | -- | -- | -- | -- | -- |
| Finance costs | -- | -- | -- | -- | -- | -- |
| TOTAL EXPENSES EXCLUDING LOSSES | 935,149 | 897,009 | 1,757,967 | 1,839,328 | 265,769 | 287,563 |
| Revenue** | | | | | | |
| Recurrent appropriation | -- | -- | -- | -- | -- | -- |
| Capital appropriation | -- | 322 | 329,185 | 322,143 | 33,383 | 22,745 |
| Sale of goods and services | -- | -- | 7 | 6,283 | 288 | 485 |
| Investment revenue | -- | -- | 13,116 | 9,223 | 12,130 | 5,308 |
| Grants and contributions | -- | -- | -- | -- | -- | -- |
| Acceptance by the Crown Entity of employee benefits and other liabilities | -- | -- | 1,714 | 2,027 | 1,336 | -- |
| Other revenue | -- | -- | -- | -- | -- | -- |
| Personnel services revenue | -- | -- | -- | -- | -- | -- |
| Total revenue | -- | 322 | 344,022 | 339,676 | 47,117 | 28,538 |
| Gain / (loss) on disposal | -- | -- | (17,704) | 323 | -- | 1 |
| Other gains / (losses) | -- | -- | 2,264 | 389 | -- | (9) |
| Net result | (935,149) | (896,687) | (1,429,385) | (1,498,930) | (208,642) | (269,033) |
| Other Comprehensive Income | | | | | | |
| Increase / (decrease) in revaluation surplus | -- | -- | -- | -- | -- | -- |
| Superannuation actuarial gains / (losses) | -- | -- | -- | -- | 15,263 | (29,499) |
| Total Other Comprehensive Income | -- | -- | -- | -- | 15,263 | (29,499) |
| TOTAL COMPREHENSIVE INCOME | (935,149) | (896,687) | (1,429,385) | (1,498,930) | (193,379) | (288,532) |

* The names and purposes of each service group are summarised in Note 8.

** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the 'Not Attributable' column.

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Supplementary Financial Statements
Service group statements (continued)

| DEPARTMENT'S ASSETS & LIABILITIES | 24.4 * | | 24.5 * | | 24.6 * | |
|--------------------------------------|-------------|-------------|------------------|------------------|----------------|----------------|
| | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 |
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Current Assets | | | | | | |
| Cash and cash equivalents | -- | -- | 301,089 | 211,000 | -- | -- |
| Receivables | 7 | 94 | 33,305 | 38,020 | 6,418 | 6,375 |
| Non-current assets held for sale | -- | -- | 45 | 45 | -- | -- |
| Total current assets | 7 | 94 | 334,439 | 249,065 | 6,418 | 6,375 |
| Non-current Assets | | | | | | |
| Receivables | -- | 10 | 4,703 | 4,833 | 681 | 717 |
| Other financial assets | -- | -- | 446 | 446 | -- | -- |
| Property, plant and equipment | -- | -- | 4,397,075 | 4,175,083 | -- | -- |
| Intangibles | -- | -- | 56,612 | 16,581 | -- | -- |
| Total non-current assets | -- | 10 | 4,458,836 | 4,196,943 | 681 | 717 |
| TOTAL ASSETS | 7 | 104 | 4,793,275 | 4,446,008 | 7,099 | 7,092 |
| Current liabilities | | | | | | |
| Payables | 70 | 111 | 279,244 | 204,908 | 11,069 | 6,922 |
| Borrowings | -- | -- | -- | -- | -- | -- |
| Provisions | 19 | 8 | 77,079 | 74,596 | 2,187 | 1,317 |
| Other | -- | -- | -- | -- | -- | -- |
| Total current liabilities | 89 | 119 | 356,323 | 279,504 | 13,256 | 8,239 |
| Non-current liabilities | | | | | | |
| Borrowings | -- | -- | -- | -- | -- | -- |
| Provisions | -- | -- | 1,673 | 1,703 | 39 | 41 |
| Other | -- | 16 | -- | -- | 1,286 | 1,091 |
| Total non-current liabilities | -- | 16 | 1,673 | 1,703 | 1,325 | 1,132 |
| TOTAL LIABILITIES | 89 | 135 | 357,996 | 281,207 | 14,581 | 9,371 |
| NET ASSETS | (82) | (31) | 4,435,279 | 4,164,801 | (7,482) | (2,279) |

* The names and purposes of each service group are summarised in Note 8.

Supplementary Financial Statements
Service group statements (continued)

| DEPARTMENT'S EXPENSES & INCOME | 24.7* | | 24.8 * | | 24.9 * | |
|---|------------------|------------------|-----------------|-----------------|-----------------|-----------------|
| | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 |
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| Expenses excluding losses | | | | | | |
| Operating expenses | 42,624 | 43,159 | 11,910 | 13,502 | 9,698 | 13,653 |
| • Employee related | 37,946 | 33,544 | 4,941 | 6,323 | 7,510 | 4,854 |
| • Other operating expenses | 6,021 | 9,907 | 123 | 113 | 864 | 575 |
| Depreciation and amortisation | 163,637 | 65,442 | 5,307 | 5,043 | 28,630 | 35,210 |
| Grants and subsidies | -- | -- | -- | -- | -- | -- |
| Finance costs | -- | -- | -- | -- | -- | -- |
| TOTAL EXPENSES EXCLUDING LOSSES | 250,228 | 152,052 | 22,281 | 24,981 | 46,902 | 54,282 |
| Revenue** | | | | | | |
| Recurrent appropriation | -- | -- | -- | -- | -- | -- |
| Capital appropriation | -- | -- | -- | -- | -- | -- |
| Sale of goods and services | 33,886 | 34,406 | -- | 287 | 50 | 578 |
| Investment revenue | 1,168 | 1,515 | 138 | 289 | 223 | 309 |
| Grants and contributions | 16,099 | 8,633 | 2,619 | 1,162 | 313 | 590 |
| Acceptance by the Crown Entity of employee benefits and other liabilities | -- | -- | -- | -- | -- | -- |
| Other revenue | 380 | 494 | 60 | -- | 917 | 1 |
| Personnel services revenue | 431 | -- | -- | -- | -- | -- |
| Total revenue | 51,974 | 45,048 | 2,817 | 1,738 | 1,503 | 1,478 |
| Gain / (loss) on disposal | 56 | 6 | -- | -- | -- | -- |
| Other gains / (losses) | (492) | (62) | (328) | -- | -- | -- |
| Net result | (198,690) | (107,060) | (19,792) | (23,243) | (45,399) | (52,814) |
| Other Comprehensive Income | | | | | | |
| Increase / (decrease) in revaluation surplus | -- | -- | -- | -- | -- | -- |
| Superannuation actuarial gains / (losses) | -- | -- | -- | -- | -- | -- |
| Total Other Comprehensive Income | -- | -- | -- | -- | -- | -- |
| TOTAL COMPREHENSIVE INCOME | (198,690) | (107,060) | (19,792) | (23,243) | (45,399) | (52,814) |

* The names and purposes of each service group are summarised in Note 8.

** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the "Not Attributable" column.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Supplementary Financial Statements

Service group statements (continued)

| DEPARTMENT'S ASSETS & LIABILITIES | 24.7 * | | 24.8 * | | 24.9 * | |
|--------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | 2013 \$'000 | 2012 \$'000 | 2013 \$'000 | 2012 \$'000 | 2013 \$'000 | 2012 \$'000 |
| Current Assets | | | | | | |
| Cash and cash equivalents | 38,892 | 15,888 | 4,086 | 4,797 | 3,144 | 2,423 |
| Receivables | (5,313) | (2,264) | 294 | 376 | 11,127 | 9,295 |
| Non-current assets held for sale | -- | -- | -- | -- | -- | -- |
| Total current assets | 33,679 | 13,604 | 4,380 | 5,173 | 14,271 | 11,718 |
| Non-current Assets | | | | | | |
| Receivables | 1,009 | 1,704 | -- | (3) | -- | -- |
| Other financial assets | -- | -- | -- | -- | -- | -- |
| Property, plant and equipment | 169,677 | 344,145 | 541 | 248 | 9 | 156 |
| Intangibles | 367 | 324 | 14 | 12 | 5 | 1,671 |
| Total non-current assets | 171,053 | 346,173 | 555 | 257 | 14 | 1,827 |
| TOTAL ASSETS | 204,732 | 359,777 | 4,935 | 5,430 | 14,285 | 13,545 |
| Current liabilities | | | | | | |
| Payables | 4,809 | 6,395 | 1,702 | 3,085 | 482 | 1,777 |
| Borrowings | -- | -- | -- | -- | -- | -- |
| Provisions | 5,835 | 6,092 | 1,879 | 1,710 | 69 | 573 |
| Other | -- | -- | -- | -- | -- | -- |
| Total current liabilities | 10,644 | 12,487 | 3,581 | 4,795 | 551 | 2,350 |
| Non-current liabilities | | | | | | |
| Borrowings | -- | -- | -- | -- | -- | -- |
| Provisions | 67 | 67 | 8 | 8 | 10 | 3 |
| Other | -- | -- | -- | -- | -- | -- |
| Total non-current liabilities | 67 | 67 | 8 | 8 | 10 | 3 |
| TOTAL LIABILITIES | 10,711 | 12,554 | 3,589 | 4,803 | 561 | 2,353 |
| NET ASSETS | 194,021 | 347,223 | 1,346 | 627 | 13,724 | 11,192 |

* The names and purposes of each service group are summarised in Note 8.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)

Supplementary Financial Statements

Service group statements (continued)

| DEPARTMENT'S EXPENSES & INCOME | 24.10 * | | 24.11 * | | Not Attributable ** | | TOTAL | |
|---|----------------|----------------|-------------------|-------------------|---------------------|-------------------|--------------------|-------------------|
| | 2013 \$'000 | 2012 \$'000 | 2013 \$'000 | 2012 \$'000 | 2013 \$'000 | 2012 \$'000 | 2013 \$'000 | 2012 \$'000 |
| Expenses excluding losses | | | | | | | | |
| Operating expenses | 29,190 | 26,614 | -- | -- | -- | -- | 8,577,492 | 9,229,709 |
| • Employee related | -- | -- | -- | -- | -- | -- | 2,102,668 | 2,064,047 |
| • Other operating expenses | -- | -- | -- | -- | -- | -- | 660,506 | 500,381 |
| Depreciation and amortisation | -- | -- | -- | -- | -- | -- | 1,868,001 | 1,725,852 |
| Grants and subsidies | -- | -- | 154,899 | 186,690 | -- | -- | 19,167 | 19,147 |
| Finance costs | -- | -- | -- | -- | -- | -- | -- | -- |
| TOTAL EXPENSES EXCLUDING LOSSES | 29,190 | 26,614 | 154,899 | 186,690 | -- | -- | 13,627,854 | 13,659,136 |
| Revenue** | | | | | | | | |
| Recurrent appropriation | -- | -- | 11,737,912 | 11,361,398 | -- | -- | 11,737,912 | 11,361,398 |
| Capital appropriation | -- | -- | 465,797 | 671,247 | -- | -- | 465,797 | 671,247 |
| Sale of goods and services | -- | -- | -- | -- | -- | -- | 482,368 | 478,653 |
| Investment revenue | -- | -- | -- | -- | -- | -- | 46,062 | 53,900 |
| Grants and contributions | -- | -- | -- | -- | -- | -- | 159,328 | 99,916 |
| Acceptance by the Crown | -- | -- | -- | -- | -- | -- | -- | -- |
| Entity of employee benefits and other liabilities | -- | -- | -- | -- | -- | -- | 347,707 | 752,150 |
| Other revenue | -- | -- | -- | -- | 347,707 | 752,150 | 360,448 | 332,239 |
| Personnel services revenue | 28,189 | 26,057 | -- | -- | -- | -- | 28,620 | 26,857 |
| Total revenue | 28,189 | 26,057 | 12,571,416 | 12,784,795 | -- | -- | 13,646,242 | 13,775,399 |
| Gain / (loss) on disposal | -- | -- | -- | -- | -- | -- | (17,689) | (5,705) |
| Other gains / (losses) | -- | -- | -- | -- | -- | -- | (8,925) | (20,434) |
| Net result | (1,001) | (557) | (154,899) | (186,690) | 12,571,416 | 12,784,795 | (6,206) | 210,084 |
| Other Comprehensive Income | | | | | | | | |
| Increase / (decrease) in revaluation surplus | -- | -- | -- | -- | (1,236,839) | 6,012,519 | (1,236,839) | 6,012,519 |
| Superannuation actuarial gains / (losses) | -- | -- | -- | -- | -- | -- | 15,263 | (29,499) |
| Total Other Comprehensive Income | (1,001) | (557) | (154,899) | (186,690) | 6,012,519 | 6,012,519 | (1,221,676) | 5,983,020 |
| TOTAL COMPREHENSIVE INCOME | (1,001) | (557) | 11,334,477 | 18,797,314 | 12,571,416 | 18,797,314 | (1,227,882) | 6,193,104 |

* The names and purposes of each service group are summarised in Note 8.

** Appropriations are made on an entity basis and not to individual service groups. Consequently appropriations are included in the 'Not Attributable' column. Cluster grant funding is also not attributed to individual service groups.

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Supplementary Financial Statements

Service group statements (continued)

| | 24.10* | | 24.11* | | Not Attributable** | | TOTAL | |
|--|--------------|--------------|---------|---------|--------------------|------------------|-------------------|-------------------|
| | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 | 2013 | 2012 |
| | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 | \$'000 |
| DEPARTMENT'S ASSETS & LIABILITIES | | | | | | | | |
| Current Assets | 1,588 | 1,063 | -- | -- | 249,620 | 160,561 | 1,180,833 | 984,180 |
| Cash and cash equivalents | 2,303 | 1,829 | -- | -- | 34,409 | 37,023 | 112,788 | 132,057 |
| Receivables | -- | -- | -- | -- | 1,048 | 760 | 1,093 | 805 |
| Non-current assets held for sale | 3,891 | 2,892 | -- | -- | 285,077 | 198,364 | 1,294,714 | 1,117,042 |
| Total current assets | | | | | | | | |
| Non-current Assets | 42 | 28 | -- | -- | -- | -- | 8,186 | 10,378 |
| Receivables | -- | -- | -- | -- | -- | -- | 446 | 446 |
| Other financial assets | -- | -- | -- | -- | 432,186 | 656,695 | 25,241,476 | 26,651,458 |
| Property, plant and equipment | -- | -- | -- | -- | 358,324 | 330,170 | 415,322 | 348,758 |
| Intangibles | 42 | 28 | -- | -- | 790,510 | 986,765 | 25,665,430 | 27,011,040 |
| Total non-current assets | | | | | | | | |
| TOTAL ASSETS | 3,933 | 2,920 | | | 1,075,587 | 1,185,129 | 26,960,144 | 28,128,082 |
| Current liabilities | 790 | 324 | -- | -- | 50,664 | 90,871 | 700,626 | 619,437 |
| Payables | -- | -- | -- | -- | -- | -- | 5,507 | 145,728 |
| Borrowings | 3,011 | 2,673 | (3) | (3) | 278,479 | 171,743 | 711,743 | 743,416 |
| Provisions | -- | -- | -- | -- | 43,161 | 19,767 | 43,161 | 19,767 |
| Other | 3,801 | 2,897 | 93,822 | 529,617 | -- | -- | 1,461,037 | 1,526,346 |
| Total current liabilities | | | | | | | | |
| Non-current liabilities | -- | -- | 140,500 | -- | -- | -- | 328,400 | 193,406 |
| Borrowings | 137 | 28 | 877 | 945 | -- | -- | 13,801 | 14,660 |
| Provisions | -- | -- | -- | -- | 1 | -- | 4,594 | 5,911 |
| Other | 137 | 28 | 141,378 | 945 | -- | -- | 346,795 | 213,977 |
| Total non-current liabilities | | | | | | | | |
| TOTAL LIABILITIES | 3,938 | 2,925 | | | 235,200 | 530,562 | 1,807,832 | 1,742,225 |
| NET ASSETS | (5) | (5) | | | 840,387 | 654,567 | 25,152,312 | 26,385,857 |

* The names and purposes of each service group are summarised in Note 8.

Supplementary Financial Statements

Summary of compliance with financial directives

| | 2013 | | | 2012 | | | | |
|---|------------------------|---|----------------------|---|------------------------|---|----------------------|---|
| | RECURRENT APP'N \$'000 | EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000 | CAPITAL APP'N \$'000 | EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000 | RECURRENT APP'N \$'000 | EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000 | CAPITAL APP'N \$'000 | EXPENDITURE/NET CLAIM ON CONSOLIDATED FUND \$'000 |
| ORIGINAL BUDGET APPROPRIATION/EXPENDITURE | 12,079,394 | 11,737,912 | 514,944 | 485,797 | 11,679,254 | 11,361,598 | 694,184 | 671,247 |
| • Appropriation Act | (891) | -- | -- | -- | -- | -- | -- | -- |
| • s24 PF&AA – transfers of entitlements between entities | 12,078,503 | 11,737,912 | 514,944 | 485,797 | 11,679,254 | 11,361,598 | 694,184 | 671,247 |
| OTHER APPROPRIATIONS/EXPENDITURE | -- | -- | -- | -- | -- | -- | -- | -- |
| • Additional Appropriations | -- | -- | -- | -- | -- | -- | -- | -- |
| • 21A PF&AA – Special appropriation | -- | -- | -- | -- | -- | -- | -- | -- |
| • Treasurer's Advance – expenditure for certain works and services | -- | -- | -- | -- | -- | -- | -- | -- |
| • s 26 PF&AA – Commonwealth specific Purpose payments | -- | -- | -- | -- | -- | -- | -- | -- |
| • Transfer to / from another entity per Section 31 of the Appropriation Act | (116,548) | -- | -- | -- | -- | -- | -- | -- |
| Total Appropriations / Expenditure / Net Claim on Consolidated Fund (includes transfer payments) | 11,961,955 | 11,737,912 | 514,944 | 485,797 | 11,679,254 | 11,361,598 | 694,184 | 671,247 |
| Liability to Consolidated Fund* | | | | | | | | |
| | | 23,891 | | 18,210 | | 18,707 | | -- |

The Summary of Compliance is based on the assumption that Consolidated Fund moneys are spent first (except where otherwise identified or prescribed).

* This represents the difference between the "Amount drawn down against Appropriation" and the "Total Expenditure/Net Claim on Consolidated Fund".

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

1. **Summary of Significant Accounting Policies**

(a) *Reporting entity*

The Department of Education and Communities (including TAFE Commission) (the Department) is a NSW government entity. The Department is a not-for-profit entity (as profit is not its principal objective) and is a cash reporting unit. The Department, as a reporting entity, is consolidated as part of the NSW Total State Sector Accounts.

The Department includes the following main Portfolios:

- Office of Education
- Office of Communities
- Public Schools
- TAFE and Community Education
- Corporate Services.

The functions of the Department relate to schools, the TAFE Commission (TAFE), vocational education and training, adult and community education, aspects of higher education, early childhood education and care, development of community sporting and recreation venues and facilities, Aboriginal affairs and veterans affairs. In the process of preparing the financial statements all intra entity transactions and balances have been eliminated.

On 17 May 2013, in accordance with the *Public Sector Employment and Management (Children's Guardian and Other Matters) Order, 2013*, the staff and functions of the Children's Guardian transferred to the Office of the Children's Guardian.

These financial statements for the year ended 30 June 2013 have been authorised for issue by the Director-General on 2 October 2013.

The Department provides personnel services to the following statutory bodies:

- Combat Sports Authority of NSW
- Venues NSW
- Sydney Olympic Park Authority
- TAFE Commission Division (until 30 November 2011)

In accordance with NSW Treasury Circular TC11/19, the Department recognises all employee related expenses and liabilities in relation to staff provided as personnel services to statutory bodies. The Department also recognises Personnel Services Revenue and Personnel Services Receivables for those staff.

The TAFE Commission is also a separate reporting entity under the *Technical and Further Education Commission Act 1990*.

TAFE Commission Division, a subsidiary of TAFE Commission, was abolished on 1 December 2011 under the *Technical and Further Education Commission Amendment (Staff Employment) Act, 2011*. The figures reported here for the Department for 2012 include personnel services provided to TAFE Commission until 30 November 2011.

(b) *Basis of preparation*

The Department's financial statements with the exception of the school financial transactions (as noted in note 1(i)) are general-purpose financial statements, which have been prepared in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the *Public Finance and Audit Act 1983* and Regulation; and
- the Financial Reporting Directions published in the Financial Reporting Code for NSW General Government Sector Entities or issued by the Treasurer.

Property, plant and equipment and assets (or disposal groups) held for sale are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention.

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

1. **Summary of Significant Accounting Policies**

(b) *Basis of preparation (continued)*

Judgements, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency (with exception of note 27).

(c) (i) School Financial Transactions

The Department, at the direction of the NSW Treasury, has included school financial transactions that are funded from sources other than government sources, e.g. school generated revenue, parent body contributions, donations and voluntary contributions.

In the absence of a fully integrated accounting system, between the Department and all schools, entries for consolidation into the Department have been based on the November 2012 aggregation of school receipts and payments statements that are prepared on a cash basis. These school transactions are included in the Department's financial statements for the year ended 30 June 2013 on the 30 June 2013 cash balances and to report transactions on an accrual basis. The school transactions recorded in these financial statements are therefore imprecise.

(ii) School Cash Balances and Investments

The balances held by schools at bank as at 30 June 2013 totalled \$651.59m (\$588.45m in 2012), of which \$46.86m (\$45.85m in 2012) related to trust funds.

Based on the percentages as at November 2012, schools are holding these funds for the following purposes:

| | \$m | % |
|-----------------------------------|---------------|------------|
| Asset Replacement and Acquisition | 103.60 | 15.9 |
| Commitments | 370.76 | 56.9 |
| General Contingencies | 177.23 | 27.2 |
| | 651.59 | 100 |

(iii) Trust Funds

The schools hold money in Trust on behalf of third parties, such as charitable donations. These monies are excluded from the school transactions consolidated into the financial statements, as schools cannot use them for general education purposes.

(d) *Statement of compliance*

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

The accrual basis of accounting and all applicable accounting standards have been adopted.

(e) *Borrowing costs*

Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit general government sector agencies.

(f) *Insurance*

The Department's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self insurance for Government agencies. The expense (premium) is determined by the Fund Manager based on past claim experience.

(g) *Accounting for the Goods and Services Tax (GST)*

Income, expenses and assets are recognised net of the amount of GST, except that:

- GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense; and
- receivables and payables are stated with the amount of GST included.

Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.

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1. Summary of Significant Accounting Policies

- (h) *Income recognition*
Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.
- (i) Parliamentary appropriations and contributions
Except as specified below, parliamentary appropriations and contributions from other bodies (including grants and donations) are recognised as income when the Department obtains control over the assets comprising the appropriations and contributions. Contributions from other appropriations and contributions are initially obtained upon the receipt of cash. Appropriations are not recognised as income in the following circumstances:
- Unspent appropriations are recognised as liabilities rather than income, as the authority to spend the money lapses and the unspent amount must be repaid to the Consolidated Fund.
The liability is disclosed in Note 19 as part of 'Current Liabilities – Other'. The amount will be repaid and the liability will be extinguished next financial year.
 - (ii) Sale of goods
Revenue from the sale of goods is recognised as revenue when the Department transfers the significant risks and rewards of ownership of the assets.
 - (iii) Rendering of services
Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).
 - (iv) Investment revenue
Interest revenue is recognised using the effective interest method as set out in AASB 139 *Financial Instruments: Recognition and Measurement*. Rental revenue is recognised in accordance with AASB 117 *Leases* on a straight-line basis over the lease term.
 - (v) Grants and Contributions
Interest revenue from grants and contributions are recognised upon receipt.
 - (vi) Asset sales
The Department recognises sale of land and buildings upon final settlement except for those sales involving term instalment payments, which are recognised on exchange. Gains or losses on disposal of fixed assets are taken into account in determining the operating result for the year.
 - (vii) Other revenue
Other revenues are recognised as they accrue.
- (f) *Assets*
- (i) Acquisitions of assets
The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Department. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.
- Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.
Fair value is the amount for which an asset could be exchanged between knowledgeable, willing parties in an arm's length transaction.
- Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent, i.e. the deferred payment amount is effectively discounted at an asset-specific rate.
- (ii) Capitalisation thresholds
Property, plant and equipment costing \$10,000 and above individually (or forming part of a network costing more than \$10,000) are capitalised. The threshold for intangibles (software) is \$50,000.

1. Summary of Significant Accounting Policies

- (g) *Assets (continued)*
- (ii) Revaluation of property, plant and equipment
Physical non-current assets are valued in accordance with NSW Treasury "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 07-1) (as amended by NSWTC 12/05 and NSWTC 10/07). This policy adopts fair value in accordance with AASB 116 *Property, Plant and Equipment*.
Property, plant and equipment is measured on an existing use basis, where there are no feasible alternative uses in the existing natural, legal, financial and socio-political environment. However, in the limited circumstances where there are feasible alternative uses, assets are valued at their highest and best use.
- Fair value of property, plant and equipment is determined based on the best available market evidence, including current market selling prices for the same or similar assets. Where there is no available market evidence, the asset's fair value is measured at its market buying price, the best indicator of which is depreciated replacement cost.
- The Department revalues each class of property, plant and equipment at least every five years or with sufficient regularity to ensure that the carrying amount of each asset does not differ materially from its fair value at reporting date. The last revaluation of land was completed at 30 June 2012, and the last revaluation of buildings was completed at 31 December 2012, based on independent assessments.
- Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.
- When revaluing non-current assets by reference to current prices for assets newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amount and the related accumulated depreciation are separately restated.
- For other assets, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.
- Revaluation increments are credited directly to revaluation surplus, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the net result, the increment is recognised immediately as revenue in the net result.
- Revaluation decrements are recognised immediately as expenses in the net result, except that, to the extent that a credit balance exists in the revaluation surplus in respect of the same class of assets, they are debited directly to the revaluation surplus.
- As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.
- Where an asset that has previously been revalued is disposed of, any balance remaining in the revaluation surplus in respect of that asset is transferred to accumulated funds.
- 2013 revaluation of buildings**
Following a qualified audit opinion over the 2012 revaluation of School and TAFE Buildings (including demountables), the Department conducted a further revaluation of School and TAFE Buildings during 2013. The revaluation was conducted as at 31 December 2012 using a depreciated replacement cost, mass valuation methodology, consistent with the requirements of Australian Accounting Standards and NSW Treasury requirements.
- Under this methodology, the replacement cost of each building was calculated by determining the lowest cost in current prices, to replace the building with a modern equivalent to current facility standards, having regard to the building construction type and characteristics, the area of the structure, the specific functionality of the building's rooms and the locality of the property.
- The depreciated replacement cost method applied in the current year assigns values to the specific components of building shell, fit-out, furniture, and site services for each School and TAFE building, and landscaping for each site. These components are then depreciated separately in accordance with the depreciation policy and useful lives set out below. For 2013, the building shell components of buildings of State Heritage significance have not been depreciated, in accordance with NSW Treasury policy.
- The Department engaged qualified quantity surveyors from the Department of Finance and Services to provide replacement cost details for School and TAFE buildings at 31 December 2012. In addition, a sample of cost rates has been tested against rates provided by independent external quantity surveyors. Assessment of building market cost movements between December 2012 and June 2013 concluded that there was no material movement in values since the revaluation date.

1. **Summary of Significant Accounting Policies**

(i) **Assets (continued)**

- (iii) Revaluation of property, plant and equipment (continued)

2013 revaluation of buildings (continued)

The values of School and TAFE Building assets recorded in 2012 comparatives have not been restated. The values of land, residential properties managed by the Teacher Housing Authority and certain sites that require special valuations, such as the National Art School, have not been revalued during 2013. These assets are valued in accordance with the methodology applied during the 2012 revaluation as outlined below.

2012 revaluation of land and buildings

The Department carried out revaluations of land and buildings at 30 June 2012, based on independent assessment and the application of a mass valuation methodology for buildings.

Qualified valuers were engaged through the Department of Finance and Services to undertake valuations for School and TAFE land, surplus sites and specialised properties.

The requirement for provision of service delivery by Schools and TAFE imposes restrictions on the use of land and it is considered to have no feasible alternative use. Therefore, School and TAFE land has been valued at fair value based on existing use. The valuers used market evidence to determine the highest and best use and applied a discount factor of 20% to these values, to adjust for the restricted use of the land. The valuation estimates of land values are supported by market based sales evidence.

When School or TAFE land becomes surplus it is then available for feasible alternative uses. In this case, the sites are valued at fair value based on the highest and best use.

Specialised properties, such as the National Art School, were valued on the basis that the assets are specialised and current market buying prices cannot be observed. In this case, the assets have been valued using the depreciated replacement cost method.

The Department revalued building assets at 30 June 2012 using a depreciated replacement cost, mass valuation methodology consistent with previous years. Generally, School and TAFE buildings are designed for a specific purpose and are not readily transferable to alternative use. In accordance with IPP 07-2, the Department determined the fair value of its building assets using the depreciated replacement cost method, as there is no market based evidence of fair value.

School and TAFE buildings were valued using a methodology developed by the Department in 2007, which valued buildings based on the functional usage of spaces within each building. Under this methodology, the replacement value of each building is calculated by determining how much each space would cost to build in current prices, to the current schools facility standard, having regards to room functionality and the area of the structure.

The Department engaged qualified quantity surveyors from the Department of Finance and Services to provide replacement cost details for School and TAFE buildings at 30 June 2012. In 2012, the components included in these rates were reviewed, to provide replacement costs which would fully replace the gross service potential embodied in the existing assets with technologically modern equivalent assets, meeting the schools facility standards. The school facility standards exceed the general Building Code of Australia requirements, thus leading to higher costs to replace.

Demountable buildings were revalued in 2012, using depreciated replacement cost and reference to estimated new prices at 30 June 2012.

The majority of residential properties are managed by the Teacher Housing Authority of NSW. These properties are non-specialised buildings for which there is a secondary market. These non-specialist properties were valued at fair value having regard to the highest and best use.

- (iv) Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, the Department is effectively exempted from AASB 136 / *Impairment of Assets* and impairment testing. This is because AASB 136 modifies the recoverable amount test to the higher of fair value less costs to sell and depreciated replacement cost. This means that, for an asset already measured at fair value, impairment can only arise if selling costs are material. Selling costs are regarded as immaterial.

- (v) Depreciation of property, plant and equipment

Except for certain heritage assets, depreciation is provided for on a straight-line basis for all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life to the Department.

1. **Summary of Significant Accounting Policies**

(i) **Assets (continued)**

- (v) Depreciation of property, plant and equipment (continued)

All material identifiable components of assets are depreciated separately over their useful lives. Land is not a depreciable asset. Certain heritage assets including heritage buildings may not have a limited useful life because appropriate preservation policies are adopted. Such assets are not subject to depreciation. The decision not to recognise depreciation for these assets is reviewed annually.

The expected useful life ranges (and depreciation rates in 2012) for assets are listed below. Individual assets may have shorter actual remaining useful lives than the expected useful life range.

| | 2013 | 2012 |
|------------------------|-------------------|---------------|
| Buildings | 20 to 105 years | 1.3% to 33.3% |
| Leasehold Improvements | term of the lease | 1.3% to 33.3% |
| Heritage Buildings | Indefinite | n/a |
| Plant and Equipment | 3 to 43 years | 2.3% to 33.3% |

- (vi) Major inspection costs

When each major inspection is performed, the labour cost of performing major inspections for faults is recognised in the carrying amount of an asset as a replacement of a part, if the recognition criteria are satisfied.

- (vii) Restoration costs

The estimated cost of dismantling and removing an asset and restoring the site is included in the cost of an asset, to the extent it is recognised as a liability.

- (viii) Maintenance

Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated.

- (ix) Leased assets

Operating lease payments are charged to the statement of comprehensive income in the periods in which they are incurred.

The Department has entered into two Private Public Partnership projects for construction, design, finance and maintenance of twenty schools. The relative monthly service fees, which comprise liability reduction, financing and operating costs, are accounted for consistent with NSW Treasury Accounting Policy for these types of arrangements.

- (x) Intangible assets

The Department recognises intangible assets only if it is probable that future economic benefits will flow to the Department and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value as at the date of acquisition.

All research costs are expensed. Development costs are only capitalised when certain criteria are met.

The useful lives of intangible assets are assessed to be finite.

Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the Department's intangible assets, the assets are carried at cost less any accumulated amortisation.

The Department's intangible assets are amortised using the straight-line method over a period of 3 - 15 years.

Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

1. Summary of Significant Accounting Policies

(i) Assets (continued)

(xi) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These financial assets are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method, less an allowance for any impairment of receivables. Any changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Short-term receivables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

(xii) Inventories

The Department holds inventory of teaching and resource materials that are consumed directly in the delivery of educational courses. Inventory is expensed as it is acquired. The Department does not capitalise inventories, as holdings are high turnover items that are characterised by low stock levels that are not of a material nature.

(xiii) Investments

Investments are initially recognised at fair value plus, in the case of investments not at fair value through profit or loss, transaction costs. The Department determines the classification of its financial assets after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

- **Fair value through profit or loss** - The Department subsequently measures investments classified as "held for trading" or designated upon initial recognition "at fair value through profit or loss" at fair value. Financial assets are classified as "held for trading" if they are acquired for the purpose of selling in the near term. Gains or losses on these assets are recognised in the net result for the year.

The Hour-Glass Investment Facilities are designated at fair value through profit or loss using the second leg of the fair value option i.e. these financial assets are managed and their performance is evaluated at a fair value basis, in accordance with a documented risk management strategy and information about these assets is provided internally on that basis to the Department's key management personnel.

The movement in the fair value of the Hour-Glass Investment Facilities incorporates distributions received as well as unrealised movements in fair value and is reported in the line item 'investment revenue'.

- **Held-to-maturity investments** - Non-derivative financial assets with fixed or determinable payments and fixed maturity that the Department has the positive intention and ability to hold to maturity are classified as "held to maturity". These investments are measured at amortised cost using the effective interest method. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

- **Available-for-sale investments** - Any residual investments that do not fall into any other category are accounted for as available for sale investments and measured at fair value in other comprehensive income until disposed or impaired at which time the cumulative gain or loss previously recognised in other comprehensive income is recognised in the net result for the year. However, interest calculated using the effective interest method and dividends are recognised in the net result for the year.

Purchases or sales of investments under contract that require delivery of the asset within the time frame established by convention or regulation are recognised on the trade date i.e. the date the Department commits to purchase or sell the asset.

The fair value of investments that are traded at fair value in an active market is determined by reference to quoted current bid prices at the close of business on the statement of financial position date.

(xiv) Impairment of financial assets

All financial assets, except those measured at fair value through profit and loss, are subject to an annual review for impairment. An allowance for impairment is established when there is objective evidence that the Department will not be able to collect all amounts due.

For financial assets carried at amortised cost, the amount of the allowance is the difference between the assets' carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the impairment loss is recognised in the net result for the year.

1. Summary of Significant Accounting Policies

(i) Assets (continued)

(xiv) Impairment of financial assets (continued)

When an available for sale financial asset is impaired, the amount of the cumulative loss is removed from equity and recognised in the net result for the year based on the difference between the acquisition cost (net of any principal repayment and amortisation) and current fair value, less any impairment loss previously recognised in the net result for the year.

Any reversals of impairment losses are reversed through the net result for the year, where there is objective evidence. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there been no impairment loss.

(xv) Non-current assets (or disposal groups) held for sale

The Department has certain non-current assets (or disposal groups) classified as held for sale, where their carrying amount will be recovered principally through a sale transaction, not through continuing use. Non-current assets (or disposal groups) held for sale are recognised at the lower of carrying amount and fair value less costs to sell. These assets are not depreciated while they are classified as held for sale.

(xvi) Derecognition of financial assets and financial liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expires, or if the entity transfers the financial asset.

- Where substantially all the risks and rewards have been transferred or
- Where the entity has not transferred substantially all the risks and rewards, if entity has not retained control

Where the entity has neither transferred nor retained substantially all the risk and rewards or transferred control, the asset is recognised to the extent of the entity's continuing involvement in the asset.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires.

(ii) Liabilities

(i) Payables

These amounts represent liabilities for goods and services provided to the Department and other amounts. Payables are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

(ii) Borrowings

Loans are not held for trading or designated at fair value through profit or loss and are recognised at amortised cost using the effective interest rate method. Gains or losses are recognised in the net result for the year on derecognition.

(iii) Financial guarantees

A financial guarantee contract is a contract that requires the issuer to make specific payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument.

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially measured at fair value, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 Provisions, Contingent Liabilities and Contingent Assets and the amount initially recognised, less accumulated amortisation, where appropriate.

The Department has reviewed its financial guarantees and determined that there is no material liability to be recognised for financial guarantee contracts as at 30 June 2013 and at 30 June 2012. However, refer Note 22 regarding disclosures on contingent liabilities.

1. **Summary of Significant Accounting Policies**

(i) *Liabilities (continued)*

(iv) Employee benefits and other provisions

(a) Salaries and wages, annual leave, sick leave and on-costs

Liabilities for salaries and wages (including non-monetary benefits) and annual leave that are due to be settled within 12 months after the end of the period in which the employees render the service are recognised and measured in respect of employees' services up to reporting date at undiscounted amounts based on the amounts expected to be paid after the liabilities are settled. A provision for the annual leave may be settled after 12 months but this is not likely to be significant and cannot be reliably estimated.

Unused non-vesting sick leave does not give rise to a liability, as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

The outstanding amounts of payroll tax, workers' compensation, insurance premiums, and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

(b) Long service leave and superannuation

The Department's liabilities for long service leave and defined benefit superannuation are assumed by the Crown Entity. The Department accounts for the liability as having been extinguished resulting in the amount assumed being shown as part of the non-monetary revenue item described as "Acceptance by the Crown Entity of employee benefits and other liabilities".

In the case of employees of the Adult Migrant English Service (AMES), a contribution is made to the Treasury Special Deposits (Extended Leave and Leave on Termination Pool) Account at the rate of 4.11% of wages and salaries for employees with over ten years of eligible service and 3.84% for those with between five and ten years service. This contribution discharges the Department from liability for accrued long service leave and is expensed as incurred.

The long service leave benefits owing to AMES employees at balance date have all been identified as current liabilities and are included within Note 18. Corresponding amounts reimbursable from the Treasury are shown as current assets within "Prepayments" in Note 10.

Long service leave is measured at present value in accordance with AASB 119 *Employee Benefits*. This is based on the application of certain factors (specified in NSW Treasury Circular TC/2/06) to employees with five or more years of service using current rates of pay. These factors were determined based on actuarial review to approximate present value.

The value of the liability for long service leave for casual teachers has not been brought to account as the specific criteria for eligibility is considered to result in an immaterial amount.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

In the case of the employees of AMES, net obligation in respect of the three defined benefit superannuation schemes is calculated separately for each scheme by estimating the amount of future benefit that employees have earned in return for their service in the current and prior reporting periods. The actuarial valuations are carried out at each reporting date by Pillar Administration using the projected unit credit method. The defined benefit obligation is discounted to determine its present value and the fair value of any scheme assets is deducted and then adjusted for unrecognised past service costs. The discount rate is the yield at the reporting date on Commonwealth Government bonds that have maturity dates approximating to the terms of AMES' obligations.

Where the present value of the defined benefit obligation in respect of a scheme exceeds the fair value of the scheme's assets, a liability for the difference is recognised in the statement of financial position. Where the fair value of a scheme's assets exceeds the present value of the defined benefit obligation for that scheme, an asset is recognised in the statement of financial position.

Actuarial gains and losses arising in calculating the obligation are recognised directly in equity in the period in which they occur and are presented as other comprehensive income in the statement of comprehensive income. Note 27 provides full details.

1. **Summary of Significant Accounting Policies**

(i) *Liabilities (continued)*

(iv) Employee benefits and other provisions (continued)

(b) Long service leave and superannuation (continued)

The liabilities of the Department relating to AMES in relation to long service leave and superannuation are not assumed by the Crown and are disclosed separately.

Contributions to the defined contribution plans are expensed when incurred.

(v) Other provisions

Other provisions exist when the Department has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.

Any provisions for restructuring are recognised only when the Department has a detailed formal plan and the Department has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected.

(k) *Equity and reserves*

(i) Revaluation surplus

The revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. This accords with the Department's policy on the revaluation of property, plant and equipment as discussed in Note 1(i)(iii).

(ii) Accumulated funds

The category accumulated funds includes all current and prior period retained funds.

Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. revaluation surplus).

(l) *Equity Transfers*

The transfer of net assets between agencies as a result of an administrative restructure, transfers of programs/functions and parts thereof between NSW public sector agencies and 'equity appropriations' are designated or required by the Australian Accounting Standards to be treated as contributions by owners and recognised as an adjustment to "Accumulated Funds". This treatment is consistent with AASB 1004 *Contributors* and Australian Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities*.

Transfers arising from an administrative restructure involving not-for-profit entities and for-profit government departments are recognised at the amount at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.

All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amortised) cost by the transferor because there is no active market, the agency recognises the asset at the transferor's carrying amount. Where the transferor is prohibited from recognising internally generated intangibles, the agency does not recognise that asset.

Details of changes to Assets/Liabilities of the Department relative to the transfer of TAFE Administration staff back to TAFE as at 1 December 2011 are provided in Note 20.

(m) *Budgeted amounts*

The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period, as adjusted for section 24 of the *Public Finance and Audit Act, 1983* where there has been a transfer of functions between departments. Other amendments made to the budget are not reflected in the budgeted amounts.

(n) *Comparative information*

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements. Where appropriate, comparative figures have been reclassified to conform to the basis of presentation and classification used in the current year.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

1. **Summary of Significant Accounting Policies**

- (n) *Comparative information (continued)*
In 2012-2013, the following items have been reclassified and the comparatives for 2012 adjusted to be consistent with the current year presentation:
- (a) Contractor expenses have been reclassified from Employee related expenses to Other operating expenses – Contractors based on clarifications provide by NSW Treasury. The reclassification has affected the Statement of Comprehensive Income, Statement of Cash Flows and Note 2(a) Employee related expenses; Note 2(b) Other operating expenses and Service Group Statements; in 2012 this amounted to \$62.3m.
- (b) Consultant expenses have been reclassified in Note 2(b) Other operating expenses from "Other" to a new line item "Consultants" as required by the Financial Reporting Code for NSW General Government Sector Entities; in 2012 this amounted to \$1.7m.
- (c) The Gain/(Loss) on sale of Assets Held for Sale has been reclassified from "Gain/(Loss) on disposal of assets" to "Other Gains/(Losses)" in the Statement of Comprehensive Income and Notes to comply with the presentation stipulated in the Financial Reporting Code for NSW General Government Sector Entities; in 2012 this amounted to \$20.3m.

These reclassifications do not affect the Net result.

- (o) *New Australian Accounting Standards issued but not effective*
The following new Accounting Standards have not been applied and are not yet effective (refer NSW Treasury Mandates TC1302). Management cannot determine the actual impact of these Standards in Department's financial statements in the period of their initial application.

- AAASB 9 *Financial Instruments* (application date 1 Jul 2015);
 AAASB 12 *Disclosure of Interests in Other Entities* (application date 1 Jul 2013);
 AAASB 13 *Fair Value Measurement* (application date 1 Jul 2013);
 AAASB 119 *Employee Benefits* (application date 1 Jul 2013);
 AAASB 127 *Consolidated and Separate Financial Statements* (application date 1 Jul 2013);
 AAASB 128 *Investments in Associates* (application date 1 Jul 2014);
 AAASB 1055 *Budgetary Reporting* (application date 1 July 2014);
 AAASB 2010-7 *Amendments to Australian Accounting Standards arising from AASB 2010* (application date 1 Jul 2013);
 AAASB 2011-4 *Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements* (application date 1 Jul 2013);
 AAASB 2011-7 *Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangement Standards* (application date 1 Jul 2013);
 AAASB 2011-8 *Amendments to Australian Accounting Standards arising from AASB 13* (application date 1 Jul 2013);
 AAASB 2011-9 *Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income* (application date 1 Jul 2012);
 AAASB 2011-10 *Amendments to Australian Accounting Standards arising from AASB 119* (application date 1 Jul 2013);
 AAASB 2012-2 *Amendments to Australian Accounting Standards – Disclosures – Offsetting Financial Assets and Liabilities* (application date 1 Jul 2013);
 AAASB 2012-3 *Amendments to Australian Accounting Standards – Offsetting Financial Assets and Liabilities* (application date 1 Jul 2014);
 AAASB 2012-4 *Amendments to Australian Accounting Standards – Government Loans* (application date 1 Jul 2013);
 AAASB 2012-5 *Amendments to Australian Accounting Standards arising from Annual Improvements 2009-2011 Cycle* (application date 1 Jul 2013);
 AAASB 2012-6 *Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 9 and Transition Disclosures* (application date 1 Jul 2013).

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

2. **Expenses Excluding Losses**

| | 2013 | 2012 |
|---|------------------|------------------|
| | \$ '000 | \$ '000 |
| (a) Employee related expenses | 7 487 739 | 7 299 622 |
| Salaries and wages (including recreation leave) ^ | 206 767 | 227 825 |
| Superannuation – defined benefit plans | 566 512 | 575 640 |
| Superannuation – defined contribution plans | 129 883 | 511 881 |
| Long service leave | 102 964 | 125 284 |
| Workers' compensation insurance | 456 698 | 474 818 |
| Payroll tax and fringe benefit tax | 36 518 | 14 117 |
| Redundancy payments | 411 | 541 |
| Other | 8,977,492 | 9,229,709 |

^ An amount of \$8.26m (\$23.8m in 2012) employee related expenses was capitalised during the year.

Employee related expenses for 2012 have been restated as per Note 1(n)(a) and Note 7.

(b) Other operating expenses include the following:

| | | |
|---|------------------|------------------|
| - audit of the financial statements | 1,222 | 1,630 |
| Operational lease rental expense | 53,281 | 53,712 |
| - minimum lease payments | 364,379 | 334,839 |
| Maintenance** | 63,900 | 64,461 |
| Insurance | 295,987 | 283,117 |
| Cleaning | 231,171 | 194,596 |
| Fees for services rendered | 130,590 | 156,191 |
| Minor stores, provisions, plant and computing | 931 | 1,767 |
| Consultants | 59,311 | 62,392 |
| Contractors ^ | 32,014 | 36,750 |
| Travelling and sustenance | 68,406 | 64,480 |
| Internet and related expenses | 33,854 | 33,664 |
| Postage and telephone | 122,069 | 107,695 |
| Utilities | 25,544 | 20,692 |
| Printing | 548,046 | 588,962 |
| School operating expenses | 71,964 | 59,099 |
| Other | 2,102,668 | 2,064,047 |

Other operating expenses for 2012 have been restated as per Note 1(n)(a).

**The 2013 Audit fees disclosed are based on services provided up to 30 June 2013. Prior year disclosures were based on engagement fees for the year. The engagement fee for the audit of the 2012-2013 financial statements is \$1.84m.

^ An amount of \$42.15m (\$22.92m in 2012) contractor expenses was capitalised during the year.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

| | 2013 \$ '000 | 2012 \$ '000 |
|--|------------------|------------------|
| 2. Expenses Excluding Losses (continued) | | |
| **Reconciliation – Total maintenance | | |
| Maintenance expense – contracted labour and other (non-employee related), as above | 364,379 | 334,839 |
| Total maintenance expenses included in Note 2(b) | 364,379 | 334,839 |
| | | |
| (c) Depreciation and amortisation expense | | |
| Depreciation | 514,285 | 380,441 |
| Buildings and improvements | 99,380 | 93,834 |
| Plant and equipment | 613,665 | 474,275 |
| | | |
| Amortisation | 46,841 | 26,106 |
| Intangibles | 46,841 | 26,106 |
| | 660,506 | 500,381 |
| | | |
| (d) Grants and subsidies: | | |
| Government Sector | 154,844 | 186,690 |
| Grants to Cluster Agencies | 142,880 | 33,339 |
| Other | | |
| Non-Government Sector | 830,611 | 791,060 |
| Non-Government schools per capita payments | 59,421 | 62,482 |
| Interest subsidies | 30,588 | 27,014 |
| Supervisor subsidies | | |
| Other | 199,172 | 201,284 |
| Early Childhood Education and Care | 126,663 | 176,275 |
| Grants for Vocational Education and Training | 115,923 | 84,465 |
| Assisted School Travel Program | 57,759 | 20,479 |
| Catholic Education Commission | 32,955 | 10,075 |
| The Association of Independent Schools | 117,185 | 132,690 |
| Other | 1,868,001 | 1,725,852 |
| | | |
| (e) Finance costs | | |
| Interest expense from financial liabilities not at fair value through profit or loss | 19,167 | 19,147 |
| | 19,167 | 19,147 |

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

| | 2013 \$ '000 | 2012 \$ '000 |
|---|-------------------|-------------------|
| 3. Revenue | | |
| (a) Appropriations | | |
| Recurrent appropriations | | |
| Total recurrent draw-downs from NSW Treasury (per Summary of compliance) | 11,761,803 | 11,380,105 |
| Less: Liability to Consolidated Fund (per Summary of compliance) | (23,891) | (18,707) |
| | 11,737,912 | 11,361,398 |
| | | |
| Comprising: | | |
| Recurrent appropriations (per Statement of comprehensive income) | 11,737,912 | 11,361,398 |
| | 11,737,912 | 11,361,398 |
| | | |
| Capital appropriations | | |
| Total capital draw-downs from NSW Treasury (per Summary of compliance) | 504,007 | 671,247 |
| Less: Liability to Consolidated Fund (per Summary of compliance) | (18,210) | – |
| | 485,797 | 671,247 |
| | | |
| Comprising: | | |
| Capital appropriations (per Statement of comprehensive income) | 485,797 | 671,247 |
| | 485,797 | 671,247 |
| | | |
| (b) Sale of goods and services | | |
| Rendering of services | 12,785 | 21,965 |
| Course fees | 126,555 | 105,211 |
| Administration charges | 79,401 | 71,040 |
| Overseas student fees | 89,986 | 94,527 |
| Fees and charges | 138,323 | 152,391 |
| Other | 35,308 | 33,419 |
| | 482,368 | 478,553 |
| | | |
| Sale of goods and services for 2012 has been restated as per Note 7. | | |
| | | |
| (c) Investment revenue | | |
| Interest revenue from financial assets not at fair value through profit or loss | 46,062 | 53,800 |
| | 46,062 | 53,800 |

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| | 2013 | 2012 |
|--------------------------------------|----------------|---------------|
| | \$'000 | \$'000 |
| 3. Revenue (continued) | | |
| (d) Grants and contributions | 41,733 | 32,552 |
| Other Public Sector agencies | 13,319 | 9,655 |
| Commonwealth Government | 40,420 | 173 |
| Contributions of assets | 63,856 | 57,536 |
| Donations and industry contributions | | |
| | 159,328 | 99,916 |

(e) Acceptance by the Crown Entity of employee benefits and other liabilities
The following liabilities and / or expenses have been assumed by the Crown Entity or other government entities:

| | | |
|----------------------------------|----------------|----------------|
| Superannuation – defined benefit | 207,099 | 228,086 |
| Long service leave | 129,440 | 511,779 |
| Payroll tax | 11,168 | 12,285 |
| | 347,707 | 752,150 |

(f) Other revenue

| | | |
|--------------------------|----------------|----------------|
| School generated revenue | 330,002 | 317,053 |
| Other | 30,446 | 15,185 |
| | 360,448 | 332,238 |

(g) Personnel services revenue

| | | |
|--|---------------|---------------|
| | 28,620 | 26,057 |
| | 28,620 | 26,057 |

4. Gain / (Loss) on Disposal

Gain / (Loss) on disposal of property, plant and equipment

| | | |
|---|-----------------|----------------|
| Proceeds from disposal | 388 | 562 |
| Written down value | (18,087) | (6,267) |
| Net gain / (loss) on disposal of property, plant and equipment | (17,689) | (5,705) |

Gain / (Loss) on disposal

| | | |
|--|-----------------|----------------|
| | (17,689) | (5,705) |
|--|-----------------|----------------|

Gain/(Loss) on Disposal for 2012 has been restated per Note 1(n)(c)

5. Other Gains / (Losses)

Gain / (Loss) on disposal of non-current assets held for sale
Impairment of receivables

| | | |
|--|----------------|-----------------|
| | (3,710) | (20,349) |
| | (5,215) | (85) |
| | (8,925) | (20,434) |

Other Gains/(Losses) for 2012 has been restated per Note 1(n)(c)

6. Conditions on Contributions

Contributors can place restrictions on the application of funds to assist in ensuring that the intended outcomes of the particular program are met. Examples of such conditions are the requirement to provide annual acquittals of expenditure or to return funds at the end of a specific period.

In the 2012-2013 financial year contributions amounting to \$29.03m (\$7.68m in 2012) were received by the Department for programs where such conditions were in place.

Unspent funds from these contributions for 2012-2013, including balances brought forward from prior years, totalled \$13.6m (\$9.52m in 2012).

7. Prior Period Errors

Following prior period errors have been identified and corrected. Restated financial information at 1 July 2011 and 30 June 2012 is presented as if the errors had not been made.

(a) Provision for Teachers annual and non-term leave

The Department's liability for payments to school teachers during annual leave and non-term weeks has not been recognised in prior years.

The value of this liability is \$302.5m as at 1 July 2011 and \$278.5m as at 30 June 2012. This will reduce previously reported employee related expenses for the year ended 30 June 2012 by \$24m.

(b) TAFE Fee and deferred income

Revenue from the TAFE fee (Administration Charge) has previously been recognised on a cash basis at the time of enrolment. This fee can be paid by the student for the full course year (usually calendar) or paid by semester. In 2004, the fee changed to incorporate components of tuition. As a result, at balance date, some of this fee is revenue received in advance of the provision of services.

The following table shows estimated income that should have been deferred, and the impact on revenue in the Statement of Comprehensive Income:

| Year Ended | Amount to be deferred \$'000 | Impact on Revenue in the Statement of Comprehensive Income \$'000 |
|--------------|------------------------------|---|
| 30 June 2011 | 19,492 | - |
| 30 June 2012 | 21,455 | (1,963) |
| 30 June 2013 | 15,713 | 5,742 |

(c) SSSVA assets

Land & Buildings controlled by State Sporting Venues Authority (SSVA)

Land and Buildings relating to the State Sporting Venues Authority were incorrectly included in the Department's non-current assets. This property should not have been recognised in the Department's Statement of Financial Position as it is not controlled by the Department.
These assets were valued at \$135.3 million as at 1 July 2011 and \$136.5 million as at 30 June 2012.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

7. *Prior Period Errors (continued)*

Dunc Gray Velodrome (DGV)

Buildings and plant and equipment related to the Dunc Gray Velodrome were incorrectly included in the Department's current assets. This property should not have been recognised in the Department's Statement of Financial Position as it is not controlled by the Department.

These assets were valued at \$38 million as at 1 July 2011 and \$36.6 million as at 30 June 2012.

The following table shows the impact of both errors on the Department's assets:

| Year Ended | Total Overstatement of Assets \$'000 |
|--------------|---|
| 1 July 2011 | 172,861 |
| 30 June 2012 | 172,861 |

The following tables summarise the impact on balances reported as at 1 July 2011 and 30 June 2012.

Statement of Financial Position – 1 July 2011

| Prior Period Error Reference | Balance as at 1 July 2011 | Adjustment | Restated 1 July 2011 Balance | \$'000 | \$'000 | \$'000 |
|--------------------------------------|---------------------------|-------------------|------------------------------|-------------------|--------|--------|
| Property, plant and equipment | | | | | | |
| Land | 7(c) | 6,751,853 | (52,100) | 6,699,753 | | |
| Buildings | 7(c) | 13,660,568 | (120,119) | 13,540,449 | | |
| Plant and Equipment | 7(c) | 337,646 | (642) | 337,004 | | |
| Total Non-Current Assets | | 21,058,667 | (172,861) | 20,885,806 | | |
| Total Assets | | 21,996,797 | (172,861) | 21,823,936 | | |

LIABILITIES

| | | | | | | |
|----------------------------------|------|-------------------|------------------|-------------------|--|--|
| Current Liabilities | | | | | | |
| Payables | 7(b) | 593,304 | 19,492 | 612,796 | | |
| Provisions | 7(a) | 352,908 | 302,527 | 655,435 | | |
| Total Current liabilities | | 1,093,989 | 322,019 | 1,416,008 | | |
| Total Liabilities | | 1,309,577 | 322,019 | 1,631,596 | | |
| Net Assets | | 20,667,220 | (494,880) | 20,192,340 | | |

EQUITY

| | | | | | | |
|---------------------|------------|-------------------|------------------|-------------------|--|--|
| Accumulated funds | 7(a)(b)(c) | 16,592,586 | (494,880) | 16,097,706 | | |
| Total Equity | | 20,667,220 | (494,880) | 20,192,340 | | |

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

7. *Prior Period Errors (continued)*

Statement of Financial Position – 30 June 2012

| Prior Period Error Reference | Previously reported figure as at 30 June 2012 | Adjustment | Restated 30 June 2012 comparative | \$'000 | \$'000 | \$'000 |
|--------------------------------------|---|-------------------|-----------------------------------|-------------------|--------|--------|
| Property, plant and equipment | | | | | | |
| Land | 7(c) | 7,908,061 | (62,100) | 7,855,961 | | |
| Buildings | 7(c) | 18,593,994 | (120,119) | 18,473,875 | | |
| Plant and Equipment | 7(c) | 322,264 | (642) | 321,622 | | |
| Total Non-Current Assets | | 27,183,901 | (172,861) | 27,011,040 | | |
| Total Assets | | 28,300,943 | (172,861) | 28,128,082 | | |
| Current Liabilities | | | | | | |
| Payables | 7(b) | 597,992 | 21,455 | 619,437 | | |
| Provisions | 7(a) | 464,962 | 276,454 | 743,416 | | |
| Total Current liabilities | | 1,228,439 | 299,909 | 1,528,348 | | |
| Total Liabilities | | 1,442,316 | 299,909 | 1,742,225 | | |
| Net Assets | | 26,858,627 | (472,770) | 26,385,857 | | |
| EQUITY | | | | | | |
| Accumulated funds | 7(a)(b)(c) | 16,713,498 | (472,770) | 16,240,728 | | |
| Total Equity | | 26,858,627 | (472,770) | 26,385,857 | | |

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7. *Prior Period Errors (Continued)*

Statement of Comprehensive Income – For the year ended 30 June 2012

| | Prior Period Error Reference | Previously reported figure for 2012 \$'000 | Adjustment \$'000 | Reclassification \$'000 | Comparative figure reported for 2013 \$'000 |
|--|---------------------------------------|--|----------------------|----------------------------|---|
| Expenses excluding losses | | | | | |
| Employee related | 7(a) | 9,316,174 | (24,073) | (62,392) | 9,229,709 |
| Other Operating Expenses | 1(n)(e) 1(n)(e) | 2,001,655 | – | 62,392 | 2,064,047 |
| TOTAL EXPENSES EXCLUDING LOSSES | | 13,563,209 | (24,073) | | 13,539,136 |
| Revenue | | | | | |
| Sales of Goods and Services | 7(b) | 480,516 | (1,963) | – | 478,553 |
| Total Revenue | | 13,777,322 | (1,963) | – | 13,775,359 |
| Net Result | | 187,974 | 22,110 | – | 210,084 |
| TOTAL COMPREHENSIVE INCOME | | 6,170,994 | 22,110 | – | 6,193,104 |

A reference has been made on individual notes, to indicate where prior period error adjustments have been made.

8. *Service Groups of the Department*

Following is a list of the Service Groups of the Department. In order to comply with the requirements of AASB 1052 *Disaggregated Disclosures* the Department determined that some assets and liabilities could be attributed to Service Groups while, with the limitation of current financial systems, some assets and liabilities were able to be apportioned on a pro rata basis. The remaining assets and liabilities that could not be reliably attributed have been disclosed as "Not Attributable" in accordance with Accounting Policy: Financial Reporting Code for NSW General Government Sector Entities TPR 13-01.

| | |
|---------------------------|---|
| Service Group 24.1 | Early Childhood Education Services |
| Objective(s) | To provide early childhood education and care, including preschools. |
| Service Group 24.2 | Primary Education Services in Government Schools |
| Objective(s) | To staff and support 1,630 primary schools, 67 central schools and 113 SSPs (Schools for Special Purposes) to deliver quality education services that meet the diverse needs of all students. |
| Service Group 24.3 | Secondary Education Services in Government Schools |
| Objective(s) | To staff and support 398 secondary schools to deliver quality education aimed at increasing the attainment of students and meeting their diverse needs. |
| Service Group 24.4 | Non-Government Schools |
| Objective(s) | To provide funding to non-government schools to improve student learning outcomes and assist them to successfully complete Year 12 or VET equivalent. |
| Service Group 24.5 | TAFE NSW and Community Education |
| Objective(s) | To deliver cost-efficient training services through 130 TAFE campuses, online and in workplaces to improve skills, increase higher qualification levels among the NSW population, both rural and urban, and support workforce development. |
| Service Group 24.6 | Vocational Education and Training |
| Objective(s) | To develop and promote a quality vocational education and training system that enhances skills for industry and individuals through registered training providers. It also facilitates quality training by offering apprenticeships and traineeships, targeting skill shortage areas and up skilling existing workers. |
| Service Group 24.7 | Sport and recreation services |
| Objective(s) | To deliver sport and recreation programs, including implementation of policy and regulatory frameworks, conduct of compliance and education programs and to provide grants to peak sporting bodies; to administer grants programs to help develop community sporting and recreational venues and facilities and manage government-owned or controlled sporting and recreation facilities. |

8. Service Groups of the Department (Cont'd)

Service Group 24.8
Support Aboriginal Culture and Community Resilience
Objective(s) To build communities and strengthen Aboriginal culture and heritage, coordinate and monitor the Government's Aboriginal Policy objectives.

Service Group 24.9
Citizenship and Communities
Objective(s) To research and provide advice to Government and non-Government agencies relating to children's wellbeing and decisions on child protection and child care issues in Children Check function transferred to the Office of the Children's Guardian, effective from 15 June 2013, and covers regulating out-of-home care, adoption services and the prescribed employment of children under 15 in New South Wales. This service group also includes developing volunteering services, support for veterans' affairs, youth and other community activities.

On 17 May 2013, in accordance with the Public Sector Employment and Management (Children's Guardian and Other Matters) Order 2013, the staff and functions of the Children's Guardian transferred to the Office of the Children's Guardian.

Service Group 24.10
Personnel Services

Objective(s) To provide personnel services to the following agencies:

- Combat Sports Authority of NSW
- Venues NSW
- Sydney Olympic Park Authority

Service Group 24.11
Cluster Grant Funding

Objective(s) To provide grant funding to agencies within the Education and Communities cluster. This includes funding to the Community Relations Commission of New South Wales, Office of the Board of Studies and Sydney Olympic Park Authority.

9. Current Assets – Cash and Cash Equivalents

| | 2013 | 2012 |
|--------------------------|------------------|----------------|
| | \$'000 | \$'000 |
| Cash at bank and on hand | 588,518 | 462,176 |
| School bank balances | 582,315 | 522,004 |
| | 1,180,833 | 984,180 |

For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank, cash on hand, short term deposits and bank overdraft. Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

| | | |
|---|------------------|----------------|
| Cash and cash equivalents (per statement of financial position) | 1,180,833 | 984,180 |
| Closing cash and cash equivalents (per statement of cash flows) | 1,180,833 | 984,180 |

Refer Note 26 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

10. Current / Non-Current Assets – Receivables

| | | |
|--------------------------------|----------------|----------------|
| Current: | | |
| Sale of goods and services | 25,501 | 25,691 |
| Less: Allowance for impairment | (7,525) | (3,224) |
| Personnel services receivable | 3,896 | 10,793 |
| Other debtors | 47,684 | 54,058 |
| Prepayments | 15,366 | 15,310 |
| Accrued income | 27,866 | 29,429 |
| | 112,788 | 132,057 |
| Non-Current: | | |
| Long term lease prepaid | 4,703 | 4,833 |
| Other debtors | 3,483 | 5,545 |
| | 8,186 | 10,378 |

Movement in the allowance for impairment

| | | |
|---|----------------|----------------|
| Balance at 1 July | (3,224) | (4,206) |
| Amounts written off during the year | 983 | 1,075 |
| Amounts recovered during the year | 2,595 | 2,537 |
| Increase/(decrease) in allowance recognised in profit or loss | (7,879) | (2,630) |
| Balance at 30 June | (7,525) | (3,224) |

Refer Note 26 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

11. Current / Non-Current Assets – Other Financial Assets

| | | |
|--|------------|------------|
| Non-Current: | | |
| Equity Accounted - Acskill Son Bhd * | 55 | 55 |
| Shares at cost | 105 | 105 |
| Share of retained profit on investment | 160 | 160 |
| Total Equity Accounted | | |

11. **Current / Non-Current Assets – Other Financial Assets (continued)**

| | 2013 \$'000 | 2012 \$'000 |
|---|----------------|----------------|
| Other loans and deposits | 111 | 111 |
| Fixed interest deposit * | 175 | 175 |
| Shares in Coffs Harbour Technology Park Ltd | 286 | 286 |
| | <u>446</u> | <u>446</u> |

Refer to Note 26 for details regarding credit risk, liquidity risk and market risk arising from financial instruments. Also, refer to Note 28

* The non-current fixed interest-deposit are part of restricted assets (refer Note 15).

12. **Non-Current Assets – Property, Plant and Equipment**

| | Land \$'000 | Buildings \$'000 | Plant and Equipment \$'000 | Total \$'000 |
|---|------------------|---------------------|----------------------------------|-------------------|
| At 1 July 2012 – fair value | | | | |
| Gross carrying amount | 7,855,961 | 34,503,045 | 752,511 | 43,111,517 |
| Accumulated depreciation and impairment | -- | (16,029,170) | (430,889) | (16,460,059) |
| Net carrying amount | 7,855,961 | 18,473,875 | 321,622 | 26,651,458 |
| At 30 June 2013 – fair value | | | | |
| Gross carrying amount | 7,646,635 | 32,468,403 | 834,917 | 40,949,955 |
| Accumulated depreciation and impairment | -- | (15,181,687) | (526,792) | (15,708,479) |
| Net carrying amount | 7,646,635 | 17,286,716 | 308,125 | 25,241,476 |
| At 1 July 2011 – fair value | | | | |
| Gross carrying amount | 6,689,753 | 25,894,815 | 681,407 | 33,275,975 |
| Accumulated depreciation and impairment | -- | (12,353,733) | (344,403) | (12,698,136) |
| Net carrying amount | 6,689,753 | 13,541,082 | 337,004 | 20,577,839 |
| At 30 June 2012 – fair value | | | | |
| Gross carrying amount | 7,855,961 | 34,503,045 | 752,511 | 43,111,517 |
| Accumulated depreciation and impairment | -- | (16,029,170) | (430,889) | (16,460,059) |
| Net carrying amount | 7,855,961 | 18,473,875 | 321,622 | 26,651,458 |

Non-Current Assets – Property, Plant and Equipment for 2012 has been restated per Note 7.

12. **Non-Current Assets – Property, Plant and Equipment (continued)**

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the current reporting period is set out below:

Year ended 30 June 2013

| | Land \$'000 | Buildings \$'000 | Plant and Equipment \$'000 | Total \$'000 |
|---|------------------|---------------------|----------------------------------|-------------------|
| Net carrying amount at start of year | 7,855,961 | 18,473,875 | 321,622 | 26,651,458 |
| Reclassification | (238,107) | 238,896 | (789) | -- |
| Additions | 46,224 | 338,711 | 87,553 | 472,488 |
| Transfer to Assets held for sale | (9,116) | -- | -- | (9,116) |
| Disposals | (8,327) | (13,542) | (881) | (22,750) |
| Net revaluation increment less revaluation decrements | -- | (1,236,939) | -- | (1,236,939) |
| Depreciation expense | -- | (514,285) | (89,380) | (613,665) |
| Net carrying amount at end of year | 7,646,635 | 17,286,716 | 308,125 | 25,241,476 |

Reconciliation

A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the prior reporting period is set out below:

Year ended 30 June 2012

| | Land \$'000 | Buildings \$'000 | Plant and Equipment \$'000 | Total \$'000 |
|---|------------------|---------------------|----------------------------------|-------------------|
| Net carrying amount at start of year | 6,689,753 | 13,540,449 | 337,004 | 20,577,206 |
| Additions | 34,789 | 485,797 | 78,692 | 599,248 |
| Transfer to Assets held for sale | (14,782) | (48,218) | -- | (63,000) |
| Disposals | -- | -- | (240) | (240) |
| Net revaluation increment less revaluation decrements | 1,136,231 | 4,876,288 | -- | 6,012,519 |
| Depreciation expense | -- | (380,441) | (93,834) | (474,275) |
| Net carrying amount at end of year | 7,855,961 | 18,473,875 | 321,622 | 26,651,458 |

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

13. **Intangible Assets**

| | 2013 \$'000 | 2012 \$'000 |
|--|----------------|----------------|
| Software | | |
| At 1 July | 513,889 | 434,532 |
| Cost (gross carrying amount) | (165,131) | (138,785) |
| Accumulated amortisation and impairment | 348,758 | 295,747 |
| Net carrying amount | | |
| At 30 June | 629,501 | 513,889 |
| Cost (gross carrying amount) | (214,178) | (165,131) |
| Accumulated amortisation and impairment | 415,322 | 348,758 |
| Net carrying amount | | |
| Year ended 30 June | 348,758 | 295,747 |
| Net carrying amount at start of year | 113,405 | 85,144 |
| Additions (from internal development) | – | (6,027) |
| Disposals | (46,841) | (26,106) |
| Amortisation (recognised in 'depreciation and amortisation') | 415,322 | 348,758 |
| Net carrying amount at end of year | | |

14. **Non-Current Assets (or Disposal Groups) Held for Sale**

| | |
|----------------------|--------------|
| Assets held for sale | |
| Land and buildings | 1,093 |
| | 805 |
| | 1,093 |
| | 805 |

Amounts recognised in equity relating to assets held for sale

| | |
|---|---------------|
| Property, plant and equipment asset revaluation increments/decrements | 622 |
| | 622 |
| | 19,815 |
| | 19,815 |

The assets held for sale consist primarily of land and some buildings which have become surplus to the Department's requirements. It is intended that these be disposed – either by way of sale or through appropriate property swaps. Steps have been taken for this purpose and it is likely that the disposals could occur within the next twelve months.

15. **Restricted Assets**

Funds totalling \$0.1m (\$0.1m in 2012) mostly held as investments in fixed interest bearing deposits (Note 11) are classified as "restricted assets". These funds represent donations received and are invested by the Department. Interest earned on the investments is used to fund prizes awarded to students for special achievements.

\$4.5m (\$3.8m in 2012) relates to funds held in an interest-bearing bank account arising from monthly service payments to the private service provider of eleven schools (eleven schools in 2012). Only the private service provider can draw the funds held.

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
Notes to the financial statements

16. **Current Liabilities – Payables**

| | 2013 \$'000 | 2012 \$'000 |
|---------------------------------------|----------------|----------------|
| Accrued salaries, wages and on-costs | 217,100 | 174,787 |
| Creditors | 211,801 | 176,542 |
| Unearned revenue | 178,936 | 138,037 |
| Group payroll and fringe benefits tax | 33,211 | 41,654 |
| Other | 59,578 | 88,417 |
| | 700,626 | 619,437 |

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payable are disclosed in Note 26.

Current Liabilities – Payables has been restated for 2012 due to prior year adjustment per Note 7.

17. **Current / Non-Current Liabilities – Borrowings**

| | | |
|--|----------------|----------------|
| Current: | | |
| Privately Funded Projects Schools (Note 21(c)) | 5,507 | 5,228 |
| Treasury advance | – | 140,500 |
| | 5,507 | 145,728 |
| Non-Current: | | |
| Privately Funded Projects Schools (Note 21(c)) | 187,900 | 193,406 |
| Treasury Advances | 140,500 | – |
| | 328,400 | 193,406 |
| | 333,907 | 339,134 |

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings are disclosed in Note 26.

18. **Current / Non-Current Liabilities – Provisions**

| | | |
|--|----------------|----------------|
| Current: | | |
| Employee benefits and related on-costs | | |
| Recreation leave | 97,760 | 101,712 |
| Teachers Vacation non-Term | 277,610 | 278,455 |
| Accrued payroll tax on recreation leave and accrued salaries and wages | 16,857 | 15,064 |
| Superannuation pooled fund | 34,446 | 50,780 |
| Recreation leave on long service leave | 79,788 | 85,517 |
| Workers compensation on long service leave | 18,987 | 20,361 |
| Payroll tax on long service leave | 108,809 | 116,533 |
| Superannuation on long service leave | 51,292 | 54,976 |
| Superannuation on recreation leave | 6,357 | 5,712 |
| Other | 19,056 | 13,709 |
| | 710,972 | 742,819 |

Current/Non-Current Liabilities-Provisions for 2012 have been restated due to prior year error adjustments per Note 7.

Other Provisions

| | | |
|-----------------------------------|----------------|----------------|
| Restoration | 771 | 597 |
| | 771 | 597 |
| Total Provisions - Current | 711,743 | 743,416 |

18. **Current / Non-Current Liabilities – Provisions (continued)**

| | 2013 \$'000 | 2012 \$'000 |
|--|----------------|----------------|
| Non-Current: | | |
| Employee benefits and related on-costs | 5,726 | 6,130 |
| Payroll tax on long service leave | 4,199 | 4,801 |
| Recreation leave on long service leave | 1,000 | 1,072 |
| Workers compensation on long service leave | 2,700 | 2,893 |
| Superannuation on long service leave | 176 | 64 |
| Total Provisions – Non Current | 13,801 | 14,660 |

Aggregate employee benefits and related on-costs

| | | |
|--|----------------|----------------|
| Provisions – current | 710,972 | 742,820 |
| Provisions – non-current | 13,802 | 14,660 |
| Accrued salaries, wages and on-costs (Note 16) | 217,100 | 174,787 |
| | 941,874 | 932,267 |

Movement in provisions (other than employee benefits)

Movements in each class of provision during the financial year, other than employee benefits, are set out below:

| | | |
|--|------------|------------|
| Lease liability for restoration | 587 | 384 |
| Carrying amount at the beginning of financial year | 1,179 | 587 |
| Additional provisions recognised | (1,005) | (384) |
| Amounts used | | |
| Carrying amount at end of financial year | 771 | 597 |

The provision is the Net Present Value of future liability for restoration.

19. **Current / Non-Current Liabilities - Other**

| | | |
|--------------------------------|---------------|---------------|
| Current | | |
| Lease incentive | 1,060 | 1,060 |
| Liability to Consolidated Fund | 42,101 | 18,707 |
| | 43,161 | 19,767 |
| Non-Current | | |
| Lease incentive | 4,594 | 5,811 |
| | 4,594 | 5,811 |

20. **Increase/(Decrease) in Net Assets from Equity Transfers**

The following table discloses changes to Assets/Liabilities of the Department relative to the transfer of TAFE administration staff back to TAFE following the abolition of TAFE Commission Division on 1 December 2011.

| To TAFE | ASSETS | Current Assets | \$'000s |
|---------|-------------|--------------------------------------|---------------|
| | | Receivables | 47,411 |
| | | Total current assets | 47,411 |
| | LIABILITIES | Current Liabilities | |
| | | Payables | 10,222 |
| | | Provisions | 36,808 |
| | | Total current liabilities | 47,030 |
| | | Non-current Liabilities | |
| | | Provisions | 381 |
| | | Total non-current liabilities | 381 |
| | | TOTAL LIABILITIES | 47,411 |
| | | Accumulated Funds | -- |

Revenues/expenses relating to TAFE administration employees incurred by the Department for the period ended 30 November 2011.

| Expenses excluding losses | \$'000s |
|---|----------------|
| Operating expenses | |
| Employee related | 166,285 |
| Total expenses | 166,285 |
| Revenue | |
| Acceptance by the Crown Entity of employee benefits and other liabilities | 9,305 |
| Personnel services revenue | 156,980 |
| Total revenue | 166,285 |
| NET RESULT FOR THE YEAR | -- |

DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
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| 21. Commitments for Expenditure | 2013 | 2012 |
|--|----------------|----------------|
| | \$'000 | \$'000 |
| (a) Capital Commitments | | |
| Aggregate capital expenditure contracted for at balance date and not provided for: | | |
| Not later than one year | 278,550 | 272,126 |
| Later than one year and not later than five years | 65,576 | 272,122 |
| Total (including GST) | 344,126 | 544,248 |

| (b) Operating Lease Commitments | 2013 | 2012 |
|--|----------------|----------------|
| | \$'000 | \$'000 |
| Future non-cancellable operating lease rentals not provided for and payable: | | |
| (i) Leased Properties | | |
| Not later than one year | 42,142 | 36,155 |
| Later than one year and not later than five years | 105,413 | 111,473 |
| Later than five years | 8,715 | 8,409 |
| | 156,270 | 156,037 |
| (ii) Other | | |
| Not later than one year | 9,756 | 10,540 |
| Later than one year and not later than five years | 7,942 | 7,795 |
| Later than five years | 5 | -- |
| | 17,703 | 18,335 |
| Total (including GST) | 173,973 | 174,372 |

| (c) Private Public Partnership Project Commitments | 2013 | 2012 |
|---|----------------|----------------|
| | \$'000 | \$'000 |
| Minimum lease payment commitments in relation to finance leases payable as follows: | | |
| Not later than one year | 19,276 | 18,747 |
| Later than one year and not later than five years | 77,341 | 75,385 |
| Later than five years | 315,745 | 326,996 |
| Minimum lease payments | 412,362 | 421,128 |
| Less: future finance charges | (218,955) | (222,494) |
| Present value of minimum lease payments | 193,407 | 198,634 |
| The present value of finance lease commitments is as follows: | | |
| Not later than one year | 5,507 | 5,228 |
| Later than one year and not later than five years | 24,783 | 23,661 |
| Later than five years | 163,117 | 169,745 |
| | 193,407 | 198,634 |
| Classified as: | | |
| Current (Note 17) | 5,507 | 5,228 |
| Non-current (Note 17) | 187,900 | 193,406 |
| | 193,407 | 198,634 |

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DEPARTMENT OF EDUCATION AND COMMUNITIES (including TAFE Commission)
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21. Commitments for Expenditure (continued)

The total of commitments for expenditure include GST input tax credits of \$92.57m (\$133.42m in 2012), that are expected to be recovered from the Australian Taxation Office.

Capital commitments include an amount of \$35.28m (\$96.69m in 2012) relating to the LMBR project. The operating lease commitments are generally with respect to equipment, while the finance lease commitments relate to assets acquired under Private Public Partnerships, refer Note 10(i)(x).

Capital commitments also include the Building the Education Revolution (BER) initiative – a \$14.72 billion national investment from the Commonwealth to improve the quality of facilities in Australian schools.

22. Contingent Liabilities and Contingent Assets

Legal

The Department may be liable for payment of compensation arising from legal proceedings, related to a matter before the industrial relations court. The maximum costs are estimated to be \$1.1 million. However, as the matter is not yet determined, the final amount and timing cannot accurately be determined.

Legal proceedings may commence in relation to a claim from a building sub contractor involved in the Building the Education Revolution program. As no proceedings have been initiated it is not possible to accurately determine a liability.

Workcover has commenced proceedings to prosecute TAFE for an offence under Work Health and Safety legislation. The Department may be liable for estimated fines of up to \$850,000.

There are no other known cases where the Department could be liable for material compensation payments relating to matters, which are the subject of litigation, that are not covered by the NSW Treasury Managed Fund.

Other

The Department is currently undertaking restructuring activities in response to budget changes announced in 2012. The financial liabilities associated with any future redundancies are not able to be quantified, as realignment activities are not far enough progressed to make a reliable measurement. The likely timing of payments are also as yet unknown. It is expected that the majority of redundancy payments will meet the requirements set by NSW Treasury for the Department to be reimbursed for redundancy costs incurred.

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23. Budget Review

Net result
Relative to the budget, the Department's net result was \$14.0m over budget. The major factors contributing to this variation are outlined below.

- Employee related expenses were \$433.2m under budget. This arose primarily due to:
- (a) Salary reduction of \$110.3m due to staff number decreases.
 - (b) Long Service Leave reduction of \$209.4m due to bond rate movements
 - (c) The pooled Superannuation fund had a reduction of \$54.4m which was more than offset by the increase in the accumulated superannuation fund of \$72.9m.
 - (d) Workers Compensation had a reduction of \$42m based on the Hindsight Adjustment

A net reduction of \$125.7m in other operating expenses was mainly due to reduction in schools other operating expenses, other fees and other operating expenses. This decrease was offset by an increase in maintenance and contractors.

Depreciation and amortisation costs were \$130.0m over budget due to the Asset Revaluation project.

Grants and subsidies were \$171.5m under budget, due to implementation delays in Commonwealth National Partnership Programs, particularly in Early Childhood Educational Care Services by \$136.8m and industry training grants by \$88.6m which were offset by increase in grants to Non-Profit organisations by \$45.1m and other minor costs.

Revenue, excluding government contributions, was \$51.6m over budget due to increased revenue from grants received from the Commonwealth, redundancy grants received and private sector donations. This was offset by reductions in miscellaneous services, overseas student fees, and school generated revenue.

The decrease in Crown Acceptances of \$270.9m is mainly due to the lower Long Service Leave of \$209.4m and Superannuation of \$54.4m.

Reduced Capital Appropriation was mainly due to:

- (a) Schools were under by \$8m, principally in Commonwealth funded programs.
- (b) TAFE was \$2m over due to LMBR.
- (c) Office of Communities is \$5m under the revised allocation. This relates to the State Sporting Venues Authority transfer and the International Regatta Centre.

The reduction in Recurrent Appropriation of \$340.6m can be primarily attributed to delays in implementing various National Partnership and other Commonwealth programs.

The gain and losses on variance to budget of \$26.5m is primarily due to the Kuringgai – UTS land swap.

Assets and Liabilities

The increase in total assets is mainly due to a \$4,888.1m increase in property values following the land and buildings revaluations in 2012 and 2013.

Total liabilities were \$628.4m over budget, primarily due to increases in payables, an extension of time for payment of borrowings and increases in provisions for employee and teachers' annual and non-term leave has been brought to account for the first time in 2013 for \$277.6m.

Cash flows

Net cash flows from operating activities were \$188.1m higher than budget. This is generally attributable to decreased payments and increased receipts.

Net cash flows from investing activities were \$34.3m higher than expected due to timing of sales and acquisitions of property, plant and equipment.

Net cash flow from financing activities was \$136.3m lower than budget following an extension of time provided on a loan repayment.

24. Reconciliation of Cash Flows from Operating Activities to Net Result

| | 2013 \$'000 | 2012 \$'000 |
|---|----------------|----------------|
| Net cash used on operating activities | 751,034 | 810,230 |
| Depreciation and amortisation | (660,506) | (500,381) |
| Allowance for impairment | (4,301) | 982 |
| Increase / (decrease) in prepayments and other assets | (9,158) | (4,291) |
| Decrease / (increase) in creditors | (86,693) | (89,661) |
| Net gain / (loss) on sale of plant and equipment | (21,399) | (26,054) |
| Donated assets | 40,420 | 173 |
| Others | (15,603) | 29,086 |
| Net result | (6,206) | 210,084 |

Reconciliation of Cash Flows from Operating Activities to Net Result for 2012 has been restated due to adjustments per Note 1 (n) and Note 7.

25. Non-cash Financing and Investing Activities

| | | |
|--|------------------|------------------|
| Assets received by donation | 40,420 | 173 |
| Liabilities and expenses assumed by the Crown Entity | (347,707) | (752,150) |
| | (307,287) | (751,977) |

26. Financial instruments

The Department's principal financial instruments are outlined below. These financial instruments arise directly from the Department's operations or are required to finance the Department's operations. The Department does not enter into trade financial instruments, including derivative financial instruments, for speculative purposes. The Department's main risks arising from financial instruments are outlined below, together with the Department's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

The Director-General has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Department, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit and Risk Committee and internal auditors on a regular basis.

(a) Financial instrument categories

| Note | Category | Carrying Amount 2013 \$ '000 | Carrying Amount 2012 \$ '000 |
|---|----------|------------------------------|------------------------------|
| Financial Assets Class: | | | |
| Cash and cash equivalents | 9 | 1,180,833 | 994,180 |
| Receivables ¹ | 10 | 63,090 | 78,414 |
| Other financial assets | 11 | 286 | 286 |
| Financial Liabilities Class: | | | |
| Payables ² | 16 | 483,645 | 251,880 |
| Borrowings | 17 | 140,500 | 140,500 |
| Borrowings | 17 | 183,406 | 198,634 |
| Notes | | | |
| 1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7) | | | |
| 2. Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7) | | | |

26. Financial instruments (continued)

(b) Credit Risk

Credit risk arises when there is the possibility of the Department's debtors defaulting on their contractual obligations, resulting in a financial loss to the Department. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

Credit risk arises from the financial assets of the Department, including cash, receivables and authority deposits. No collateral is held by the Department. The Department has not granted any financial guarantees.

Credit risk associated with the Department's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards. The Department's deposits held with NSW TCorp are guaranteed by the State.

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (TCorp) 11 am unofficial cash rate, adjusted for a management fee to NSW Treasury. The TCorp Hour Glass cash facility is discussed in paragraph (d) below.

Receivables – trade debtors

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the Department will be unable to collect all amounts due. This evidence includes past experience of current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30-60 day terms.

The Department is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are past due (2013: \$5.8m; 2012: \$26.57m) and not less than six months past due (2013: \$10.29m; 2012: \$2.28m) are not considered impaired and together these represent (2013: 65%; 2012: 90%) of the total trade debtors. Most of the Department's debtors have a good credit rating.

The only financial assets that are past due or impaired are 'sales of goods and services' in the 'receivables' category of the statement of financial position.

| 2013 | Total ^{1,2} | Past due but not impaired ^{1,2} | Considered impaired ^{1,2} |
|-----------------------------|----------------------|--|------------------------------------|
| | \$ '000 | \$ '000 | \$ '000 |
| < 3 months overdue | 11,952 | 5,202 | 6,750 |
| 3 months – 6 months overdue | 1,328 | 928 | 400 |
| > 6 months overdue | 988 | 289 | 698 |
| 2012 | | | |
| < 3 months overdue | 3,613 | 1,279 | 2,334 |
| 3 months – 6 months overdue | 1,079 | 1,051 | 28 |
| > 6 months overdue | 1,223 | 405 | 818 |

¹ Each column in the table reports 'gross receivables'.

² The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7 and excludes receivables that are not past due and not impaired. Therefore, the 'total' will not reconcile to the receivables total recognised in the statement of financial position.

26. Financial Instruments (continued)

(c) Liquidity risk

Liquidity risk is the risk that the Department will be unable to meet its payment obligations when they fall due. The Department includes in its financial statements, through its cash flows and liabilities planning, to ensure adequate liquidity for high quality assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

During the current and prior year, there were no defaults on any loans payable. No assets have been pledged as collateral. The Department's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW Treasury Circular 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest is paid automatically unless an existing contract specifies otherwise. For payments to other suppliers, the Director General of the Department (or a person appointed by the Director General of the Department) may automatically pay the supplier simple interest.

The table below summarises the maturity profile of the Department's financial liabilities, together with the interest rate exposure.

| | Weighted Average Effective Int. Rate | Nominal Amount ¹ | Interest Rate Exposure | | | Maturity Dates | | |
|--|--------------------------------------|-----------------------------|------------------------|------------------------|----------------------|----------------|---------|---------|
| | | | Fixed Interest Rate | Variable Interest Rate | Non-interest bearing | < 1 yr | 1-5 yrs | > 5 yrs |
| 2013 | | | | | | | | |
| <i>Payables:</i> | | | | | | | | |
| Accrued salaries, wages and on-costs | -- | 217,100 | -- | -- | 217,100 | 217,100 | -- | -- |
| Creditors | -- | 266,545 | -- | -- | 266,545 | 266,545 | -- | -- |
| Borrowings: | | | | | | | | |
| Treasury advances | 5.04% | 140,500 | 85,000 | 55,500 | -- | 140,500 | -- | -- |
| Private Public Partnerships ² | 7.37% | 374,875 | 374,875 | -- | -- | 5,507 | 24,783 | 163,116 |
| 2012 | | | | | | | | |
| <i>Payables:</i> | | | | | | | | |
| Accrued salaries, wages and on-costs | -- | 174,787 | -- | -- | 174,787 | 174,787 | -- | -- |
| Creditors | -- | 251,880 | -- | -- | 251,880 | 251,880 | -- | -- |
| Borrowings: | | | | | | | | |
| Treasury advances | 4.9% | 140,500 | 85,000 | 55,500 | -- | 140,500 | -- | -- |
| Private Public Partnerships | 7.56% | 382,844 | 382,844 | -- | -- | 5,228 | 23,661 | 169,745 |

Notes:
1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which the Department can be required to pay. The table includes both interest and principal cash flows and therefore will not reconcile to the statement of financial position.
2. Of the \$5.5m disclosed in the 2013 "Private Public Partnerships borrowings" time band <1 yr, the Department intends to pay \$1.38m in the first quarter of 2014.

26. Financial Instruments (continued)

(d) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Department's exposures to market risk are primarily through interest rate risk on the Department's borrowings and other price risks associated with the movement in the unit price of the Hour Glass Investment Facilities. The Department has no exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Department operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2012. The analysis assumes that all other variables remain constant.

Interest rate risk
Exposure to interest rate risk arises primarily through the Department's interest bearing liabilities. This risk is minimised by undertaking mainly fixed rate borrowings, primarily with NSW TCorp. The Department does not account for any fixed rate financial instruments at fair value through profit or loss or as available for sale. Therefore for these financial instruments a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The Department's exposure to interest rate risk is set out below.

| | \$ '000 | | | |
|------------------------------|-----------------|----------|--------|---------|
| | Carrying Amount | Profit | Equity | Profit |
| | | -1% | | +1% |
| 2013 | | | | |
| <i>Financial assets</i> | | | | |
| Cash and cash equivalents | 1,180,833 | (11,808) | -- | 11,808 |
| Receivables | 63,090 | (631) | -- | 631 |
| Other financial assets | 286 | (3) | -- | 3 |
| <i>Financial liabilities</i> | | | | |
| Payables | 483,645 | 4,836 | -- | (4,836) |
| Borrowings | 333,906 | 3,339 | -- | (3,339) |
| 2012 | | | | |
| <i>Financial assets</i> | | | | |
| Cash and cash equivalents | 984,180 | (9,842) | -- | 9,842 |
| Receivables | 78,414 | (784) | -- | 784 |
| Other financial assets | 286 | (3) | -- | 3 |
| <i>Financial liabilities</i> | | | | |
| Payables | 251,880 | 2,519 | -- | (2,519) |
| Borrowings | 339,134 | 3,391 | -- | (3,391) |

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26. *Financial Instruments (continued)*

Other price risk – T Corp Hour Glass facilities

Exposure to other price risk primarily arises through the investment in the TCorp Hour Glass Investment Facilities, which are held for strategic rather than trading purposes. The Department has no direct equity investments. The Department holds units in the following Hour-Glass investment trusts:

| Facility | Investment Sectors | Investment Horizon | 2013 \$'000 | 2012 \$'000 |
|---------------|--------------------------------|--------------------|----------------|----------------|
| Cash facility | Cash, money market instruments | Up to 1.5 years | 4,146 | 4,000 |

The unit price of each facility is equal to the total fair value of net assets held by the facility divided by the number of units on issue for that facility. Unit prices are calculated and published daily.

NSW T Corp is trustee for the above facility and is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, T Corp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. However, T Corp acts as manager for part of the Cash and Strategic Cash Facilities and also manages the Australian Bond portfolio. A significant portion of the administration of the facilities is outsourced to an external custodian.

Investment in the Hour Glass facilities limits the Department's exposure to risk, as it allows diversification across a pool of funds, with different investment horizons and a mix of investments.

NSW T Corp provides sensitivity analysis information for each of the investment facilities, using historically based volatility information collected over a ten year period, quoted at two standard deviations (ie. 95% probability). The TCorp Hour Glass investment facilities are designated at fair value through profit or loss and therefore any change in unit price impacts directly on profit (rather than equity). A reasonably possible change is based on the percentage change in unit price (as advised by T Corp) multiplied by the redemption value as at 30 June each year for each facility (balance from Hour-Glass statement).

| | Impact on profit/loss | | |
|---------------------------------------|-----------------------|----------------|----------------|
| | Change in unit price | 2013 \$'000 | 2012 \$'000 |
| Hour Glass Investment – Cash facility | +/- 1 % | 41 | 40 |

(e) Fair value compared to carrying amount

Financial instruments are generally recognised at cost, with the exception of the TCorp Hour Glass facilities, which are measured at fair value. As discussed, the value of the Hour-Glass investments is based on the Department's share of the value of the underlying assets of the facility, based on the market value. All of the Hour Glass facilities are valued using redemption pricing.

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value because of the short-term nature of many of the financial instruments.

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Notes to the financial statements

26. *Financial Instruments (continued)*

(f) Fair value recognised in the statement of financial position

The Department uses the following hierarchy for disclosing the fair value of financial instruments by valuation technique.

- Level 1 - Derived from quoted prices in active markets for identical assets / liabilities.
- Level 2 - Derived from inputs other than quoted prices that are observable directly or indirectly.
- Level 3 - Derived from valuation techniques that include inputs for the asset / liability not based on observable market data (unobservable inputs).

| | Level 1 \$'000 | Level 2 \$'000 | Level 3 \$'000 | Total \$'000 |
|---------------------------------------|-------------------|-------------------|-------------------|-----------------|
| Financial assets at fair value | -- | -- | -- | -- |
| T Corp Hour-Glass Investment Facility | -- | -- | -- | -- |

The table above only includes financial assets, as no financial liabilities were measured at fair value in the statement of financial position.

There were no transfers between level 1 and 2 during the period ended 30 June 2013.

27. *Provision for superannuation*

The Department has an obligation for the deferred contribution in respect of the employees of AMES which becomes payable on and after retirement of staff. Contribution is made to the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non Contributory Superannuation Scheme (SANCS).

Actuarial gains/losses are recognised immediately in other comprehensive income in the year in which they occur.

Fund information

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation schemes:

- State Authorities Superannuation Scheme (SASS)
- State Superannuation Scheme (SSS)
- Police Superannuation Scheme (PSS)
- State Authorities Non-contributory Superannuation Scheme (SANCS)

These schemes are all defined benefit schemes – at least a component of the final benefit is derived from a multiple of member salary and years of membership.

All these schemes are closed to new members.

27. Provision for superannuation (continued)

Reconciliation of the present value of the defined benefit obligation

| | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2013 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|--|---|--|--|
| Present value of partly funded defined benefit obligation at beginning of the year | 328,160 | 220,264 | 100,467,355 |
| Current service cost | 17,998 | 9,561 | 49,423 |
| Interest cost | 9,772 | 6,488 | 3,006,007 |
| Contributions by Fund participants | 9,977 | - | 23,635 |
| Actuarial (gains)/losses | (130,433) | 103,882 | (11,586,176) |
| Benefits paid | (235,474) | (302,481) | (3,571,046) |
| Past service cost | - | - | - |
| Curtailments | - | - | - |
| Settlements | - | - | - |
| Business Combinations | - | - | - |
| Exchange rate changes | - | - | - |
| Present value of partly funded defined benefit obligation at end of the year | - | 37,715 | 88,379,198 |

Reconciliation of the fair value of Fund assets

| | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2013 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|--|---|--|--|
| Fair value of Fund assets at beginning of the year | 406,218 | 775,293 | 48,681,756 |
| Expected return on Fund assets | 34,176 | 65,968 | 4,080,693 |
| Actuarial gains/(losses) | (110,385) | 32,600 | 3,717,853 |
| Employer contributions | - | - | - |
| Contributions by Fund participants | 9,977 | - | 23,635 |
| Benefits paid | (235,474) | (302,481) | (3,571,046) |
| Past service cost | - | - | - |
| Curtailments | - | - | - |
| Settlements | - | - | - |
| Business Combinations | - | - | - |
| Exchange rate changes | - | - | - |
| Fair value of Fund assets at end of the year | 104,512 | 571,380 | 53,932,891 |

27. Provision for superannuation (continued)

Reconciliation of the assets and liabilities recognised in statement of financial position

| | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2013 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|--|---|--|--|
| Present value of partly funded defined benefit obligation at end of year | - | 37,715 | 88,379,198 |
| Fair value of Fund assets at end of year | (104,512) | (571,380) | (53,932,891) |
| Subtotal | (104,512) | (533,666) | 34,446,307 |
| Unrecognised past service cost | - | - | - |
| Unrecognised gain/(loss) asset | - | - | - |
| Adjustment for limitation on net asset | - | - | - |
| Net Liability/(Asset) recognised in statement of financial position at end of year | (104,512) | (533,666) | 34,446,307 |

Expense recognised in income statement

| Components recognised in income statement | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2013 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|--|---|--|--|
| Current service cost | 17,998 | 9,561 | 49,423 |
| Interest cost | 9,772 | 6,488 | 3,006,007 |
| Expected return on Fund assets (net of expenses) | (34,176) | (65,968) | (4,080,693) |
| Actuarial losses/(gains) recognised in year | - | - | - |
| Past service cost | - | - | - |
| Movement in adjustment for limitation on net asset | - | - | - |
| Curtailment or settlement (gain)/loss | - | - | - |
| Expense/(income) recognised | (6,406) | (49,918) | (1,025,283) |

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27. *Provision for superannuation (continued)*

Amounts recognised in other comprehensive income

| | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2013 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|-----------------------------------|---|--|--|
| Actual (Gains)/Losses | (20,048) | 71,282 | (15,314,029) |
| Adjustment for limit on net asset | -- | -- | -- |

Fund assets

The percentage invested in each asset class at balance sheet date:

| | 30 June 2013 |
|--------------------------------------|--------------|
| Australian equities | 30.4% |
| Overseas equities | 26.1% |
| Australian fixed interest securities | 6.9% |
| Overseas fixed interest securities | 2.2% |
| Property | 8.3% |
| Cash | 13.1% |
| Other | 13.0% |

Fair value of Fund assets

All Fund assets are invested by SAS Trustee Corporation (STC) at arm's length through independent fund managers.

Expected rate of return on assets

The expected return on assets assumption is determined by weighting the expected long-term return for each asset class by the target allocation of assets to each class. The returns used for each class are net of investment tax and investment fees.

| | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2013 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|------------------------------|---|--|--|
| Actual return on Fund assets | 34,730 | 98,568 | 8,171,580 |

Valuation method and principal actuarial assumptions at balance sheet date

(a) Valuation Method

The Projected Unit Credit (PUC) valuation method was used to determine the present value of the defined benefit obligations and the related current service costs. This method sees each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation.

(b) Economic Assumptions

| | 30 June 2013 |
|---|--------------|
| Salary increase rate (excluding promotional increase) | 2.25% |
| Rate of CPI increase | 2.5% pa |
| Expected rate of return on assets | 8.6% |
| Discount rate | 3.80% pa |

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27. *Provision for superannuation (continued)*

(c) Demographic Assumptions

The demographic assumptions at 30 June 2013 are those that were used in the 2010 triennial actuarial valuation plus an additional allowance for staff reductions consistent with the Labour Expense Cap advised in the 2012-2013 Budget. The triennial review report is available from the NSW Treasury website.

Historical information

| | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2013 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|---|---|--|--|
| Present value of defined benefit obligation | -- | 37,715 | 88,379,198 |
| Fair value of Fund assets | (104,512) | (571,380) | (53,932,891) |
| (Surplus)/Deficit in Fund | (104,512) | (533,666) | 34,446,307 |
| Experience adjustments – Fund liabilities | (130,433) | 103,882 | (11,596,176) |
| Experience adjustments – Fund assets | 110,385 | (32,600) | (3,717,853) |

Historic information 2012

| | SASS Financial Year to 30 Jun 2012 A\$ | SANCS Financial Year to 30 Jun 2012 A\$ | SSS Financial Year to 30 Jun 2012 A\$ |
|---|---|--|--|
| Present value of defined benefit obligation | 328,160 | 220,264 | 100,467,355 |
| Fair value of Fund assets | (406,218) | (775,293) | (49,681,756) |
| (Surplus)/Deficit in Fund | (78,058) | (555,029) | 50,785,599 |
| Experience adjustments – Fund liabilities | (5,433,638) | (27,718) | 22,372,245 |
| Experience adjustments – Fund assets | 6,294,045 | 372,787 | 6,528,551 |

Historic information 2011

| | SASS Financial Year to 30 Jun 2011 A\$ | SANCS Financial Year to 30 Jun 2011 A\$ | SSS Financial Year to 30 Jun 2011 A\$ |
|---|---|--|--|
| Present value of defined benefit obligation | 15,640,941 | 2,751,536 | 77,600,549 |
| Fair value of Fund assets | (14,434,263) | (3,606,794) | (57,296,187) |
| (Surplus)/Deficit in Fund | 1,206,678 | (857,248) | 20,304,362 |
| Experience adjustments – Fund liabilities | 881,231 | (19,811) | (1,816,814) |
| Experience adjustments – Fund assets | (648,631) | (14,715) | (235,983) |

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27. Provision for superannuation (continued)

Historic information 2010

| | SASS Financial Year to 30 Jun 2010 A\$ | SANCS Financial Year to 30 Jun 2010 A\$ | SSS Financial Year to 30 Jun 2010 A\$ |
|---|---|--|--|
| Present value of defined benefit obligation | 14,529,609 | 2,679,154 | 78,570,539 |
| Fair value of Fund assets | (13,692,264) | (3,469,067) | (55,641,116) |
| (Surplus)/Deficit in Fund | 847,345 | (789,913) | 22,929,423 |
| Experience adjustments – Fund liabilities | 524,410 | 119,444 | 3,747,430 |
| Experience adjustments – Fund assets | (248,716) | (12,363) | (828,087) |

Historic information 2009

| | SASS Financial Year to 30 Jun 2009 A\$ | SANCS Financial Year to 30 Jun 2009 A\$ | SSS Financial Year to 30 Jun 2009 A\$ |
|---|---|--|--|
| Present value of defined benefit obligation | 13,644,556 | 2,608,044 | 73,039,279 |
| Fair value of Fund assets | (13,237,031) | (3,479,826) | (52,837,252) |
| (Surplus)/Deficit in Fund | 407,525 | (871,782) | 20,202,027 |
| Experience adjustments – Fund liabilities | (460,516) | (30,393) | 11,037,863 |
| Experience adjustments – Fund assets | 2,514,584 | 792,854 | 11,811,930 |

Expected contributions

| | SASS Financial Year to 30 Jun 2013 A\$ | SANCS Financial Year to 30 Jun 2012 A\$ | SSS Financial Year to 30 Jun 2013 A\$ |
|---|---|--|--|
| Expected employer contributions to be paid in the next reporting period | -- | -- | -- |

(d) Surplus/deficit

The following is a summary of the 30 June 2013 financial position of the Fund calculated in accordance with AAS25 'Financial Reporting by Superannuation Plans':

| | SASS 30 Jun 2013 A\$ | SANCS 30 Jun 2013 A\$ | SSS 30 Jun 2013 A\$ |
|---------------------------------|----------------------------|-----------------------------|---------------------------|
| Accrued benefits | -- | 30,989 | 54,946,440 |
| Net market value of Fund assets | (104,512) | (571,380) | (53,932,891) |
| Net (surplus)/deficit | (104,512) | (540,391) | 1,013,549 |

27. Provision for superannuation (continued)

(b) Contribution recommendations

Recommended contribution rates for the entity are:

| SASS Multiple of member contributions | SANCS % of member salary | SSS Multiple of member contributions |
|--|-----------------------------|---|
| 0.00 | 0.00 | 0.00 |

(c) Funding method

Contribution rates are set after discussion between the employer, STC and NSW Treasury.

(d) Economic assumptions

The economic assumptions adopted for the actuarial review of the Fund are:

| Weighted-Average Assumptions | |
|--|---------|
| Expected rate of return on Fund assets backing current pension liabilities | 8.3% pa |
| Expected rate of return on Fund assets backing other liabilities | 7.3% pa |
| Expected salary increase rate | 2.7% pa |
| Expected rate of CPI increase | 4.0% pa |
| | 2.5% pa |

Nature of Asset/Liability

If a surplus exists in the employer's interest in the Fund, the employer may be able to take advantage of it in the form of a reduction in the required contribution rate, depending on the advice of the Fund's actuary.

Where a deficiency exists, the employer is responsible for any difference between the employer's share of Fund assets and the defined benefit obligation.

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28. Investments and Associates

(a) Details of investments and associates are as follows.

| Name | Principal Activities | Balance Date ¹ | Ownership Interest ² | | Investment Carrying Amount ³ | |
|------------------------------|----------------------|---------------------------|---------------------------------|------|---|---------------|
| | | | 2013 | 2012 | 2013 (\$'000) | 2012 (\$'000) |
| Adskill Sdn Bhd ⁴ | Vocational Education | 31 December | 49% | 49% | 160 | 160 |

(b) Details of investments in other companies are as follows:

| Name | Principal Activities | Balance Date ¹ | Ownership Interest ² | | Investment Carrying Amount ³ | |
|-----------------------------------|--|---------------------------|---------------------------------|------|---|---------------|
| | | | 2013 | 2012 | 2013 (\$'000) | 2012 (\$'000) |
| Coffs Harbour Technology Park Ltd | Research, development and education pathways | 30 June | 33% | 33% | 175 | 175 |
| Skilling Australia Pty Ltd | Training Provider to Defence Industries | 30 June | 50% | 50% | -- | -- |

1. This note has been prepared based on the financial statements of Coffs Harbour Technology Park Ltd for the year ending 30 June 2012 (for 2013) and 30 June 2011 (for 2012); no recent financials are available in respect of the other companies.

2. The Department's ownership interest is a reflection of its voting power for the respective companies.

3. Carrying amounts for investment in these companies is based on cost.

4. The Department has made an allowance for impairment to cover its investment in the company during the year.

In addition, the Department is involved in a small number of joint ventures which are not material.

29. Events after the Reporting Period

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect significantly the operations of the Department, the results of those operations or the state of affairs of the Department in subsequent financial years.

End of audited financial statements

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Appendix 1:

Legislation and legal change

This appendix sets out the Acts administered by the Minister for Education, Minister for Citizenship and Communities, Minister for Aboriginal Affairs and the Minister for Sport and Recreation as at 31 December 2013. Subordinate legislation is not listed. All Acts, regulations and other statutory instruments can be accessed via the NSW Government's NSW legislation website (www.legislation.nsw.gov.au).

Education

The Minister for Education administers the following Acts:

- *Apprenticeship and Traineeship Act 2001*
- *Australian Catholic University Act 1990*
- *Charles Sturt University Act 1989*
- *Children (Education and Care Services National Law Application) Act 2010*
- *Children (Education and Care Services) National Law (NSW) Act 2011*
- *Children (Education and Care Services) Supplementary Provisions Act 2011*
- *Education Act 1990*
- *Education (School Administrative and Support Staff) Act 1987*
- *Higher Education Act 2001*
- *Higher Education (Amalgamation) Act 1989*
- *Institute of Teachers Act 2004*
- *Macquarie University Act 1989*
- *Moree and District War Memorial Educational Centre Act 1962*
- *Parents and Citizens Associations Incorporation Act 1976*
- *Saint Andrew's College Act 1998*
- *Sancta Sophia College Incorporation Act 1929*
- *Skills Board Act 2013*
- *Southern Cross University Act 1993*
- *Teaching Service Act 1980*
- *Technical and Further Education Commission Act 1990*
- *Technical Education Trust Funds Act 1967*
- *Universities Governing Bodies Act 2011*
- *University of New England Act 1993*
- *University of New South Wales Act 1989*
- *University of Newcastle Act 1989*
- *University of Sydney Act 1989*
- *University of Technology, Sydney, Act 1989*
- *University of Western Sydney Act 1997*
- *University of Wollongong Act 1989*
- *Vocational Education and Training (Commonwealth Powers) Act 2010*
- *West Scholarships Act 1930*
- *Women's College Act 1902.*

The *Board of Vocational Education and Training Act 1994* was repealed and replaced by the *Skills Board Act 2013* on 27 November 2013.

The following Acts were amended during 2013:

- The *Apprenticeship and Traineeship Act 2001* was amended by the *Statute Law (Miscellaneous Provisions) Act (No 2) 2012* to enable the Commissioner for Vocational Training to amend a training contract at his own initiative.
- The *Children (Education and Care Services National Law Application) Act 2010* and the *Children (Education and Care Services) Supplementary Provisions Act 2011* were amended by the *Child Protection Legislation Amendment (Children's Guardian) Act 2013* upon the commencement of the *Child Protection (Working with Children) Act 2012*.
- The *Education Act 1990* was amended:
 - upon the commencement of the *Child Protection (Working with Children) Act 2012*
 - by the *Education Amendment (School Providers for Overseas Students) Act 2013* to enable the NSW Board of Studies to maintain the current system of regulating school providers of courses to overseas students
 - by the *Education Amendment (Non-Government Schools Funding) Act 2013* to make improvements to the way non-government schools are funded.
- The *Education (School Administrative and Support Staff) Act 1987* and the *Teaching Service Act 1990* were amended as a consequence of the commencement of the *Child Protection (Working with Children) Act 2012*.

- All university legislation was amended by the *Statute Law (Miscellaneous Provisions) Act 2013* to permit the authentication of documents in accordance with the *Interpretation Act 1987*. It was also clarified that provisions prohibiting members of governing bodies from participating in decisions in which they had a material interest did not prevent them from taking part in matters relating to their remuneration.
- The *West Scholarships Act 1930* was amended by the *Statute Law (Miscellaneous Provisions) Act (no 2) 2012* to remove redundant provisions relating to the making of by-laws.

Citizenship and communities

The Minister for Citizenship and Communities administers the following Acts:

- *Anzac Memorial (Building) Act 1923* (jointly with the Premier)
- *Commission for Children and Young People Act 1998*
- *Community Relations Commission and Principles of Multiculturalism Act 2000* (jointly with the Premier)
- *Returned and Services League of Australia (New South Wales Branch) Incorporation Act 1935* (jointly with the Premier)
- *Youth Advisory Council Act 1989*.

The *Commission for Children and Young People Act 1998* was amended during 2013 as part of the implementation of the *Child Protection Legislation Amendment (Children's Guardian) Act 2013*. The Minister for Family and Community Services became responsible for its administration during 2013.

Aboriginal affairs

The Minister for Aboriginal Affairs administers the *Aboriginal Land Rights Act 1983*.

The *Aboriginal Lands Rights Act 1983* was amended during 2013:

- by the *Statute Law (Miscellaneous Provisions) Act 2013* to ensure that a transfer of assets, rights and liabilities of a local Aboriginal land council would, where relevant, be consistent with the requirements of the *Income Tax Assessment Act 1997*
- by the *Aboriginal Lands Right Amendment Act 2013* to enhance the administrative efficiency and effectiveness of the Act ¹.

Sport and recreation

The Minister for Sport and Recreation administers the following Acts:

- *Combat Sports Act 2008*
- *Institute of Sport Act 1995*
- *Motor Vehicle Sports (Public Safety) Act 1985*
- *Mount Panorama Motor Racing Act 1989*
- *Sporting Bodies' Loans Guarantee Act 1977*
- *Sporting Venues Authorities Act 2008*
- *Sydney Cricket and Sports Ground Act 1978*
- *Sydney Olympic Park Authority Act 2001*.

The following Acts were amended during 2013:

- The *Motor Vehicle (Public Safety) Act 1985*, the *Mount Panorama Motor Racing Act 1989* and the *Sydney Olympic Park Authority Act 2001* were all amended by the *Road Transport Legislation (Repeal and Amendment) Act 2013*. These amendments reflected the change in name of the relevant legislation.
- The *Sydney Cricket and Sports Ground Act 1978* was amended by the *Statute Law (Miscellaneous Provisions) Act 2013* to enable the Sydney Cricket and Sports Ground Trust to lease land to the National Rugby League (NRL) Ltd in respect of the NRL's headquarters.

Judicial decisions

There were no judicial decisions involving the Department of Education and Communities decided during 2013 that had a significant new impact on our operations.

¹ Note: The date of commencement of Section 2 (2) and Schedule 1 [14] [15] [43] and [44] was deferred.

Appendix 2: Economic and other matters affecting the Department

This appendix includes the Department's response to significant matters in the statutory audit report, and outlines the major economic and other factors affecting the operational objectives of the Department.

Audit matters

During 2012/13, the Department performed a revaluation of buildings as required by *AASB 116 Property, Plant and Equipment* and *TPP 07-01 Valuation of Physical Non-Current Assets at Fair Value*. The NSW Audit Office has reviewed the methodology and evidence provided to support the valuation, and has indicated that the Department's approach to the revaluation was reasonable. The independent auditor's report accompanying the 2012/13 financial statements contains an unmodified opinion.

Following the 2012/13 building asset revaluation, the Department is continuing to refine systems and processes for building related transactions and valuations. Advice and observations provided by the NSW Audit Office are informing this process.

Early childhood education and care

Under the *National Partnership Agreement on Universal Access to Early Childhood Education* (which succeeds the expired *National Partnership Agreement on Early Childhood Education*), governments have committed to maintaining universal access to a preschool program in the 12 months prior to full-time schooling. The current agreement expires in December 2014, and further funding arrangements have not yet been determined by the Council of Australian Governments (COAG).

The *National Quality Agenda for Early Childhood Education and Care* is a unified national framework that applies to long day care, family day care, outside of school hours care and preschool services. This framework is underpinned by a national standard and a quality ratings system that aim to improve the quality of services. For NSW, the main changes which may impact on the cost and supply of childcare places include the following:

- Early childhood educators in centre-based services and family day care educators need to have (or be working towards) a minimum certificate III-level qualification.
- At least half of early childhood educators in centre-based services need to have (or be working towards) at least a diploma-level qualification.
- Smaller centre-based services will need to have access to an early childhood teacher.
- The maximum number of children preschool age or under that a family day care educator can be responsible for decreased from five to four.

The Department continues to work with the early childhood education and care sector to address implementation issues, including workforce availability, administrative burden on services, cost implications for families, and the requirements of the assessment and rating process.

National Education Reform Agreement

The NSW Government committed to the *National Education Reform Agreement* in April 2013. Additional funding of \$153 million will begin in 2014, increasing to \$1.86 billion in 2019. At this time, the Commonwealth has only committed to the first four years of the agreement. The Department continues to work with the Commonwealth to deliver on the funding and reforms contained in the agreement to ensure the best possible outcomes for the State's students.

Skills reform

In April 2012, NSW signed the *National Partnership Agreement on Skills Reform* which is worth \$562 million over five years. The national partnership commits NSW to a range of structural reforms and collaborative projects including a national entitlement to a certificate III qualification, an expansion of income contingent loans for government-subsidised diploma and advanced diploma qualifications and stronger quality assurance. The national partnership also commits NSW to targets for higher-level qualifications.

The NSW Government asked the Independent Pricing and Regulatory Tribunal (IPART) to review price and fee arrangements for government-subsidised VET, design a methodology for pricing VET qualifications, and provide advice on setting student fees and government subsidies. IPART released its draft report *Pricing VET under Smart and Skilled* in July 2013. Following consultation, it delivered its final report to the Minister for Education in October 2013. The NSW Skills Board is considering IPART's advice.

The Department continues to work with the Australian Skills Quality Authority (ASQA) to maintain course quality, provide students with better information about their studies, and provide a clear complaint process.

Apprenticeships and traineeships

In 2013, the Department approved around 72,500 applications for apprenticeships and traineeships. This was a decrease of 22.8 per cent compared to 2012. This decline can be partially attributed to the Commonwealth withdrawing incentives for existing worker trainees in most industries from July 2013. In addition, there has been a national downturn in apprenticeship numbers due to a softening in the mining sector. This had had a flow-on effect for associated manufacturing and service industries.

Investment in school infrastructure

The Department is planning to invest around \$420 million for school infrastructure in 2013/14. This is around 6.3 per cent less than the previous year's budget allocation, mainly due to the finalisation of the Commonwealth's *Building the Education Revolution* economic stimulus funding and the *National Solar Schools Program*, along with the timing and cash flow of a number of major projects.

Closing the gap in Aboriginal disadvantage

The *Bilateral Indigenous Plan between the Commonwealth and NSW to Close the Gap in Indigenous Disadvantage 2010-15* supports joint work to close the gap between the State's Aboriginal and non-Aboriginal people. Within the bilateral framework, six national partnership agreements have been implemented to reduce Aboriginal disadvantage in the areas of economic participation, early childhood development, health outcomes, housing, remote internet access and service delivery.

Following the federal election in August 2013, a number of the former mechanisms for inter-governmental engagement have not been reactivated, and the Office of the Coordinator General for Remote Indigenous Services has been disbanded. The transitioning of Aboriginal affairs policy work into the Department of Prime Minister and Cabinet continues, and it remains unclear how this will operate with regard to NSW-Commonwealth relations.

The Department continues to pursue opportunities for joint work between OCHRE: *Opportunity, choice, healing, responsibility, empowerment* and Commonwealth programs (for example between OCHRE's Local Decision-Making and the Commonwealth's *Empowered Communities* initiative), and coordinate services to improve outcomes for the State's Aboriginal communities.

Learning Management and Business Reform

The objective of the Department's *Learning Management and Business Reform* (LMBR) program is to replace outdated systems with an integrated finance, human resources and payroll solution, and a student administration and learning management (SALM) solution. The LMBR program is currently reviewing timelines for 2014 deliverables in order to better manage risks to schools, TAFE NSW and corporate services. The Department is committed to ensuring the successful deployment of the solutions, although this may mean the rollout will be extended over a longer period of time and incur additional implementation costs.

While the implementation of human resources and payroll systems in TAFE NSW has been successful, the schools implementation has faced some challenges. To support the schools in the initial rollout, the Department provided additional funding for relief, additional training and support resources to schools. The lessons learnt from the initial implementation to schools will be critical in future deployments.

Appendix 3: Human resources

This appendix provides data on the number of officers and staff employed by the Department, commentary on our personnel policy and practices, movement in wages and our organisational structure.

In 2013, the Department employed 99,766 full-time equivalent (FTE) staff. Over 70 per cent of the Department's staff were teachers in NSW public schools and TAFE NSW institutes.

Table 8: Number of full-time equivalent (FTE) staff (2010-2013)

| | June 2010 | June 2011 | June 2012 | June 2013 |
|--|---------------|----------------|----------------|---------------|
| Teachers (schools) | 60,141 | 61,144 | 61,664 | 61,904 |
| Educational support (schools) | 17,392 | 18,045 | 18,330 | 18,176 |
| Educational support (state and regional offices) | 3,299 | 3,290 | 3,386 | 3,173 |
| Corporate services (core and non-core) | 2,101 | 2,075 | 2,124 | 2,052 |
| Educational support (TAFE NSW) | 4,032 | 4,153 | 4,161 | 3,896 |
| Teachers (TAFE NSW) | 10,791 | 10,422 | 10,234 | 9,642 |
| Adult Migrant English Service (AMES) and the National Art School (NAS) | 189 | 155 | 29 | 20 |
| Early childhood education and care | | 101 | | |
| Office of Communities | | 946 | 922 | 903 |
| Total | 97,946 | 100,330 | 100,849 | 99,766 |

Source: *NSW Public Sector Workforce Profile*, as at 30 June each year. Notes: Includes permanent, temporary and casual staff. Due to rounding, figures may not add up to the totals shown. Educational support (state and regional offices) includes staff employed to deliver Commonwealth initiatives: *Building the Education Revolution* and *Digital Education Revolution*. Early childhood education and care staff joined the Department in April 2011 from the (former) Department of Human Services. From 2012, these staff joined the Office of Education and are reported within the relevant service group for their role. Office of Communities became part of the Department in April 2011, and are not included in pre-2011 figures.

Primary school teachers

Table 9: Teaching service staff: Primary teachers in NSW public schools (2013)

| | Female | | | Male | | | Total number | |
|---|---------------|---------------|--------------------------|--------------|---------------|--------------------------|---------------|------------------|
| | Number | % of total | % of total at this level | Number | % of total | % of total at this level | Number | % of grand total |
| Classroom teachers | 15,495 | 78.6% | 84.0% | 2,956 | 64.3% | 16.0% | 18,451 | 75.9% |
| Assistant principals | 2,886 | 14.6% | 78.8% | 776 | 16.9% | 21.2% | 3,662 | 15.1% |
| Deputy principals | 282 | 1.4% | 70.3% | 119 | 2.6% | 29.7% | 401 | 1.6% |
| Highly Accomplished Teachers (HATs) | 16 | 0.1% | 88.9% | 2 | 0.0% | 11.1% | 18 | 0.1% |
| Primary principal class 6 | 144 | 0.7% | 84.2% | 27 | 0.6% | 15.8% | 171 | 0.7% |
| Primary principal class 5 | 292 | 1.5% | 62.5% | 175 | 3.8% | 37.5% | 467 | 1.9% |
| Primary principal class 4 | 237 | 1.2% | 54.6% | 197 | 4.3% | 45.4% | 434 | 1.8% |
| Primary principal class 3 | 190 | 1.0% | 55.1% | 155 | 3.4% | 44.9% | 345 | 1.4% |
| Primary principal class 2 | 135 | 0.7% | 48.6% | 143 | 3.1% | 51.4% | 278 | 1.1% |
| Primary principal class 1 | 34 | 0.2% | 41.5% | 48 | 1.0% | 58.5% | 82 | 0.3% |
| Executive principals (Connected Communities) | 4 | 0.0% | 66.7% | 2 | 0.0% | 33.3% | 6 | 0.0% |
| Total | 19,715 | 100.0% | 81.1% | 4,600 | 100.0% | 18.9% | 24,315 | 100.0% |
| Total primary principals | 1,036 | 5.3% | 58.1% | 747 | 16.2% | 41.9% | 1,783 | 7.3% |
| Total promoted | 4,220 | 21.4% | 72.0% | 1,644 | 35.7% | 28.0% | 5,864 | 24.1% |

Source: *NSW Public Sector Workforce Profile*, as at 30 June 2013. Includes full-time permanent and temporary (non-casual) preschool to Year 6 teachers on payroll. Teachers who were on leave without pay for 12 months or more are not included. Highly Accomplished Teachers (HATs) (under national partnerships) and executive principals are temporary appointments but have been included in the 'total promoted' category.

Secondary school teachers

Table 10: Teaching service staff: Secondary teachers in NSW public schools (2013)

| | Female | | | Male | | | Total number | |
|---|---------------|---------------|--------------------------|--------------|---------------|--------------------------|---------------|------------------|
| | Number | % of total | % of total at this level | Number | % of total | % of total at this level | Number | % of grand total |
| Classroom teachers | 10,494 | 80.7% | 59.0% | 7,286 | 74.1% | 41.0% | 17,780 | 77.9% |
| Head teacher/ district guidance officer | 2,009 | 15.4% | 52.0% | 1,855 | 18.9% | 48.0% | 3,864 | 16.9% |
| Deputy principals | 330 | 2.5% | 43.4% | 430 | 4.4% | 56.6% | 760 | 3.3% |
| Highly Accomplished Teachers (HATs) | 5 | 0.0% | 71.4% | 2 | 0.0% | 28.6% | 7 | 0.0% |
| Secondary principal class 2 | 95 | 0.7% | 38.9% | 149 | 1.5% | 61.1% | 244 | 1.1% |
| Secondary principal class 1 | 72 | 0.6% | 41.9% | 100 | 1.0% | 58.1% | 172 | 0.8% |
| Executive principals (Connected Communities) | 1 | 0.0% | 16.7% | 5 | 0.1% | 83.3% | 6 | 0.0% |
| Total | 13,006 | 100.0% | 57.0% | 9,827 | 100.0% | 43.0% | 22,833 | 100.0% |
| Total primary principals | 168 | 1.3% | 39.8% | 254 | 2.6% | 60.2% | 422 | 1.8% |
| Total promoted | 2,512 | 19.3% | 49.7% | 2,541 | 25.9% | 50.3% | 5,053 | 22.1% |

Source: *NSW Public Sector Workforce Profile*, as at 30 June 2013. Includes full-time permanent and temporary (non-casual) secondary teachers on payroll. Teachers who were on leave without pay for 12 months or more are not included. Highly Accomplished Teachers (HATs) (under national partnerships) and executive principals are temporary appointments but have been included in the 'total promoted' category.

Primary and secondary school teachers

Table 11: Teaching service staff: Primary and secondary teachers in NSW public schools (2013)

| | Female | | | Male | | | Total number | |
|----------------------|--------|---------------------|----------------------------|--------|---------------------|--------------------------|--------------|---------------------|
| | Number | % of teaching staff | % of females at this level | Number | % of teaching staff | % of males at this level | Number | % of teaching staff |
| Total teaching staff | 32,721 | 100.0% | 69.4% | 14,427 | 100.0% | 30.6% | 47,148 | 100.0% |
| Total principals | 1,204 | 3.7% | 54.6% | 1,001 | 6.9% | 45.4% | 2,205 | 4.7% |
| Total promoted | 6,732 | 20.6% | 61.7% | 4,185 | 29.0% | 38.3% | 10,917 | 23.2% |

Source: *NSW Public Sector Workforce Profile*, as at 30 June 2013. Includes full-time permanent and temporary (non-casual) secondary teachers on payroll. Teachers who were on leave without pay for 12 months or more are not included. Highly Accomplished Teachers (HATs) (under national partnerships) and executive principals are temporary appointments but have been included in the 'total promoted' category.

Part-time school teachers

Table 12: Part-time school teachers in NSW public schools (2013)

| | Female | | | Male | | | Total | | |
|------------------------------|---------------------------|----------------|-------------|--------------------------|----------------|-------------|--------------------------|----------------|-------------|
| | Number (and % of total) | FTE | Average FTE | Number (and % of total) | FTE | Average FTE | Total and % | FTE | Average FTE |
| Primary classroom teachers | 9,764 (92.7%) | 5,165.4 | 0.5 | 770 (7.3%) | 426.2 | 0.6 | 10,534 (100%) | 5,591.5 | 0.5 |
| Primary promoted teachers | 362 (94.0%) | 219.3 | 0.6 | 23 (6.0%) | 14.9 | 0.6 | 385 (100%) | 234.2 | 0.6 |
| Total primary | 10,126 (92.7%) | 5,384.7 | 0.5 | 793 (7.3%) | 441.1 | 0.6 | 10,919 (100%) | 5,825.7 | 0.5 |
| Secondary classroom teachers | 4,411 (80.8%) | 2,577.7 | 0.6 | 1,051 (19.2%) | 640.7 | 0.6 | 5,462 (100%) | 3,218.4 | 0.6 |
| Secondary promoted teachers | 142 (88.8%) | 99.5 | 0.7 | 18 (11.3%) | 12.6 | 0.7 | 160 (100%) | 112.1 | 0.7 |
| Total secondary | 4,553 (81.0%) | 2,677.2 | 0.6 | 1,069 (19.0%) | 653.3 | 0.6 | 5,622 (100%) | 3,330.5 | 0.6 |
| Grand total | 14,679 (88.7%) | 8,061.9 | 0.5 | 1,862 (11.3%) | 1,094.3 | 0.6 | 16,541 (100%) | 9,156.2 | 0.6 |

Source: *NSW Public Sector Workforce Profile*, as at 30 June 2013. Includes part-time permanent and temporary (non-casual) teachers on payroll. Teachers who were on leave without pay for 12 months or more are not included. 'Average FTE' (rounded to one decimal place) is calculated by dividing the total FTE by the number of teachers.

Strategic planning

The Department's *Strategic Human Resources Plan 2012-2017* aligns human resources planning with the Department's strategic plan and NSW Government priorities. Support tools, including the implementation guide, provide business units with guidance on ways to implement the plan at the local level.

Government Sector Employment Act 2013

The *Government Sector Employment Act 2013* will commence in February 2014, and will replace the *Public Sector Employment and Management Act 2002*.

The new Act introduces reforms to the structure and management of the NSW public sector. It reflects the commitment of the NSW Government to employment arrangements that facilitate high performance, excellent customer service delivery and rewarding careers.

Two important areas of reform are changes to the executive structure of the public service, and changes to the employment arrangements and management practices which apply more generally to non-executive employees of the Department.

The Department is working closely with the Public Service Commission to ensure a smooth transition to the new Act. The transition of executives under the new public service senior executive arrangements are to be completed within three years of the commencement of the Act.

Capability development

The new *NSW Public Sector Capability Framework* was released by the NSW Public Service Commission in August 2013 as part of a suite of reforms to modernise the public sector workforce. The framework describes the capabilities and associated behaviours that are expected of all NSW public sector

employees, from entry-level to executive staff across the sector. The Department is currently reviewing existing processes to embed the framework across the full range of our workforce management and professional development activities.

The *NSW Performance Development Framework* was launched in July 2013 by the NSW Public Service Commission. It sets the approach for managing all aspects of employee performance in the NSW public sector. The Department is reviewing, streamlining and enhancing existing performance management systems and processes to align with the framework.

The Department has three years to comply with meeting the Public Service Commission's requirements under these frameworks.

Following the introduction of the Australian Institute for Teaching and School Leadership's *Australian Teacher Performance and Development Framework* and reforms under *Great Teaching, Inspired Learning*, we are focusing on enhancing performance management and development processes for staff in schools.

In 2013, the Department consulted with the NSW Teachers Federation to develop an improved performance development process for principals, executive and teaching staff. The new annual performance management process will include personal and collaborative reflection, goal-setting, professional learning and feedback. Further development work will occur in 2014, with a view to implementing the new process in 2015.

A pilot program introducing performance management and development for non-teaching staff in schools was launched in 2013. The evaluation of this pilot in 2014 will inform planning for further implementation.

Organisational change

In 2013, 494 staff accepted an offer of voluntary redundancy and four staff were made forcibly redundant under the terms of the *Managing Excess Employees* policy. Support for employees affected by the organisational changes was coordinated through a dedicated change management unit and included development of individual redeployment plans and support to increase placement opportunities.

Since the Office of Communities was incorporated into the Department in April 2011, the Office's human resources services have continued to work closely with the Department's corporate services area to ensure a consistent approach to people management.

Flexible work practices

The Department offers a wide range of flexible work practices to assist staff to balance their work and other responsibilities more effectively. Flexible work practices are also recognised as an important means to address work-life balance for staff with carer responsibilities and work-related adjustment needs for staff with disability.

During 2013, 60,495 staff (83.3 per cent of whom were women) accessed flexible work options including permanent and temporary part-time work, job sharing, leave without pay and varying flexible hour arrangements. An additional 47,190 staff (75.5 per cent of whom were women) took short-term absences for family and community responsibilities.

Leave administration

Directors and managers worked with staff toward the goal of reducing all recreation leave balances to below 40 days by 30 June 2013.

Human Resources directorate wrote to school principals regarding atypical sick leave patterns for around 7,400 school teachers. By the end of 2013, 2.8 per cent of identified teachers were assessed as requiring further action. Where the principal determined it appropriate, staff were requested to provide a medical certificate for all future periods of sick leave taken in a 12-month period.

Staff performance and conduct

The Department's Employee Performance and Conduct directorate supported supervisors to effectively manage the performance and conduct of staff through training, advice and oversighting improvement programs. The directorate investigated allegations of misconduct, including corrupt conduct, financial and academic fraud and maladministration and child protection allegations.

Wages and salaries

In May 2013, the NSW Government announced that wage increases must now factor in the increase in the superannuation guarantee contribution, and not exceed the *NSW Public Sector Wages Policy 2011* and the *Industrial Relations (Public Sector Conditions of Employment) Regulation 2011* increase of 2.5 per cent without offsetting employee-related cost savings.

- In January 2013, teachers, principals, executive and other related staff received an increase of 2.5 per cent under the *Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award*.
- In January 2013, following the variation of the *Crown Employees (Chief Education Officers - Department of Education and Communities) Salaries and Conditions Award 2009*, and the *Crown Employees NSW Adult Migrant English Service (Teachers and Related Employees) Award 2012*, an increase of 2.5 per cent was paid to chief education officers, Adult Migrant English Service (AMES) teachers and related employees.
- In January 2013, salaries and allowances under the *TAFE Commission of NSW Institute Managers Enterprise Agreement 2013* were increased by 2.5 per cent.
- In July 2013, following the variation of relevant awards, an increase of 2.27 per cent for public service staff, school administrative and support staff, staff employed in the Department's Sport and Recreation agency and Sydney Olympic Park Authority was paid.

- In September 2013, the third and final increase of 3.25 per cent was paid under the *Illawarra Venues Authority Australian Workers Union (State) Award 2011*.
- In October 2013, salaries and allowances under the *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2013* were increased by 2.5 per cent, effective from July 2013.
- In December 2013, salaries and allowances under the *TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2013* were increased by 2.27 per cent, effective from November 2013.

Senior executive service

The Statutory and Other Officers Remuneration Tribunal (SOORT) made its annual determination in relation to the senior executive service (SES) remuneration packages in September 2013. SOORT determined a 2.5 per cent increase effective for SES officers from October 2013. As the remuneration packages for SES officers include employer superannuation contributions, the increases to the superannuation guarantee levy do not need to be deducted from the increase.

Department of Education and Communities organisational chart

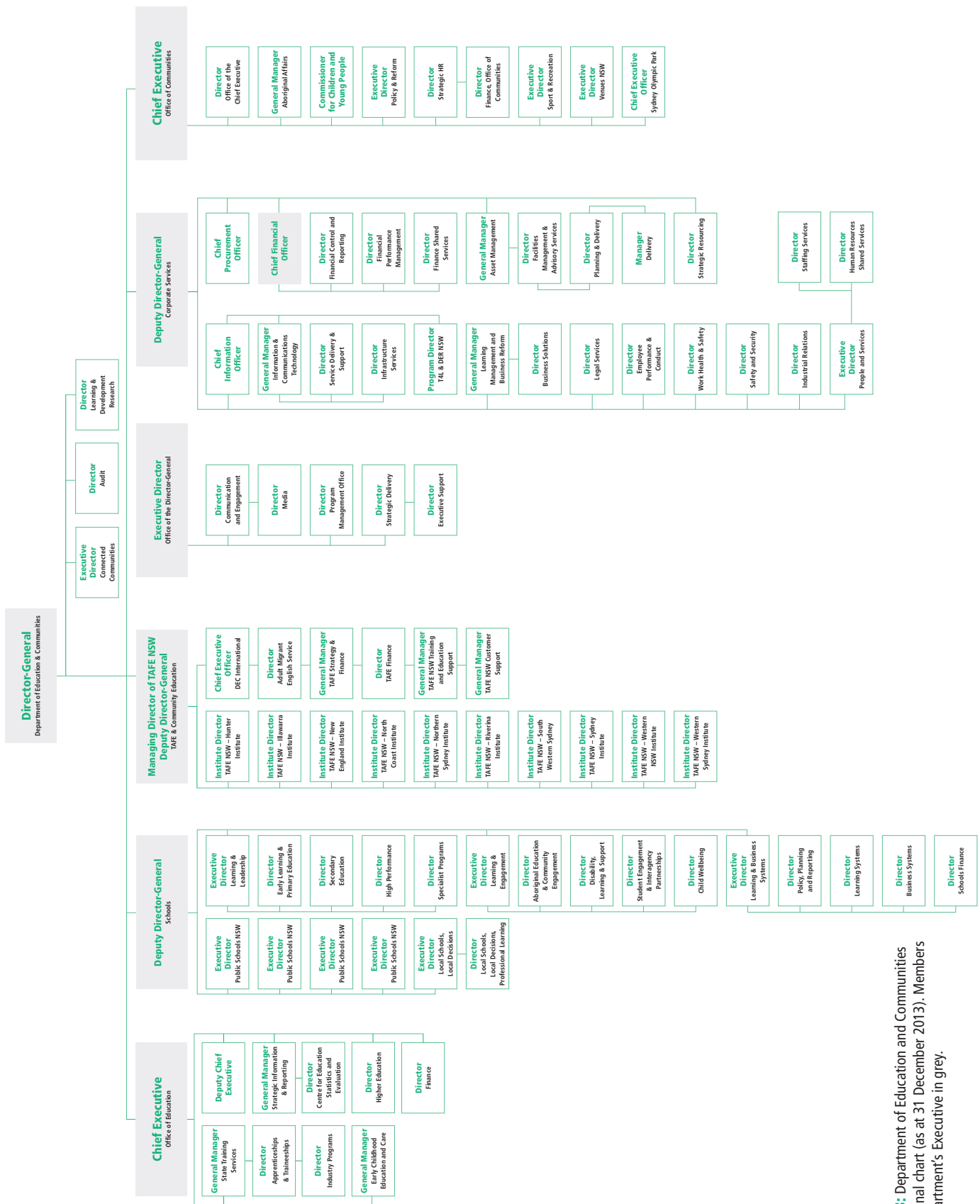


Figure 23: Department of Education and Communities organisational chart (as at 31 December 2013). Members of the Department's Executive in grey.

Appendix 4: Senior officers and management performance

This appendix details the number of SES positions and officers in the Department at each remuneration level, and statements of performance against

agreed performance criteria for all the Department's officers at SES level 5 and above.

Number of senior executive service officers

Table 13: Number of SES officers at each level (other than staff employed to deliver Commonwealth initiatives: *Building the Education Revolution* and *Digital Education Revolution*) (as at 31 December)

| SES Level | Number of positions | | | | | Number of SES officers | | | | |
|--------------|---------------------|-----------|-----------|-----------|-----------|------------------------|-----------|-----------|-----------|-----------|
| | 2009 | 2010 | 2011 | 2012 | 2013 | 2009 | 2010 | 2011 | 2012 | 2013 |
| 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 | 23 | 19 | 14 | 10 | 10 | 23 | 19 | 15 | 8 | 8 |
| 3 | 30 | 29 | 27 | 33 | 32 | 26 | 27 | 25 | 21 | 25 |
| 4 | 16 | 17 | 18 | 22 | 19 | 15 | 15 | 17 | 20 | 18 |
| 5 | 16 | 19 | 20 | 20 | 19 | 16 | 17 | 19 | 17 | 18 |
| 6 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 |
| 7 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 5 |
| 8 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Total | 92 | 91 | 86 | 93 | 88 | 87 | 84 | 83 | 74 | 77 |

Source: Department of Education and Communities, Human Resources directorate. Note: Figures for 2012 and 2013 include the Office of Communities except for Sydney Olympic Park Authority, the Children's Guardian and the NSW Commission for Children and Young People.

Table 14: Number of SES officers at each level employed to deliver Commonwealth initiatives: *Building the Education Revolution* and *Digital Education Revolution* (as at 31 December)

| SES Level | Number of positions | | | | | Number of SES officers | | | | |
|--------------|---------------------|----------|----------|----------|----------|------------------------|----------|----------|----------|----------|
| | 2009 | 2010 | 2011 | 2012 | 2013 | 2009 | 2010 | 2011 | 2012 | 2013 |
| 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 0 |
| 4 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 5 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 7 | 1 | 1 | 1 | 0 | 0 | 1 | 1 | 1 | 0 | 0 |
| 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 4 | 5 | 4 | 1 | 1 | 4 | 3 | 3 | 1 | 0 |

Source: Department of Education and Communities, Human Resources directorate.

Table 15: Percentage of female and male SES officers at each level (including staff employed to deliver Commonwealth initiatives: *Building the Education Revolution* and *Digital Education Revolution*) (as at 31 December)

| SES Level | Proportion of female (%) | | | | | Proportion of male (%) | | | | |
|--------------|--------------------------|--------------|--------------|--------------|--------------|------------------------|--------------|--------------|--------------|--------------|
| | 2009 | 2010 | 2011 | 2012 | 2013 | 2009 | 2010 | 2011 | 2012 | 2013 |
| 1 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| 2 | 30.4% | 31.6% | 26.7% | 25.0% | 62.5% | 69.6% | 68.4% | 73.3% | 75.0% | 37.5% |
| 3 | 50.0% | 48.3% | 46.2% | 50.0% | 40.0% | 50.0% | 51.7% | 53.8% | 50.0% | 60.0% |
| 4 | 40.0% | 60.0% | 55.6% | 60.0% | 66.7% | 60.0% | 40.0% | 44.4% | 40.0% | 33.3% |
| 5 | 41.2% | 35.3% | 36.8% | 41.2% | 27.8% | 58.8% | 64.7% | 63.2% | 58.8% | 72.2% |
| 6 | 33.3% | 50.0% | 0.0% | 50.0% | 50.0% | 66.7% | 50.0% | 100.0% | 50.0% | 50.0% |
| 7 | 25.0% | 25.0% | 40.0% | 60.0% | 60.0% | 75.0% | 75.0% | 60.0% | 40.0% | 40.0% |
| 8 | 0.0% | 0.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 0.0% | 0.0% | 0.0% |
| Total | 39.6% | 42.5% | 41.9% | 49.3% | 48.1% | 60.4% | 57.5% | 58.1% | 50.7% | 51.9% |

Source: Department of Education and Communities, Human Resources directorate. Note: Figures for 2012 and 2013 include the Office of Communities except for Sydney Olympic Park Authority, the Children's Guardian and the NSW Commission for Children and Young People.

Government Sector Employment Act 2013

The *Government Sector Employment Act 2013* will commence on 24 February 2014, and will replace the *Public Sector Employment and Management Act 2002*. Under the new Act, the current chief executive service (CES), SES and award-based senior executives (senior officers and equivalent roles) will be replaced by a single, consistent executive structure.

Dr Michele Bruniges, AM, GDipEdSt, DipT, MEd, PhD, GAICD

- Director-General of Education and Communities
- Senior Executive Service Level 8
- Remuneration package: \$531,100

Dr Bruniges led a number of significant reforms in 2013, with a spotlight on ensuring quality services for students, parents and communities in NSW, both now and into the future.

Under Dr Bruniges' leadership, the Department was able to announce a new funding model for early childhood education and care that will make an

additional \$150 million available to community preschools across NSW, lowering the cost of preschool for families. The model will be implemented from the start of 2014.

A significant achievement was the agreement between NSW and the Commonwealth for the 'Gonski' school funding arrangements. This was the result of committed negotiation to ensure consistency with existing reforms and the best possible deal for NSW public schools and students.

In March 2013, the NSW Government released the *Great Teaching, Inspired Learning* blueprint for action. Dr Bruniges led the work on the blueprint, which includes a range of actions aiming to provide teachers with the recognition and rewards they deserve, and improve the quality of teaching in NSW public schools. Under the blueprint, Dr Bruniges introduced new scholarships to attract skilled teachers to regional and remote schools, as well as new cadetships and internships to give student teachers the opportunity to work as paraprofessionals in schools while they complete their study.

Dr Bruniges continued to lead the implementation of the *Local Schools, Local Decisions* reforms in 2013. A key focus was the development of the new Resource Allocation Model (RAM), which will ensure a simpler, fairer and more transparent distribution of public school funding and transform the way resources are managed across the Department. Dr Bruniges ensured extensive stakeholder consultation to guide the development of the RAM, and detailed modelling and testing to guarantee the best outcomes for schools and students.

Dr Bruniges oversaw the new *Rural and Remote Education: A blueprint for action*, which will provide additional support to students in rural and remote areas. The blueprint focuses on improving early childhood education, ensuring that students can access a broad curriculum, providing incentives for attracting and retaining quality teachers and leaders to rural and remote schools, and establishing 15 specialist centres offering coordinated, inter-agency health and wellbeing services.

The Director-General continued to prepare for the implementation of the *Smart and Skilled* reforms that will reshape the vocational education landscape. In December 2013, the Minister for Education was able to release the *NSW Skills List* that establishes the courses that will attract NSW Government funding from January 2015, and the *NSW Quality Framework* that will ensure that students and employers can expect the highest quality training. The introduction of the reforms was deferred to provide a smoother transition for students and training providers and to better align with the academic year.

This was the first full year of the implementation of the *Connected Communities* strategy. This new approach aims to meet the educational and social aspirations of Aboriginal and other children in 15 targeted rural communities. Dr Bruniges travelled with the program's executive director to each of the *Connected Communities*

locations to speak with schools and local community members. Although in its early days, positive results are being seen in attendance, engagement, achievement, community relations, inter-agency cooperation and infrastructure improvements. A comprehensive evaluation program will assess the strategy over the coming years.

The *Connected Communities* strategy is also a key component of the NSW Government's broader plan for Aboriginal affairs (OCHRE). Under Dr Bruniges' leadership, four locations were chosen for the first set of OCHRE's Opportunity Hubs. The hubs will give students pathways to real jobs and further education by getting employers, training providers, support services and Aboriginal communities involved in career planning at school. Language and Culture Nests are also being established to reconnect Aboriginal students to local languages. The North West Wiradjuri Nest was established in 2013 with four additional trial nests expected to be launched in 2014.

Dr Bruniges oversaw the Department's consultation with over 5,000 volunteers and organisations that informed the *Statement of Principles for the Recognition of Volunteers*. The statement aims to improve respect, dignity and fairness for volunteers and has already been endorsed by around 60 organisations representing more than 400,000 volunteers. In 2013, the Department undertook the first timebanking trial in Australia. The trial in the Central Coast, Hunter and Newcastle regions involved more than 4,000 people exchanging over 8,000 hours of services, making it the largest timebanking network in the world.

In August 2013, the Hon. Gabrielle Upton MP was welcomed as our new Minister for Sport and Recreation, and Dr Bruniges worked with the outgoing and incoming ministers to ensure a smooth transition.

It was a productive year for NSW Sport and Recreation in 2013.

Following extensive consultation and debate, the *Combat Sports 2013 Bill* was passed by Parliament and regulates a range of combat sports including boxing, kickboxing, wrestling, Muay Thai, mixed martial arts and jiu-jitsu.

The Department continued to manage its grants programs to help upgrade local sporting facilities and develop the State's sport and recreation industry. The Department ran over 270 sport development courses in metropolitan and regional areas to build the skills of sport volunteers in administration, marketing, child protection and sports safety.

Eleven sport and recreation centres across NSW continued to provide outdoor education and recreation experiences for schools, corporate and community groups, children and families. Under Dr Bruniges' leadership, the centres continued to focus on providing opportunities for people with disability. This included 15 respite camps for teens with intellectual disability, involving 145 young people, their families and support workers.

The Department also continued to manage three former Olympic venues. In March 2013, the Sydney International Regatta Centre hosted the Sydney International Rowing Regatta. It was the first time the World Rowing Cup opening round has ever been held in the southern hemisphere and only the second time outside Europe.

The Director-General is also a Centenary of Anzac ambassador, and continued to lead community engagement as part of the Centenary of the First World War 2014-2018 commemorations.

Dr Bruniges continued to uphold the importance of fiscal responsibility, and ensured that the Department operated within budget and the requirements of the NSW Government's labour

expense cap. During 2013, the Director-General led a major realignment of the Department's state office and replaced its regional model with a more streamlined model of support for public schools. These changes were implemented after extensive consultation with staff, and ensuring that appropriate support services were available to those affected by the changes. Dr Bruniges worked with her senior managers to minimise any adverse impact on teaching and learning in our schools, TAFE colleges and on other services we deliver to the community.

The Director-General oversaw the successful negotiation of a new school teacher's award that delivered on our commitments to introduce a standards-based salary structure for teachers, principal classification based on complexity and streamlined performance management and development processes. The Department also finalised a new enterprise agreement for TAFE teachers that provides a trial for new classifications to enhance the competitiveness of TAFE NSW in the new VET environment under *Smart and Skilled*.

Dr Bruniges expressed her commitment to social responsibility by taking part in the Vinnies CEO Sleepout. Spending one night sleeping rough with other CEOs, she raised more than \$5,000 for this important cause.

The Premier of NSW acknowledges that Dr Michele Bruniges AM has satisfactorily undertaken her duties in accordance with her performance agreement.

Pam Christie, DipEd, DipSpecEd, BA, GAICD

- Managing Director of TAFE NSW and Deputy Director-General of TAFE and Community Education
- Senior Executive Service Level 7
- Remuneration package: \$401,090

Ms Christie has played a major leadership role in ensuring TAFE NSW's position as Australia's leading provider of vocational education and training (VET) for the people of NSW by increasing student participation and ensuring outcomes meet State and Commonwealth priorities.

Under Ms Christie's leadership, TAFE NSW continued to provide access to a world-class training system that encompasses the best of campus-based delivery as well as workplace, online, and other flexible alternatives. TAFE NSW continued to provide specialist and accessible training to deliver skills critical to the NSW economy, meet industry needs, and support skill development, higher-level qualifications, further study and employment.

This year, TAFE NSW enrolments in Australian Qualifications Framework (AQF) certificate III qualifications and above (as a proportion of total enrolments) increased from 51.2 per cent in 2012 to 54.8 per cent. Completions (as a proportion of total completions) increased from 38.7 per cent to 41.4 per cent. Commercial enrolments (excluding international enrolments) increased by 8.6 per cent and international student commencements increased by 4.2 per cent in a period of market decline.

Ms Christie led TAFE NSW's ongoing commitment to enhancing opportunities for Aboriginal students. In May 2013, the Minister for Education launched the report *Not Just a Dream: Aboriginal student pathways to higher-level qualifications in TAFE NSW* and a companion document of good practice case studies. Between 2012 and 2013, enrolments in AQF certificate II qualifications and above by Aboriginal

students increased by 6.5 per cent and completions increased by 5.0 per cent. Student enrolments in Aboriginal language qualifications increased from 272 in 2012 to over 357 in 2013.

TAFE NSW continued to support students with disability, and enrolments in AQF certificate III qualifications and above increased by 6 per cent between 2012 and 2013. Completion rates increased by 5.3 per cent over the same period.

At the request of the Minister and with the support of the TAFE Commission Board, Ms Christie led the consultation *Let's Talk about TAFE*. The consultation found that TAFE NSW enjoys strong brand recognition and market penetration in NSW. An independent survey by Newspoll found that TAFE NSW is almost universally recognised, with 97 per cent of survey respondents knowing about the organisation. Of these, 96 per cent said that TAFE NSW services are valuable to NSW.

In August 2013, the Minister released the *TAFE NSW Statement of Owner Expectations*, which documented the NSW Government's expectations of TAFE NSW. The statement authorises TAFE NSW to undertake governance and business reforms and articulates the NSW Government's agreement that TAFE NSW institutes be established as separate entities, wholly owned and controlled by TAFE NSW. The statement was informed by *Let's Talk about TAFE*.

TAFE NSW institutes achieved outstanding results at recent national and state awards, demonstrating Ms Christie's commitment to excellence, industry and community collaboration, and student outcomes. TAFE NSW is also highly regarded internationally for its expertise in VET and workforce capacity development. In May 2013, Ms Christie signed a landmark memorandum of understanding between the Department, the Ho Chi Minh City Department of Education and Training, and EMG Education Vietnam, and the first contract under the agreement was signed in December 2013.

During 2013, international student commencements in TAFE NSW increased by 4.2 per cent, compared to a decline of 1.6 per cent across the VET sector nationally.

Ms Christie oversaw the growth in TAFE-delivered higher education programs. In 2013, six bachelor and associate degree qualifications were delivered at nine TAFE NSW locations across NSW. Between 2012 and 2013, enrolments in these programs increased by 80 per cent. In 2013, the Associate Degree of Applied Engineering (Renewable Energy Technologies) and the Graduate Diploma of Leadership (VET Sector) were accredited by Tertiary Education Quality Standards Agency, and will be offered in 2014. Six other qualifications are in development in consultation with industry, other providers and professional associations.

In 2013, under Ms Christie's leadership, TAFE NSW succeeded in reaching agreement on the *TAFE Administrative, Support and Related Employees Enterprise Agreement* and the *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement*, signalling positive and productive working relationships within TAFE NSW.

The Director-General of Education and Communities acknowledges that Ms Christie has satisfactorily undertaken her duties in accordance with her performance agreement.

Leslie Loble, BSc, MPA

- Chief Executive of Office of Education
- Senior Executive Service Level 7
- Remuneration package: \$379,675

Under Ms Loble's leadership, the Office of Education provided the NSW Government with high-level advice on national education policy. This included the complex and detailed strategic advice that led to the signing of the *National Education Reform Agreement*. NSW was the first jurisdiction to enact the 'Gonski' school funding reforms,

worth an extra \$5 billion to the State for school education. She also guided legislative amendments relating to non-government school funding to enable NSW to meet its obligations under the agreement.

Ms Loble led the development of a new community preschool funding model which makes an extra \$150 million available to over 720 services across the State, a 20 per cent increase on current funding levels. This major policy initiative aims to drive increased participation, particularly among disadvantaged groups. This funding boost was complemented by a \$20 million preschool fee reduction initiative that lowered average daily fees by 23 per cent in 2013.

Ms Loble also guided operations designed to increase the quality and safety of early childhood services across the State. During 2013, over 3,000 visits were conducted by regulatory staff under Ms Loble's leadership, ensuring that all services provide a safe and enriching environment for the children in their care.

In 2013, Ms Loble guided the successful development of the NSW Government's *Smart and Skilled* reforms to the training system. She oversaw the establishment of the independent NSW Skills Board and the announcement of the *NSW Skills List* that will align NSW Government funding with the needs of industry and the NSW economy. She oversaw the release of the *Smart and Skilled: NSW Quality Framework*, and ensured that the Independent Pricing and Regulatory Tribunal (IPART) review of prices, fees and subsidies received the necessary high-level data and advice. Ms Loble also successfully concluded negotiations with the Commonwealth that secured \$133 million through the *National Partnership on Skills Reform*.

Ms Loble continued to guide the State's apprenticeship and traineeship system, overseeing a 3.7 per cent increase in the completion rate, with over 55,600 apprentices and trainees completing their training in 2013.

In higher education, she guided the *Review into Agricultural Education and Training in NSW* to a successful conclusion, securing the Government's support for all but one of the 27 recommendations, and oversaw the preparation of legislation to cut red tape for universities through greater autonomy in financial management and commercial activity.

Ms Loble led the Centre for Education Statistics and Evaluation through its first full year of operation, and the Department's research and evaluation agenda. The centre supplied the evidence underpinning the Government's *Great Teaching, Inspired Learning* reforms, *Rural and Remote Education: A blueprint for action*, and for the new RAM for NSW public schools. The centre also disseminated valuable information on what works in education through a publications program and a new online resource which presents national and international research findings and real examples from public and non-government schools.

Under Ms Loble's guidance, the Office of Education also developed strategies for the management and dissemination of business intelligence in the Department, aiming to place up-to-date key data in the hands of decision-makers and managers across the Department.

The Director-General of Education and Communities acknowledges that Ms Loble has satisfactorily undertaken her duties in accordance with her performance agreement.

Gregory Prior, DipT, BEd, MEd

- Deputy Director-General of Schools
- Senior Executive Service Level 7
- Remuneration package: \$379,675

As Deputy Director-General of Schools, Mr Prior is responsible for driving strategy and policy across NSW public schools. He has provided strategic leadership in all matters relating to the

education of students in public schools from preschool to Year 12. Mr Prior has effectively led the implementation of significant initiatives in NSW in leadership, curriculum and assessment, literacy and numeracy, Aboriginal education, quality teaching and organisational effectiveness.

Mr Prior has provided strong leadership through an executive team that is committed to providing the highest quality support to schools, improving learning outcomes for students, and developing the highest community confidence in schools.

In 2013, Mr Prior focused on professional development and evidence-based and student-centred approaches to teaching and learning. He continued to strengthen leadership at all levels, build on authentic community engagement and enhance the authority and accountability of schools. Mr Prior was also responsible for the development of quality professional learning to support the implementation of the new NSW syllabuses for the Australian curriculum.

Under Mr Prior's leadership, schools and local area offices continued to receive the support needed to improve student outcomes, with a focus on the priorities of local school communities. Mr Prior implemented the *Local Schools, Local Decisions* reform and oversaw the staged implementation of the new Resource Allocation Model. These initiatives fund schools in a more consistent, transparent and fair manner, put student needs at the centre of decision-making, and give principals and school communities greater control over how they use their resources.

In 2013, Mr Prior was responsible for the development and implementation of *Rural and Remote Education: A blueprint for action*, which saw portfolios working together to improve curriculum access, peer interaction and connectedness of students in some of the State's most isolated and remote locations.

The Public Schools NSW portfolio maintained a strong focus on literacy and numeracy. Under the direction of Mr Prior, the *Early Action for Success* program continued to direct resources to the students most at risk of failing to meet national standards in literacy and numeracy. This program combined high-quality leadership, a focus on individual students and early intervention to ensure students needing help are identified early and receive additional support. By the end of 2013, 78 instructional leaders in literacy and numeracy had been appointed to keep students from falling behind.

In 2013, the portfolio continued to focus on bridging the gap between Aboriginal and non-Aboriginal students, building on its strong relationship with the NSW Aboriginal Education Consultative Group to improve educational outcomes for disadvantaged students.

The Director-General of Education and Communities acknowledges that Mr Prior has satisfactorily undertaken his duties in accordance with his performance agreement.

Peter Riordan, BCom, MBA, MLLR

- Deputy Director-General of Corporate Services
- Senior Executive Service Level 7
- Remuneration package: \$422,500

In his role as Deputy Director-General of Corporate Services, Mr Riordan has provided strategic leadership across employee performance and conduct, human resources, industrial relations, legal services, work health and safety, safety and security, information and communications technology services, finance, the finance shared service centre, asset management, procurement and the *Building the Education Revolution* program.

Corporate Services continued to support *Local Schools, Local Decisions* reforms by providing strategic human resources, legal and industrial advice,

and innovation and reforms in asset management, information technology services, financial management and procurement.

Mr Riordan continued to drive strategic workforce initiatives with the implementation of new five-year strategic plans for human resources and workforce diversity and creating professional development and opportunities for Aboriginal staff.

Under Mr Riordan's leadership, a new award for school teachers was negotiated that delivered on the Department's commitments to introduce a standards-based salary structure for teachers, principal classification based on complexity, and streamlined performance management and development processes. The portfolio also concluded a new enterprise agreement with TAFE NSW teachers that provided new classifications to enhance competitiveness.

The Deputy Director-General oversaw the implementation of reforms to enhance the way that financial information and advice is provided. This enables the Department to make more informed decisions about where to allocate its resources, and best meet its service delivery responsibilities. Corporate Services continued to focus on improving fiscal and budget management across the Department, particularly in the areas of financial controls and risk management, better financial policies, processes and procedures, and reporting that meets user requirements. Mr Riordan chaired the Department's Asset Revaluation Steering Committee, which oversaw the revaluation of the Department's extensive asset base.

Corporate Services also established a procurement governance committee which was awarded a high level of accreditation by the NSW Procurement Board in 2013.

The Information Technology directorate continued to roll out the new Technology 4 Learning (T4L) server and services environment. This provides

public schools with the capacity to offer additional and improved services, deploy new software and set up wireless networks more easily.

Under Mr Riordan's leadership, the Department received a \$2.1 million surplus for the 2013/14 premium year by establishing effective injury prevention, workers compensation and return to work programs.

The Director-General acknowledges that Mr Riordan has satisfactorily undertaken his duties in accordance with his performance agreement.

Donna Rygate, BEcon, MPlan

- Chief Executive of the Office of Communities
- Senior Executive Service Level 7
- Remuneration package: \$358,265

The Office of Communities provides a range of services that share a common focus on strong, inclusive and active communities. Ms Rygate led the office through a period of major change and reform during 2013.

Ms Rygate oversaw the successful delivery of the first timebanking trial in Australia. The trial in the Central Coast, Hunter and Newcastle regions involved more than 4,000 people exchanging over 8,000 hours of services, making it the largest timebanking initiative in the world. This initiative will continue to be run into the future by Volunteering Central Coast and Hunter Volunteering Centre. Following the success of the trial, the Minister for Citizenship and Communities announced in December 2013 that the program would be extended to 30 new sites across NSW.

The Chief Executive was responsible for overseeing the implementation of the NSW Government's plan for Aboriginal affairs (OCHRE) which was announced by the Minister for Aboriginal Affairs in April 2013. OCHRE focuses on revitalising Aboriginal language and culture, creating opportunities and empowering Aboriginal people to take responsibility for their own future.

Under Ms Rygate's leadership, a number of partnerships were developed to enhance the participation of people with disability and people from disadvantaged backgrounds in sport and recreation. These included a partnership agreement with NSW Family and Community Services to support increased participation of people with disability in sport, funding for nine state sporting organisations through the *Indigenous Sport Program*, and a *WimSWIM* learn to swim program specifically for Muslim women.

Ms Rygate also led the expansion of the successful *Tackling Violence* program, which is now operating in 23 communities. The program was a finalist in the NSW Premier's Public Sector Awards in the Strengthening the Environment and Communities category.

Under her leadership, the Department continued the successful delivery of a number of grant programs, including the *Sport Development Program*, the *Sport and Recreation Participation and Facility programs*, the *Safe Shooting Program*, the *Safety and Rescue Program* and *Regional Academies of Sport* program.

Ms Rygate also oversaw the implementation of the following place-based and population strategies to address disadvantage and make communities stronger:

- the *South West Sydney Action Plan*
- *Youth Services Plans* in Walgett and Wilcannia
- inter-agency place-based and community strengths training in Dubbo, Wollongong and Bega
- the inter-governmental *Bourke Youth Action Plan*.

The Director-General of Education and Communities acknowledges that Ms Rygate has satisfactorily undertaken her duties in accordance with her performance agreement.

Janet Davy, BEd, MEd

- Executive Director of the Office of the Director-General
- Senior Executive Service Level 6
- Remuneration package: \$327,575

Ms Davy is responsible for the Department's Program Management Office, Strategic Delivery directorate and Communication and Engagement directorate.

In 2013, Ms Davy coordinated the release of *Great Teaching, Inspired Learning and Rural and Remote Education: A blueprint for action*. She also coordinated the development of the Department's implementation plan and governance arrangements for *Great Teaching, Inspired Learning*.

Ms Davy also oversaw a number of projects undertaken by Communication and Engagement directorate in 2013 that resulted in improved services and capacity building across the Department.

Ms Davy played an important role in the exchange of information on international best practice through the Director-General's Education Seminar Series and her involvement in the *Global Education Leaders Program* conference.

Ms Davy also ensured that executive support systems were in place to process 1,655 letters to the Director-General, 5,475 items of ministerial correspondence and 1,696 briefing requests received during 2013. During this time, the Department's records management process was streamlined to allow staff to capture, access, share and manage all documents and records electronically, resulting in productivity improvements and administrative efficiencies across the Department.

As the Department's right to information officer, Ms Davy continued to promote the online publication of departmental policies and reports, and the proactive release of new information.

Ms Davy continued to lead the Department's enterprise risk management framework as chairperson of the Department's Enterprise Risk Management Group.

The Director-General of Education and Communities acknowledges that Ms Davy has satisfactorily undertaken her duties in accordance with her performance agreement.

Stephen Loquet, AdvCertOM, DipAppSc, DipIT, BBus, MBIT

- Chief Information Officer
- Senior Executive Service Level 6
- Remuneration package: \$336,850

As Chief Information Officer for the Department of Education and Communities, Mr Loquet is responsible for providing state-of-the-art information and communications technology (ICT) systems and services to support the learning, teaching and administrative needs of the Department.

The Department's ICT environment has been ranked as the largest and most comprehensive in Australia, providing services to over 2,500 schools, colleges and corporate locations across NSW.

Mr Loquet leads the Department's Information Technology directorate, and is responsible for delivering network and internet access for all staff and students, and for maintaining the Department's electronic administrative, corporate and learning systems. The directorate's work is guided by the Department's *Strategic Information Technology Plan 2013-17*.

The directorate continued to support major departmental initiatives in 2013 under Mr Loquet's leadership. In 2013, Mr Loquet and his team continued to provide strategic leadership and technical services to underpin the LMBR program and plan for support of the new SALM system that will be fully integrated into schools and TAFE NSW.

The directorate's T4L project provided schools with the foundation for a more agile, responsive and adaptable set of ICT services to underpin initiatives such as *Local Schools, Local Decisions*. The related *Local Area Network Remediation Project* provided a more stable and robust local area network for better connectivity across learning spaces, and a richer student learning experience. In 2013, primary schools were migrated to the eT4L environment, and planning has begun to deliver the same environment for secondary schools from 2014.

The Commonwealth's *Digital Education Revolution* program concluded in 2013, with the directorate having delivered over 300,000 laptops to Year 9 students, and installed wireless access points in over 21,000 learning spaces since the program began in 2009.

Mr Loquet's team continued to provide core services to TAFE NSW, and have also been partnering in key projects to support *Smart and Skilled*, a reform initiative for the NSW VET system.

Mr Loquet continues to take a strategic role in several whole-of-government initiatives. He chairs the Infrastructure and Managed Services Group which drives development of the ICT service catalogue and supports government agencies to transition to cloud services, and is a member of the *NSW Data Centre Reform Project*. He also chairs the *National Schools Inter-Operability Program* group, to improve access to information and digital learning services by linking information systems across the Australian education sector.

The Deputy Director-General of Corporate Services acknowledges that Mr Loquet has satisfactorily undertaken his duties in accordance with his performance agreement.

Jason Ardler, BEcon

- General Manager of Aboriginal Affairs
- Senior Executive Service Level 5
- Remuneration package: \$259,851

As the General Manager of Aboriginal Affairs, Mr Ardler led the work of the Ministerial Taskforce on Aboriginal Affairs and the development of OCHRE. The plan outlines concrete reforms for improving social and economic outcomes for Aboriginal people in NSW, with a focus on education and economic development, language and culture, community governance and accountability.

Mr Ardler was responsible for building partnerships with industry bodies including the Minerals Council of NSW, Master Builders Association, NSW Small Business Commission and the NSW Indigenous Chamber of Commerce to promote economic development opportunities for Aboriginal people.

A new approach to supporting governance and community development was established by Mr Ardler with the introduction of Local Decision-Making. The initial rollout of the initiative began in December 2013, involving the Murdi Paaki Regional Assembly in far western NSW, the Illawarra and Wingecarribee Regional Partnership Alliance in the Illawarra region and the Many Rivers Regional Coalition of Aboriginal Peak Organisations in the north coast region. The Local Decision-Making initiative aims to ensure that Aboriginal communities have a genuine voice in determining what services are required, and how they are delivered.

In 2013, Mr Ardler led negotiations for proposed reforms to the *Aboriginal Land Rights Act 1983*, including a series of amendments to improve the efficiency of the legislation.

The Minister for Aboriginal Affairs announced a new Deputy Ombudsman will be appointed to provide independent oversight of the NSW Government's delivery of Aboriginal initiatives. Mr Ardler led the negotiations to establish the new role, to improve accountability and effectiveness of service delivery to Aboriginal communities.

The Chief Executive of the Office of Communities acknowledges that Mr Ardler has satisfactorily undertaken his duties in accordance with his performance agreement.

Cheryl Best, BEd (Hons), MEd (Hons)

- Executive Director of Learning and Business Systems
- Senior Executive Service Level 5
- Remuneration package: \$259,851
- Appointed to the position on 21 January 2013

Ms Best has led the Learning and Business Systems directorate with a strong focus on collaboration and innovation. She has worked in close collaboration with colleagues and key stakeholders to ensure the best possible learning outcomes for students in NSW public schools.

During 2013, Ms Best was responsible for providing strategic advice and developing new budget processes in order to support sound, sustainable and effective financial decision-making and resource allocation for the Public Schools NSW portfolio.

Ms Best established partnerships with the Information Technology directorate, external partners and stakeholders to strategically plan, develop and enhance technologies and digital tools to support teachers and students. This included the development of NSW Scootle, which enables users to access digital resources from across Australia.

Ms Best provided leadership and direction to the development of a strategic plan for policy review and development across the portfolio. Over 100 policies have been deleted, merged or identified for further work as a result of this process. She oversaw the introduction of strategies to reduce red tape including the development of the revised State Education Research Application Process (SERAP).

Over 10,500 students with disability are transported to and from school through the *Assisted School Travel* program. Ms Best oversaw the implementation of improved systems and business processes to ensure reliable transport for students with disability.

The Deputy Director-General of Schools acknowledges that Ms Best has satisfactorily undertaken her duties in accordance with her performance agreement.

David Collins, BA (Comm)

- General Manager of State Training Services
- Senior Executive Service Level 5
- Remuneration package: \$279,800

As General Manager of State Training Services, Mr Collins continued to provide strategic leadership and financial management of the State's \$248 million training market, as well as driving the development of major reforms to the NSW VET system.

Mr Collins supported negotiations which resulted in the Commonwealth signing the NSW *Implementation Plan for the National Partnership Agreement on Skills Reform*, securing around \$133 million in funding for NSW in 2013.

Under Mr Collins' direction, significant milestones were achieved in the staged implementation of the *Smart and Skilled* reforms that will come into effect in January 2015. Mr Collins worked in close consultation with stakeholders and was responsible for facilitating the IPART review.

He led the development of the *2014 NSW Skills List*, which defines the qualifications eligible for government funding and the *NSW Quality Framework* that sets strict criteria for providers delivering government-funded training. Both were released in 2013 and will take effect from 2014.

Mr Collins directed the drafting of legislation and supported the formation of the NSW Skills Board which replaced the Board of Vocational Education and Training. The new Board will oversee the implementation of *Smart and Skilled* and provide strategic advice on VET to the NSW Government.

Under the leadership of Mr Collins, the market share of the delivery of Australian Apprenticeships Support Services nearly doubled, providing support for almost 20,720 apprentices and trainees in 2013.

In 2013, Mr Collins was responsible for overseeing \$67.4 million for the training of over 138,200 apprentices and trainees. He delivered increased training opportunities through initiatives such as the *Youth Attainment and Transitions Pre-Apprenticeship Training Program*, which provided over 1,200 pre-apprenticeship training places.

Adult and community education (ACE) colleges delivered increased hours of vocational training under Mr Collins' leadership. Approximately 4.5 million hours of vocational training were delivered, with 70 per cent of training delivered in rural and regional NSW.

Under his management, rural and regional employment opportunities were strengthened through the *Regional Training and Employment Strategy*. The strategy provided training for 546 jobseekers, retrained 2,545 retrenched workers so they could find new jobs, and assisted 106 school leavers into higher education pathways.

In 2013, Mr Collins led the implementation of the first Opportunity Hubs, a key initiative of the NSW Government's strategy for Aboriginal affairs that will provide education and employment opportunities for young

Aboriginal people. The initial tender process was successfully completed with the first two hubs in the upper Hunter and Dubbo to commence in Term 1, 2014. Two additional hubs located in Tamworth and Campbelltown will be commissioned in early 2014.

In keeping with Mr Collins' continued commitment to closing the gap between Aboriginal and non-Aboriginal people, in 2013:

- over 2,470 Aboriginal job seekers were supported, with 61 per cent finding a job or undertaking vocational training
- \$3.79 million was provided for 1,333 training places to support Aboriginal job seekers and to upskill existing employees
- 68 Aboriginal school-based traineeships were created under the *Elsa Dixon Aboriginal Employment Program*
- three non-government organisations were supported to establish training and employment pathways for 146 Aboriginal frontline workers in the mental health, disability and community services sectors.

The Chief Executive of the Office of Education acknowledges that Mr Collins has satisfactorily undertaken his duties in accordance with his performance agreement.

Murat Dizdar, BEd

- Executive Director, Public Schools NSW
- Senior Executive Service Level 5
- Remuneration package: \$259,851
- Appointed to the position on 3 June 2013

Mr Dizdar's appointment to the role in June 2013 recognised his leadership qualities, resilience, integrity and his proven capacity to facilitate and lead change. As a highly effective member of the portfolio's executive group, he has been a key contributor to educational and organisational change.

His commitment to equity, building the capacity of leaders and aspiring leaders, and encouraging local decision-making to enhance outcomes for all public school students have been the characteristics of his leadership.

Mr Dizdar oversaw a detailed transition plan across 15 principal networks to embed a new way of supporting schools while ensuring that normal business operations were sustained. This included recruiting highly effective senior officers to ensure that schools were supported with educational reform, and implementing mentoring, accountability and support for directors and principals. Mr Dizdar has focused on red tape reduction, empowering principals and supporting innovation and capacity-building for 16 senior officers and education service personnel supporting 509 public schools.

Mr Dizdar established strategies to support effective collaboration between directors, work health and safety and staffing services personnel for the management of staff in non-budgeted positions and achieved significant savings.

Mr Dizdar used various opportunities to highlight the achievements of others including *Directors Choice*, *Expanding Horizons with China*, *White Ribbon*, student ambassadors, and award programs for Aboriginal students.

Mr Dizdar supported the effective implementation of *Early Action for Success* with the appointment of eight instructional leaders, and maintained an explicit focus on building leadership capacity and sustained school improvement to raise student achievement levels. He continued to lead directors in supporting 38 preschools to meet the requirements of the *National Quality Framework*, and supported 57 schools in the *Empowering Local Schools* initiative.

Mr Dizdar's leadership approach is marked by high visibility, attentiveness and responsiveness. His adherence to transparency and ethical practice is valued. Mr Dizdar has ensured that

there is a comprehensive understanding of a cohesive education reform agenda in his team of directors.

The Deputy Director-General of Schools acknowledges that Mr Dizdar has satisfactorily undertaken his duties in accordance with his performance agreement.

Dr Jenny Donovan, DipEd, BA, MA (Hons), PhD

- General Manager of Strategic Information and Reporting
- Senior Executive Service Level 5
- Remuneration package: \$269,825

In 2013, Dr Donovan provided leadership in the operations and strategic directions for Strategic Information and Reporting directorate and CESE.

Her directorate is responsible for data collection, analysis and performance reporting required to meet national agreements and external reporting requirements. Dr Donovan also oversees the reporting and evaluation of school national partnerships. Under her management, her directorate has delivered in-depth strategic analyses in support of high-level decision-making by the Department and the NSW Government. This included the development of a business intelligence strategy that will enable improved decision-making for leaders across the Department, based on sound, accessible data and information.

CESE analyses education practices and their effectiveness using reliable data and quality research. CESE also conducts and commissions analysis and evaluation, which assists the NSW Government to direct investment and make informed policy and program delivery decisions. CESE's strategic priorities cover early learning, schooling, training and higher education in the public, Catholic and independent school sectors. The centre's strategic workplan is overseen by an independent, international advisory council for which Dr Donovan leads the secretariat.

Dr Donovan represents the Department on national bodies including the Strategic Cross-Sectoral Data Committee, and at a state-level on the ICT Leaders Group and the State Statistical Council. She chairs the Enabling Information Sharing Working Group, which includes NSW Government agencies, the NSW Information Commissioner, the NSW Privacy Commissioner and the Commonwealth Scientific and Industrial Research Organisation (CSIRO).

Other key achievements in 2013 included:

- driving better information management and governance across the Department by chairing the Information Governance Group
- delivering a trial of the English as an additional language/dialect (EAL/D) learning progression instrument in NSW schools
- leading the development of a measure of school socio-economic disadvantage specific to NSW public schools for the purpose of resource allocation
- publishing research findings about the aspirations of senior secondary school students and ways in which teachers can support students to make a successful transition to higher education or training
- piloting a student survey (*Tell Them From Me*), which asked 76,000 secondary students from more than 170 NSW public schools about their sense of wellbeing, engagement and experience of school
- providing the Effective Practices in Literacy and Numeracy online resource to all public and non-government schools
- managing the Department's contributions to the COAG Reform Council's annual performance reports on the national reform agenda.

The Chief Executive of the Office of Education acknowledges that Dr Donovan has satisfactorily undertaken her duties in accordance with her performance agreement.

Martin Graham, MA, MPP (Hons)

- Deputy Chief Executive of Office of Education
- Senior Executive Service Level 5
- Remuneration package: \$289,775

In his role as Deputy Chief Executive of the Office of Education, Mr Graham has provided strategic leadership in negotiations with the Commonwealth, state and territory governments and stakeholders within NSW to progress funding reform and the development of effective policies for education and training in NSW.

Mr Graham continues to lead the development and implementation of strategic policy regarding school funding and resourcing. His support enabled NSW to be the first state to agree to the *National Education Reform Agreement*, and negotiate \$5 billion in additional funding for NSW schools. He also worked to amend the *NSW Education Act 1990* in relation to non-government school funding to ensure that NSW will meet its commitments under the agreement.

Mr Graham oversaw the State's participation in national partnerships and other national projects across the education sector. This included:

- securing a one-year extension to the *National Partnership Agreement for More Support for Students with Disabilities*, amounting to an additional \$14.5 million for NSW schools in 2014/15
- securing a new *Improving Literacy and Numeracy National Partnership Agreement*, which provided \$74.9 million to NSW schools

- overseeing the completion of the *Low Socio-Economic Status School Communities National Partnership* chapter for the *Smarter Schools National Partnership Annual Report*, worth approximately \$55 million under the partnership agreement
- securing \$36 million from the Commonwealth for the *Smarter Schools National Partnership Progress Report*
- negotiating a new \$210 million early childhood national partnership with the Commonwealth.

He also oversaw the risk management process and created a database to ensure that national partnership milestones across the Department are monitored.

Mr Graham coordinated NSW Government's policy positions for national forums including the Standing Council on School Education and Early Childhood, the Standing Council on Tertiary Education, Skills and Employment and related senior officials committees. He also ensured that rural and regional educational disadvantage was recognised at a national level through these forums.

Mr Graham supported the Schools Advisory Council to ensure that it remains the Government's key source of cross-sectoral policy advice. The Council met 12 times in 2013.

Mr Graham managed the operation of Section 21A of the *Education Act 1990*, which prevents public funding from being paid to non-government schools operating for profit.

He also led national activity to reduce the cost of copyright and effectively manage copyright in a digital environment, in particular through a comprehensive submission to the Australian Law Reform Commission on copyright reform.

The Chief Executive of the Office of Education acknowledges that Mr Graham has satisfactorily undertaken his duties in accordance with his performance agreement.

Mark Howland, DipMktg, BEd, MA, FAICD

- Chief Executive Officer of DEC International
- Senior Executive Service Level 5
- Remuneration package: \$269,825

Mr Howland is responsible for coordinating, monitoring, reporting and expanding international operations within the Department. This includes marketing and recruitment of international students for TAFE NSW and NSW public schools, NSW AMES and high-level international delegations. In April 2013, the student exchange program for schools was added to his portfolio.

In the 2012/13 financial year, DEC International attracted \$88.6 million in revenue. TAFE NSW international student commencements outperformed the VET sector nationally with a 4.2 per cent increase, compared to a national decline of 1.6 per cent. Under Mr Howland's stewardship, TAFE NSW international enrolments increased from the Philippines, Nepal and Vietnam. There were 116 international enrolments in TAFE NSW higher education programs and TAFE NSW was well positioned for 2014 with paid offers for Semester 1, 2014 up by 30 per cent.

Under Mr Howland's leadership, DEC International continued to develop commercial markets in China through offshore representation and progressed three memoranda of understanding with provincial government departments. New business development opportunities were identified for TAFE NSW institutes, including an agreement with the Ho Chi Minh City Department of Education and Training and EMG Education. New educational business partnerships were also developed allowing universities to access streamlined visa processing for diploma to degree programs.

This year, 903 skilled migrants enrolled in the Skillmax program to assist them gain employment in their profession or a related field.

NSW public schools also increased their international student market share (from 64.5 per cent to 69.1 per cent in NSW, and from 17.7 per cent to 18.8 per cent nationally). NSW public schools exceeded enrolment targets by three per cent, outperforming the schools sector nationally which is experiencing a 3.6 per cent decline.

There was a 6.7 per cent increase in temporary residents attending NSW public schools with 13,148 enrolments. Thirty international school students were inducted as international ambassadors. The Study Tours unit arranged visits to schools for 168 groups, comprising over 5,696 visitors. Seventeen student exchange organisations were re-registered. DEC International hosted 16 high-level international delegations from nine different countries.

Mr Howland travelled to Vietnam to deliver a keynote address at an education and training conference in Ho Chi Minh City. He also represented NSW on the Joint Committee on International Education.

The Managing Director of TAFE NSW acknowledges that Mr Howland has satisfactorily undertaken his duties in accordance with his performance agreement.

Peter Johnson, DipTeach, BEc, MBus, CAHRI

- Executive Director of People and Services
- Senior Executive Service Level 5
- Remuneration package: \$259,851

Appointed to the position on 7 January 2013 (as General Manager of Human Resources) and 9 December 2013 (as Executive Director of People and Services).

As General Manager of Human Resources and then Executive Director of People and Services, Mr Johnson provided strategic direction and led the implementation of human resource strategies, policies and programs across the Department.

Under Mr Johnson's leadership, public schools were staffed with high-quality teachers in accordance with the teacher staffing agreement. Under *Local Schools, Local Decisions*, schools are being provided with increased decision-making in school staffing. Mr Johnson was responsible for the teacher education scholarship program, scholarships for Aboriginal people and sponsored training programs to avoid teacher shortfalls in hard to staff areas. New teach.Rural scholarships, cadetships and internships to appoint teachers to rural and remote schools were advertised in 2013, for commencement in 2014.

Mr Johnson made significant contributions to a number of key reform initiatives as part of *Local Schools, Local Decisions* and *Great Teaching, Inspired Learning*, including the development of strategies for strengthened performance management and development processes. A new model of support for beginning permanent teachers was developed for implementation in 2014.

During 2013, Mr Johnson's leadership ensured the provision of capability development opportunities and workforce management strategies for corporate staff. A customer service and communications strategy was implemented across the Department, and a talent and succession management strategy has been developed for implementation in 2014.

In 2013, Mr Johnson provided expert advice to guide the implementation of significant organisational realignments across the Department.

Mr Johnson represented the Department in the development of sector-wide human resources reforms, including the NSW Public Service Commission's steering groups to ensure a smooth transition to the *Government Sector Employment Act 2013*, which will commence in February 2014.

Mr Johnson is a member of the NSW Institute of Teachers' Initial Teacher Education Committee and teacher quality advisory groups of the Australian Institute of Teaching and School Leadership.

The Deputy Director-General of Corporate Services acknowledges that Mr Johnson has satisfactorily undertaken his duties in accordance with his performance agreement.

Graham Kahabka, GradDip Admin, DipTeach, BEd, MEd (Stud)

- R/Executive Director, Public Schools NSW
- Senior Executive Service Level 5
- Remuneration package: \$242,076
- Relieving in the position since 3 June 2013

As relieving Executive Director, Mr Kahabka has demonstrated high-level leadership during significant organisational change. He has brought innovative thinking to the role, and his leadership has helped the successful implementation of the Department's reform agenda, focusing on building the capacity of directors, educational services teams and principals. This has been achieved through integrating positive messages about the new ways of supporting schools and explicit performance management through coaching and mentoring of the senior executive team. Mr Kahabka has also been an integral member of the portfolio's executive group working closely with members to provide informed and strategic input from the field.

In 2013, he developed and implemented a transition plan to realign services to the new model of support to schools. Mr Kahabka continued the effective and thorough implementation of *Every Student, Every School*, including the establishment of 25 schools for specific purposes (SSPs) as centres of expertise to respond to the needs of students with disability. He also supported

14 instructional leaders through the *Early Action for Success* program to improve classroom practice and provide personalised learning for students.

Mr Kahabka also continued to lead and support 25 preschools.

The Executive Director maintained a strategic focus on building leadership capacity through professional learning at principal, aspiring principal and executive levels. He implemented high-level professional development strategies for his senior leadership team, including strategies for principals and teachers to improve Aboriginal cultural understanding, student attendance and learning outcomes. He also delivered the gifted and talented education conference (Unleashing the Gifted Potential).

Mr Kahabka also promoted VET in schools by working with community, industry organisations and providers.

Mr Kahabka maintained productive, cooperative and respectful relationships with peak principal organisations, district parents and citizens associations, and local Aboriginal educational consultative groups. He also led a high-level strategic delegation to China to engage Shanghai and Ningbo educational bureaus in support of student exchange programs and to develop future partnerships.

The Deputy Director-General of Schools acknowledges that Mr Kahabka has satisfactorily undertaken his duties in accordance with his performance agreement.

Dail McGilchrist, DipTeach

- Executive Director, Public Schools NSW
- Senior Executive Service Level 5
- Remuneration package: \$259,851
- Appointed to the position on 3 June 2013

Since commencing in her role as Executive Director, Ms McGilchrist has provided mentoring to build the capacity

of 18 directors, including eight relieving directors, one new and nine continuing directors. She has provided strategic leadership to her executive team to understand the broader context during the development and implementation of a new model of support to schools. She has effectively communicated her goals, priorities and vision through regular video-conferences and meetings with directors and managers implementing local changes. Her leadership during this period has included:

- strategic leadership through an executive team committed to the key reforms and enablers
- financial management to implement savings whilst ensuring a high level of service delivery to schools
- supporting the strategic decision-making processes for delivery of educational services under a new model of support to schools
- building innovation, encouraging enquiry and experimentation through networks of schools
- developing strong partnerships with the Department's corporate and support services to ensure the best outcomes for students and staff.

Ms McGilchrist has also supported and promoted change through the *Local Schools, Local Decisions* education reform, *Great Teaching, Inspired Learning* reforms, *Every Student, Every School, Early Action for Success* and the *Rural and Remote Education* strategy.

Ms McGilchrist has demonstrated high-level management and leadership, including visits to schools across a large geographic area and consultation with all local principal associations. She has implemented a significant shift in professional learning by facilitating local executive team workshops, workplace-based learning and targeted professional readings.

Ms McGilchrist was also appointed as a member of the TAFE Commission Board, commencing in 2014.

The Deputy Director-General of Schools acknowledges that Ms McGilchrist has satisfactorily undertaken her duties in accordance with her performance agreement.

Robyn McKerihan, BEd, MBA

- Executive Director of *Local Schools, Local Decisions*
- Senior Executive Service Level 5
- Remuneration package: \$299, 750
- Appointed to the position on 21 January 2013

Ms McKerihan is responsible for leading the implementation of the reform program to increase local school decision-making authority to improve student learning outcomes. *Local Schools, Local Decisions* is a system-wide education reform of the way that school resources are managed and public education is delivered in NSW. Ms McKerihan is responsible for ensuring that the implementation is educationally sound and better underpins the work of schools.

Ms McKerihan developed high-level project plans to ensure the timely implementation of strategic initiatives and alignment to NSW Government policy and commitments. She provided authoritative, timely and strategic advice to the Deputy Director-General of Schools, the Director-General and the Minister. Progress continued on 31 separate projects under the program. Sixteen projects have been completed and the remaining 15 projects are on track.

A central component of *Local Schools, Local Decisions* is the implementation of the new RAM. In 2013, Ms McKerihan led the phased implementation of the RAM. Following the launch by the Minister for Education, Ms McKerihan oversaw an effective system-wide communications strategy including:

- detailed support materials for all schools
- twenty workshops and six video-conferences for public school directors and principals from 229 *Empowering Local Schools National Partnership* schools to support the rollout of the RAM
- ongoing support to all school enquiries about the RAM.

Ms McKerihan works collaboratively with the *Local Schools, Local Decisions* management team in the development and review of strategies, systems and processes to achieve the Department's strategic directions and priorities. In a context of major organisational change, Ms McKerihan has worked effectively with executives and senior managers to resolve strategic issues and risks to the Department's reform agenda. Building on her extensive strategic relationships, Ms McKerihan maintained productive lines of communication with the key stakeholders, including principals' groups, the Aboriginal Education Consultative Group, the NSW Federation of Parents and Citizens Associations, and the NSW Teachers Federation.

The Deputy Director-General of Schools acknowledges that Ms McKerihan has satisfactorily undertaken her duties in accordance with her performance agreement.

Phillip Peace, BCom, FCPA, AGIA, ACIS, ACHSM

- Chief Financial Officer
- Senior Executive Service Level 5
- Remuneration package: \$269,825

As Chief Financial Officer, Mr Peace provided strategic and expert advice

ensuring informed decision-making across the Department, particularly in relation to the financial implications of those decisions.

Improved financial management across the Department continues to be a key focus under Mr Peace's leadership. Mr Peace has led significant improvements to financial controls and risk management practice, financial policies, processes and procedures, and reporting that meets user requirements.

Under Mr Peace's direction, financial strategic policy and practice has been informed by the operation of the finance leadership team, drawing on the expert advice and operational perspectives from key business areas of the Department.

The production of accurate, timely and transparent financial information and reports to assist executive decision-making continues to be a focus area of the Finance directorate under the leadership of Mr Peace. This advice has contributed to improved decision-making and supported the Department remaining within budget for the 2012/13 financial year.

The financial statements for the Department of Education and Communities (including TAFE Commission) for 2012/13 were prepared in accordance with applicable *Australian Accounting Standards*.

Under Mr Peace's leadership, a project to revalue the Department's building assets was undertaken in 2012/13 to address a modified audit opinion relating to the valuation of buildings in the Department's 2011/12 financial statements. This project contributed to an unqualified audit opinion for the Department's 2012/13 financial statements.

Mr Peace also coordinated the Department's financial data included in the *National Report on Schooling in Australia* and the Australian Curriculum Assessment and Reporting Authority's *My School* website.

Mr Peace's leadership has ensured the engagement and active participation of the finance leadership team in the development and implementation of the LMBR program to enhance business and student administration and learning management systems.

Mr Peace coordinated the Finance directorate's engagement in other areas of major reforms including the new Resource Allocation Model under the *Local Schools, Local Decisions* reforms and the *Smart and Skilled* VET initiative.

The Deputy Director-General of Corporate Services acknowledges that Mr Peace has satisfactorily undertaken his duties in accordance with his performance agreement.

Anthony Perrau, BE (Hons), GCLegSt

- General Manager of Asset Management
- Senior Executive Service Level 5
- Remuneration package: \$269,825
- Appointed to the position on 24 June 2013

As the General Manager of Asset Management, Mr Perrau has provided strategic direction and led the implementation of asset management strategies, policies and programs across the Department. In 2013, the directorate has continued to deliver major and minor capital works to time, budget, cash-flow targets and legislative requirements. In addition, the directorate has:

- obtained an additional \$40 million from NSW Treasury for maintenance funding over four years
- developed the Department's 2014/2015 Total Asset Management plan
- developed a \$35 million *Connected Communities* program
- completed a lifecycle costing assessment of 2,228 schools.

Under Mr Perrau's leadership, the directorate developed and implemented a new condition and functionality assessment policy for primary schools and high schools. The assessment of functionality and current and future conditions of school facilities are used to improve prioritisation of maintenance and construction projects.

The General Manager oversaw the completion of the new standards and guidelines for education facilities, including a new educationally-driven approach to the development of public school functional briefs.

The directorate completed a two-year research and pilot project in 12 schools to look at ways to improve the thermal comfort of our schools without increasing energy consumption. Under Mr Perrau's leadership, the Department trialled new gas heat pump technology for heating and cooling. This has the potential to significantly decrease energy consumption and costs.

Mr Perrau implemented a new procurement approach for major capital works, which nominates the Department as contract principal for all capital contracts. This new approach is expected to deliver up to \$10 million in savings when applied to a full-year capital program.

This year, Mr Perrau oversaw a full restructure of the Department's Asset Management directorate, delivering significant savings to the Department while ensuring that the Department's schools and other physical assets continue to meet service delivery needs.

The Deputy-Director General, Corporate Services acknowledges that Anthony Perrau has satisfactorily undertaken his duties in accordance with his performance agreement.

Frank Potter, DipTeach, BA, MEd

- Executive Director, NSW Public Schools
- Senior Executive Service Level 5
- Remuneration package: \$259,851
- Appointed to the position on 3 June 2013

As a member of the portfolio's executive group, Mr Potter has a lead role in the implementation of the new model of support to schools.

Mr Potter has continued to lead directors in the cultural change embedded in the *Local Schools, Local Decisions* reform agenda. He has maintained a focus on coaching directors with a special emphasis on acting and new directors. Mr Potter has encouraged directors to build the capacity of principals in the 18 principal networks, and raise awareness of their opportunities and accountabilities. He has maintained team-building and professional learning activities for directors to help them further understand their role and raise their capacity to coach, mentor, advise and support principals.

Particular emphasis has been placed on the responsibilities that flow from *Rural and Remote Education: A blueprint for action, Great Teaching, Inspired Learning*, and opportunities for small school communities associated with the new principal classification structure to commence in 2016.

Mr Potter has overseen the development and implementation of a service delivery model focused on raising capacity within and between schools. He has established key processes to facilitate support to schools through a service delivery team spread over 12 offices. Mr Potter has encouraged innovation and provided additional opportunities for students, with directors actively facilitating networks of practice, particularly in rural and remote areas.

Under Mr Potter's direction, financial practices have been developed to support service delivery teams and

consistent practice over what was previously three regions, each with their own discrete financial and administrative practices.

Mr Potter has established strong support processes for the appointment of instructional leaders under the *Early Action for Success* initiative and has continued to ensure that the *National Quality Framework* for early childhood education and care is being implemented in all Department preschools within his network. He has supported schools participating in the *Empowering Local Schools National Partnership* and established processes to further enhance the understanding of principals in working with school communities, and their financial responsibilities and procedures associated with *Local Schools Local Decisions*.

Mr Potter continued to emphasise the importance of enhancing opportunities for all students and has placed particular emphasis on high-quality teaching and support for Aboriginal students. He also has supported the next development in the *Every Student, Every School* initiative, building understanding of the responsibilities that schools have under the Commonwealth's *Disability Standards for Education 2005*.

The Deputy Director-General of Schools acknowledges that Mr Potter has satisfactorily undertaken his duties in accordance with his performance agreement.

David Riordan, GCM, Dip Teach, BA, MEd

- Institute Director of TAFE NSW – Sydney Institute
- Senior Executive Service Level 5
- Remuneration package: \$299,750

In 2013, Mr Riordan provided strong leadership to the Institute, focusing on international markets, higher education and business reform. The Institute was named 'International Training Provider of the Year 2012', and runner up in the

category in 2013, recognising TAFE NSW - Sydney Institute as one of the leading providers of VET globally. In March 2013, the Institute hosted the CEOs of some of the world's largest training institutions at the RC-2020 Spring Roundtable and Forum with the Premier of NSW, the Hon. Barry O'Farrell MP. Mr Riordan followed this up by attending the semi-annual CEO roundtable in the USA where he established further strategic partnerships for the Institute.

In 2013, the Institute enrolled over 68,000 students. It introduced online learning via a partnership with Open Universities Australia for full qualification study and short courses via Massive Open Online Courses (MOOCs) to more than 4,000 students from around the nation.

Over 3,100 international students enrolled in 215 vocational courses and English language intensive courses for overseas students (ELICOS) programs. A partnership with Seoul Hyundai Occupational Training College resulted in the establishment of Sydney TAFE Korea to deliver training in Seoul. Similar models are being pursued in India, Vietnam and Indonesia. As part of the Institute's *Going Global* initiative, over 150 local students travelled to a range of cities around the world as part of their training.

Mr Riordan oversaw the completion of the Institute Arcade in the pedestrian tunnel linking Sydney's Central railway station and the Ultimo education precinct. The revenue from the retail outlets supports the Institute's gallery that showcases student work. This business model is a first for vocational education in Australia.

Mr Riordan continues to ensure that the Institute leads in the delivery of higher education programs. The Institute offered a number of programs in 2013, including three TAFE NSW degrees and two associate degrees, as well as a number of degree programs in partnership with Federation University, the University of Wollongong, Deakin University and Charles Sturt University.

The Institute's Australian Skills Quality Authority (ASQA) audit was conducted in November 2013. The auditors praised the work done to strengthen the faculties and noted the excellent simulated workplace resources, the standard of engagement with industry and the community, and the professionalism and commitment of staff.

In 2013, Mr Riordan launched a brand refresh competition which was won by a graphic design graduate. Following extensive market research, the nomenclature 'Sydney TAFE' and a brand refresh were adopted.

As a direct result of changing enrolment patterns, Mr Riordan engaged in wide consultation with staff, industry and communities in order to ensure the Institute operates more competitively and efficiently.

Mr Riordan is an executive member of a RC-2020, an international vocational education alliance, a member of the Board of the International Education Association of Australia, a committee member of the Australian Qualifications Framework Council: International Alignment Committee, and the Transport for NSW: CBD and Southeast Light Rail Implementation Committee.

Mr Riordan successfully led negotiations for the new *TAFE Administrative, Support and Related Employees Enterprise Agreement*, impacting over 6,000 staff.

The Managing Director of TAFE NSW acknowledges that Mr Riordan has satisfactorily undertaken his duties in accordance with his performance agreement.

Peter Roberts, Dip Teach, BA, MEd

- Institute Director of TAFE NSW – South Western Sydney Institute
- Senior Executive Service Level 5
- Remuneration package: \$299,750

Mr Roberts is the director of one of Australia's largest TAFE institutes, averaging more than 72,000 enrolments annually. This year, he has focused on streamlining services and improving customer responsiveness, developing strategic partnerships to support industry and community capability, and building organisational capability and resilience in time of change. These initiatives contributed to the Institute winning the 'Australian Large Training Provider of the Year' and the 'NSW Large Training Provider of the Year' at the 2013 Training Awards.

The Institute developed new partnerships to expand commercial service delivery both nationally and internationally. Partners now include Telstra Operations, Optus, Commonwealth Bank, Master Builders Association NSW, University of Ballarat, Charles Sturt University, Australian Rail Track Corporation, Sydney Water and Queensland's Seqwater. The Institute also conducted joint vocational training programs in China and the Philippines.

Mr Roberts led the development of stronger links with universities to provide TAFE students with pathways to higher education, including an expansion of partnership programs with the University of Western Sydney, Ballarat University and the University of Canberra.

The Institute was the first in NSW to implement RU Ready. This is an online diagnostic program to identify gaps in the language, literacy and numeracy skills of learners. The program is used to support learners develop their foundational skills, and improve their ability to complete their course. In 2013, there was a 19 per cent increase in course completions in AQF certificate III qualifications.

Mr Roberts' commitment to Aboriginal education and training has resulted in the Institute increasing Aboriginal enrolments and course completions. In 2013, there was a 34 per cent increase in the enrolment of Aboriginal students in AQF certificate III qualifications and above, and there was a 52 per cent increase in course completions compared to 2012. The Institute won two prizes at 2013 NSW Gili Awards that acknowledge Mr Roberts' outstanding contributions to Aboriginal education and training.

The Institute has also made significant progress towards its environmental sustainability targets. This was recognised by the Institute being awarded silver status in the 2013 NSW Sustainability Advantage Recognition Scheme.

Mr Roberts is a member of South Western Sydney Manufacturing and Engineering Skills Task Force and National VET Equity Advisory Council.

The Managing Director of TAFE NSW acknowledges that Mr Roberts has satisfactorily undertaken his duties in accordance with his performance agreement.

Jane Simmons, BMus/BEd, MEd Admin

- R/Executive Director of Learning and Leadership
- Senior Executive Service Level 5
- Remuneration package: \$289,775
- Relieving in the position since 21 January 2013

In 2013, Ms Simmons provided strategic leadership to the Learning and Leadership directorate. She led the statewide provision of early learning, primary and secondary education programs the delivery of specialist programs. She was also responsible for the development and management of analytical frameworks for effective leadership and school improvement.

Her responsibilities span planning, implementing and managing priorities within the areas of special religious education and ethics, community languages, distance education, vocational education, multicultural education and equity, rural and remote education, teaching standards, school planning and evaluation, professional learning, arts and sport. The Learning and Leadership directorate provided specialist support and delivered creative and performing arts programs in dance, drama, music, visual arts, debating and public speaking. She also led the operation of the School Sport Unit and its programs, and chaired the project control group responsible for the implementation of recommendations from the NSW Auditor-General's *Physical Activity in Government Primary Schools Performance Audit*.

Key achievements and initiatives included aligning operations with best practice standards in building teacher capacity, student-centred and evidence-based teaching and learning, and fair access for all students including refugees and students learning English as an additional language. Under Ms Simmons' leadership, a suite of professional learning programs were designed for school leaders. She also developed activity procedures and oversaw an audit into the supervision of high-risk activities in schools.

Ms Simmons led the implementation of the *Rural and Remote Education: A blueprint for action*, and the Department's response to the *NSW Literacy and Numeracy Action Plan (Early Action for Success)*, the *National Partnership on Literacy and Numeracy* and the plan for principal professional development under the *National Partnership for Improving Teacher Quality*. She ensured that comprehensive, evidence-based literacy and numeracy support was provided to teachers to help them more effectively program, teach and assess students' individual needs.

Ms Simmons managed the Department's strategy to implement the Australian curriculum, and led the implementation of the Australian Curriculum, Assessment and Reporting Authority's (ACARA) new EAL/D learning progression.

Ms Simmons coordinated the implementation of the NSW Premier's reading and sporting challenges, the delivery of whole-of-government strategies including the establishment of OCHRE's Opportunity Hubs and ensured that school-based registered training organisations (RTOs) were registered by ASQA and met national standards.

Ms Simmons chaired a number of committees, including:

- selection committees for the NSW Premier's Teacher Scholarships
- the Advisory Group for Multicultural Education and Training and the Multicultural Education Steering Group
- the NSW DEC Schools Spectacular Management Committee
- the Special Religious Education and Special Education in Ethics consultative committees.

Ms Simmons was the Department's representative on the NSW Institute of Teachers' Quality Teaching Council and is a member of the Australian Institute for Teaching and School Leadership.

In 2013 Ms Simmons also represented the Department internationally, fostering relationships with educational jurisdictions in China.

The Deputy Director-General of Schools acknowledges that Ms Simmons has satisfactorily undertaken her duties in accordance with her performance agreement.

Brian Smyth King, MEd

- Executive Director of Learning and Engagement
- Senior Executive Service Level 5
- Remuneration package: \$259,851
- Commenced in the position 21 January 2013

Mr Smyth King commenced as Executive Director of Learning and Engagement following his effective leadership in implementing strategic change across sensitive and often highly contested areas of education.

In 2013, Mr Smyth King led the strategic delivery of policy across Aboriginal education and community engagement, child wellbeing, disability services and inter-agency partnerships.

He worked extensively at both the state and national levels on key education reforms for the benefit of Aboriginal students, students with disability and families impacted by socio-economic circumstances. He guided the implementation of the *Every Student, Every School* initiative through his expert ability to consult and collaborate with diverse education, government and community stakeholders.

During 2013, he delivered a successful trial of the Personalised Learning and Support Sign Posting Tool (PLASST). This involved 556 schools and more than 24,800 students with additional learning and support needs. The PLASST underpins the Commonwealth Government's priority to collect consistent data on students with disability.

Mr Smyth King continued to be a significant contributor and leader at the national level, including work in education around the *National Disability Insurance Scheme* and the reform of school funding for students with disability.

Mr Smyth King delivered the highly successful Buunji National Aboriginal and Torres Strait Islander Education Conference in November. Under the NSW Government's OCHRE strategy, he supported the reclamation and restoration of Aboriginal languages and culture in targeted NSW communities. In this work, Mr Smyth King built effective and productive partnerships with Aboriginal and education communities across NSW.

Mr Smyth King demonstrated effective leadership in revitalising student wellbeing services in schools. He contributed to the NSW Government's *Rural and Remote Education: A blueprint for action* by developing a comprehensive three-year strategy for student wellbeing. This will draw together local counselling and specialist services across the education, health and the welfare sectors. This strategy will complement the work of the Child Wellbeing Unit which responded to more than 12,000 contacts in 2013.

The Deputy Director-General of Schools acknowledges that Mr Smyth King has satisfactorily undertaken his duties in accordance with his performance agreement.

Appendix 5: Consultants

This appendix discloses the nature and purpose of consultants engaged by the Department in 2013. This includes individuals or organisations engaged under contract to provide recommendations, high-level specialist

or professional advice to management. It does not include contractors, casual or temporary staff employed or engaged by the Department. The Department paid \$277,405 in consultants' fees in 2013.

Table 16: Payments to consultants for engagements greater than \$50,000 (1 January – 31 December 2013)

| Name of consultant | Title of project | Purpose of consultancy | Actual cost |
|--|--|------------------------|------------------|
| The Nous Group | Governance advice to the Office of Education | Organisational review | \$100,731 |
| PMMS Consulting Group | Accreditation gap closure support | Organisational review | \$116,966 |
| Total cost of consultancies greater than \$50,000 | | | \$217,697 |

Table 17: Payments to consultants for engagements less than \$50,000 (1 January – 31 December 2013)

| Purpose of consultancy | Total number of engagements | Total cost |
|---|-----------------------------|-----------------|
| Finance, accounting or tax | 2 | \$22,484 |
| Management services | 2 | \$37,224 |
| Total cost of consultancies less than \$50,000 | | \$59,708 |

Source: Department of Education and Communities, Human Resources directorate

Appendix 6: Overseas visits

This appendix presents the number of overseas visits undertaken by officers and employees of the Department, and the main purpose of these visits.

Table 18: Number of overseas visits undertaken by officers and employees (1 January – 31 December 2013)

| Purpose of visit | Description | Number of visits | | | Total number of staff |
|--|--|--|---|---|-----------------------|
| | | Number of commercial or externally funded visits | Number of self or community funded visits | Number of visits funded by the Department | |
| Conferences and professional development | Staff members who travel overseas to attend and/or present at conferences or participate in study tours | 82 (1d) | 9 | 58 (9x) | 149 |
| Educational exports | Staff members travel overseas to manage partnerships, contracts, programs, quality assurance or assessment of students | 44 (3d) | 0 | 37 | 81 |
| Exchange programs | Staff members who travel overseas on a professional or teacher exchange program | 1 | 49 | 0 | 50 |
| International student recruitment | Staff members who travel overseas to recruit inbound full fee paying international students to the NSW school sector or TAFE NSW | 3 | 0 | 34 | 37 |
| Market development and client engagement | Staff members who travel overseas for international marketing purposes, development of business relationships, engagement with clients and contract management | 0 | 0 | 0 | 0 |
| Professional scholarship programs | Staff members awarded scholarships to further their professional skills and knowledge | 0 | 0 | 13 (10d) | 13 |
| Student excursions | Staff members who accompany students on excursions overseas to increase cultural understanding or attend commemoration ceremonies | 20 (1d, 4x) | 423 | 25 (21x) | 468 |

Source: Department of Education and Communities, Human Resources directorate. Note: Figures in brackets indicate the number of trips where a contribution to the cost was made by the Department (d), or an external source (x).

Appendix 7: Equal employment opportunity

This appendix provides a summary of achievements of the Department's workforce diversity programs and initiatives implemented in 2013. This includes achievements specifically relating to the teaching service¹.

The Department's *Workforce Diversity Plan 2012-2017* provides a strategic framework for building a workforce that reflects the diversity of our students, families and communities. Our vision is for an organisation free from all discrimination, recruited and promoted on merit, and representative of the wider NSW community.

Diversity in our Department primarily refers to the groups who tend to be under-represented in the workforce, including:

- women in senior leadership roles
- Aboriginal people
- people with disability
- people from non-English speaking backgrounds and members of racial, ethnic and ethno-religious minority groups
- young people (under 25).

Table 19: Trends in representation of equal employment opportunity groups as a proportion of the total number of staff (2009-2013)

| | NSW Government benchmark | 2009 | 2010 | 2011 | 2012 | 2013 |
|---|--------------------------------|---------------|---------------|---------------|----------------|----------------|
| Women | 50.0% | 73.0% | 73.0% | 73.2% | 73.4% | 74.1% |
| Aboriginal people | 2.6% | 2.3% | 2.5% | 2.8% | 3.2% | 3.2% |
| People whose first language spoken as a child was not English | 19.0% | 11.0% | 11.0% | 11.1% | 11.2% | 11.3% |
| People with disability | n/a | 4.0% | 4.0% | 3.6% | 3.5% | 3.4% |
| People with disability requiring adjustment at work | 1.5% | 1.1% | 1.1% | 1.0% | 1.0% | 0.9% |
| Total number of staff | - | 97,190 | 97,774 | 99,891 | 101,644 | 101,563 |

Source: NSW Public Sector Workforce Profile as at 30 June each year. Note: The 'total number of staff' is based on headcount of permanent and temporary employees. Data for 2009-2011 excludes the Office of Communities which became part of the Department of Education and Communities in April 2011. Representation of equal employment opportunity (EEO) groups is calculated as the estimated number of staff in each group.

Table 20: Trends in distribution of equal employment opportunity groups (2009-2013)

| | NSW Government benchmark | 2009 | 2010 | 2011 | 2012 | 2013 |
|---|--------------------------------|------|------|------|------|------|
| Women | 100 | 90 | 91 | 91 | 92 | 92 |
| Aboriginal people | 100 | 79 | 78 | 78 | 77 | 80 |
| People whose first language spoken as a child was not English | 100 | 102 | 103 | 103 | 103 | 103 |
| People with disability | 100 | 99 | 99 | 99 | 98 | 98 |
| People with disability requiring adjustment at work | 100 | 103 | 104 | 104 | 104 | 104 |

Source: NSW Public Sector Workforce Profile as at 30 June each year. Note: Data for 2009-2011 excludes the Office of Communities which became part of the Department of Education and Communities in April 2011. A distribution index of 100 indicates that the centre of the distribution of the equal employment opportunity (EEO) groups across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. A distribution index based on an EEO survey response rate of less than 80% may not be completely accurate. The 2013 survey response rate for the Department was around 72%.

¹ The Department promotes equal employment opportunity initiatives to all staff. In line with clause 10 of the *Annual Reports (Departments) Regulation 2010*, achievements specifically relating to the teaching service have been included in the subsections in this appendix, the tables relating to primary and secondary school teachers in Appendix 3 and in other relevant appendices. The *Workforce Diversity Plan 2012-2017* and the *Aboriginal Human Resources Development Plan 2012-2017* will continue to be promoted across the Department, including to the teaching service.

In 2013, the Department achieved greater gender equity across all salary levels of its workforce. As at 30 June 2013, women made up 74.1 per cent of our (permanent and temporary) workforce.

Aboriginal staff represented 3.2 per cent of our workforce in 2013, and 4.5 per cent of our SES positions. These exceed the NSW Government benchmark of 2.6 per cent.

In 2013, the representation of staff from non-English speaking backgrounds increased to 11.3 per cent.

The representation of people with disability requiring work-related adjustments has declined slightly to 0.9 per cent. This is consistent with the trend across the NSW public sector and the Australian Government public sector workforce. However, data on the actual number of people with disability employed in our workforce can be unreliable because staff may choose not to disclose information about disability. The Department is collaborating with the NSW Public Service Commission to improve the measurement and collection of diversity data in the future.

Creating opportunities for women

The Department implemented a range of leadership development initiatives to increase the representation of women in senior leadership roles. These initiatives were aligned to the *NSW Public Sector's Women's Strategy* and included the following:

- The *Executive Development Program for Women* targeted women in senior officer and executive roles. Eleven women participated in the program in 2013.
- The Department offered workshops and training courses aligned to the *NSW Public Sector Capability Framework* to enhance the professional capabilities of staff. Over 150 women participated in 2013.

- Twenty-two women were involved in the *Drive Your Career* program, coordinated by the Institute of Public Administration Australia (IPAA) NSW. The program commenced with a one-day conference followed by a 12-week career development program using the *My Mentor* resource.
- Five women participated in the *NSW Public Sector Management Program* administered by IPAA NSW. The program offered opportunities to improve leadership capability, strategic thinking and relationship management as well as an emphasis on public sector values and delivering results.
- Thirty-seven female school teachers participated in the Classroom Teachers Aspiring to Leadership course, which aims to improve the leadership capability and professional skills of participants.
- Seven female administration officers from the North Coast region completed the Diploma of Business Management.
- School administrative managers, regional administration officers and non-school teaching service staff from the North Coast region attended leadership courses, including Seven Habits for Highly Effective Leaders. The majority of participants were women.
- As part of a leadership strategy, 100 female principals from the Illawarra and South Coast region participated in a two-day conference.
- The Women in Educational Leadership Network is an incorporated body supported by the Department. The network provides a forum for women in teaching and learning roles to develop leadership skills and progress their careers. Workshops and collegial support activities linked around 3,000 women across the State through its 20 local networks.

Creating opportunities for Aboriginal staff

The Department's *Aboriginal Human Resources Development Plan 2012-2017* is a five-year commitment to increase employment, retention and leadership development opportunities for Aboriginal staff. Achievements in 2013 included the following:

- We appointed 136 Aboriginal teachers to permanent positions during the 2013 staffing operation. We offered 75 scholarships in 2013 to Aboriginal students to train as school teachers with 62 being accepted.
 - We have designated school administrative and support staff positions for Aboriginal people in schools with significant Aboriginal student enrolments. By the end of 2013, we had filled 140 positions.
 - The *Aboriginal Teacher Leadership Program* was conducted with 31 Aboriginal teachers. This included a two-day orientation workshop, a 360 degree questionnaire and self-reflection, ongoing support from a development coach to develop a personal action plan with a focus on career planning and professional learning, and an action learning project to be showcased at the end of the program.
 - The *Stronger Smarter Leadership in Aboriginal Education Program* was developed in partnership with schools in the Hunter and Central Coast regions, the Stronger Smarter Institute at the Queensland University of Technology, and the University of Newcastle.
 - Two graduates from the *Aboriginal Educators Leadership and Public Speaking Development Program* led public speaking and debating programs in Sydney.
 - In conjunction with the University of Wollongong, schools in the Sydney and Illawarra regions conducted a third round of a highly successful Aboriginal teacher mentoring course.
- Thirteen new Aboriginal teachers participated and gained credit towards a master's degree.
- Twenty-four trainees on the north coast of NSW commenced the *Aboriginal Student Teachers in Training* program.
 - Twenty-four Aboriginal paraprofessional positions continued to be funded under the *Investing in Focus Schools: Write it right* program. A further 10 Aboriginal positions continued to be funded in 2013 under the *Youth Excel* program.
 - Eighteen Aboriginal students in the New England region commenced the Certificate III Education Support as part of the *Elsa Dixon Aboriginal Employment Program*. They will undertake training towards employment as teacher aides in schools.
 - An identified Aboriginal position was created to support the Best Start Kindergarten Assessment and the literacy and numeracy development of young children in 16 Sydney schools.
 - As a part of the *Connected Communities* strategy, a senior leader or community engagement leader position was created for each school to assist the executive principal. In 2013, 12 of these roles were filled through merit selection and a two-day induction course is planned for January 2014 to transition successful applicants into the new role.
 - Two staff members from the Department's Aboriginal Affairs agency participated in the *Public Sector Management Program* in 2013.

Creating opportunities for staff from non-English speaking backgrounds

We undertook a number of initiatives to attract people from diverse backgrounds and perspectives into our workforce, and create pathways for staff from non-English speaking backgrounds to progress their careers with us. The diversity of our workforce allows us to deliver teaching and other services that meet the needs of a diverse NSW community. Achievements in 2013 included the following:

- We appointed English as a second language (ESL) teacher mentors, refugee transition teachers and learning support officers to support refugees and new arrivals.
- Twelve teachers completed the ESL retraining program.
- We supported 28 bilingual teachers to undertake the community languages fluency test and 25 teachers were successful.
- We provided exemplars to 378 overseas-trained teachers prior to completing the Professional English Assessment for Teachers (PEAT). In 2013, 37 candidates passed the PEAT on their first attempt and 99 candidates passed after more than one attempt.
- We provided an allowance to 120 bilingual employees under the *Community Language Allowance Scheme*, covering 26 languages. This allows these staff to improve the access and quality of services delivered to members of the public who speak a language other than English.

Creating opportunities for young employees

We recognise the value of a multi-generational workforce, and seek to make the best use of the broad range of knowledge, skills and perspectives this provides.

The *Graduate Recruitment Initiative* for corporate staff offers opportunities to graduates seeking an interesting and rewarding career with the Department. Between 2008 and 2013, we have recruited 63 young graduates.

We developed a support strategy (*GradLink*) to ensure a smooth transition into the role and to help our graduates' professional development. In 2013, induction workshops were attended by 23 new graduates and their managers. Fifteen graduates attended communication workshops and 18 attended a career planning workshop aligned to the *NSW Public Sector Capability Framework* and *Performance Development Framework*. Feedback from graduates and their managers about the strategy has been very positive.

We also recruited cadets and trainees to a number of areas in the Department to create employment opportunities for young people.

The Department supports a young professionals network to support professional development and provide a mechanism for future leaders to contribute to the Department's strategic direction. Graduate recruits and members of the network attended the CEO and Young Professionals Breakfast hosted by the Institute of Public Administration Australia (IPAA) NSW, and the Speaking with Confidence workshop presented by the National Institute of Dramatic Art (NIDA).

Creating opportunities for people with disability

Information on how we work to support staff with disability is detailed in Appendix 8.

Equity and diversity awareness activities

We promoted and celebrated a number of corporate events including Reconciliation Week, NAIDOC Week, Carers Week, International Women's Day, Harmony Day and International Day of People with a Disability to raise diversity awareness and to encourage inclusive practices. Individual work areas, schools and TAFE NSW campuses involved students and community members in the celebration to raise awareness of equity and diversity.

Future directions

The Department's obligations to promote equal employment opportunity (EEO) will change with the introduction of the new *Government Sector Employment Act 2013*. The new Act provides an enhanced focus on workforce diversity across the NSW public sector and ensures that workforce diversity is integrated into broader workforce planning processes.

In 2014, the Department will be reviewing its current workforce diversity plan to ensure that these changes are incorporated.

Appendix 8: Disability plan

The Department is strongly committed to supporting students, staff and parents with disability and improving services for people with disability in accordance with its obligations under legislation.

The Department's current *Disability Action Plan 2011-2015* was developed in accordance with NSW Ageing, Disability and Home Care's *Guidelines for Disability Action Planning by NSW Government Agencies*. The Department has also contributed to the *National Disability Strategy NSW Implementation Plan 2012 – 2014*.

Identifying and removing barriers to services for people with disability

The Department's *Every Student, Every School* strategy has driven a number of initiatives to improve services for students with disability.

The Department has provided every NSW public school with a specialist teacher to support students with disability and additional learning needs, and their classroom teachers.

We have also developed a new assessment tool to assist teachers in identifying the learning and support needs of their students, and where they may need personalised adjustments. The PLASST was trialled in more than 550 NSW public schools in Term 3, 2013 and is due for release in early 2014.

The Department developed a new website providing improved information about support for students with disability in NSW public schools. The website is due for release in early 2014.

We expanded access to tutor-supported online courses for teachers and support staff to help them better recognise and respond to the additional learning and support needs of students with disability. More than 4,200 staff accessed this training in 2013.

We supported 86 separate projects to establish networks between SSPs and local schools to share specialist knowledge and resources.

The Department has contributed to new e-learning modules developed by the University of Canberra that will help school staff understand their rights and obligations under the Commonwealth's *Disability Discrimination Act 1992* and *Disability Standards for Education 2005*. More than 20,000 staff in NSW public schools completed the training in 2013. Information was also included in the induction of new school principals.

The Department provided information and opportunities for schools and TAFE NSW to participate in the 2013 *Don't Dis my Ability* campaign, celebrating the International Day of People with Disability.

All 11 of our sport and recreation centres are registered companion card affiliates, providing access to people with disability and their carers. More than 55 people with disability were provided access to our services with the support of the companion card. The card allows people with significant and permanent disability who require attendant care to participate in community activities and events. It means that venues and services participating in the program will issue cardholders with a second ticket for their companion at no charge.

NSW Sport and Recreation grant programs aim to remove barriers to participation in sport, recreation and structured physical activity. In 2013, this included:

- twelve projects under the *Participation Program*
- four sporting events through the *Sporting Events Program*
- the *Facility Grant Program*, which provided \$81,567 to upgrade five facilities to improve access for people with disability.

In partnership with the NSW Department of Family and Community Services, we provided \$165,400 to nine state sporting organisations for a range of projects to grow the number of people with disability within their sports. We also established the Disability Sport Network to share strategies and identify areas of collaboration between organisations.

NSW Sport and Recreation provides disability sporting organisations with office space, meeting room and storage facilities at Sports House. Occupants included Australian Athletes with a Disability, Riding for the Disabled (NSW), Blind Sporting Association of NSW and Special Olympics Australia and Special Olympics NSW. The estimated commercial value of this office space is \$216,000 per annum, which allows these organisations to redirect funding to services.

Providing information and services in a range of formats that are accessible to people with disability

Our braille and large print service produced textbooks and examinations in alternate formats for 400 school students. This included:

- 15 braille booklets in nine subjects for three Higher School Certificate (HSC) students
- National Assessment Program: Literacy and Numeracy (NAPLAN) test material for 16 students in NSW and 20 students elsewhere in Australia
- Best Start Kindergarten Assessment resources for three students in braille and 24 in large print
- *School Magazine* for 16 students in braille and 90 in large print
- Essential Secondary Science Assessments (ESSA) in braille for three students
- the selective high school placement test in braille for two students.

The Department continues to work to ensure its websites conform to the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines. These ensure content is available to the widest possible audience, including readers using assistive technology or accessibility features.

Making government buildings and facilities physically accessible to people with disability

Our Access Review Tool is used to identify and prioritise projects to meet the access needs of students and staff. Once the need for a project is confirmed, our asset management units work with the school principal, the student's parents and the school's learning and support team to ensure works are delivered in line with the agreed support plan.

The *School Facilities Standards* are compliant with *Australian Standard 1428: Design for access and mobility*. All room plans comply with the *Building Code of Australia* which includes the *Disability (Access to Premises – Buildings) Standards 2010*.

Assisting people with disability to participate in the Department's public consultations and to apply for and participate on advisory boards and committees

The Department consulted with education, parent and community groups with an interest in students in the development of the learning and support framework, now being implemented through *Every Student, Every School*.

We also consulted with users, education, parent and community groups during the design of a new website providing information about support for students with disability in NSW public schools.

Under our review of the *Disability Sport and Physical Activity Framework*, consultations have commenced with the sport and recreation industry, individuals with disability, and disability service providers to gain a better understanding of needs of people with disability and the capacity of the industry to meet these needs.

Increasing employment participation of people with disability in the Department

The Department's *Workforce Diversity Plan 2012-2017* outlines the organisation's commitment to fair and inclusive work practices. An implementation guide has been developed to assist staff and managers to implement workforce diversity initiatives at a local level.

The Department's procedures and resources outline the obligations of selection panels to observe the principles of EEO during the recruitment and selection process. All staff involved in recruitment are encouraged to complete the NSW Public Service Commission's online Merit Selection Techniques Refresher Training which includes an overview of EEO principles.

The Department's website outlines our commitment to improving the employment and participation of people with disability, and provides information to people who are considering a career with the Department. Resources are available to staff on the Department's intranet site to promote accessible and inclusive recruitment and selection practices. These include the Department's *Disability in the Workplace: A guide for leaders, managers and staff*, *Tips for Interviewing People with a Disability* and the JobAccess website.

In 2013, 59 permanent and temporary positions were filled by people with disability. Nine staff members received equipment or assistive technology through our *Assistive Technology and Equipment Program* at a cost of \$29,252.

The Department has been creating paid internship opportunities as part of the *Stepping Into... Program* in partnership with the Australian Network on Disability since 2010. In 2013, three university graduates with disability were offered internships. Previous interns have acknowledged the valuable insights and experience they gained through the program, and all have been successful in gaining employment in their professional areas. The Department's approach has been recognised by the Australian Network on Disability as a good practice model and promoted to their members across the public and private sectors.

A workforce diversity reference group was also established in 2013, with representatives from across the Department, to promote workforce diversity. The Department's Staff with Disabilities Network provides collegial support and development opportunities to its members. In 2013, five staff with disability received funding to undertake training or professional development programs.

Using government decision-making, programs and operations to influence other agencies and sectors to improve community participation and quality of life for people with disability

The Department consulted with a number of universities to offer special education scholarships at master's level for permanent teachers through *Every Student, Every School*. In 2013, over 180 permanent teachers were offered scholarships.

More than 400 NSW public schools participated in the first year of the phased implementation of a nationally consistent data collection on adjustments being provided to students with disability. In 2014, this data collection will be expanded and all schools will participate annually from 2015.

The Department worked with government and non-government organisations to strengthen the interface between health and school education services through the NSW Agency for Clinical Innovation Intellectual Disability Network. We also worked with the NSW Mental Health Commission to develop a mental health strategy for NSW that addresses the wellbeing of students and schools. We also worked with human service agencies to develop and trial a training strategy for professionals working with young people with complex needs and high-risk challenging behaviours.

TAFE NSW continued to implement its memorandum of understanding with NSW Ageing, Disability and Home Care to support young people with disability as they transition from school to VET. TAFE NSW worked with the Department's State Training Services and the *National Disability Coordination Officer Program* to deliver community forums for employers and disability service providers to better support apprentices with disability.

TAFE NSW also provided pre-apprenticeship training for people with disability under the *TradeAbility Pre-Apprenticeship Program*.

The program assists people with disability who are not at school and are seeking to transition into a priority apprenticeship. TAFE NSW worked with State Training Services to deliver 94 per cent of the program.

A memorandum of understanding between NSW Sport and Recreation and NSW Ageing, Disability and Home Care is in place to deliver respite camps for teens with an intellectual disability, and increase participation opportunities in mainstream sport and recreation for people with disability.

NSW Sport and Recreation is identified as a lead agency for actions relating to participation in sport and recreation under the *National Disability Insurance Scheme (NDIS)* implementation plan.

NSW Sport and Recreation's funding agreements with state sporting organisations, regional academies and peak industry bodies require inclusive practices to be adopted and opportunities provided for under-represented groups, including people with disability.

Providing quality specialist and adapted services where mainstream services are not responsive or adequate to meet the needs of people with disability

The Department continues to provide a wide range of specialist services supporting around 90,000 students with disability in NSW public schools. More than 80 per cent of these students are enrolled in regular schools.

In 2013, more than 25,000 students with a confirmed disability were supported by targeted specialist services in regular and special schools. This includes more than 6,000 students supported in regular classes through the *Integration Funding Support* program.

More than 2,500 specialist support classes in regular and special schools were provided with capacity to support more than 19,800 students.

Every NSW public school is provided with a specialist learning and support teacher and annual flexible funding allocation. These resources support around 65,000 students with additional learning and support needs without requiring a formal diagnosis or confirmation of disability.

The NSW Centre for Effective Reading continues to provide direct assessment and intervention services for students with complex reading difficulties living in rural and remote areas of NSW. Teaching materials and professional development materials can be accessed by all teachers in NSW through the centre's website.

TAFE NSW has a wide range of products to assist student and staff who have disabilities. The TAFE NSW adaptive technologies website provides easy access to the resources, regular newsletters and updates on events.

TAFE NSW employs consultants with specialist expertise in a range of disability areas to assist students with pre-course counselling, enrolment processes and determining the most appropriate classroom support and reasonable adjustments to maximise student outcomes.

The memorandum of understanding between TAFE NSW and Corrective Services NSW continues to clarify roles for the provision of vocational training courses to inmates with an intellectual disability at Long Bay Correctional Complex and Goulburn Correctional Centre.

In 2013, our Lake Ainsworth Sport and Recreation Centre provided four Camp Willing and Able programs, with over 119 participants, including 48 children. Other sport and recreation centres provided residential recreation and sports opportunities for people with disability, including Muscular Dystrophy NSW, the Deaf Society of NSW and the Schizophrenia Fellowship of NSW, with more than 2,300 people participating.

NSW Sport and Recreation established the Disability Sport Network to facilitate the sharing of successful strategies to increase participation of people with disability. We also delivered Sport Talk: All in the Game to over 50 sports personnel to encourage inclusive sporting environments.

The *School Sport Disability Program* introduced over 1,590 students with disability to a range of sporting opportunities at various locations across the State and provided links to local sporting clubs.

Appendix 9: Carer's charter

The Department's Human Resources directorate has developed an action plan to implement the *NSW Carers (Recognition) Act 2010* and reflect the principles of the *NSW Carers Charter* in business activities.

We developed a dedicated page on our intranet site. Resources include information, online resources and useful links for staff who are carers, or who work with people who have carer responsibilities.

We promoted information sessions conducted by the NSW Department of Family and Community Services (FACS), with 25 staff members attending the sessions. We also hosted information sessions to build greater awareness and understanding of our responsibilities under the Act as a human services agency.

The Department's workforce diversity reference group attended a session on carers to improve awareness, build stronger partnerships across the Department, and implement the principles of *NSW Carers Charter*. The Department also promoted Carers Week events.

Young carers

Staff from the Public Schools NSW portfolio participated in workshops conducted by FACS. Workshop participants were provided with an overview of the Department's *Being a Carer, Being a Student and Being a Kid* resource. The resource was distributed across all NSW public schools to assist school staff understand the demands on young carers. It also aimed to promote a culture of acceptance of disabilities and mental illness and ways to integrate this into curriculum areas, welfare policies and procedures.

TAFE NSW institutes provide personal, career and study counselling services for all students, including those who are carers or who have carers. TAFE NSW institutes also have specialist teacher consultants who are trained to identify the needs of students and recommend additional internal and inter-agency services and resources. TAFE NSW also provides a range of flexible delivery and assessment options so that students can study at a time and place to suit their personal circumstances.

Networks and consultation

The Executive Director of Human Resources directorate is represented on the *NSW Carers Strategy* project management group. The directorate has established partnerships with FACS, NSW Rail Corp, Carers NSW and other organisations to network and consult on policy and program development.

Human resources policies

The Department offers a number of flexible work arrangements to help staff balance work and carer responsibilities. Flexible work options include permanent and temporary part-time work, job sharing, leave without pay, flexible working hours, personal carer's leave and short-term leave for family and community responsibilities.

During 2013, 60,495 staff (83.3 per cent of whom were women) accessed flexible work options. An additional 47,190 staff (75.5 per cent of whom were women) took short-term absences for family and community responsibilities. Staff with carer responsibilities are able to access the *Employee Assistance Program (EAP)*, an independent, confidential and free professional counselling service provided by the Department to support the health and wellbeing of its employees.

Human Resources directorate completed a review of human resources policies and procedures that impact on carers. Further actions will commence following the progressive implementation of the *Government Sector Employment Act 2013*, in consultation with key partners in 2014.

Annual reporting

The Human Resources directorate will further investigate options to improve the collection of data on employees who are carers, and ensure information is available for monitoring workplace initiatives and public reporting.

Appendix 10: Multicultural policies and services program

The *Department of Education and Communities Multicultural Plan 2012-15* outlines our commitment to meeting the needs of culturally and linguistically diverse NSW.

Regions develop strategies to support the Department's multicultural plan and report their achievements through the *Multicultural Policies and Services Program* report. Schools include multicultural education strategies in their plans and report their achievements in their annual school reports. The Department also has a multicultural policies and services plan for sport, recreation, young people and volunteering.

Resources to support the implementation of the multicultural education and anti-racism policies in schools are available on the Department's website.

Quality teaching and leadership

Our objective under the Department's multicultural plan is to 'ensure that teachers and leaders have the knowledge and skills to deliver high-quality teaching programs and services that meet the needs of students and clients from culturally and linguistically diverse backgrounds'. The following outlines some of the activities we undertook in 2013 to support this objective.

Specialist staff

- Ten advisors provided statewide leadership and policy advice on multicultural matters to schools and regions.
- Thirteen regional multicultural and ESL consultants provided multicultural education professional support to schools. Ten ESL teacher mentors provided support to non-metropolitan schools with significant numbers of ESL and refugee students.
- Specialist support was provided to English language learners in schools by staff in 896 ESL positions.
- Over 240 Saturday School of Community Languages teachers (Years 7 to 12) delivered a range of language courses and 243.8

FTE community languages school teachers (Kindergarten to Year 6) delivered language programs in school time.

- Four schools received bilingual teaching allocations (9.2 FTE) to deliver programs in Chinese, Korean, Indonesian and Japanese to students in Kindergarten to Year 4.
- Eighteen community information officers facilitated communication between schools and communities from culturally diverse backgrounds. School-based community liaison officers supported the participation of culturally diverse families in school life.
- Anti-racism contact officers (ARCOs) in over 95 per cent of public schools promoted anti-racism education and assisted with complaints of racism.

Targeted programs

- Approximately 1,400 teachers completed EAL/D learning progression training.
- Twelve teachers completed the ESL retraining program.
- The Teaching English Language Learners (TELL) course was completed by 486 teachers, 66 teachers completed the facilitator refresher course and 95 teachers completed the grammar and teaching course.
- Over 140 teachers participated in teaching English to speakers of other languages (TESOL) seminars offered by the Department and the University of Technology, Sydney (UTS).
- Regional ESL information networks provided ongoing professional support to ESL teachers.
- Teachers trained overseas received support in preparation for employment in NSW schools.
- The PEAT was passed by 136 candidates.

Anti-racism and multicultural education

- The Department allocated around \$880,000 for accredited professional learning in anti-racism, multicultural and refugee education programs. Teachers undertook professional learning to meet the needs of students from culturally diverse backgrounds through the *Integrated Curriculum Learning Design*, *Differentiated Learning* and other projects.
- The Department supported 564 teachers implementing the Multicultural Perspectives Public Speaking Competition in schools with professional support around issues of cultural diversity. Teachers implementing the *Multicultural Playwright Program* undertook professional learning in promoting intercultural understanding and community harmony.

- Fifty-five attendance officers completed training in working with families from culturally diverse backgrounds.
- Anti-racism contact officer (ARCO) facilitator training was conducted in all regions. Regions conducted anti-racism professional learning for more than 500 teachers, and regional ARCO networks provided ongoing professional learning. We established a register of ARCOs to facilitate professional networks across schools.
- Anti-racism professional learning materials were published on the Department's intranet.

Languages education

- Twenty-six bilingual and community language teachers undertook the Community Languages Fluency Test for approval to teach a community language.
- Twenty teachers received scholarships to complete the Graduate Certificate in Teaching Asia.
- Over 270 teachers and executive officers in the Saturday School of Community Languages and community languages schools received professional learning to support community languages in Kindergarten to Year 12.
- A professional development program was attended by 220 community languages teachers. The program was conducted by the University of Sydney and subsidised by the *Community Languages Schools Program*.
- There were 3,726 enrolments in ESL professional learning programs.
- Over 70 teachers attended the 2013 Confucius Institute's Chinese Language Teachers' Conference.

High expectations, closing the gaps

Our objective under the Department's multicultural plan is that 'high expectations for all and targeted education programs serve to close the educational gaps so that students from all backgrounds and communities can achieve their potential and participate fully in society'. The following highlights the activities we undertook in 2013 to support this objective.

In 2013, the Department allocated \$156 million in funding to provide ESL education to over 91,000 students in 732 schools.

Maintaining community languages

- The Saturday School of Community Languages taught 24 community languages to 3,500 students in Years 7 to 12.
- The *NSW Community Languages Program K-6* taught 31 languages to approximately 41,000 students in Kindergarten to Year 6 in 143 schools.
- The *Community Languages Schools Program* supported 256 community organisations to teach 56 languages to 31,517 students.
- Thirteen new community languages schools were established.
- Seven Confucius Classrooms were established in public schools.
- NSW Board of Jewish Education and the Italian Association of Assistance delivered Hebrew and Italian programs to 3,453 students in 11 public primary schools.
- Ten students received the Minister's Awards for Excellence in Student Achievement – Community Languages Schools for high levels of achievement in a community language.

Promoting intercultural understanding and positive community relations

- The Department provided \$680,000 to schools to promote intercultural understanding and positive community relations.
- Online resources published on the NSW Cultural Exchange website supported multicultural understanding and community harmony in schools.
- Schools promoted social cohesion through Harmony Day and Refugee Week.
- The *2013 Calendar for Cultural Diversity* was distributed to all public schools and an accompanying handbook for teachers was published online.
- The Our Asian Stories website supported teaching about Asia and the languages of China, India, Indonesia, Japan and Korea.
- An *Intercultural Communicator Kit* was published to assist teachers in developing students' intercultural communication skills.
- Over 10,000 students in Years 3 to 6 participated in the Multicultural Perspectives Public Speaking Competition. Of these, 2,096 students from 564 schools progressed to the inter-school level.
- Over 300 students watched 12 plays developed and performed by students in Years 8 to 12 involved in the *Multicultural Playwright Program*.
- Online anti-racism education resources were published on the Racism. No Way website. Student anti-racism networks conducted anti-racism initiatives in three regions.

Communicating with families from language backgrounds other than English

- The Department provided over \$500,000 for 4,777 interpreters to support schools between October 2012 and September 2013. Regions conducted professional learning in the use of interpreter services.
- A new website provided information on services and programs available to support students with additional learning and support needs in languages other than English.
- One hundred and thirty publications are available in up to 40 languages on the Department's website.
- Under the Community Language and Allowance Scheme (CLAS), 123 bilingual employees, covering 29 languages, received an allowance to provide bilingual assistance.
- Regions conducted activities including *Positive Parenting*, *Schooling in NSW* and *Helping your Child at School* to assist parents from language backgrounds other than English support their children's learning.

Sport and recreation

The *Multicultural Water Safety Initiative* was developed following community response in Wollongong to two tragic drowning incidents. NSW Sport and Recreation brought together a number of Illawarra services to develop a new program including water safety education messages, surf safety days and a beach orientation presentation to teach beach goers about local dangers. Interpreters were employed to ensure messages were presented in an accessible and culturally appropriate way. The program was nominated for the 2013 National Multicultural Marketing Awards.

Volunteering

The NSW Volunteering website encourages the participation of people from diverse backgrounds in volunteering, and provides information for organisations to help ensure that

the needs of people from diverse backgrounds are recognised and met. An estimated 40 per cent of the stories and images feature people from diverse backgrounds undertaking a variety of volunteering roles. A translator function has also been provided on the volunteering website to make it easier for people from non-English speaking backgrounds to access information about volunteering programs and opportunities.

Youth

Through our *Youth Opportunities* program, we continued to give young people the opportunity to lead and participate in development projects within their local community. In the first two rounds of funding, 61 grants were provided to local government and community organisations. Of these, eight grants were provided to organisations targeting culturally and linguistically diverse communities, and a number of other projects were located in areas with diverse communities.

Examples include the following:

- The Cringila Youth Project aims to increase opportunities for young people from culturally and linguistically diverse backgrounds to contribute and connect with other groups in their communities. Forty young people will engage with older Cringila residents in four projects over two years, including a young men's health and wellbeing program, a creative cultural hub, an inter-generational and cross-cultural celebration of Cringila and the development of a website and newsletter.
- The DIY Druitt project aims to link young people from Mt Druitt with career pathways in the growing digital and media industries. Participants will gain technical video production skills by producing 16 music videos celebrating their lives and community.

New and better ways of doing business

Our objective under the Department's multicultural plan is that 'innovative educational delivery based on evidence and in partnership with families, communities and business meets the changing needs of a culturally and linguistically diverse NSW'. The following highlights the activities we undertook in 2013 to support this objective.

Local Schools, Local Decisions

The Department's new RAM under the *Local Schools, Local Decisions* reforms will improve the way resources are distributed to NSW public schools. The phased implementation of the RAM includes equity loadings, and targeted resources for individual students requiring specific support.

Consultation and advisory bodies

- The Director-General's Multicultural Education Advisory Group (formerly the Advisory Group on Multicultural Education and Training) continued to operate as the Department's key forum for consulting on the education and training needs of a culturally diverse NSW.
- The Department was represented on the Community Languages Schools Board which provides strategic advice to the Minister on policy concerning community languages schools.
- Regions were represented on the Community Relations Commission's advisory committees.
- Schools maintained their own consultative structures and advisory bodies to ensure they meet the needs of their culturally diverse local communities.

Community Relations Report

The *2013 Community Relations Report* focuses on three priorities:

- key performance indicators and the results of evaluations
- pathways between government agencies for people from culturally and linguistically diverse backgrounds
- services for refugees and humanitarian entrants.

In addition to the highlights already detailed above, the following examples describe how the Department addressed these priorities.

Key performance indicators and the results of evaluations

The Department conducted a trial of the EAL/D learning progression instrument, which was developed by ACARA to support the implementation of the Australian curriculum. The Department's report, *Towards the Development of a Nationally Consistent English Language Proficiency Measure: A cost-benefit analysis for a national trial of the EAL/D Learning Progression*, was published in 2013 and demonstrated very encouraging results. Teachers reported that the new instrument was easy to use for making reliable judgements of English language proficiency, and could be used in place of the current tool.

This improved method of assessing English language ability will enable funding to be better targeted, and the NSW trial suggested that the learning progression would be suitable for allocating ESL funding to NSW schools.

We published the *Surveying NSW Public School Teachers* report. This is the first of a series of reports on the findings of the *Rethinking Multiculturalism*, *Reassessing Multicultural Education* research project conducted by the University of Western Sydney in partnership with the NSW Institute of Teachers and the Department. It found a strong commitment amongst teachers to multiculturalism as a broad principle, and to the range of programs and practices aimed at addressing issues around equity and social justice, English language proficiency, intercultural understanding and racism in schools and society more broadly. However, it also drew attention to limited awareness of internal policies, divergent understandings of multiculturalism, varying responses to the needs of students and contrasting views about the causes of educational success and failure of students from a language background other than English.

Other research and evaluation supported by the Department in 2013 included the following:

- The University of Technology, Sydney (UTS) conducted research into the transition of refugee students from intensive English centres to high school.
 - Approximately 60 students participated in a pilot ESL assessment designed to support the *Tools to Enhance Assessment Literacy (TEAL)* research project being conducted by the University of NSW.
 - The Department partnered with the University of Western Sydney and UTS on research aimed at identifying issues faced by students learning English in accessing new NSW syllabus documents.
 - Action research in ESL pedagogy, anti-racism education and multicultural education was conducted in targeted schools.
- Several research projects focusing on multicultural education were approved through the State Education Research Application Process (SERAP) and conducted in schools.

Government agency partnerships for people from culturally and linguistically diverse backgrounds

The Department partners with a range of agencies including NSW Health, NSW Police, NSW Family and Community Services, as well as community organisations to support students from culturally diverse backgrounds, refugees and newly-arrived students.

School regions and TAFE NSW institutes participate in local inter-agency networks to facilitate the delivery of programs and services to culturally diverse communities, and work with local employers, training providers and other agencies to provide migrant and refugee youth with access to further education and employment.

Services for refugees and humanitarian entrants

In addition to the initiatives detailed above, the Department provided the following services and programs specifically to address the needs of refugees and humanitarian entrants:

- Seventy schools received a total of \$2,063,067 to support refugee families through the *Primary Intensive English*, *Refugee Action Support* and *Macquarie Mentoring* programs.
- Additional intensive English and settlement support was provided to 260 newly-arrived refugee students in 24 primary schools. Transition support was provided to 530 refugee students in 32 high schools.

- After-school tuition was provided to 532 refugee students in 24 schools through the *Refugee Action Support Partnership*, a joint initiative involving the Department, the Australian Literacy and Numeracy Foundation, Charles Sturt University, the University of Sydney and the University of Western Sydney.
- Mentoring support was provided to 108 refugee students in six high schools. Refugee student support officers, bilingual counsellors and bilingual school learning support officers supported newly-arrived and refugee students, and refugee support networks provided professional support to teachers.
- School counsellors in intensive English centres provided specialist support to newly-arrived and refugee students.
- Supporting Refugee Students in School, Teaching Refugees in my Classroom and Leadership (Refugee Student Support) for Experienced ESL Teachers programs were completed by over 200 teachers, counsellors, executive and administrative support staff.
- Nine schools implemented the *Beginning School Well* program for refugee families with Kindergarten children.
- The *Youth Opportunities* program provided grant funding to the *Weaving Webs of Support* program in Auburn. This is a mentoring project aimed at Afghan refugee youth who have been recently released from detention centres. Thirty young people will be trained as mentors, with four Afghan youth undertaking further training as youth workers. Activities will include social outings and information sessions on citizenship, racial tension, stereotypes and family conflict.

Appendix 11: Work health and safety

Work health and safety performance

In 2013, the Department's Work Health and Safety directorate introduced a new service delivery model to provide more effective and efficient health and safety services to staff across the State. Our performance in 2013 included:

- a 3.6 per cent reduction in the overall number of injuries reported in 2012/13, compared to the previous year
 - a 19 per cent reduction in the overall number of psychological injuries reported in 2012/13, compared to the previous year
 - improvements in workers compensation claims experience, resulting in a \$2.1 million surplus in funding for 2013/14 in education and TAFE NSW
- The Department incurred 5,916 claims with a financial cost in 2012/13. The most common types of injury were sprains and strains, lacerations and contusions, and psychological injuries (see table 21).
- To improve our safety performance, the Department developed a range of strategies and programs including:
- implementation of consultation and issues resolution procedures to help workplaces to meet the requirements of the *Work Health and Safety Act 2011*
 - consolidation of the Department's health and safety policies into a single policy
 - establishing internal working parties to focus on the prevention of bullying in the workplace and management of traumatic incidents in schools
 - revising the Department's intranet page to provide accessible health and safety information and support to workplace managers across the State
 - delivering significant improvements in claims outcomes and costs through the *Strategic Rehabilitation Project*.

Table 21: Number of workers compensation claims, lost time and claims costs (2008/09 to 2012/13)

| | 2008/09 | 2009/10 | 2010/11 | 2011/12 | 2012/13 |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|
| Total claims | 5,775 | 6,120 | 6,162 | 6,137 | 5,916 |
| Total hours paid | 301,000 | 224,000 | 254,000 | 327,000 | 244,299 |
| Number of claims with lost time | 2,838 | 1,975 | 2,075 | 2,691 | 2,063 |
| Number of rehabilitation cases | 1,643 | 1,964 | 1,305 | 1,189 | 895 |
| Insurer costs | \$2,896,805 | \$3,425,628 | \$3,927,904 | \$3,870,875 | \$3,320,252 |
| Average cost per case | \$1,763 | \$1,744 | \$3,010 | \$3,256 | \$3,710 |

Source: Department of Education and Communities, Corporate Services. Notes: Excludes incident only claims. Claim numbers reflect those reported within the financial year where a financial cost was incurred. Data provided for 2011 is impacted on by delays from the Department's fund manager in processing claims for lost time reimbursement. Figures for 2012/13 include TAFE NSW and the Office of Communities.

Challenges and future directions

In 2013, we continued to work with the Department's claims manager (Allianz) to transition to the *Workers Compensation Legislative Amendments 2012* and align our service delivery models.

In 2014, the Work Health and Safety directorate will lead the development of a new safety strategy for the Department. The strategy will align with the Department's broader strategic direction, recent legislative reform and both the national and NSW safety strategies. The directorate will also consolidate its new service delivery model, and will continue to build organisational capability through the Department's online safety program.

Prosecutions under the *Work Health and Safety Act 2011*

No prosecution action has been taken against the Department in 2013.

Appendix 12: Public interest disclosures

All staff have a responsibility to report suspected unlawful, corrupt, negligent or improper conduct, serious maladministration or serious and substantial waste of public money. The Department's policy establishes our commitment to support and protect staff who report wrongdoing.

The Department has updated its *Public Interest Disclosures Internal Reporting Policy* and *Guidelines for the Management of Public Interest Disclosures* in line with recent changes to the *Public Interest Disclosures Act 1994*. The policy sets out the manner in which the Department meets its obligations under the Act, and the guidelines set out the roles and responsibilities of staff in making and receiving public interest disclosures. Both the policy and guidelines are available to all staff via the Department's intranet site.

Key senior staff have undertaken training in relation to public interest disclosures, including training conducted by the NSW Ombudsman. During 2013, the Department has met the NSW Ombudsman's reporting requirements via its online reporting tool.

In 2013, 12 employees made public interest disclosures, and the Department received a total of 14 public interest disclosures (see table 22).

Table 22: Number of public interest disclosures (1 January – 31 December 2013)

| | Corrupt conduct | Maladministration | Serious waste | GIPA contravention | Local government contravention | Total |
|---|-----------------|-------------------|---------------|--------------------|--------------------------------|-------|
| Number of disclosures | 13 | 1 | 0 | 0 | 0 | 14 |
| Number of employees making a disclosure | 12 | 0 | 0 | 0 | 0 | 12 |
| Number of disclosures finalised | 22 | 0 | 0 | 0 | 0 | 22 |

Source: Department of Education and Communities, Employee Performance and Conduct unit.

Appendix 13: Controlled entities

All of the departments and statutory bodies listed in Schedules 2 and 3 of the *Public Finance and Audit Act 1983* prepare their own annual reports. The Department is not required to disclose any controlled entities for the purposes of the 2013 Annual Report.

Appendix 14: Organisational improvement and risk management

ATTESTATION STATEMENT
Internal Audit and Risk Management Policy Compliance

Internal Audit and Risk Management Attestation
For the 2012-2013 Financial Year
For the NSW Department of Education and Communities (including TAFE Commission)

I, Michele Bruniges, am of the opinion that the Department of Education and Communities (including TAFE Commission) has internal audit and risk management processes in place that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit and Risk Management Policy*. These processes provide a level of assurance that enables the senior management of Department of Education and Communities (including TAFE Commission) to understand, manage and satisfactorily control risk exposures.

I, Michele Bruniges, am of the opinion that the Audit and Risk Committee for the Department of Education and Communities (Including TAFE Commission) is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08.

The Chair and Members of the DEC Audit and Risk Committee are:

- Carolyn Burlew - Independent Chair (4 years from 1 February 2010)
- Garry Dinnie - Independent Member 1 (4.5 years from 1 January 2009)
- Christine Feldmanis – Independent Member 2 (6 years from 1 April 2010)
- David Roden – Independent Member 3 (1 year 10 months from 6 December 2011)

Dr Michele Bruniges AM
DIRECTOR-GENERAL OF EDUCATION AND COMMUNITIES

Michele Bruniges
5 August 2013

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The Department is committed to ethical and transparent practices, continuous improvement, quality assurance and risk management in its delivery of services to the people of NSW.

Internal audit

The Department's Audit directorate is responsible for assurance services and corruption prevention for the Department and related agencies. In 2013, the Audit directorate:

- undertook 876 audits of selected schools focusing on high-risk areas, including school enrolments, work health and safety, and key financial and administrative operations
- conducted reviews of compulsory student attendance, anti-bullying, teacher professional learning and distance education
- undertook reviews of strategic management, work health and safety, emergency management,

student enrolment and student academic records, records management, procurement, asset management, payroll and allowances in TAFE NSW

- assessed compliance and the adequacy of controls for mitigating risks as part of the SAP implementation
- undertook audits on employment screening, the Department's efficiency savings plan, permanent payroll systems, the LMBR program's engagement of contractors and finance stream, safety and security and stakeholder relations
- audited general and travel expense claims, corporate credit card and accounts payable across TAFE NSW, the Office of Communities and the Public Schools NSW and Corporate Services portfolios
- completed a performance audit of motor vehicles
- assessed the governance of the LMBR program and provided advice on the main streams of the program: technical, finance, human resources / payroll and SALM
- conducted an assessment of the implementation of the *Digital Information Security Policy*, a vulnerability analysis of a TAFE institute network, and the review of contractor management within IT services
- conducted governance, work health and safety, business continuity management, emergency response planning, grants management, contract management, asset management, procurement, records management, payroll and accounts payable in the Office of Communities
- launched a corruption prevention e-learning course in February 2013
- regularly updated the central register of gifts and benefits on the Department's website and reconciled statements of pecuniary and private interest.

Enterprise risk management

Governance and risk processes have been established and implemented to improve the visibility of significant risks across the Department, and improve awareness of emerging threats and opportunities. These processes ensure that the Department continues to manage its risks, and that risk management is integrated throughout the organisation as a business-as-usual activity.

Governance processes include the regular review of all risks on the executive and portfolio risk registers. The Department actively managed its enterprise risk register in 2013, providing updates to the Department's Audit and Risk Committee, Ministers and the executive on a quarterly basis.

Business continuity plans have been developed and are in place for 37 areas of the Department to cover critical business functions.

A suite of 39 best practice guides and self-assessment tools have been published on our intranet to help staff in all areas of risk management. Training in enterprise risk management and business continuity management has been offered to staff on a quarterly basis.

An independent audit conducted in 2012 has shown a significant improvement in the maturity level of the Department in risk management over the past three years.

Audit and Risk Committee

The Department's Audit and Risk Committee consists of an independent chair and three independent members. The committee oversees and monitors the Department's governance, risk and control frameworks and its external accountability requirements. In 2013, the Audit and Risk Committee undertook its duties and responsibilities as prescribed by the *Internal Audit and Risk Management Policy for the NSW Public Sector (TPP 09-05)*.

Seven meetings were held in 2013:

- 19 February
- 16 May
- 11 June
- 26 July
- 13 August
- 4 September
- 6 December.

A sub-committee was established for the Department's LMBR project, and met 10 times in 2013.

Venues NSW has a shared governance arrangement with the Department's Audit and Risk Committee, and separate meetings were held for Venues NSW from July 2013.

Table 23: Attendance at Department of Education and Communities Audit and Risk Committee (1 January - 31 December 2013)

| Name | Title | Meetings attended |
|---------------------|--------------------|-------------------|
| Carolyn Burlew | Independent chair | 7 |
| Christine Feldmanis | Independent member | 7 |
| Garry Dinnie | Independent member | 7 |
| David Roden | Independent member | 4* |

* David Roden was a member of the Department's Audit and Risk Committee until 31 October 2013.

Appendix 15:

Establishment and closure of schools and campuses

This appendix lists all public schools newly-established, closed or otherwise changed.

There were no new schools or campuses established or relocated by the Department in 2013. Five of the Department's schools were closed or merged this year.

Table 24: Establishment, closure and changes to schools and campuses (1 January - 31 December 2013)

| School name | Region | Date |
|--|------------------------|-----------------|
| Schools or campuses closed or merged | | |
| Gateshead West Public School | Hunter / Central Coast | 29 January 2013 |
| Grong Grong Public School | Riverina | 29 January 2013 |
| Mallan Public School | Riverina | 14 January 2013 |
| Reids Flat Public School | Illawarra / South East | 29 January 2013 |
| Pooncarie Public School | Western NSW | 29 January 2013 |
| New schools or campuses established | | |
| None | | |
| Schools or campuses relocated | | |
| None | | |
| Changes of school / campus name or status | | |
| None | | |

Appendix 16: Land disposal

In 2012/13, net proceeds from the disposal of 23 school and TAFE properties amounted to \$5.11 million.

There were no business or family connections between buyers and departmental staff. Disposed properties were either surplus to the Department's operational requirements or were compulsorily acquired by other authorities for purposes such as road widening. The net proceeds from the sale of surplus assets are used for the maintenance and upgrading of facilities at schools and TAFE NSW institutes. There were no properties disposed by the Office of Communities.

An application for access to documents concerning details of properties disposed of during the reporting year may be made in accordance with the *Government Information (Public Access) Act 2009*.

Appendix 17:

Major capital works

This appendix lists major works in progress, including the cost of those works to date and the estimated dates of completion. It also includes details of any significant delays, cancellations of cost overruns in major works.

Table 25 Major capital works (2012/13)

| Project description and location | Expenditure 2012/13 (\$,000) | Estimated total cost (\$,000) | Completion date (actual or estimated) | Delays, cancellations or cost overruns |
|---|------------------------------|-------------------------------|---------------------------------------|--|
| School facilities, upgrades and refurbishment – New work 2012/13 | | | | |
| Canada Bay Area Public School (new school) | \$1,720 | Commercial in confidence | 30/01/2015 | |
| Collarenebri Central School (upgrade) | \$435 | \$5,470 | 1/12/2014 | |
| Denison College of Secondary Education Bathurst High campus (upgrade and new gym) | \$1,008 | Commercial in confidence | 28/01/2015 | |
| Georges River College Peakhurst campus (new gym) | \$698 | \$5,761 | 05/05/2014 | |
| Killara High School (new classrooms) | \$1,741 | \$7,956 | 08/05/2014 | |
| Lake Cathie Public School (new school) | \$160 | Commercial in confidence | 10/01/2015 | |
| The Ponds High School (new school) | \$2,741 | \$30,674 | 23/01/2015 | |
| The Ponds School for Specific Purposes (new school) | \$908 | Commercial in confidence | 23/01/2015 | |
| Wangee Park School (new school) | \$714 | \$10,143 | 20/12/2014 | |
| Wentworth Point Public School (new school) | nil | Commercial in confidence | 01/12/2016 | |
| School facilities, upgrades and refurbishment – Work in progress | | | | |
| Bass School for Specific Purposes (new school) | \$9,158 | \$14,364 | 19/12/2013 | |
| Cabramatta High School (stage 2 upgrade) | \$4,576 | \$6,550 | 15/10/2013 | |
| Cabramatta High School (stage 3 upgrade) | \$253 | Commercial in confidence | 01/05/2015 | Delayed ¹ |
| Callaghan College Wallsend campus (upgrade) | \$359 | \$7,830 | 6/11/2012 | Completed |
| Clarke Road School (upgrade) | \$6,382 | \$10,518 | 14/05/2013 | Completed |
| Cairnsfoot School (relocation) | \$222 | Commercial in confidence | 20/01/2015 | Delay in site acquisition |
| Electronic Document and Record Management | \$734 | \$4,524 | 30/06/2015 | |

¹ Anticipated handover extended from 6/09/14 to 1/05/15 due to delay in previous stages.

| | | | | |
|--|----------|----------|------------|----------------------|
| Georges River College Hurstville Boys campus (upgrade) | \$2,047 | \$14,305 | 20/03/2013 | Completed |
| Gosford Public School (relocation) | \$6,307 | \$20,500 | 7/04/2014 | Delayed ² |
| Homebush West Public School (upgrade) | \$968 | \$5,505 | 21/12/2012 | Completed |
| Hurstville Public School (upgrade) | \$5,181 | \$6,908 | 24/01/2014 | |
| Illawarra Industry Training College | \$152 | \$5,581 | 30/11/2014 | |
| Karonga School (upgrade) | \$1,296 | \$3,200 | 29/01/2013 | Completed |
| Kyogle High School (upgrade) | \$2,990 | \$6,781 | 27/08/2013 | |
| Learning Management and Business Reform Project – Human Resource and Payroll System | \$36,406 | \$66,471 | 30/06/2014 | |
| Learning Management and Business Reform Project – Student Administration and Learning System | \$48,105 | \$89,128 | 30/06/2014 | |
| Nepean Creative and Performing Arts High School (new performing arts facility) | \$2,865 | \$4,578 | 30/04/2013 | Completed |
| Oran Park Public School (new school) | \$8,864 | \$15,539 | 17/01/2014 | |
| Ulladulla High School (stage 3 upgrade) | \$4,000 | \$10,782 | 4/10/2013 | |

TAFE facilities, upgrades and refurbishment – New work 2012/13

| | | | | |
|--|-------|--------------------------|------------|-----------------------|
| Cooma TAFE (Carpentry and Joinery Workshop and Student Support Facility) | \$274 | \$5,865 | 21/11/2014 | |
| Granville TAFE (Meat and Allied Trades upgrade) | \$212 | \$4,000 | 31/10/2014 | |
| Kurri Kurri TAFE (Plant and Heavy Vehicle Training Centre) | \$508 | \$12,124 | 30/06/2015 | |
| Nepean College, Kingswood TAFE (Health and Support Services facilities) | \$377 | Commercial in confidence | 30/06/2015 | |
| North Sydney TAFE (Stage 2 Dunbar Building refurbishment) | \$300 | \$6,624 | 22/09/2014 | |
| Tamworth TAFE (Community services, health, plumbing and disabilities facilities) | \$423 | \$11,533 | 30/06/2015 | |
| Taree TAFE (facilities upgrade) | \$155 | Commercial in confidence | 29/09/2015 | |
| Ultimo TAFE (Building U upgrade) | nil | Commercial in confidence | 1/12/2015 | Project scope changed |

TAFE facilities, upgrades and refurbishment – Work in progress

| | | | | |
|--|---------|---------|------------|-----------|
| Albury TAFE (new Connected Learning facilities) | \$2,903 | \$7,082 | 12/02/2014 | |
| Armidale TAFE (Community Services upgrade) | \$630 | \$8,005 | 30/03/2013 | Completed |
| Enmore TAFE (Design Centre upgrade) | \$1,320 | \$4,190 | 9/12/2013 | Completed |
| Kingscliff TAFE (Nepean) (refurbishment) | \$3,308 | \$9,799 | 20/06/2014 | |
| Lidcombe TAFE (upgrade) | \$3,048 | \$6,498 | 30/06/2014 | |
| Maitland TAFE (Centre for Dry Wall Plastering and Associated Trades) | \$1,860 | \$8,476 | 31/03/2014 | |
| Murwillumbah TAFE (refurbishment) | \$406 | \$2,662 | 27/05/2013 | Completed |
| Nirimba TAFE (refurbishment) | \$1,257 | \$9,800 | 30/06/2014 | |

² Anticipated handover extended from 31/01/14 to 7/04/14 due to latent conditions and additional works

| | | | | |
|---|---------|----------|------------|-----------|
| North Sydney TAFE (stage 3 redevelopment) | \$2,757 | \$7,195 | 22/09/2014 | |
| North Sydney TAFE (campus redevelopment and Bradfield relocation) | \$5,960 | \$9,000 | 4/03/2013 | Completed |
| North Sydney TAFE (Stage 1 Dunbar Building refurbishment) | \$4,958 | \$9,000 | 4/03/2013 | Completed |
| Orange TAFE (Aboriginal Training Centre) | \$2,986 | \$4,198 | 18/10/2013 | Completed |
| Tamworth TAFE (new Indigenous Learning Centre) | \$2,334 | \$5,099 | 31/01/2014 | |
| Ultimo TAFE (AutoCell Transport Technical Centre) | \$6,609 | \$17,384 | 7/02/2013 | Completed |
| Ultimo TAFE (Stage 3 infrastructure sustainability) | \$3,815 | \$9,403 | 2/10/2013 | Completed |

Sport and recreation facilities, upgrades and refurbishment - New work 2012/13

| | | | | |
|---|-------|---------|------------|--|
| Jindabyne Sport and Recreation Centre Upgrade | \$0 | \$1,738 | 30/06/2014 | |
| Sydney International Regatta Centre Upgrade | \$718 | \$749 | 30/06/2013 | |

Other - New work 2012/13

| | | | | |
|--|-------|---------|------------|--|
| Working with Children Check System Upgrade | \$713 | \$1,100 | 30/06/2013 | |
|--|-------|---------|------------|--|

Appendix 18: Payment of accounts

This appendix details the Department's performance in paying accounts during the 2012/13 financial year, including details of action taken to improve performance in paying accounts.

The key problem affecting prompt processing of payments during the year was that a majority of vendors forward invoices to business units, rather than directly to the Department's shared service centre, which can lead to delays in invoice processing and payment. In order to improve payment performance, the Department has implemented the *30 Day Payment Term Policy*. Vendor mailouts have been undertaken to encourage vendors to direct invoices

to the shared service centre to reduce processing and payment timeframes.

For the Office of Communities, unavoidable delays in processing accounts occasionally arise due to delays in obtaining goods in proper order and condition or queries about invoices. The office continues to encourage suppliers to accept electronic funds transfer as the preferred method of payment to improve overall payment performance.

There were no significant events that affected payment performance during the year and no interest was paid on overdue accounts.

Table 26: Aged analysis at the end of each quarter (all suppliers) (2012/13)

| | Current (ie within due date) (\$'000) | Less than 30 days overdue (\$'000) | Between 30 and 60 days overdue (\$'000) | Between 60 and 90 days overdue (\$'000) | More than 90 days overdue (\$'000) |
|-----------|---|--|--|--|---|
| September | \$508,377 | \$353,010 | \$2,990 | \$348 | \$395 |
| December | \$336,562 | \$251,275 | \$15,318 | \$862 | \$551 |
| March | \$479,364 | \$216,577 | \$4,244 | \$1,235 | \$1,085 |
| June | \$486,040 | \$331,306 | \$5,451 | \$997 | \$210 |

Table 27: Accounts paid on time within each quarter (all suppliers and small business suppliers) (2012/13)

| | Number of accounts due for payment | Dollar amount of accounts due for payment (\$'000) | Actual % of accounts paid on time (based on no. of accounts) | Actual % of accounts paid on time (based on \$ amount of accounts) | Number of accounts paid on time | Dollar amount of accounts paid on time (\$'000) | Number of payments for interest on overdue accounts | Interest paid on overdue accounts |
|---|---|---|---|--|--|---|---|--|
| All suppliers | | | | | | | | |
| September | 93,529 | \$865,120 | 97% | 99% | 90,855 | \$854,062 | nil | nil |
| December | 83,009 | \$604,568 | 97% | 97% | 80,827 | \$585,761 | nil | nil |
| March | 73,472 | \$702,504 | 97% | 99% | 71,572 | \$693,627 | nil | nil |
| June | 101,105 | \$824,003 | 98% | 99% | 98,953 | \$812,533 | nil | nil |
| Small business suppliers¹ | | | | | | | | |
| September | 45 | \$163 | 100% | 100% | 45 | \$163 | nil | nil |
| December | 39 | \$20 | 100% | 100% | 39 | \$20 | nil | nil |
| March | 36 | \$17 | 100% | 100% | 36 | \$17 | nil | nil |
| June | 52 | \$93 | 100% | 100% | 52 | \$93 | nil | nil |

¹ Note: In line with the NSW Government's payment of accounts policy (TC 11/12), small businesses are Australian or New Zealand-based firms that have an annual turnover of under \$2 million in the latest financial year.

Appendix 19: Legal services expenditure

This appendix reports the Department's external legal services expenditure for 2013, for engagements equal to or above \$50,000.

Table 28: Legal services expenditure (2013)

| Name of firm | Area of law | Services provided | Total amount |
|------------------|-------------------------------|---------------------|--------------|
| Minter Ellison | Government and administrative | Provision of advice | \$81,138 |
| Hicksons Lawyers | Commercial | Document drafting | \$57,411 |
| Hicksons Lawyers | Commercial | Provision of advice | \$334,334 |
| Hicksons Lawyers | Commercial | Provision of advice | \$70,868 |

Appendix 20: Credit card certification

The Department of Education and Communities credit card policies and guidelines outline the requirements for the issue, usage and administration of credit cards. The rules are consistent with government policy, as outlined in relevant Treasurer's Directions and Treasury Circulars. In accordance with *Treasurer's Direction 205.01*, it is certified that credit card use within the Department of Education and Communities has been in accordance with NSW Government requirements.

Appendix 21: Grants

This appendix outlines the nature and purpose of each grant program and lists all grants the Department disbursed under each program in 2012/13.

| Grant program | Sum of grants (2012/13) |
|--|-------------------------|
| Aboriginal community governance support | \$55,000 |
| Aboriginal education grants | \$2,270,900 |
| Aboriginal language revitalisation | \$400,000 |
| Adult and community education (ACE) program grants | \$16,698,533 |
| <i>Anzac Community Grants Program</i> (Community youth grants) | \$96,832 |
| <i>Anzac Community Grants Program</i> (Multicultural community grants) | \$39,625 |
| <i>Apprenticeship and Traineeship Training Program</i> grants | \$55,327,773 |
| <i>Community Building Partnership Program</i> (2009) | \$106,397 |
| <i>Community Building Partnership Program</i> (2010) | \$2,308,314 |
| <i>Community Building Partnership Program</i> (2011) | \$14,069,391 |
| <i>Community Building Partnership Program</i> (2012) | \$8,887,664 |
| Community languages grants | \$4,562,113 |
| Community war memorial grants (first round) | \$93,885 |
| Community war memorial grants (second round) | \$103,056 |
| Cultural events and NAIDOC Week | \$136,847 |
| Early childhood education and care grants | \$186,393,402 |
| Education support grants | \$705,903 |
| <i>Elsa Dixon Aboriginal Employment Program</i> | \$2,134,089 |
| Emerging priorities grants | \$678,781 |
| Grant in aid | \$1,258,400 |
| <i>Group Joint Training Scheme</i> grants | \$1,817,864 |
| Intervention support grants: Young people with disabilities | \$13,351,318 |
| Minister for Citizenship and Communities and Minister for Aboriginal Affairs' discretionary grants | \$113,549 |
| Minister for Sport and Recreation's discretionary fund | \$79,003 |
| National curriculum implementation | \$8,600,000 |
| National partnerships | \$82,640,555 |
| National school drug education grants | \$803,401 |
| <i>Productivity Places Program</i> grants | \$42,318,074 |
| Regional academies of sport | \$1,500,000 |
| <i>Regional Conservatorium Grants Program</i> | \$5,019,091 |
| <i>Safe Shooting Program</i> | \$800,000 |
| <i>Safety and Rescue Program</i> | \$2,460,000 |
| <i>Skills Centre Program</i> grants | \$373,484 |
| <i>Sport and Recreation Events Program</i> | \$328,500 |
| <i>Sport and Recreation Facility Program</i> | \$1,117,393 |
| <i>Sport and Recreation Participation Program</i> | \$501,661 |
| Sport and recreation special grants | \$129,455,000 |
| Sport and recreation strategic partnerships program | \$500,900 |
| <i>Sports Development Program</i> | \$2,562,004 |
| <i>Strategic Skills Program</i> grants | \$10,711,630 |
| Timebanking trial grants | \$250,000 |
| <i>Training Places for Single and Teenage Parents</i> | \$1,063,277 |

| | |
|--------------------------------------|----------------------|
| VET in schools consortium grants | \$2,782,180 |
| <i>VET in Schools Program</i> grants | \$4,621,709 |
| Youth assistance strategies grants | \$9,711,786 |
| Youth Week grants | \$269,220 |
| Total | \$620,078,503 |

Aboriginal community governance support

Providing community governance support to Aboriginal communities.

| | |
|---|-----------------|
| Brewarrina Business Centre ¹ | \$48,000 |
| Illawarra Aboriginal Corporation ² | \$7,000 |
| Total paid in 2012/13 | \$55,000 |

¹ On behalf of Walgett, Weilmoringle, Wentworth/Dareton, Wilcannia, Menindee, Lightning Ridge, Ivanhoe, Gulargambone, Goodooga, Enngonia, Bourke, Brewarrina, Broken Hill, Cobar, Collarenebri, Coonamble communities.

² Part-funded by NSW Department of Premier and Cabinet

Aboriginal education grants

Improving the educational outcomes of young Aboriginal people and implementing Aboriginal languages in schools.

| | |
|--|--------------------|
| Clontarf Foundation | \$828,000 |
| NSW Aboriginal Education Consultative Group Inc. | \$1,442,900 |
| Total paid in 2012/13 | \$2,270,900 |

Aboriginal language revitalisation

Supporting the provision of Aboriginal language services

| | |
|---|------------------|
| NSW Aboriginal Education Consultative Group (AECG) Inc. | \$400,000 |
| Total paid in 2012/13 | \$400,000 |

Adult and community education (ACE) program grants

Delivering accredited and non-accredited VET.

| | |
|--|-----------|
| ACE Community Colleges Ltd | \$2,000 |
| ACE North Coast Inc. | \$664,537 |
| Albury Wodonga Community College Ltd | \$192,606 |
| Alstonville Ballina Community College | \$550,678 |
| Ballina Region Community College Inc. | \$2,000 |
| Bankstown Community College Inc. | \$454,507 |
| Byron Region Community College Inc. | \$491,082 |
| Camden Haven Community College Inc. | \$291,195 |
| Central Coast Community College | \$707,486 |
| City East Community College Inc. | \$309,364 |
| Coffs Coast Community College Inc. | \$291,520 |
| Community College-Northern Inland Inc. | \$654,582 |
| Community Colleges Australia Ltd | \$55,393 |
| Cooperative Learning Ltd | \$87,803 |
| Eurobodalla Adult Education Centre Inc. | \$321,360 |
| Forster Tuncurry Community College Inc. | \$164,902 |
| Grafton Community College Inc. | \$151,941 |
| Hornsby Ku-Ring-Gai Community College Inc. | \$224,464 |
| Hunter Community College Inc. | \$126,125 |

| | |
|---|---------------------|
| Kiama Community College Inc. | \$604,237 |
| Macarthur Community College Inc. | \$415,213 |
| Macquarie Community College | \$553,260 |
| Mental Health Coordinating Council Inc. | \$40,989 |
| Murwillumbah Adult Education Centre Inc. | \$291,008 |
| Nepean Community College Inc. | \$456,789 |
| New England Community College Inc. | \$145,501 |
| North West Community College Inc. | \$272,389 |
| Northern Beaches Community College Inc. | \$325,961 |
| Port Macquarie Community College Inc. | \$559,232 |
| Riverina Community College Ltd | \$772,522 |
| Robinson Education Centre Inc. | \$412,022 |
| Singleton Community College Inc. | \$149,265 |
| St George & Sutherland Community College Inc. | \$330,729 |
| Sydney Community College Ltd | \$219,451 |
| Tamworth Community College Inc. | \$312,571 |
| Taree Community College Inc. | \$303,126 |
| Tenterfield Community College Inc. | \$42,313 |
| The Deaf Society of NSW | \$315,928 |
| The Parramatta College Inc. | \$510,251 |
| Tomaree Community College Inc. | \$279,636 |
| Tuggerah Lakes Community College Inc. | \$572,964 |
| Verto Ltd | \$766,825 |
| Western College Inc. | \$654,407 |
| Western Riverina Community College Inc. | \$248,719 |
| Workers Educational Assoc. | \$147,045 |
| Workers Educational Assoc. (Hunter) | \$840,162 |
| Workers Educational Assoc. (Illawarra) | \$412,473 |
| Total paid in 2012/13 | \$16,698,533 |

Anzac Community Grants Program (Community youth grants)

Enabling schools and other organisations to engage children in the Anzac legacy, with a particular focus on using web and multimedia technologies to share stories with a modern audience.

| | |
|--|----------|
| Ariah Park Central School | \$2,500 |
| Belmore High School | \$5,000 |
| Bingara Central School | \$5,000 |
| Bombala High School and St Patrick's High School (Cooma) | \$5,000 |
| Bringelly Public School | \$5,000 |
| Camden Community Centre Inc. | \$3,000 |
| Hay War Memorial High School Museum | \$5,000 |
| James Fallon High School, Albury | \$5,000 |
| John Paul College, Coffs Harbour | \$1,000 |
| June High School | \$829 |
| Lapstone Public School | \$4,200 |
| Mayfield East Public School | \$2,500 |
| National Trust Woodford Academy, Faulconbridge | \$2,870 |
| Parry School, Tamworth | \$3,983 |
| Port Macquarie Historical Society | \$1,300 |
| Redeemer Baptist School, North Parramatta | \$5,000 |
| Riverina Regional Library, Wagga Wagga | \$1,000 |
| Rotary Club of Turramurra | \$5,000 |
| Rowland Hassall School, Parramatta | \$5,000 |
| Sarah Redfern High School | \$4,300 |
| South East Arts, Bega | \$5,000 |
| Tamworth High School ¹ | \$10,000 |

| | |
|--|-----------------|
| Tamworth Regional Film and Sound Archive | \$4,500 |
| Tumut High School | \$1,500 |
| Willoughby City Library | \$3,350 |
| Total paid in 2012/13 | \$96,832 |

¹ Includes two grants transactions in 2012/13

Anzac Community Grants Program (Multicultural community grants)

Helping local multicultural communities raise public awareness of the Anzac legacy and the sacrifices made by Australians in war.

| | |
|--|-----------------|
| Affinity Intercultural Foundation, Auburn | \$5,000 |
| Bharatiya Vidya Bhavan Australia, Sydney | \$5,000 |
| Eastwood Chinese Senior Citizens Club | \$2,000 |
| Griffith Public School | \$3,260 |
| Hills Holroyd Parramatta Migrant Resource Centre, Parramatta | \$5,000 |
| Ingleburn High School | \$5,000 |
| Italian Bilingual School, Leichhardt | \$4,955 |
| Narwee Public School | \$2,410 |
| NSW Association of Ex Service Men and Women (NAJEX) | \$5,000 |
| Vietnamese Parents & Citizens Assoc. | \$2,000 |
| Total paid in 2012/13 | \$39,625 |

Apprenticeship & Traineeship Training Program grants

Supporting the delivery of preliminary vocational skills training, and apprenticeships and traineeships.

| | |
|--|-------------|
| 1 Training Solutions Pty Ltd | \$1,023 |
| 3-AAA Training & Consulting Pty Ltd | \$72,075 |
| A Grade Childcare & Training Pty Ltd | \$16,637 |
| AAMC Training Group Pty Ltd | \$16,000 |
| AAPC Ltd | \$14,600 |
| Above & Below Adventure Company Pty Ltd | \$20,514 |
| ACA Training Solutions Pty Ltd | \$136,739 |
| Acacia Group Ltd | \$9,791 |
| Academy Blue Pty Ltd | \$17,651 |
| Academy Holdings Pty Ltd | \$384,827 |
| Academy of Training Pty Ltd | \$232,753 |
| Access Community Group Ltd | \$4,668 |
| Access Group Training Ltd | \$841,475 |
| Access Training & Logistics Pty Ltd | \$6,006 |
| Access Training Institute Pty Ltd | \$23,657 |
| Accredited Training, Licensing & Assessment Services Pty Ltd | \$11,886 |
| ACE Community Colleges Ltd | \$38,951 |
| ACE North Coast Inc. | \$24,984 |
| ACFIPS ITAB NSW Ltd | \$18,411 |
| Active Industry Training Ltd | \$1,205,330 |
| ACTU Education Inc. | \$809 |
| Adept Training Pty Ltd | \$8,727 |
| Advanced Mine Performance Training Services Pty Ltd | \$626 |
| AHFB Pty Ltd | \$7,280 |
| Alan Bartlett Consulting Pty Ltd | \$76,963 |
| All Australian Training Pty Ltd | \$15,760 |
| All Automotive Training Services Pty Ltd | \$107,455 |
| Allied Educational Services Pty Ltd | \$232,364 |

| | | | |
|--|-------------|--|-----------|
| Anglican Youth and Education Diocese of Sydney | \$17,556 | CE Training Consultants Pty Ltd | \$11,861 |
| Anglicare Canberra & Goulburn | \$5,349 | Central Coast Community College | \$2,007 |
| Applied Training Solutions Pty Ltd | \$92,974 | Century Group Pty Ltd | \$37,319 |
| Apprentices Trainees Employment Ltd | \$375,363 | Cerebral Palsy Alliance | \$62,331 |
| ASA - Australian Sports Academy Pty Ltd | \$3,699 | Challenge Community Services | \$10,199 |
| Ash Pty Ltd | \$433,092 | Challenge Disability Services | \$71,738 |
| Aspire Training & Development Pty Ltd | \$26,619 | Challenge National Pty Ltd | \$32,345 |
| Astute Training Pty Ltd | \$7,788 | Challenger Training Pty Ltd | \$149,625 |
| ATC Western Sydney Ltd | \$88,418 | Charles Sturt Services Pty Ltd | \$43,835 |
| ATF Alderdice & Associates Trust | \$62,685 | City-Wide Building and Training Services Pty Ltd | \$228,261 |
| Atkinson Training & Development Pty Ltd | \$76,556 | Civil Contractors Federation | \$54,008 |
| ATS Training Systems Pty Ltd | \$19,032 | CLB Training & Development Pty Ltd | \$276,529 |
| Aurora Training and Professional Services Pty Ltd | \$55,844 | Coates Hospitality Services Pty Ltd | \$380,918 |
| Ausgrid | \$405,109 | Cobra Contracting Pty Ltd | \$3,952 |
| Austrain Academy Pty Ltd | \$451,552 | College of Transformation Education & Training Pty Ltd | \$33,953 |
| Austraining (NSW) Pty Ltd | \$120,994 | Comet Training Pty Ltd | \$78,916 |
| Australian Academy Pty Ltd | \$53,138 | ComfortDelgro Cabcharge Pty Ltd | \$1,564 |
| Australian Airline Pilot Academy Pty Ltd | \$45,553 | Community Child Care Cooperative Ltd (NSW) | \$42,674 |
| Australian Careers Business College Pty Ltd | \$92,259 | Community College-Northern Inland Inc. | \$5,105 |
| Australian Centre for Environmental Compliance Pty Ltd | \$17,267 | Congia Enterprises Pty Ltd | \$191,189 |
| Australian Child Care Career Options (ACCCO) Pty Ltd | \$143,112 | Contour Systems Pty Ltd | \$28,742 |
| Australian College of Commerce and Management Pty Ltd | \$1,386,812 | Corelink Pty Ltd | \$958 |
| Australian College of Professionals Pty Ltd | \$172,284 | Cossettini Narelle May | \$9,879 |
| Australian College of Training Pty Ltd | \$2,564 | Cottonsoft Software Pty Ltd | \$8,197 |
| Australian Construction Training Services Pty Ltd | \$14,508 | Customer Focus Group Training (NSW) Co. | \$94,215 |
| Australian Drilling Industry Training Committee Ltd | \$2,434 | D A T Walker Holdings Pty Ltd | \$2,374 |
| Australian Employment & Training Solutions Pty Ltd | \$42,123 | D P Training Pty Ltd | \$11,225 |
| Australian Industry Group Training Services Pty Ltd | \$15,633 | Dazzle-M Pty Ltd | \$3,672 |
| Australian Institute of Financial Services & Accounting Pty Ltd | \$9,837 | Defaye Training & Consultancy Pty Ltd | \$6,535 |
| Australian Institute of Personal Trainers Pty Ltd | \$59,200 | Dental Assistant Training Solutions Pty Ltd | \$121,674 |
| Australian Institute of Workplace Learning Pty Ltd | \$73,034 | Design Works College of Design Pty Ltd | \$5,591 |
| Australian Red Cross Society | \$3,233 | Designer Training Pty Ltd | \$14,090 |
| Australian Retailers Association | \$3,055 | Develup & Know Pty Ltd | \$293,996 |
| Australian Salesmasters Training Co Pty Ltd | \$227,466 | Distance Learning Australia Pty Ltd | \$1,487 |
| Australian Seeds Authority Ltd | \$13,091 | Dynomyte Solutions Pty Ltd | \$69,301 |
| Australian Training Company Ltd | \$184,373 | E I M Training Pty Ltd | \$16,670 |
| Australian Vocational Education College Pty Ltd | \$391,781 | Eagle Wing Education and Training Pty Ltd | \$62,681 |
| Australian Water Association | \$9,727 | East West Training Solutions Pty Ltd | \$460,138 |
| Auswide Projects Ltd | \$110,742 | Education Training & Employment Australia Pty Ltd | \$45,818 |
| Automotive Group Training (NSW) | \$209,940 | Emma's Secret Investments Pty Ltd | \$143,748 |
| Avana Learning Pty Ltd | \$77,922 | Employment & Training Australia Inc. | \$120,007 |
| Aviation Australia Pty Ltd | \$2,055 | Employment Innovations Pty Ltd | \$372 |
| B Online Learning Pty Ltd | \$1,258 | Empowerment Options Pty Ltd | \$199,023 |
| Ballina Region Community College Inc. | \$17,986 | Enable Consultation Services Pty Ltd | \$1,916 |
| Bannister Technical Pty Ltd | \$305,632 | Endeavour Energy | \$39,893 |
| Barrington Training Services Pty Ltd | \$107,575 | Endeavour Industries Ltd | \$60,569 |
| Beelmo Pty Ltd | \$398,820 | Engineering Training Australia Pty Ltd | \$17,672 |
| Benchmark OHS Consulting Pty Ltd | \$44,736 | Enterprise & Training Company Ltd | \$395,706 |
| Benchmark Resources Pty Ltd | \$323,804 | Equalis Pty Ltd | \$380,141 |
| Booroongen Djugun Aboriginal Corp. | \$43,112 | Equals International (Australia) Pty Ltd | \$5,930 |
| Border Express Pty Ltd | \$41,082 | Essential Energy | \$55,616 |
| Brainwave Learning Centre Pty Ltd | \$399,109 | Essential Personnel Association Inc. | \$7,422 |
| Break Thru People Solutions | \$6,693 | Esset Group Pty Ltd | \$289,412 |
| Bridgeworks Personnel Ltd | \$334,471 | Eurobodalla Adult Education Centre Inc. | \$43,169 |
| BSA Ltd | \$9,757 | Evolution Systems for Training & Development Pty Ltd | \$1,813 |
| Camden Haven Community College Inc. | \$48,766 | Ferngood Pty Ltd | \$78,066 |
| Canterbury-Hurlstone Park RSL Club Ltd | \$1,250 | First Impressions Resources Pty Ltd | \$112,599 |
| Capital Careers Pty Ltd | \$13,466 | Fitlink Australia Pty Ltd | \$2,763 |
| Careers Australia Institute of Training Pty Ltd | \$108,904 | Five Star Training Pty Ltd | \$576,388 |
| | | Fletcher International Exports Pty Ltd | \$151,967 |

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| Flexible Training Solutions Pty Ltd | \$193,827 | Julie Reid Management Pty Ltd | \$242,700 |
| Focus Training Solutions Pty Ltd | \$6,351 | Just Careers Training Pty Ltd | \$189,613 |
| Ford Motor Company of Australia Ltd | \$230,167 | K S Training Pty Ltd | \$94,900 |
| Forestworks Ltd | \$10,227 | Karben Training Solutions Monka Pty Ltd | \$436,838 |
| Forsythes IT & Training Pty Ltd | \$11,832 | Kells Training Centre Pty Ltd | \$15,131 |
| Franklyn Scholar (Australia) Pty Ltd | \$2,151,862 | Key Employment Association Inc. | \$3,608 |
| Furnishing Industry Association of Australia Ltd | \$636,616 | Kiama Community College Inc. | \$161,247 |
| Future Academy Pty Ltd (as the trustee for Future Academy Trust) | \$102,984 | Kings International College Ltd | \$12,066 |
| Futurestaff Pty Ltd | \$8,361 | Kirana Training Pty Ltd | \$189,815 |
| G L Marketing & Distribution Pty Ltd (as the trustee for the Lynch Family Trust) | \$8,293 | Knowledgespace Pty Ltd | \$22,833 |
| Gateway Training Academy Pty Ltd | \$73,380 | Kogarah Rockdale Training Scheme Inc. | \$219,391 |
| Goodstart Early Learning Ltd | \$98,061 | KRTS Pty Ltd | \$33,847 |
| Gow Learning International Pty Ltd | \$146,827 | Labtech Training Pty Ltd | \$5,221 |
| Greenacres Disability Services | \$5,405 | Lake Macquarie Business Centre Ltd | \$1,341 |
| Greyhound Racing NSW | \$22,758 | LDC Group Asia Pacific Pty Ltd | \$100,362 |
| Griffith Skills Training Centre Inc. | \$81,017 | LDO Group Training Pty Ltd | \$17,048 |
| Guardian Training Services Pty Ltd | \$114,298 | Leadership Management Australia Pty Ltd | \$4,561 |
| Guru Training Pty Ltd | \$250,605 | Leadership Success Pty Ltd | \$2,034 |
| H&H Accredited Training Australasia Inc. | \$121,232 | Learning Collaborative Pty Ltd | \$22,734 |
| Hammond Institute Pty Ltd | \$25,904 | Learning Lab Pty Ltd | \$11,420 |
| HCR Constructions Pty Ltd | \$4,342 | Learning Sphere Training Solutions Pty Ltd | \$20,909 |
| Health Education and Training Institute | \$14,204 | Lennox Institute Pty Ltd | \$184,756 |
| Honora Pty Ltd | \$33,499 | Lexon Industries Pty Ltd | \$26,955 |
| House With No Steps | \$42,568 | Lianrick Pty Ltd | \$74,333 |
| HPC Holdings Pty Ltd (as the trustee for the Symbio Alliance Trust) | \$1,851 | Life Without Barriers | \$2,168 |
| Hume Learning Institute Pty Ltd | \$9,641 | Link Employment & Training Inc. | \$3,070 |
| Hunter Plant Operator Training School Ltd | \$26,625 | Linked Training Group Pty Ltd | \$1,300 |
| Hunter Trade College Ltd | \$561 | Logan Workforce Solutions Pty Ltd | \$3,390 |
| Hunter Valley Training Company Pty Ltd | \$292,983 | Logic Entity Australia Pty Ltd | \$143,920 |
| Hurstville Enterprise Association for People Services Inc. | \$3,320 | Macarthur Community College Inc. | \$190,004 |
| Hyundai Motor Company Australia Pty Ltd | \$112,486 | Macarthur Disability Services Ltd | \$72,684 |
| Illawarra Area Child Care Ltd | \$1,353,623 | Macarthur Group Training Ltd | \$641,964 |
| Illawarra Disability Trust | \$7,437 | Macdonald Education Pty Ltd | \$2,569 |
| Illawarra Retirement Trust | \$111,961 | Macleay Valley Workplace Learning Centre Inc. | \$3,149 |
| Impact Training & Development Solutions Pty Ltd | \$35,927 | Macquarie Community College | \$9,596 |
| Impact Training Institute Pty Ltd | \$25,157 | Macquarie Employment Training Service Inc. | \$1,084,643 |
| Indigo Healthcare Education Pty Ltd | \$36,234 | Maddisson Employment Pty Ltd | \$55,142 |
| Infront Training Pty Ltd | \$3,062 | Mai-Wel Ltd | \$16,400 |
| Inner West Skills Centre Inc. | \$7,153 | Management Consultancy International Pty Ltd | \$165,380 |
| Insight Training Group Australia Pty Ltd | \$26,093 | Management Institute of Australia No1 Pty Ltd | \$236,208 |
| Institute of Financial Services Inc. | \$217,095 | Management Institute of Australia No2 Pty Ltd | \$247,393 |
| Institute of Strategic Management Pty Ltd | \$816 | Mantra Training & Development Pty Ltd | \$15,713 |
| Integrated Care & Management Training Pty Ltd | \$187,054 | Manufacturing Skills Australia | \$27,749 |
| Intercept Group Pty Ltd | \$251,131 | Mardo Group Pty Ltd | \$41,280 |
| Interlink Management Services Pty Ltd | \$24,598 | Marrickville Community Training Centre Inc. | \$77,554 |
| International Academy of Equine Education Pty Ltd | \$147,023 | Marshall, Kristen | \$23,571 |
| International Child Care College Pty Ltd | \$472,745 | Mask Academy Pty Ltd | \$894,652 |
| Interwork Ltd | \$12,788 | Master Plumbers & Mechanical Contractors Association of NSW | \$385,163 |
| Into Training Australia Pty Ltd | \$232,841 | Maxis Solutions Pty Ltd | \$11,805 |
| ISA Kiama Pty Ltd | \$102,031 | Maxwells Services Pty Ltd | \$272,415 |
| J2S Training Solutions Pty Ltd | \$2,195 | MBC Training & Development Pty Ltd | \$8,188 |
| JB Hunter Technology Pty Ltd | \$20,556 | McDonald's Australia Ltd | \$752,404 |
| JBS Australia Pty Ltd | \$19,432 | McMillan Staff Development Pty Ltd | \$68,596 |
| JCE Positive Outcomes Pty Ltd | \$20,458 | MEGT (Australia) Ltd | \$246,337 |
| JKR Training for Business Pty Ltd | \$11,079 | Mental Health Coordinating Council Inc. | \$97,428 |
| Joblink Plus Ltd | \$90,313 | Merage Group Pty Ltd | \$1,231 |
| John Sigurd Muller | \$7,927 | Milcom Communications Pty Ltd | \$61,496 |
| JPS & Associates Pty Ltd | \$153,608 | Mines Rescue Pty Ltd | \$19,870 |
| | | Mint Training Pty Ltd | \$46,674 |

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| Motor Traders Association of NSW | \$1,114,767 | Reach for Training Pty Ltd | \$118,178 |
| Moving Mountains Pty Ltd | \$2,116 | Real Corporate Partners Pty Ltd | \$318,035 |
| Mr Evan E. Hutchens | \$11,572 | Real Estate Institute of NSW Ltd | \$87,350 |
| Murray Mallee Training Company Ltd | \$467,563 | Real Estate Training Solutions Pty Ltd | \$167,156 |
| My Freight Career Pty Ltd | \$48,566 | Rebel Group Ltd | \$85,843 |
| National College Australia Pty Ltd | \$10,354 | Recognition First Pty Ltd | \$258,146 |
| National Insurance Brokers Association of Australia | \$40,880 | Regional Group Training Ltd | \$19,108 |
| National Technical Training Pty Ltd | \$4,255 | Regional Skills Training Pty Ltd | \$2,534 |
| National Training Group Pty Ltd | \$34,362 | Response Consulting Australia Pty Ltd | \$52,698 |
| National Training Organisation Pty Ltd | \$354,518 | Restaurant & Catering NSW | \$2,073 |
| National Training Pty Ltd | \$12,017 | Rise Education & Training Pty Ltd | \$83,368 |
| Nationwide Training Solutions Pty Ltd | \$4,867 | Rivalea (Australia) Pty Ltd | \$55,380 |
| Navitas Workforce Solutions Pty Ltd | \$10,298 | Riverina Community College Ltd | \$68,901 |
| Network of Community Activities | \$14,674 | Rochdale Institute Pty Ltd | \$4,372 |
| New Deal Pty Ltd | \$3,402 | Royal Rehabilitation Centre Sydney | \$24,430 |
| Newskills Ltd | \$545 | RTV Consultancy Pty Ltd | \$6,792 |
| Newtrain Inc. | \$1,795 | Rural Skills Australia | \$27,955 |
| Newtrain Northern Rivers Inc. | \$11,693 | Rutherford Technical Services Pty Ltd | \$34,515 |
| Norman Chee & Thu Tram Chee | \$20,960 | SAL Consulting Pty Ltd | \$22,900 |
| NORTEC Employment & Training Ltd | \$130,978 | Salesforce Australia Pty Ltd | \$88,876 |
| Northern Beaches Community College Inc. | \$52,704 | Selmar Holdings Pty Ltd | \$580,461 |
| Northnet Inc. | \$44,881 | Sempcom Petroleum Transport Training Pty Ltd | \$20,239 |
| Nova Employment & Training Inc. | \$4,128 | Skilled Group Ltd | \$3,732 |
| Novaskill HGT Australia Ltd | \$979,286 | Skills Training Australia Group Pty Ltd | \$30,794 |
| NSW Dental Assistants Professional Association Inc. | \$63,849 | Skills Training Australia Group Pty Ltd | \$210,087 |
| NSW Fishing Industry Training Committee Ltd | \$60,298 | Skills4Jobs Pty Ltd | \$11,733 |
| Nursery & Garden Industry NSW & ACT | \$28,545 | Skillset Ltd | \$236,983 |
| Nursing Group Pty Ltd | \$59,309 | Skillstrain Pty Ltd | \$44,607 |
| OCTEC Ltd | \$93,945 | Skillswest Training Co Pty Ltd | \$160,521 |
| On Time Resources Pty Ltd | \$211,315 | Southern NSW Local Health Network | \$15,518 |
| On-Focus Incorporated | \$24,013 | Southern Training Organisation Pty Ltd | \$4,212 |
| Online Consultancy & Investments Pty Ltd | \$54,410 | Southside Community Services Inc. | \$7,125 |
| Ontrack Learning Pty Ltd | \$12,750 | St George & Sutherland Community College Inc. | \$48,587 |
| ORCA (Ocean Recreation Careers Australasia) Pty Ltd | \$13,431 | St Patrick's Business College Ltd | \$4,568 |
| Origin Human Resources Pty Ltd | \$3,447 | STA Travel Pty Ltd | \$28,472 |
| ORS Rehabilitation & Placement Services Pty Ltd | \$14,631 | Stanborough Wemyss Contracting Pty Ltd | \$472,053 |
| Paradigm Training Services Pty Ltd | \$24,576 | Statewide Business Training Pty Ltd | \$95,904 |
| Pearsons School of Floristry Pty Ltd | \$748 | Steven Millard & Associates Pty Ltd | \$43,378 |
| Pegasus Management Pty Ltd | \$143,650 | Strategic Corporate Training Pty Ltd | \$14,929 |
| Penrith Skills for Jobs Ltd | \$125,960 | Strategix Training Group Pty Ltd | \$220,925 |
| Pentrans Consulting Pty Ltd | \$19,269 | Strive Training Australia Pty Ltd | \$130,486 |
| Perceptum Training Partners Pty Ltd ¹ | \$101,007 | Subway Development of NSW & ACT Pty Ltd | \$72,144 |
| Performance Edge Systems Pty Ltd | \$278,896 | Sureway Skills Training Pty Ltd | \$10,501 |
| Performis Pty Ltd | \$171,297 | Susan Briggs Consulting | \$1,350 |
| Pharmaceutical Society of Australia | \$30,536 | Sustainable Learning Australasia Pty Ltd | \$61,413 |
| Pinnacle Financial Services Academy Pty Ltd | \$1,806 | Sutherland Shire Council | \$62,728 |
| Pivotal Training & Development Pty Ltd | \$63,888 | Sydney Institute of Hair & Beauty Pty Ltd | \$110,275 |
| Port Macquarie Community College Incorporated | \$7,387 | Sydney School of Business and Technology Pty Ltd | \$10,616 |
| Pow Wow Training Pty Ltd | \$42,746 | Sydney Technical Institute Pty Ltd | \$39,026 |
| Pragmatic Training Pty Ltd | \$4,342 | Tactical Training Group Pty Ltd | \$1,360,251 |
| Precise Training Pty Ltd | \$64,799 | Tamworth Community College Inc. | \$19,807 |
| Precision Training Australia Pty Ltd | \$14,022 | Tandem College Pty Ltd | \$7,911 |
| Professional Training Partners Pty Ltd | \$34,954 | Taree Community College Inc. | \$16,607 |
| Professional Training Services Australia | \$7,025 | Targett Retail Training Pty Ltd | \$37,712 |
| Property Training Solutions Pty Ltd | \$106,186 | Teach Me Law Enforcement Pty Ltd | \$7,154 |
| Proteen for Teens Inc. | \$14,968 | TESA Mining (NSW) Pty Ltd | \$661,638 |
| Provet Pty Ltd | \$20,931 | The Angelsea Complex Pty Ltd | \$17,851 |
| Quick Service Training Pty Ltd | \$1,306 | The Association of Superannuation Funds of Australia Ltd | \$18,474 |
| Ramsden Telecommunications Training Pty Ltd | \$76,063 | The Australian Electrotechnology Industry Training Centre Ltd | \$907,817 |

¹ Note: Includes two grants transactions in 2012/13.

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| The Change Network Pty Ltd | \$112,042 |
| The Crusader Union of Australia | \$19,799 |
| The Daniels Associates of Australasia Pty Ltd | \$506,943 |
| The Fletcher Family Trust Trissig Pty Ltd | \$409,017 |
| The Hospitals Contribution Fund of Australia Ltd | \$29,879 |
| The Illawarra ITEC Ltd | \$93,327 |
| The Management Edge Pty Ltd | \$107,111 |
| The ORS Group Pty Ltd | \$47,262 |
| The Pharmacy Guild of Australia | \$186,692 |
| The Quality Training Company Pty Ltd | \$80,749 |
| The Star City Pty Ltd | \$66,987 |
| The Trustee for the PK Trust | \$3,129 |
| The Uniting Church In Australia Property Trust (NSW) | \$147,886 |
| Tilly's Play & Development Pty Ltd | \$1,122 |
| Timber Training Creswick Ltd | \$5,101 |
| TLC Training Solutions Pty Ltd | \$117,681 |
| Tomaree Community College Inc. | \$1,955 |
| Toni & Guy Australia Pty Ltd | \$27,183 |
| Total Training Solutions | \$116,332 |
| Train Australia Pty Ltd | \$335,987 |
| Trainer Assessor Group Pty Ltd | \$239,176 |
| Training & Development Australia Pty Ltd | \$128,101 |
| Training Beyond 2000 Pty Ltd | \$77,195 |
| Training Education & Management Services Pty Ltd | \$38,209 |
| Training Experts Australia Pty Ltd | \$303,127 |
| Training for Work Pty Ltd | \$6,152 |
| Training Sense Pty Ltd | \$2,753 |
| Training Services 4 You Pty Ltd | \$14,536 |
| Training Specialists (Australia) Pty Ltd | \$469,698 |
| Training Synergies Pty Ltd | \$178,876 |
| Transport Industries Skills Centre Inc. | \$467 |
| Transport Training Solutions Pty Ltd | \$1,530 |
| Transqual Pty Ltd | \$313,177 |
| Trustee for The Salvation Army (NSW) Property Trust | \$3,792 |
| Trustees of The Roman Catholic Church for The Diocese of Parramatta | \$36,172 |
| Tuggerah Lakes Community College Inc. | \$17,059 |
| Tursa Employment & Training Inc. | \$154,068 |
| UNE Partnerships Pty Ltd | \$44,584 |
| UPC Pty Ltd | \$2,178 |
| Upskilled Pty Ltd | \$43,148 |
| Vantage Automotive Pty Ltd | \$456,350 |
| Verto Ltd | \$410,320 |
| Vision International College Inc. | \$2,100 |
| Vision Training Institute Pty Ltd | \$191,889 |
| Vital Training Solutions Pty Ltd | \$6,161 |
| Vocational Institute of Australia Pty Ltd | \$74,301 |
| Vocational Training Australia Pty Ltd | \$52,923 |
| Vocational Training Australia Pty Ltd | \$784,568 |
| W G Learning Pty Ltd | \$391,027 |
| Wentworth College Pty Ltd | \$548,744 |
| Western College Inc. | \$6,067 |
| Westrac Pty Ltd | \$65,860 |
| Wetherill Park Training Centre Pty Ltd | \$62,787 |
| Wise Education Group Limited Partnership | \$567,802 |
| Work Savvy Pty Ltd | \$82,618 |
| Workers Educational Association (Hunter) | \$70,194 |
| Workers Educational Association (Illawarra) | \$11,120 |
| Workplace Training Pty Ltd | \$20,933 |
| Worktrain Pty Ltd | \$114,014 |

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| Workventures Ltd | \$77,552 |
| Worldskills Australia | \$200,000 |
| WPC Group Ltd | \$51,947 |
| Xcellence Pty Ltd | \$23,769 |
| X-Seed Education & Development Pty Ltd | \$14,466 |
| Yolarno Pty Ltd | \$34,473 |
| Youthconnections.com.au | \$4,091 |
| Yum Restaurants Australia Pty Ltd | \$325,074 |
| YWCA NSW | \$4,662 |
| Total paid in 2012/13 | \$55,327,773 |

Community Building Partnership Program

Funding community groups and local councils to invest in community infrastructure throughout NSW.

Community Building Partnership Program (2009)

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|------------------------------|------------------|
| Long Reef Golf Club Ltd | \$74,000 |
| Putty Community Assoc. Inc. | \$7,042 |
| The Infants Home | \$25,355 |
| Total paid in 2012/13 | \$106,397 |

Community Building Partnership Program (2010)

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| Australian National Sports Club Inc. | \$65,000 |
| Bankstown District Sports Club Ltd | \$40,000 |
| Brungle/Tumut Local Aboriginal Land Council | \$15,000 |
| Burraneer Activity Centre | \$60,000 |
| Camden Junior Australian Football Inc. | \$40,000 |
| Disability Enterprises | \$15,000 |
| Eastwood Thornleigh District Tennis Assoc. | \$19,859 |
| Eden Minor Rugby League Inc. | \$50,000 |
| Elm St Early Learning Centre | \$50,000 |
| Hunters Hill Council | \$24,800 |
| Hurstville Glory Soccer Club | \$30,000 |
| Jesmond Neighbourhood Centre Inc. | \$50,000 |
| Lithgow City Council | \$17,500 |
| Liverpool Womens Health Centre | \$35,000 |
| Macarthur Diversity Services Initiative | \$14,000 |
| Maltese Community Council Of NSW Inc. | \$60,000 |
| Mascot Juniors Rugby League Football Club Inc. | \$80,000 |
| Mid Mountains Out of School Hours Service Inc. | \$102,606 |
| Murwillumbah Community Centre Inc. | \$100,000 |
| Newleaf Community Renewal | \$26,650 |
| Northcott Disability Services | \$ 7,840 |
| Northshore Australian Football Club | \$80,000 |
| Orange Aero Club Inc. | \$30,000 |
| PCYC State Office | \$127,224 |
| Randwick Golf Club Ltd. | \$27,500 |
| Rotary Club of Morisset Inc. | \$11,179 |
| Sawtell/Toormina Sports and Recreation Club Ltd | \$14,800 |
| Schizophrenia Fellowship of NSW Inc. | \$100,000 |
| Scout Association of Australia NSW Branch | \$58,208 |
| Shellharbour Junior Soccer Club Inc. | \$20,000 |
| Silver Plus Inc. | \$40,000 |
| Singleton Rugby Club | \$15,000 |
| St George Australian Football Club Inc. | \$50,000 |
| St Markorius Coptic School Building Fund (Rhodes) | \$40,000 |
| Sydney Womens MLC Rowing Club | \$40,000 |
| The Entrance Amateur Swimming Club | \$63,350 |

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| The Entrance North Progress Assoc. | \$30,000 |
| The Fact Tree Youth Service | \$20,000 |
| The Ice Skating Club of NSW Cooperative Ltd | \$25,000 |
| The Junction Works Ltd | \$300,000 |
| The Salvation Army Property Trust | \$129,500 |
| Uniting Care Burnside | \$65,364 |
| Walgett District Sporting Club Ltd | \$40,000 |
| West Ryde Neighbourhood Childrens Centre | \$20,500 |
| Windale Mens Shed and Community Group Inc. | \$18,250 |
| Wollondilly Knights Australian Football Club | \$25,184 |
| Wyong Neighbourhood Centre Inc. | \$14,000 |
| Total paid in 2012/13 | \$2,308,314 |

Community Building Partnership Program (2011)

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| Adamstown New Lambton Little Athletics Centre | \$15,000 |
| AFL (NSW/ACT) Commission Ltd | \$40,000 |
| Ambarvale Recreation Centre Inc. | \$16,670 |
| Anglican Church Property Trust Diocese of Sydney | \$571,878 |
| Anglicare Diocese of Sydney | \$63,000 |
| Auburn Community Development Network | \$30,000 |
| Austral Progress Association Inc. | \$21,525 |
| Australian Air League Inc. | \$29,000 |
| Australia-North Cyprus Friendship Assoc. | \$88,000 |
| Awabakal Newcastle Aboriginal Cooperative Ltd | \$10,000 |
| Bangalow Soccer Club | \$23,242 |
| Bankstown Sports Hockey Club Inc. | \$10,000 |
| Barnsley Football Club Inc. | \$10,000 |
| Bateau Bay Mens Shed | \$7,807 |
| Riding for the Disabled Bathurst & District | \$4,344 |
| Bathurst Goldfields | \$15,000 |
| Bathurst Regional Council | \$10,000 |
| Baulkham Hills Australian Football Club Inc. | \$50,000 |
| Bellambi Neighbourhood Centre Inc. | \$12,000 |
| Bexley Bowling And Recreation Club Ltd | \$28,479 |
| Big Fat Smile Group Ltd | \$25,000 |
| Big River Canoe Club | \$9,879 |
| Bkerkacha Charitable Assoc. | \$20,000 |
| Blackheath Area Neighbourhood Centre | \$16,331 |
| Bland Shire Council | \$15,000 |
| Blue Mountains Council | \$25,000 |
| Bombala Council | \$6,232 |
| Bonnells Bay Progress Association Inc. | \$85,000 |
| Bonnie Women's Refuge Ltd | \$50,000 |
| Bonnyrigg Turkish Islamic Cultural Assoc. | \$30,000 |
| Boorowa Central School P&C Auxiliary | \$10,000 |
| Broderick Gillawarna School for Special Purposes | \$26,488 |
| Bulahdelah War Memorial Trust | \$25,000 |
| Burrumbuttock Preschool Centre | \$25,800 |
| Bushwalkers Wilderness Rescue Squad Inc. | \$149,418 |
| Cambridge Park Junior Rugby League Football Club | \$50,000 |
| Camden Athletic Club Inc. | \$20,000 |
| Camden Falcons Soccer Club | \$25,000 |
| Camden Haven Pastoral Horticultural and Agricultural Society | \$5,000 |
| Camden Junior Australian Football Inc. | \$10,000 |
| Camp Breakaway Inc. | \$19,496 |
| Campbell Street Childrens Centre Ltd | \$33,768 |
| Campbelltown Harlequin Rugby Club | \$130,225 |
| Can Assist | \$10,000 |
| Canterbury Bankstown Tennis Association Inc. | \$59,600 |

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| Canterbury City Community Centre Inc. | \$6,000 |
| Canterbury City Council | \$10,000 |
| Canterbury Earlwood Caring Association Ltd | \$15,000 |
| Carries Place Womens & Childrens Services Inc. | \$65,000 |
| Catalina Players Inc. | \$14,000 |
| Catholic Care Social Services | \$58,500 |
| Catholic Parish of Pittwater | \$18,850 |
| Caves Beach Surf Life Saving Club Inc. | \$50,000 |
| Central Broken Hill Football Club Inc. | \$16,727 |
| Cessnock Athletics Centre Inc. | \$48,057 |
| Cessnock Council | \$50,000 |
| City Of Canada Bay Council | \$8,000 |
| Civic Disability Services Ltd | \$8,710 |
| Clarence Town Tennis Club | \$5,000 |
| Clarence Valley Council | \$18,750 |
| Clovelly Child Care Centre Inc. | \$40,000 |
| Club Marconi | \$21,516 |
| Coffs Harbour Deep Sea Fishing Club Ltd | \$33,240 |
| Coffs Harbour Kart Club Inc. | \$25,000 |
| Coffs Harbour Regional Conservatorium Inc. | \$17,100 |
| Collaroy Plateau Community Kindergarten Inc. | \$13,000 |
| Commuliverpool-Fairfield Community Radio Co-Op Ltd | \$35,000 |
| Comunita' Papa Giovanni XXIII | \$10,000 |
| Concord Occasional Childcare | \$17,280 |
| Coogee Public School P & C Assoc. | \$55,500 |
| Coomba & District Progress Assoc. Inc. | \$20,000 |
| Coonabarabran Volunteer Rescue Squad Inc. | \$20,000 |
| Cootamundra Shire Council | \$10,000 |
| Copper City Men's Shed - Cobar | \$10,000 |
| Corrimal Uniting Church | \$3,894 |
| Country Womens Association NSW | \$74,948 |
| Cromer Kingfishers JRLFC | \$25,000 |
| Cronulla P&C Assoc. | \$20,490 |
| Cronulla School Of Arts | \$50,000 |
| Crookwell AP&H Society Inc. | \$8,000 |
| Cumberland Community Radio Inc. | \$20,000 |
| Cyprus United Soccer Club (playing as Stanmore Hawks) | \$10,000 |
| Darlington Point Men's Shed Inc. | \$28,000 |
| Dawn Song Childrens Centre | \$16,470 |
| De La Salle Caringbah Junior Rugby League Football | \$60,000 |
| Dora Creek Cricket Club | \$8,400 |
| Dorrigo Chamber Of Commerce Inc. | \$10,200 |
| Dubbo Aero Club Inc. | \$35,000 |
| Dudley-Redhead Junior Rugby League Football Club Inc. | \$34,852 |
| Eastlakes Athletics Centre Inc. | \$28,961 |
| Eastwood Ryde Netball Assoc. | \$23,909 |
| Emmaus Netball Club | \$12,485 |
| Emu Plains Junior Rugby League Club | \$50,000 |
| Estella Progress Assoc. | \$8,000 |
| Family Resource and Network Support Inc. | \$36,500 |
| Figtree Australian Football Club Inc. | \$40,000 |
| Finley Apex Club | \$36,295 |
| Five Dock Public School P&C Assoc. | \$10,000 |
| Forster Tuncurry Golf Club | \$15,000 |
| Forster Tuncurry Rugby Union Football Club Inc. | \$15,000 |
| Freeman Sports Club Inc. | \$50,000 |
| Friends of St Michaels Inc. | \$6,211 |
| Fusion Australia Ltd | \$38,702 |
| Galgabba Point Landcare Swansea | \$6,315 |
| George Cross Falcons Club Inc. | \$15,000 |

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| Georges River District Cricket Club | \$33,000 | Kiama Power Senior Australian Football Club Inc. | \$25,000 |
| Geurie Racecourse And Recreation Reserve Trust | \$18,750 | King Tomislav Croatian Club Ltd | \$32,575 |
| Girl Guides Association (NSW) | \$362,754 | Kingscliff Mini School Inc. | \$21,000 |
| Girraween Little Athletics Centre | \$43,279 | Kingswood High School P&C Assoc | \$71,000 |
| Glebe Youth Service Inc. | \$12,500 | Kirrawee Kangaroos Football Club Inc. | \$5,000 |
| Glenorie Pre-School Kindergarten Assoc. Inc. | \$10,000 | Kirribilli Neighbourhood Centre Cooperative | \$15,000 |
| Glenwood Public School P&C Assoc. | \$31,934 | Koala Preservation Society Of NSW Inc. | \$15,000 |
| Gloucester District Historical Society | \$5,000 | Kogarah Community Services Inc. | \$35,595 |
| Gloucester Shire Council | \$9,500 | Kooloora Community Centre | \$54,690 |
| Gol Gol Public School Parents And Citizens Assoc. | \$20,040 | Kotara Bowling Club Co-Operative Ltd | \$20,000 |
| Gollan Hall | \$14,000 | Ku Childrens Services | \$123,966 |
| Gordon Community Preschool | \$20,000 | Kurri Early Childhood Centre Inc. | \$43,000 |
| Goulburn Mens Shed Inc. | \$5,524 | Lachlan Shire Council | \$23,688 |
| Grafton Ghosts RLFC Inc. | \$30,000 | Lake Macquarie City Council | \$72,500 |
| Grahamstown Sailing And Aquatic Club | \$13,500 | Lane Cove Council | \$38,265 |
| Granville South Creative & Performing Arts High School | \$20,000 | Lawson Community Preschool Association Inc. | \$12,734 |
| Great Lakes Council | \$23,515 | Lend A Hand Ministries Inc. | \$38,000 |
| Greater Taree City Council | \$10,000 | Lennox Head Rugby Union Club Inc. | \$65,000 |
| Greek Orthodox Archdiocese of Australia - Hurlstone Park | \$18,000 | Leppington Progress Association Inc. | \$5,000 |
| Greek Orthodox Archdiocese of Australia - Sutherland | \$5,000 | Liberty Church of Christ | \$19,414 |
| Greenacre Junior Rugby League Football Club | \$5,332 | Lifeline North West NSW Inc. | \$30,000 |
| Greenethorpe Soldiers Memorial Hall Inc. | \$15,000 | Lilyfield Community Centre Playgroup | \$271 |
| Gunnedah Aged Care Services Ltd | \$28,775 | Lions Club of Bowral Inc. | \$10,000 |
| Gunnedah Baptist Child Care Assoc. Ltd | \$26,922 | Lions Club of Hallidays Point Inc. | \$13,000 |
| Gunnedah Shire Council | \$20,000 | Lismore and District Netball Assoc. Inc. | \$59,383 |
| Guyra Shire Council | \$45,000 | Lismore Basketball Assoc. | \$43,800 |
| Gwydir Shire Council | \$50,000 | Lithgow City Council | \$50,000 |
| Hamilton Wickam District Cricket Club Inc. | \$10,000 | Lithgow City Rangers Soccer Club Inc. | \$4,310 |
| Harbord Public School P&C Assoc. | \$30,000 | Liverpool Performing Arts Ensemble | \$10,000 |
| Harold Wheen Preschool | \$16,417 | Liverpool Plains Shire Council | \$28,000 |
| Hartley Recreation Reserve Trust | \$20,000 | Liverpool Womens Health Centre | \$70,000 |
| Hastings Community FM Radio Association Inc. | \$23,835 | Llandillo Community Hall | \$10,000 |
| Hastings Valley Netball Association | \$20,000 | Lockhart Shire Council | \$85,000 |
| Hawkesbury River Child Care Inc. | \$5,362 | Lower Macleay Preschool Inc. | \$10,000 |
| Hay Gun Club Inc. | \$15,000 | Macarthur Diversity Services Initiative | \$30,442 |
| Hindu Society of NSW Inc. | \$20,000 | Macarthur Preschool Kindergarten Association Inc. | \$3,642 |
| Holroyd City Council | \$256,000 | Macedonian Orthodox Community Of Queanbeyan & District | \$30,000 |
| Holy Trinity Beacon Hill Kindergarten Inc. | \$20,000 | Macquarie Scorpions RLFC | \$200,000 |
| Hornsby Shire Council | \$39,905 | Maitland City Council | \$44,703 |
| Hunter Brain Injury Respite Options Inc. | \$15,000 | Maitland Repertory Theatre Inc. | \$19,899 |
| Hunter Region Botanic Gardens Ltd | \$26,320 | Mamre Plains Ltd | \$25,000 |
| Hunters Hill Club Ltd | \$33,897 | Manly Warringah Netball Assoc. Inc. | \$64,375 |
| Hunters Hill Council | \$31,300 | Manning Valley Kart Club Inc. | \$10,000 |
| Hurstville City Council | \$35,000 | Maronite Catholic Parish of our Lady of Lebanon | \$30,510 |
| Illawarra Area Child Care | \$40,990 | Masonic Holdings Ltd | \$16,505 |
| Illawong Baseball Club | \$20,000 | Medowie Public School Canteen | \$40,000 |
| Inala | \$69,660 | Merewether RSL Sub-branch | \$20,000 |
| Inner West Cultural Services | \$13,000 | Metro Migrant Resource Centre Inc. | \$23,000 |
| Jerilderie Netball Club Inc. | \$4,000 | Mid Western Regional Council | \$35,000 |
| Jerilderie Shire Council | \$4,266 | Miranda Sub-branch of the Returned & Services League | \$40,000 |
| Jesmond Early Education Centre Inc. | \$5,000 | Molong Show Society Inc. | \$5,445 |
| Jesmond Neighbourhood Centre Inc. | \$12,000 | Mona Vale Hospital Auxiliary | \$240,000 |
| Jewish House | \$40,000 | Moorebank Baseball Softball Club Inc. | \$82,248 |
| Jindabyne Chamber Of Commerce | \$50,000 | Mullion Creek Public Hall and Recreation Reserve Trust | \$8,000 |
| Johns River Community Hall | \$10,000 | Multicultural Disability Advocacy Association of NSW | \$30,000 |
| Kandos Rylstone Mens Shed Inc. | \$6,010 | Murrumbateman Early Childhood Centre Assoc. | \$25,000 |
| Kandos Rylstone Netball Club | \$17,315 | Narrandera Out Of School Hours Inc. | \$10,000 |
| Kareela Public School Parents and Citizens Assoc. | \$2,000 | Narromine Shire Council | \$7,849 |
| Kentucky Public School P&C Assoc. | \$4,953 | Nelson Bay Pistol Club Inc. | \$15,000 |
| Keystone Community Solutions Inc. | \$19,735 | | |

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| New Life Christian Church | \$33,527 | Rotary Club Of Tumut Inc. | \$10,000 |
| Newcastle Studio Potters Inc. | \$13,200 | Rotary Club Of Wentworth Inc. | \$30,000 |
| Newcastle/Hunter Dragon Boat Club | \$25,132 | Russell Vale Golf And Social Club Ltd | \$15,000 |
| Newtown Neighbourhood Centre Inc. | \$10,000 | Saint Joseph's Maronite Catholic Church - Croydon | \$15,000 |
| Nicholson St Public School P&C Assoc. | \$5,400 | Saint Laurences Anglican Church of Barraba | \$30,000 |
| Nimbin Headers Sports Club Inc. | \$14,000 | Sapphire Aquatic Ltd | \$45,000 |
| North Bondi Surf Life Saving Club | \$100,000 | Sapphire Coast Turf Club Inc. | \$50,000 |
| Northern District Cricket Club Inc. | \$149,000 | Schizophrenia Fellowship Of NSW Inc. | \$76,799 |
| Nowra Culburra Surf Life Saving Club | \$50,000 | Scone Swimming Club Inc. | \$15,000 |
| NSW Barefoot Water Ski Club | \$19,178 | Seaforth Public School P&C Assoc. | \$36,150 |
| NSW Flying Disc Assoc. | \$1,000 | Shellharbour City Council | \$8,012 |
| NSW Gbota - Bathurst Greyhound Racing Club | \$10,000 | Shellharbour Surf Life Saving Club Inc. | \$20,000 |
| NSW Rail Transport Museum | \$30,000 | Shoalhaven Heads Golf Club Ltd | \$40,000 |
| Oatley RSL Youth Club Inc. | \$7,000 | Singleton Historical Society and Museum Inc. | \$12,000 |
| Orange & District Pistol Club Inc. | \$2,000 | Softball Macarthur Inc. | \$50,000 |
| Orange Senior Citizens Assoc. | \$5,000 | South East Neighbourhood Centre | \$31,832 |
| Ourimbah United Football Club Inc. | \$125,000 | South Wallsend and Neighbourhood Development Group | \$8,000 |
| Pacific Palms Surf Lifesaving Club Inc. | \$4,000 | Southern Districts Soccer Football Assoc. Inc. | \$27,864 |
| Parke Shire Council | \$111,000 | Southern Highlands Botanic Gardens Inc. | \$15,000 |
| Parramatta Golf Club | \$20,000 | St Andrews Coolah Community Cultural Centre Foundation | \$15,000 |
| Parramatta-Auburn Netball Association Inc. | \$19,062 | St Antonious Coptic Orthodox Church | \$20,000 |
| Pathways Community Care Inc. | \$19,889 | St Elias Melkite Catholic Church | \$30,000 |
| PCYC State Office | \$758,062 | St George Cycling Club Inc. | \$81,131 |
| Penrith City Council | \$94,650 | St John Ambulance Australia (NSW) | \$25,000 |
| Penrith Panthers BMX Club Inc. | \$50,000 | St Marys Primary School Rydalmere | \$22,990 |
| Penshurst Public School Parents & Citizens Assoc. | \$2,770 | St Marys School Concord Parent Association | \$18,841 |
| Peter Rabbit Preschool Inc. | \$8,631 | St Phillips Christian Cessnock College P&F | \$20,000 |
| Picton Uniting Church | \$10,000 | St Phillips Christian Education Foundation Ltd | \$17,600 |
| Playgroup NSW Inc. | \$10,000 | St. Ives Pre-School Kindergarten | \$25,000 |
| Polish Association in Wollongong Inc. | \$20,000 | St.Mary's Antiochian Orthodox Church Inc. | \$16,000 |
| Port Macquarie Craft Centre Inc. | \$20,000 | Startts | \$33,000 |
| Port Macquarie Kart Racing Club Inc. | \$12,000 | Sunnyfield | \$15,000 |
| Port Macquarie Rowing Club | \$1,122 | Sussex Inlet Mens Shed Inc. | \$30,460 |
| Port Macquarie-Hastings Council | \$45,000 | Sutherland Shire Family Services Inc. | \$53,305 |
| Port Stephens Council | \$154,300 | Sutherland Shire Football Assoc. Inc. | \$40,000 |
| Possums Community Preschool Assoc. Inc. | \$26,000 | Sydney Amateur Sailing Club | \$21,400 |
| Pratten Park Bowling Club Ltd | \$11,000 | Sydney Hills Eagles AFL Club Inc. | \$20,000 |
| Prostate Survival Alliance Inc. | \$9,900 | Sydney Uni Sport And Fitness | \$16,300 |
| PT Bowling and Community Club Ltd | \$29,333 | Taldumande Youth Services Inc. | \$50,000 |
| Putney OOSH | \$10,000 | Tamworth Cricket Inc. | \$10,000 |
| Pymble Turramurra Kindergarten Inc. | \$65,000 | Tamworth Kart Racing Club | \$9,000 |
| Quakers Hill East Parents and Citizens Assoc. | \$6,000 | Tamworth Montessori Preschool | \$6,000 |
| Raymond Terrace Community Preschool Inc. | \$40,699 | Taree Soccer Club Inc. | \$13,912 |
| Red Cockatoo Australia Ltd | \$798 | Tarrawanna Public School P&C Assoc. | \$15,000 |
| Red Point Artists Assoc. Inc. | \$10,000 | Taverner's Hill Infants School P&C | \$10,000 |
| Riding for the Disabled Fall Timbers Centre | \$28,000 | Telopea Family Resources Inc. | \$43,000 |
| Riverstone Junior Rugby League Football Club | \$15,000 | Temora Shire Council | \$10,466 |
| Riverstone Neighbourhood Centre and Community Aid | \$1,974 | Tenterfield Shire Council | \$7,117 |
| Riverwood Community Centre | \$8,845 | The Apostles & Saint Abanoub Coptic Orthodox Church | \$50,000 |
| Robertson Agricultural And Horticultural Society Inc. | \$10,000 | The Ballina Players Inc. | \$44,578 |
| Rockdale Council | \$40,000 | The Berrima Court House Trust | \$14,000 |
| Rockdale Ilinden Soccer Club Inc. | \$8,000 | The Cheltenham Recreation Club Ltd | \$20,000 |
| Roo Theatre Company Inc. | \$14,022 | The Corndale Hall Inc. | \$4,075 |
| Rotary Club Of Berry-Gerrington | \$19,769 | The Exodus Foundation | \$40,275 |
| Rotary Club Of Cabramatta Inc. | \$20,000 | The Greek Orthodox Parish and Community of Kogarah | \$125,000 |
| Rotary Club Of Kariong Somersby | \$18,617 | The Healing Ministry Centre Goldengrove Ltd | \$19,218 |
| Rotary Club Of Manly Sunrise Inc. | \$60,000 | The Ice Skating Club of NSW Co-Operative Ltd | \$30,000 |
| Rotary Club Of Narellan Inc. | \$15,000 | The Infants Home | \$30,000 |
| Rotary Club Of Springwood Inc. | \$27,000 | The Lebanese Maronite Order | \$50,000 |
| Rotary Club Of Sussex Inlet Inc. | \$10,000 | | |

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| The Lismore Soup Kitchen Inc. | \$4,535 |
| The Milvale Progress Association Inc. | \$15,000 |
| The Returned and Services League of Australia Branch | \$45,999 |
| The Salvation Army Property Trust | \$18,888 |
| The Scout Association Of Australia NSW Branch | \$591,821 |
| The Shack Youth Services Inc. | \$18,232 |
| The Ted Noffs Foundation Inc. | \$24,123 |
| Tilligerry Habitat Association Inc. | \$3,510 |
| Tocumwal Chamber Of Commerce and Tourism | \$35,000 |
| Touched by Olivia Foundation Ltd | \$30,000 |
| Tuggerah Lake R1003002 Reserve Trust | \$22,800 |
| Tweed Bridge Club Inc. | \$5,060 |
| Tweed Coast Rural Fire Brigade | \$70,000 |
| Tweed Palliative Support Inc. | \$31,427 |
| Tweed United Football Club | \$25,773 |
| UCA Campsie Earlwood Parish | \$20,000 |
| UCA Forster Tuncurry Congregation | \$8,000 |
| UCA Gateway Family Services | \$32,000 |
| UCA Northern Inland Congregations | \$4,823 |
| UCA Tahmoor/Yanderra | \$24,800 |
| UCA Uniting Church Grenfell | \$9,165 |
| Ungarie Central School P&C Assoc. | \$20,000 |
| Unitingcare Ageing | \$20,300 |
| University of Wollongong | \$30,000 |
| Uralla Shire Council | \$49,235 |
| Valley United Junior Rugby League Football Club Inc. | \$58,180 |
| Vardys Road P&C Assoc. | \$60,000 |
| Wagga Wagga Rescue Squad | \$12,100 |
| Wagstaffe to Killcare Community Assoc. | \$28,000 |
| Walcha Council | \$50,000 |
| Walla Walla Bowling Recreation Club Ltd | \$1,662 |
| Wallamba Bulls Rugby Union Football Club | \$25,000 |
| Wallamba District Agricultural And Horticultural Assoc. | \$15,000 |
| Wallsend Touch Association | \$6,000 |
| Warilla Occasional Care Centre | \$7,090 |
| Warners Bay Cricket Club Inc. | \$6,167 |
| Warners Bay High School P&C Assoc. | \$20,000 |
| Warrumbungle Shire Council | \$13,509 |
| Wattamondara Recreation Ground Trust | \$15,000 |
| Wauchope Chamber of Commerce and Industry Inc. | \$36,400 |
| Wellington And District Cricket Assoc. | \$5,000 |
| Wellington Council | \$10,000 |
| Wentworthville Baptist Church | \$20,000 |
| West Pymble Bowling Club Ltd | \$11,936 |
| Western Suburbs Lawn Tennis Association Ltd | \$15,000 |
| Wiangaree Public Hall Reserve Trust | \$15,381 |
| Windale Gateshead Bowling Club Ltd | \$28,193 |
| Windale Junior Rugby League Football Club | \$35,000 |
| Wingecarribee Shire Council | \$29,505 |
| Wollondilly Knights Australian Football Club | \$42,500 |
| Wollondilly Shire Council | \$55,000 |
| Wollongbar - Alstonville Rugby Club Inc. | \$30,000 |
| Wollongong City Council | \$390,557 |
| Wollongong Kart Racing Club | \$15,000 |
| Woodburn Chamber of Commerce | \$43,000 |
| Woolooware Public School P&C Assoc. | \$33,687 |
| Woonona Bowling & Recreation Club Ltd | \$4,919 |
| Wyong District Museum & Historical Society Inc. | \$10,975 |
| Wyong Shire Council | \$28,000 |
| Yarra Bay Sailing Assoc. Inc. | \$30,000 |

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| Yates Avenue P&C Assoc. | \$14,000 |
| YMCA of Sydney | \$56,791 |
| Total paid in 2012/13 | \$14,069,391 |

Community Building Partnership Program (2012)

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| Adamstown Rosebud Sport and Recreation Cooperative | \$33,000 |
| Alexandria Rovers JRLFC Inc. | \$25,000 |
| Anglican Church Property Trust Diocese of Sydney | \$199,543 |
| Anglican Parish of Manilla | \$9,400 |
| Anglican Parish of the Wollombi Valley | \$10,523 |
| Anowah Community Living Inc. | \$5,940 |
| Anzac Village Preschool | \$19,219 |
| Arncliffe Scots Baseball Club | \$30,000 |
| Asian Women at Work | \$7,750 |
| Asquith Public School P&C Assoc. | \$22,305 |
| Attunga Rodeo Assoc. | \$10,000 |
| Auburn School Parents Assoc. | \$35,377 |
| Australian Council of Women Affairs | \$5,000 |
| Australian Foundation For Disability | \$57,181 |
| Australian Huntingtons Disease Assoc. NSW | \$7,500 |
| Australian Muslim Welfare Centre Inc. | \$30,000 |
| Australian Sikh Assoc. Inc. | \$45,000 |
| Australian Turkish Kurdish Community Services Co-Op | \$29,293 |
| Autism Advisory and Support Service | \$6,400 |
| Balgownie Village Community Centre | \$11,000 |
| Ballina Tennis Club Inc. | \$6,990 |
| Balranald Menshed Inc. | \$29,466 |
| Banksia Road Parents and Citizens Assoc. | \$39,800 |
| Baradine & District Progress Assoc. | \$20,000 |
| Barton Park Giant Trees Arboretum Inc. | \$10,000 |
| Basketball Assoc. of Newcastle Ltd | \$24,750 |
| Bass High School P&C Assoc. | \$18,557 |
| Bathurst Bushrangers | \$10,000 |
| Bathurst City Community Club Inc. | \$7,000 |
| Bathurst Seymour Centre Inc. | \$11,925 |
| Bay City Care Inc. | \$14,300 |
| Beecroft Bowling Club | \$20,000 |
| Bega Valley Shire Council | \$30,000 |
| Belfield Bowling & Recreation Club Ltd | \$10,000 |
| Bellingen Shire Council | \$17,343 |
| Belmont Macquarie Tennis Club Inc. | \$29,000 |
| Berala Carramar Hardcourt Tennis Assoc. Inc. | \$10,275 |
| Berkeley Vale Rugby League & Sports Club Inc. | \$21,558 |
| Berrygill Creek Sporting Club Inc. | \$24,397 |
| Big River Festival of Arts Inc. | \$21,218 |
| Birrong Sports Football Club Inc. | \$14,310 |
| Black Range Pony Club Inc. | \$7,000 |
| Blacktown City Council | \$33,000 |
| Bland Shire Council | \$16,296 |
| Blue Mountains Council | \$33,924 |
| Blue Mountains Group Support Brigade RFS | \$9,600 |
| Bonny Hills Progress Assoc. | \$35,233 |
| Boorowa Council | \$6,000 |
| Bowral and District Art Society Inc. | \$9,500 |
| Buckets Way Neighbourhood Group Inc. | \$7,000 |
| Budawang Public School Parents & Citizens Assoc. | \$20,000 |
| Bulahdelah Chamber of Commerce and Tourism | \$15,000 |
| Bulahdelah Show Society Inc. | \$17,000 |
| Burwood Council | \$15,870 |

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| Byron Shire Council | \$62,012 | Elsie Womens Refuge | \$40,869 |
| Cabarita Beach Bogangar Residents Assoc. Inc. | \$3,087 | Engadine Bowling and Recreation Club Ltd | \$45,000 |
| Cabarita Beach Surf Life Saving Club | \$16,289 | Epping Baptist Church | \$15,000 |
| Caffreys Flat Community Hall Inc. | \$12,200 | Ermington West Public School P&C | \$25,000 |
| Camden Council | \$27,435 | Euchareena Public Hall Trust | \$6,000 |
| Camden Haven Meals on Wheels Assoc. Inc. | \$8,360 | Evans Head Touch Football Assoc. Inc. | \$38,000 |
| Campbelltown Collegians JRLFC Inc. | \$47,707 | Fairfield Liverpool Cricket Assoc. Inc. | \$16,400 |
| Campbelltown Presbyterian Community Child Care Centre | \$43,915 | Family Planning NSW | \$13,943 |
| Canada Bay State Emergency Service | \$10,790 | Fc Bossy Liverpool Youth Inc. | \$55,125 |
| Canterbury Meals On Wheels Inc. | \$12,000 | Filipino Australian Society of the Hunter Valley | \$10,000 |
| Canterbury Public School P&C Assoc. | \$5,000 | Forbes Learning Ladder | \$9,750 |
| Cardinal Stepinac Village | \$22,000 | Forster Masonic Centre Inc. | \$9,684 |
| Casino Show Society Inc. | \$10,000 | Forster Surf Life Saving Club Inc. | \$15,000 |
| Casuarina Beach Hockey Club Inc. | \$38,711 | Forster Tuncurry Lions Club Inc. | \$12,000 |
| Catalina Players Inc. | \$10,540 | Friends Northern Beaches Palliative Care United | \$33,000 |
| Catholic Diocese of Maitland-Newcastle | \$12,000 | Ganmain Show Society Inc. | \$4,110 |
| Catholic Parish of Corpus Christi St Ives | \$20,760 | George Cross Falcons Club Inc. | \$10,000 |
| Catholic Parish of Our Lady of Fatima Peakhurst | \$8,565 | Georges River Grammar P&F Assoc. | \$30,000 |
| Catholic Parish of St Brigids Bulahdelah | \$5,000 | Gerringong Tennis Club | \$23,689 |
| Cattai Public School P&C Assoc. | \$6,152 | Girl Guides Assoc. (NSW) | \$103,295 |
| Central Coast Evangelical Church Inc. | \$7,920 | Glebe Youth Service Inc. | \$25,915 |
| Central Coast Machinery Club Inc. | \$19,076 | Glen Innes Showground Trust | \$9,636 |
| Central Coast Meals on Wheels | \$12,000 | Glendore Child Care Centre Inc. | \$5,500 |
| Cerebral Palsy Alliance | \$8,881 | Gloucester District Tennis Assoc. | \$7,000 |
| Cessnock Shed & Community Garden Inc. | \$15,700 | Goonellabah Tennis Club | \$6,800 |
| Cessnock Tennis Club Inc. | \$20,000 | Gosford City Council | \$104,657 |
| Challenge Southern Highlands Inc. | \$11,000 | Grafton Show | \$40,000 |
| Charlestown P&C Assoc. | \$6,000 | Granville Multicultural Community Centre | \$10,000 |
| Chester Hill RSL and Bowling Club Cooperative | \$10,000 | Grays Point Preschool Kindergarten Assoc. | \$12,000 |
| Chinese Australian Services Society | \$11,000 | Greek Orthodox Parish and Community of Burwood and District St Nectaros Ltd | \$43,888 |
| Chipping Norton Soccer Club | \$3,830 | Greenwich Public School Parents and Citizens Assoc. | \$18,981 |
| Christian Outreach Centre - Port Stephens | \$5,269 | Grenfell Rifle Club | \$8,000 |
| City of Albury Sub-branch of the RSL of NSW Branch | \$23,412 | Greystanes Uniting Church Childcare Centre | \$21,200 |
| Cobar Shire Council | \$25,000 | Griffith City Council | \$15,000 |
| Cobargo Preschool Inc. | \$10,000 | Guardian Angel Preschool Kindergarten Inc. | \$5,127 |
| Community Radio Coraki Assoc. Inc. | \$17,120 | Guildford County Soccer Club | \$30,970 |
| Community Workshed Inc. | \$10,000 | Gulgong Pioneer Museum | \$13,864 |
| Condobolin Preschool and Childcare Centre | \$25,500 | Gulgong Preschool Inc. | \$2,500 |
| Coolah District Development Group Inc. | \$28,129 | Guyra Gun Club Inc. | \$20,000 |
| Copper City Mens Shed - Cobar | \$10,000 | Hallidays Point District Senior Citizens Inc. | \$4,000 |
| Country Womens Assoc. NSW | \$58,138 | Hallidays Point Landcare Group Inc. | \$22,000 |
| Cranebrook United Soccer Club | \$33,000 | Hamilton Wickam District Cricket Club Inc. | \$1,500 |
| Crestwood Public School P&C Assoc. | \$32,000 | Hannam Vale Recreation Reserve Trust | \$4,540 |
| Cringila Childrens House Inc. | \$1,730 | Hastings Preschool and Long Day Care Centre | \$10,000 |
| Cronulla High School P&C | \$35,000 | Hastings Valley Dressage Club | \$27,380 |
| Cronulla Rsl Youth Soccer Club | \$25,000 | Hastings Womens and Childrens Refuge Inc. | \$16,440 |
| Cronulla Triathlon Club | \$9,000 | Hat Head Tennis Club Inc. | \$26,500 |
| Cudgegong Jump Club Inc. | \$15,000 | Hawkesbury City Council | \$33,000 |
| Cudgen Rural Fire Brigade | \$37,231 | Hawkesbury Independent School Inc. | \$2,695 |
| CWA of NSW Nelson Bay Branch | \$2,200 | Hawkesbury Sports Council Inc. | \$14,498 |
| Dapto Rural Fire Brigade | \$11,000 | Henbury Sport and Recreation Club | \$2,712 |
| Detour House Inc. | \$10,223 | Holdsworth St Community Centre | \$40,400 |
| Dudley-Redhead Junior Rugby League Football Club Inc. | \$20,000 | Homenetmen Ararat Assoc. | \$16,204 |
| Dulwich Hill Soccer | \$15,000 | Horizon Theatre Co Ltd | \$25,000 |
| ET Australia | \$20,000 | Howlong Netball Club | \$40,000 |
| Eastern Suburbs Dragon Boat Club Inc. | \$18,000 | Illawarra Area Child Care | \$35,020 |
| Edgeworth Memorial Neighbourhood Centre Inc. | \$4,050 | Illawarra Light Railway Museum Society Ltd | \$10,000 |
| Edsacc Croquet Club Inc. | \$29,500 | Illawarra Live Steamers Cooperative Ltd | \$8,200 |
| Eleebana Public School P&C Assoc. | \$25,000 | Illawarra Veterans Entitlement Service | \$800 |
| Elmore Vale Early Learning Center | \$5,150 | | |

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| Iluka Preschool Inc. | \$15,250 | Mars Inc. | \$9,948 |
| Iluka Woombah Mens Shed Inc. | \$29,599 | Maryland Activities Group Inc. | \$4,958 |
| Inverell Community Men's Shed Inc. | \$25,000 | Medowie Community Preschool Inc. | \$19,100 |
| Islamic Womens Welfare Assoc. | \$25,000 | Men and Family Centre Inc. | \$9,645 |
| James Erskine Public School P&C Assoc. | \$20,000 | Merindah Childrens Centre Inc. | \$8,000 |
| Jesmond Neighbourhood Centre Inc. | \$6,831 | Mid North Coast Maritime Museum Inc. | \$8,527 |
| Jindera & District Pony Club | \$21,000 | Millthorpe and District Historical Society | \$30,000 |
| June Shire Council | \$10,000 | Minimbah Challenge Inc. | \$25,000 |
| Karabi Community & Development Services Inc. | \$20,000 | Mitchells Island Literary Institute Inc. | \$5,000 |
| Kareela Public School Parents and Citizens Assoc. | \$20,000 | Mona Vale Hospital Auxiliary | \$23,000 |
| Karuah Working Together Inc. | \$4,100 | Mort Bay Community Garden Inc. | \$10,000 |
| Katoomba Neighbourhood Centre Inc. | \$19,928 | Mortdale Community Services Inc. | \$24,464 |
| Kempsey Clay Target Club Inc. | \$7,658 | Moruya Surf Life Saving Club Inc. | \$10,000 |
| Kendall Community Centre Trust | \$3,530 | Mosman Croquet Club | \$8,000 |
| Kendall Dragon Boat Club | \$11,528 | Mullumbimby Agricultural Society Inc. | \$10,780 |
| Kentucky Memorial Hall and Literary Institute Inc. | \$25,000 | Multicultural Disability Advocacy Assoc. (NSW) | \$20,000 |
| Kiama Junior Rugby League Football Club | \$40,000 | Multiple Sclerosis Ltd | \$50,000 |
| Killara Public School Parents & Citizens Assoc. | \$20,145 | Murwillumbah Community Mens Shed | \$20,000 |
| Kotara South Public School P&C Assoc. | \$3,000 | Murwillumbah Showground Trust | \$24,000 |
| KU Childrens Services | \$98,938 | Myall Park Croquet Club Inc. | \$15,823 |
| Kurrajong Rural Fire Brigade | \$15,000 | Nabiac Tennis Assoc. Inc. | \$17,000 |
| KYDS | \$14,753 | Nambucca Heads Mens Shed Inc. | \$14,670 |
| Kyeemagh Infants Public School P&C Assoc. | \$36,363 | Nambucca Heads Primary School P&C Assoc. | \$7,382 |
| Kyogle P A & H Society Inc. | \$20,000 | Nambucca Heads Tennis Club Inc. | \$22,500 |
| Lachlan Shire Council | \$20,070 | Narellan Junior Rugby League Football Club Inc. | \$13,616 |
| Lake Cargelligo District Community | \$10,000 | Narooma Blue Water Dragons Inc. | \$12,813 |
| Leeton Shire Council | \$21,608 | Narooma/Kianga/Dalmeny Cycleway Committee | \$50,000 |
| Lennox Head Soccer Club Inc. | \$25,060 | Narrandera Landcare | \$15,000 |
| Leppington Progress Assoc. Inc. | \$5,000 | Narraweena Public School P&C | \$20,000 |
| Life Education NSW Ltd | \$170,410 | National Trust of Australia NSW | \$31,987 |
| Lifestart Co-Operative Ltd | \$53,045 | Newcastle Printmakers Workshop Inc. | \$21,401 |
| Lindfield Junior Rugby Club Inc. | \$40,000 | Ngunnawal Aboriginal Corp. | \$15,000 |
| Lindsay Park Public School Parents and Citizens Assoc. | \$15,000 | Nimbin Preschool and Childcare Assoc. Inc. | \$4,310 |
| Lion Club of Muswellbrook | \$8,000 | Normanhurst West P&C Assoc. | \$12,000 |
| Lions Club of Barraba Inc. | \$23,537 | North Arm Cove Residents Assoc. | \$25,000 |
| Lions Club of Narrabri Inc. | \$5,000 | North Armidale Tennis Club Inc. | \$5,881 |
| Lions Club of Toronto Inc. | \$5,600 | North Shore Rowing Club Inc. | \$28,000 |
| Lions Club of Cooma | \$55,000 | North Steyne Surf Life Saving Club Inc. | \$28,206 |
| Lisarow Ourimbah Cricket Club | \$31,650 | North Sydney Demonstration School P&C Assoc. | \$10,000 |
| Lismore City Lions Club Inc. | \$10,000 | North Tamworth Rugby League Football Club | \$29,632 |
| Lismore Swans Australian Football Club | \$23,323 | Northern Lakes Regional Business Chamber | \$17,250 |
| Lithgow City Council | \$10,000 | NSW Gaelic Athletic Assoc. | \$50,000 |
| Lithgow District Car Club Inc. | \$10,000 | NSW Spanish and Latin American Association for Social Inclusion | \$9,000 |
| Lithgow Friends of The Conservatorium Inc. | \$15,170 | Nundle Sport & Recreation Club Ltd | \$17,182 |
| Lithgow Swimming Club | \$17,490 | Oatley West Public School P&C Assoc. | \$27,500 |
| Liverpool City Netball Assoc. | \$5,175 | Oberon District Little Athletics Centre Inc. | \$4,250 |
| Liverpool Golf Club Ltd | \$5,000 | Oberon Golf Club Ltd | \$25,000 |
| Liverpool Olympic Sports and Social Club Ltd | \$8,250 | Oberon Mens Shed Inc. | \$10,000 |
| Liverpool Plains Shire Council | \$20,000 | Oberon Show Society Inc. | \$10,100 |
| Lodge Bulli Thirroul 1040 | \$7,502 | Old Bar Cricket Club Inc. | \$14,000 |
| Macarthur Anglican School Services | \$8,700 | Orange Christian School Parents and Friends Committee | \$12,000 |
| Macarthur Centre For Sustainable Living | \$6,450 | Orange Society of Model Engineers Co-Op Ltd | \$7,000 |
| Macedonian Orthodox Church Saint Kliment of Ohrid | \$35,000 | Paddle NSW Inc. | \$6,000 |
| Macquarie Fields Cricket Club | \$58,500 | Pappinbarra Progress Assoc. | \$5,325 |
| Maitland Community Preschool | \$43,349 | Paraplegic & Quadriplegic Assoc. | \$30,000 |
| Manly Club For Seniors Inc. | \$6,122 | Parkes and District Neighbourhood and Community Inc. | \$8,583 |
| Manning River Sailing Club | \$1,450 | Parramatta City Council | \$25,000 |
| Marist Youth Care Ltd | \$56,685 | Parramatta District Mens Shed | \$25,000 |
| Maroubra RSL Memorial Bowling Club Co-Op Ltd | \$33,400 | Parramatta Holroyd Family Support Inc. | \$55,800 |
| Marrar Public School P&C Assoc. | \$7,000 | | |

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| Paterson Historical Society Inc. | \$11,090 | St George Mens Shed | \$15,050 |
| Pathways Early Childhood Intervention Inc. | \$20,000 | St John Ambulance Australia (NSW) | \$7,000 |
| Peak Hill Pastoral Agricultural and Horticultural | \$15,836 | St Johns Park Public School P&C | \$20,000 |
| Pennant Hills High School P&C Assoc. | \$20,000 | St John's PreschoolAshfield Inc. | \$30,000 |
| Penrith City Council | \$15,634 | St Marys Rydalmere Oshc Inc. | \$11,258 |
| Penrith District Cricket Club Inc. | \$25,000 | St Patricks Sutherland Cricket Club Inc. | \$15,000 |
| Perthville Development Group Inc. | \$9,400 | St Nicholas Antiochian Orthodox Church | \$32,700 |
| Picton Tennis Club Inc. | \$9,000 | State Mine Heritage Park & Railway | \$5,000 |
| Pitwatter High School Parents & Citizens Assoc. | \$105,000 | Stockton Bowling Club Co-Op Ltd | \$2,635 |
| Playgroup NSW Inc. | \$43,000 | Strathfield Croquet Club | \$2,500 |
| Polish Assoc. of Cabramatta Inc. | \$9,000 | Strathfield Recreation Club Ltd | \$48,500 |
| Port Kembla Soccer Club Inc. | \$26,300 | STS Michael and Gabriel Antiochian Orthodox Church | \$40,000 |
| Port Macquarie Hastings U3A Inc. | \$20,000 | Stuarts Point Mens Shed Inc. | \$5,205 |
| Port Macquarie Rotary Clubs Community Centre Inc. | \$19,000 | Sunnyfield | \$49,066 |
| Port Stephens Community Arts Centre | \$6,840 | Sussex Inlet RSL Sub Branch | \$10,000 |
| Possums Corner Childcare Centre | \$4,320 | Tallimba Public Hall | \$11,259 |
| Possums' Den Coffs Harbour Inc. | \$18,000 | Tamworth Community College | \$28,045 |
| Putney Public School P&C Assoc. | \$7,500 | Tamworth Regional Council | \$4,729 |
| Putty Community Assoc. Inc. | \$12,900 | Tanilba Bay Senior Citizens Assoc. | \$800 |
| Quirindi PreschoolKindergarten Inc. | \$10,000 | Taree Croquet Club Inc. | \$9,000 |
| Quirindi Village Miniature Railway Inc. | \$5,000 | Technical Aid to the Disabled-Hunter Region Branch | \$3,000 |
| Randwick Public School P&C Assoc. | \$65,000 | Temora and Districts Visual Arts Community | \$4,895 |
| Rathmines Tennis Club Inc. | \$30,000 | Tenterfield and District Tennis Assoc. | \$36,590 |
| Redeemer Baptist Services | \$47,443 | Teralba Amateur Sailing Club | \$8,000 |
| Redhead Surf Life Saving Club | \$30,430 | Terrigal BMX Club | \$34,784 |
| Regional Youth Support Services | \$17,323 | The Benevolent Society | \$20,000 |
| Resourceful Australian Indian Network Inc. | \$15,000 | The Berrima Court House Trust | \$9,500 |
| Riding For The Disabled Assoc. (NSW) Illawarra Centre | \$6,640 | The Broken Hill Football League Ltd | \$22,072 |
| Ronald McDonald House Newcastle | \$30,000 | The Camden Show Society Inc. | \$13,000 |
| Rotary Club of Orange Inc. | \$15,000 | The Deli Women and Childrens Centre Inc. | \$9,781 |
| Rotary Club of Port Macquarie Sunrise | \$29,616 | The Entrance Leagues Club Ltd | \$25,652 |
| Rozelle Child Care Centre | \$30,000 | The Hills Mens Shed | \$6,000 |
| RSL Lifecare | \$33,608 | The Hills Shire Council | \$25,000 |
| Russian Orthodox Church (NSW) Property Trust | \$11,647 | The Karinya Assoc. | \$20,000 |
| Salamander Child Care Centre | \$15,900 | The Legacy Club of Armidale Inc. | \$10,000 |
| Samaritans Foundation | \$20,000 | The Legacy Club of Goulburn Inc. | \$5,000 |
| San Remo Community Environment Projects Inc. | \$13,206 | The Mechanics Institute of Nelligen Inc. | \$1,298 |
| Sawtell Croquet Club Inc. | \$4,400 | The Middle Harbour 16ft Skiff Sailing Club | \$10,000 |
| Sawtell Tennis Club Inc. | \$20,650 | The Players Theatre Inc. | \$5,605 |
| Schizophrenia Fellowship of NSW Inc. | \$10,269 | The Presbyterian Church New South Wales Property Trust | \$5,250 |
| Shellharbour City RLFC Inc. | \$25,000 | The Station Ltd | \$17,600 |
| Shire Wide Youth Services Inc. | \$20,000 | The Ted Noffs Foundation Inc. | \$4,930 |
| Shoalhaven City Council | \$1,059 | The Toukley & District Senior Citizens Club Inc. | \$19,010 |
| Shortland Wetlands Centre Ltd | \$10,000 | The Trustee For Dooralong Community Reserve Trust | \$8,394 |
| Sids & Kids Hunter Region | \$20,000 | The Upper Orara Public Hall Inc. | \$10,900 |
| Sikh Mission Centre Sydney Inc. | \$20,000 | The Yarn Market Assoc. Ltd | \$6,850 |
| Silverdale Volunteer Rural Fire Brigade | \$18,500 | Tilligerry Mens Shed Inc. | \$37,080 |
| Sing Australia Sutherland | \$1,200 | Tri Community Exchange | \$10,288 |
| Singleton Historical Society and Museum Inc. | \$10,000 | Trundle Mens Shed | \$14,927 |
| Singleton Mens Shed Assoc. Inc. | \$17,200 | Trustees of Church Property for the Diocese of Newcastle | \$30,000 |
| Sir Roden and Lady Cutler Foundation Inc. | \$50,000 | Tulgeen Group | \$10,000 |
| Snowy River Mens Shed Inc. | \$6,500 | Tullamore Inc. | \$20,000 |
| Soldiers Beach Surf Life Saving Club Inc. | \$13,645 | Tumbarumba Campdraft Club Inc. | \$23,290 |
| South East Equestrian Club Inc. | \$44,872 | Tuross Head Progress Assoc. Inc. | \$9,000 |
| Southern Community Welfare Inc. | \$18,000 | Tuross Head Tennis Club Inc. | \$20,000 |
| Southlake Community Services Inc. | \$20,000 | Tweed Valley Woodcrafters Assoc. Inc. | \$15,000 |
| St Bernadettes Primary School Dundas Valley | \$14,300 | UCA Lifeline Midcoast NSW | \$11,800 |
| St Clair Junior Australian Football Club Inc. | \$20,000 | Umina Tennis and Sporting Club Inc. | \$14,544 |
| St Elias Antiochian Orthodox Church Parish Assoc. | \$10,000 | Uniting Church In Australia Epping | \$15,000 |
| St Elias Melkite Catholic Church | \$25,000 | Upper Hunter Shire Council | \$9,000 |

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| Upper Lachlan Shire Council | \$30,000 |
| Urunga Football Club Inc. | \$35,432 |
| Urunga Neighbourhood Centre Inc. | \$15,390 |
| Valla Beach Tennis Club Inc. | \$3,600 |
| Valley Industries Ltd | \$3,394 |
| Waaringah Bowling Club | \$8,000 |
| Walcha Council | \$10,000 |
| Walcha Golf Club | \$9,821 |
| Wallamba Community Group | \$1,000 |
| Wallsend Community Preschool | \$8,000 |
| Wallsend Touch Assoc. | \$25,000 |
| Warren Shire Council | \$40,000 |
| Warrimoo Rural Fire Brigade | \$14,600 |
| Warringah Council | \$30,000 |
| Wauchope Patchwork Quilters Inc. | \$9,150 |
| Welaregang Country Golf Club Inc. | \$4,350 |
| Werris Creek Community Shed Inc. | \$58,216 |
| Western Suburbs Lawn Tennis Assoc. Ltd | \$4,230 |
| Western Sydney Woodturners Inc. | \$3,891 |
| Westmead Before and After School Centre | \$25,000 |
| Westmead Public School P&C Assoc. | \$25,000 |
| Weston Workers Bears Football Club | \$17,500 |
| Westside Tennis Club Inc. | \$8,118 |
| Willoughby Girls High School Parents & Citizens Assoc. | \$50,104 |
| Willoughby Public School P&C | \$30,214 |
| Windale Junior Rugby League Football Club | \$6,300 |
| Windgap Foundation Ltd | \$28,000 |
| Windsor Bowling Club Co-Operative Ltd | \$12,500 |
| Winmalee and District Preschool Kindergarten Inc. | \$46,270 |
| Wollongbar Community Preschool Inc. | \$20,000 |
| Wollongong Womens Refuge | \$6,400 |
| Woolooware Public School P&C Assoc. | \$25,000 |
| Woonona Football Club Inc. | \$18,000 |
| Wyong Chamber of Commerce Inc. | \$29,250 |
| Yarramundi Rural Fire Brigade | \$30,000 |
| Zac's Place Inc. | \$29,000 |
| Total paid in 2012/13 | \$8,887,664 |

Community languages grants

Supporting out-of-school programs for school-aged students to maintain and develop their background or heritage language.

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| Academy of Chinese Culture Inc. | \$2,500 |
| Afghan Australian Noor Assoc. Inc. | \$37,393 |
| Afghan Community Support Assoc. of NSW Inc. | \$15,469 |
| Akkademja Maltija Ta' New South Wales Inc. | \$2,314 |
| Al Bayan School Inc. | \$13,642 |
| Al Sadiq Inc. | \$22,533 |
| Al-Aqsa Inc. | \$43,604 |
| Al-Bayan Institute Inc. | \$2,500 |
| Alhabib Arabic School Inc. | \$29,963 |
| Alminia Charitable Assoc. Ltd | \$6,699 |
| Ambassadors Multicultural Mission International Assoc. Inc. | \$44,579 |
| Amistad Latina School of Spanish Inc. | \$3,289 |
| Andisheh Persian School Inc. | \$6,212 |
| Anglican Church Diocese of Sydney - St James Anglican Church Minto | \$3,532 |
| Arabic Australian Education Centre Inc. | \$21,071 |
| Arabic Education Society Inc. | \$5,725 |

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| Ariana Afghan School Inc. | \$4,994 |
| Armenian General Benevolent Union Ltd | \$4,994 |
| Artarmon Muslim Community Assoc. Inc. | \$2,500 |
| Ashabul Kahfi Language School Inc. | \$28,501 |
| Asiana Centre Assoc. | \$13,520 |
| Association for Brazilian Bilingual Children's Development Inc. | \$5,237 |
| Association of Bhanin El-Minieh Australian Arabic Community Welfare Centre Inc. | \$19,001 |
| Association of Illawarra Community Languages Schools Inc. | \$177,108 |
| Assyrian Australian Assoc. | \$19,975 |
| Assyrian's Nation Assoc. Inc. | \$8,404 |
| Auburn Arabic School Inc. | \$31,059 |
| Auburn Atatürk Primary School Inc. | \$27,405 |
| Australia China Culture and Education Exchange Centre Pty Ltd | \$31,818 |
| Australia Korean School Inc. | \$16,808 |
| Australian Arabic Assoc. of Western Sydney Inc. | \$2,500 |
| Australian Assoc. of All Nationalities of China Inc. | \$11,449 |
| Australian Beirut Charitable Assoc. Inc. | \$47,137 |
| Australian Chinese and Descendants Mutual Assoc. Inc. | \$38,732 |
| Australian Chinese Community Association of NSW Inc. | \$23,629 |
| Australian Chinese School Inc. | \$9,866 |
| Australian Confucius Mencius Morality Society Inc. | \$4,872 |
| Australian Council for the Promotion of Chinese Language and Culture Inc. | \$48,720 |
| Australian Council of Women Affairs Inc. | \$3,167 |
| Australian Ethiopian Community Good Family Welfare Inc. | \$2,801 |
| Australian Hassanain Youth Assoc. | \$19,244 |
| Australian Hindu Multicultural Assoc. Inc. | \$4,872 |
| Australian Islamic Mission Inc. | \$21,680 |
| Australian School of Arabic Inc. | \$7,917 |
| Australian Serbian Illawarra Welfare Assoc. Inc. | \$6,212 |
| Australian Serbian Language Centre Inc. | \$2,500 |
| Australian Sikh Assoc. Inc. | \$18,148 |
| Australian Taiwanese Friendship Assoc. Inc. | \$14,616 |
| BACPA Inc. | \$5,359 |
| Balar Malar Tamil Educational Assoc. Inc. | \$23,751 |
| Bangladesh Association of NSW Inc. | \$9,866 |
| Bangladesh Society of Sydney Inc. | \$8,039 |
| Bantal Pulaar | \$4,628 |
| Bexley Chinese Congregational Church Language School Inc. | \$9,257 |
| Bodhi Vietnamese Language School Inc. | \$12,058 |
| Bonnyrigg School of Turkish Language and Culture | \$4,994 |
| Bosnian Ethic School Inc. | \$1,949 |
| Buddharangsee Thai Community Language School Inc. | \$8,770 |
| Bulgarian Cultural and Social Assoc. | \$4,019 |
| Cabramatta West Spanish School Inc. | \$2,923 |
| Cambodian-Australian Welfare Council of NSW Inc. | \$11,084 |
| Campbelltown Bangla School Inc. | \$9,013 |
| Campsie Cultural Centre Inc. | \$4,507 |
| Carlingford Chinese Language School Inc. | \$6,334 |
| Central Council of Croatian Ethnic Schools of NSW Inc. | \$22,533 |
| Chanh Phap Vietnamese Buddhist Youth Assoc. of NSW Inc. | \$4,750 |
| Cherrybrook Chinese Community Assoc. Inc. | \$11,936 |
| Chinese Australian Services Society Co-operative Ltd | \$33,495 |
| Chinese Catholic Community Inc. | \$20,097 |
| Chinese Language and Literature Assoc. Inc. | \$2,680 |
| Clemton Park School Chinese Language and Culture Association Schools in Australia Inc. | \$5,603 |
| Co.As.It Italian Assoc. of Assistance | \$53,592 |

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| Co-As-It Italian Association of Assistance | \$380,735 | Hungarian School Flemington Inc. | \$4,750 |
| Community Education and Services Centre Inc. | \$7,430 | Hunter Parents and Teachers Association of Community Language Schools Inc. | \$118,825 |
| Congregational Christian Church in Samoa Inc. | \$13,885 | Huyen Quang Buddhist Youth Assoc. Inc. | \$7,552 |
| Cook Islands School of Languages, Culture and Arts | \$5,116 | Illawarra Islamic Social Assoc. Inc. | \$5,846 |
| Czech and Slovak School of Sydney | \$3,776 | Imam Ali Arabic School Inc. | \$30,937 |
| Darr Al Nour Inc. | \$17,905 | Indo-Aust Bal Bharathi Vidyalaya - Hindi School Inc. | \$10,648 |
| Datong Chinese School Granville Inc. | \$30,572 | Indonesian-Australian Families Association of NSW Inc. | \$2,500 |
| Datong Chinese School Inc. | \$42,630 | International Buddhist Association of Australia Inc. | \$5,725 |
| Der-Huy Chinese School Inc. | \$12,180 | International Youth Fellowship Inc. | \$2,314 |
| Deutscher Schulverein Sydney German Saturday School Inc. | \$9,622 | Iranian Educational and Cultural Centre Inc. | \$7,186 |
| Dinka Literacy Assoc. Inc. | \$4,628 | Islamic Charity Projects Assoc. Inc. | \$54,201 |
| Disciples Church Joyful Korean Language School | \$2,500 | Islamic Women's Welfare Assoc. Inc. | \$24,969 |
| Dundas Chinese School Inc. | \$4,507 | Japan Club of Sydney Inc. | \$25,456 |
| Eastern Suburbs Russian School Inc. | \$4,385 | Japan Foundation Sydney | \$31,818 |
| Eastwood Tamil Study Centre Inc. | \$4,263 | Japanese Sunday School Inc. | \$10,231 |
| Escuela Latinoamericana Central Oeste (Latin American School of the Inner West) Inc. | \$1,827 | Kateb Hazara Assoc. Inc. | \$2,500 |
| Fairfield Heights Vietnamese Parent Committee Inc. | \$5,359 | Khmer Adventist Language School Assoc. Inc. | \$7,186 |
| Federation of the Congolese Council of Australia Inc. | \$2,436 | Korean Catholic Language School Inc. | \$35,566 |
| First Serbian Orthodox Church St Sava | \$4,628 | Korean Central Presbyterian Church Inc. | \$15,103 |
| Free Serbian Orthodox Church St George Cabramatta | \$14,494 | Korean Chaplaincy of Diocese of Parramatta | \$7,673 |
| GDPT Bo De Minh Quang - The Vietnamese Buddhist Youth Inc. | \$12,424 | Kurdish Community Centre - Sydney Inc. | \$2,500 |
| Goethe-Institute | \$31,818 | Lakemba Bangladesh School Inc. | \$6,699 |
| Goulburn Chinese Language School | \$1,583 | Lao Community Advancement NSW Cooperative Ltd | \$9,013 |
| Grace Chinese Christian Church Ltd | \$12,180 | Lebanese Arabic School Inc. | \$87,331 |
| Greek Community of Mascot and District Inc. | \$6,455 | Lebanese Moslem Assoc. | \$121,191 |
| Greek Orthodox Archdiocese of Australia | \$52,496 | Lindfield Korean School Inc. | \$18,270 |
| Greek Orthodox Church and Community of Bankstown and District St Euphemia Ltd | \$11,084 | Liverpool Polish Saturday School Inc. | \$6,455 |
| Greek Orthodox Church and Community of Leichhardt and District of St Gerasimos Ltd | \$15,712 | Looyce Armenian School Inc. | \$3,898 |
| Greek Orthodox Church and Society of the City of Greater Wollongong | \$3,654 | Maan - Malay Australian Assoc. of NSW Inc. | \$1,218 |
| Greek Orthodox Community of Albury and District Inc. | \$1,218 | Macedonian School Council of NSW Inc. | \$12,302 |
| Greek Orthodox Community of NSW Ltd | \$66,137 | Maltese Community Council of NSW Inc. | \$4,019 |
| Greek Orthodox Community of NSW Ltd | \$31,818 | Mandaeen Language Schools Inc. | \$2,500 |
| Greek Orthodox Parish and Community of Belmore and Districts All Saints Ltd | \$7,064 | Maroubra Chinese School Inc. | \$8,770 |
| Greek Orthodox Parish and Community of Burwood and District Saint Nectarios Ltd | \$9,257 | Maroubra Russian School Inc. | \$3,532 |
| Greek Orthodox Parish of Northern and Western Suburbs | \$12,667 | Marrickville West Turkish School Inc. | \$5,359 |
| Greek Orthodox Parish of St George Rose Bay | \$4,994 | Matraville Saturday Turkish Ethnic School Inc. | \$3,167 |
| Greek Orthodox Parish of St Nicholas Marrickville | \$9,135 | Ming-Der Chinese School Inc. | \$68,208 |
| Greek Orthodox Parish South East Sydney | \$11,815 | Minghui School Inc. | \$4,628 |
| Greek Sunday School of Canterbury and Surrounding Districts Inc. | \$2,680 | Nepean Turkish School Inc. | \$4,872 |
| Hamazkaine Armenian Educational and Cultural Society Regional Committee Inc. | \$31,790 | Newcastle Tamil Sangam Inc. | \$853 |
| Hanaro Korean School Inc. | \$4,628 | North Shore Japanese School Inc. | \$3,898 |
| Happy Chinese Language Assoc. Inc. | \$7,673 | NSW Board of Jewish Education ¹ | \$18,865 |
| Hellenic Centre for Language and Culture of Australia Inc. | \$18,757 | NSW Federation of Community Language Schools Inc. | \$108,778 |
| Hellenic Orthodox Community of Kingsgrove Bexley North Beverley Hills and Districts Ltd | \$19,123 | NSW Indo-China Chinese Assoc. Inc. | \$59,926 |
| Hellenic Orthodox Community of Parramatta and Districts | \$3,410 | NSW Japanese School Inc. | \$9,135 |
| Hellenic Orthodox Parish and Community of Blacktown and Districts Ltd | \$7,308 | NSW Turkish Educational and Cultural Assoc. Inc. | \$10,840 |
| Hornsby Chinese Education Centre Inc. | \$8,648 | NSW Umit Uighur Language School Inc. | \$1,949 |
| Hornsby Chinese Language and Culture School Inc. | \$17,661 | Parramatta Hanguel School Inc. | \$4,750 |
| Hornsby Japanese School Inc. | \$2,500 | Parramatta Persian Primary and High School Inc. | \$3,045 |
| Hua Xia Chinese Culture School Inc. | \$2,500 | Pei Ji Chinese School Inc. | \$14,251 |
| | | Phap Bao Buddhist Youth Language School Inc. | \$8,161 |
| | | Philippine Language and Cultural Association of Australia Inc. | \$1,827 |
| | | Polish Educational Society in NSW Inc. | \$9,866 |
| | | Polish School of Sydney Inc. | \$3,776 |
| | | Portuguese Community Schools of Sydney Inc. | \$9,988 |
| | | Portuguese ESAA Inc. | \$5,237 |
| | | Presbyterian Church (NSW) Property Trust | \$12,058 |

¹ Note: Includes two grants transactions in 2012/13.

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| Preserving the Arabic Language in Australia Inc. | \$8,526 |
| Qing Hua Chinese Language School Inc. | \$95,857 |
| Queanbeyan Community Chinese Language School | \$1,218 |
| Sabdamala - Nepalese Language School | \$3,045 |
| Sabian Mandaean Association in Australia Ltd | \$7,917 |
| Saint George School of Russian Assoc. Inc. | \$2,500 |
| Sanatan Religious and Cultural Assoc. Inc. (NSW) | \$12,667 |
| School of Vedic Sciences Inc. | \$8,699 |
| Sikh Khalsa Mission Inc. | \$4,141 |
| Sikh Mission Centre Sydney Inc. | \$3,167 |
| Sinhalese Cultural Forum of NSW Australia Inc. | \$23,264 |
| Somang Korean Language School Inc. | \$4,750 |
| South Coast Portuguese Assoc. Ltd | \$2,801 |
| South West Sydney Children's Chinese School Assoc. Inc. | \$3,654 |
| St Alexander Nevsky Russian Orthodox School | \$6,090 |
| St Alexander Nevsky Russian School Inc. | \$16,808 |
| St Andrew Bogolubsky Russian Ethnic School | \$4,019 |
| St Andrews Ukrainian Ethnic School | \$5,725 |
| St Charbel's Ethnic School | \$8,282 |
| St George Spanish School Inc. | \$1,949 |
| St Lazarus Serbian Orthodox Church and School Community in Sydney | \$16,687 |
| St Nicholas Antiochian Orthodox Church | \$10,597 |
| St Nicholas School of Russian Assoc. Inc. | \$6,212 |
| St Raphael's Greek Orthodox Parish of Liverpool and District Ltd | \$9,866 |
| St Sava Serbain Orthodox Church School (Flemington) | \$2,500 |
| St Seraphim Russian Community School Hornsby Inc. | \$2,500 |
| St Thomas the Apostle Chaldean Catholic Church | \$23,995 |
| Sunshine Chinese School Inc. | \$6,455 |
| Sutherland Shire Chinese Language School Inc. | \$7,917 |
| Swedish School In Sydney Inc. | \$14,007 |
| Sydney Chinese Cultural and Language School Inc. | \$3,776 |
| Sydney Chinese School Inc. | \$53,957 |
| Sydney Full Gospel Church Properties Inc. | \$30,085 |
| Sydney Juan Church Language School | \$2,071 |
| Sydney Korean Church Korean Language School Inc. | \$2,500 |
| Sydney Korean Uniting Church | \$7,795 |
| Sydney Latvian Society Ltd | \$2,071 |
| Sydney Sae Soon Presbyterian Church Inc. | \$32,764 |
| Sydney Saturday School of Japanese Inc. | \$34,348 |
| Sydney Suomi-Koulu Sydney Finnish School Inc. | \$4,750 |
| Sydney Yu Cai Chinese Language School Inc. | \$61,509 |
| Tamil Civic Centre (TCC) Inc. | \$5,237 |
| Tamil Study Centre Homebush Inc. | \$31,303 |
| Telugu Assoc. Inc. | \$1,462 |
| Teng Fei Chinese Language Institute Inc. | \$9,500 |
| Thai Education Centre of Australia Inc. | \$4,507 |
| Thamil Study Centre Mt Druitt Inc. | \$8,526 |
| The Hills Chinese School Inc. | \$11,936 |
| Timor Chinese Assoc. of NSW Inc. | \$8,282 |
| Tripoli and Mena Assoc. Ltd | \$15,712 |
| Trustees of the Roman Catholic Church for the Diocese of Saint Maroun Sydney | \$32,585 |
| Tue Thanh (Viet Tu) Alumni Assoc. Australia Inc. | \$6,577 |
| Tzu-Chi Academy Australia Inc. | \$11,206 |
| United Ethnic Education Centre Inc. | \$6,455 |
| United Muslim Womens Assoc. Inc. | \$22,289 |
| Uruguay School of Spanish Language Inc. | \$4,507 |
| Van Lang Vietnamese School Parents Assoc. Inc. | \$6,334 |

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| Victory Mandarin School Assoc. Inc. | \$5,237 |
| Vietnamese Community in Wollongong Inc. | \$5,603 |
| Vietnamese Cultural Schools Assoc. Inc. | \$251,152 |
| Vietnamese Parents and Citizens Assoc. Inc. | \$80,266 |
| Vietnamese Parents Committee Green Valley Inc. | \$36,784 |
| Vinh Khang Chinese School Inc. | \$30,206 |
| Vishva Hindu Parishad of Australia Inc. | \$18,148 |
| Wentworthville Tamil Study Centre Inc. | \$49,451 |
| Western Sydney Chinese School Inc. | \$10,597 |
| Western Sydney Somaliland Community Inc. | \$2,500 |
| Western Sydney Urdu School Inc. | \$5,481 |
| Woo Ri Full Gospel Church Inc. | \$8,891 |
| Yagoona Arabic School Inc. | \$15,103 |
| Total paid in 2012/13 | \$4,562,113 |

Community war memorial grants

Restoring and conserving important memorials in the lead up to WWI commemorations.

| First round | |
|---|------------------|
| Bourke Shire Council | \$10,000 |
| Braidwood RSL Sub-branch | \$5,155 |
| Brunswick Heads-Bilinudgel RSL Sub-branch | \$16,000 |
| Cardiff RSL Sub-branch | \$3,000 |
| Cootamundra RSL Sub-branch | \$5,005 |
| Emmaville RSL Sub-branch | \$10,000 |
| Gloucester RSL Sub-branch | \$10,000 |
| Gordon Falls Bushcare | \$12,500 |
| Menangle Anglican Parish – St James Anglican Church | \$10,000 |
| National Servicemen's Assoc. (Eastern Suburbs) | \$1,320 |
| National Servicemen's Assoc. | \$4,005 |
| North West Vietnam Veterans' Social Group | \$650 |
| St Philip's Anglican Church Eastwood | \$6,250 |
| Total paid in 2012/13 | \$ 93,885 |
| Second round | |
| Austinmer RSL Sub-branch | \$10,000 |
| Blue Mountains City Council | \$19,984 |
| Cardiff RSL Sub-branch | \$10,000 |
| Fairfield RSL Sub-branch | \$10,000 |
| Lithgow RSL Sub-branch | \$ 8,336 |
| NSW Lancers Memorial Museum Parramatta ¹ | \$9,956 |
| Penrith City Council | \$10,000 |
| Port Stephens Electorate | \$10,000 |
| The Rock RSL Sub-branch | \$4,780 |
| Warilla RSL Sub-branch | \$10,000 |
| Total paid in 2012/13 | \$103,056 |

¹ Includes two grants transactions in 2012/13.

Cultural events and NAIDOC Week

Supporting Aboriginal cultural events and NAIDOC celebrations.

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| Aboriginal Health Chronic Care | \$300 |
| Anaiwan Local Aboriginal Land Council (Inverell) | \$500 |
| Armajun Aboriginal Health Service (Inverell) | \$500 |
| Armidale Dumaresq Council | \$1,000 |
| Ashford Local Aboriginal Land Council | \$500 |
| Babana Aboriginal Men's Group | \$500 |

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| Bahtahbah Local Aboriginal Land Council | \$500 |
| Barnardos South Coast | \$511 |
| Bega Local Aboriginal Land Council | \$1,800 |
| Best Employment | \$1,000 |
| Best Employment | \$500 |
| Biraban Local Aboriginal Land Council | \$1,500 |
| Biripi Aboriginal Corporation Medical Centre | \$1,500 |
| Birpai Local Aboriginal Land Council | \$2,500 |
| Blue Mountains Aboriginal Culture and Resource Centre | \$1,150 |
| Bogan Aboriginal Corporation | \$600 |
| Burrunju Indigenous Community Links | \$1,000 |
| Butucarbin Aboriginal Corporation | \$665 |
| Camden Council | \$665 |
| Cascade Environmental Education Centre | \$1,000 |
| Cobar Mobile Children's Services | \$826 |
| Coomealla High School | \$1,500 |
| Coonabarabran Local Aboriginal Land Council | \$1,000 |
| Corindi Public School | \$1,000 |
| Corrective Services NSW (Kempsey Gaol) | \$2,400 |
| Corrective Services NSW, Lithgow Correctional Centre | \$1,000 |
| Department of Corrective Services South Coast Correctional Centre | \$1,000 |
| Gadigal Information Service - Yabun Festival 2013 Victoria Park Sydney | \$20,000 |
| Goulbourn Correctional Centre | \$1,300 |
| Grafton Public School & Baryulgil Public School | \$1,000 |
| Great Lakes Community Resources | \$1,500 |
| Gurehlgam Corporation Ltd | \$2,000 |
| Guriwal Aboriginal Corp. | \$1,125 |
| Guyra Local Aboriginal Land Council | \$500 |
| Induna Education & Training Unit (Acmena) | \$600 |
| Karabi Community & Development Services | \$665 |
| Karuah Local Aboriginal Land Council | \$1,000 |
| KEJ Tribal Elders Aboriginal Assoc. | \$1,200 |
| Kurachee Cooperative | \$2,500 |
| Kurranulla Aboriginal Corp. | \$665 |
| Macksville High School | \$1,000 |
| Maitland Neighbourhood Centre | \$500 |
| Menindee Local Aboriginal Land Council | \$1,000 |
| Mingaan Wiradjuri Aboriginal Corp. | \$1,500 |
| Moree Plains Shire Council (Boggabilla) | \$500 |
| Muloobinba Aboriginal Corporation | \$2,000 |
| Nambucca Heads Primary School | \$1,000 |
| National Centre of Indigenous Excellence Ltd | \$1,200 |
| Ngarru Mayin Elders Aboriginal Corp. | \$500 |
| Nowra Local Aboriginal Land Council | \$700 |
| Nungaroo Local Aboriginal Land Council | \$500 |
| Orange Local Aboriginal Land Council | \$2,000 |
| Parkes & District Neighbourhood & Community Information Centre Inc. ¹ | \$1,500 |
| Queanbeyan High School | \$1,100 |
| Red Ochre Events - Red OCHRE Festival | \$10,000 |
| Saltwater Freshwater Arts Alliance - Saltwater Freshwater Festival | \$10,000 |
| SEARMS Aboriginal Corporation | \$2,400 |
| SHINE for Kids | \$1,000 |
| SHINE for Kids | \$300 |
| South Coast Medical Service Aboriginal Corp. | \$2,000 |
| South Grafton High School | \$1,000 |
| St Francis De Sales Regional College | \$500 |
| Tabulam Public School | \$1,000 |

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| TAFE NSW ² | \$900 |
| Tamworth Regional Council - Aboriginal Cultural Showcase (Country Music Festival 2013) | \$10,000 |
| Tamworth Regional Council | \$500 |
| The Rock Central School | \$1,500 |
| Thiyama-Li Family Violence Service Inc. | \$1,310 |
| Toomelah Public School ³ | \$750 |
| Toormina High School | \$1,000 |
| Tots on Temoin | \$600 |
| Wagga Wagga City Council | \$3,500 |
| Walhallow Aboriginal Corporation | \$1,000 |
| Walla Mulla Family and Community Support | \$1,200 |
| Wee Waa Local Aboriginal Land Council | \$750 |
| Wellington Public School | \$1,000 |
| Woodville Community Services Inc. | \$1,000 |
| Woolgoolga High School | \$1,000 |
| Worimi Local Aboriginal Land Council | \$1,500 |
| Yalbillinga Boori Day Care Centre | \$500 |
| Yamanda Aboriginal Association Inc. | \$1,500 |
| Yamba Public School | \$1,000 |
| Yarkuwa Indigenous Knowledge Centre Aboriginal Corp. | \$1,500 |
| Youth Off The Streets | \$665 |
| Total paid in 2012/13 | \$136,847 |

¹ On behalf of Parkes Aboriginal Community Working Party.

² On behalf of Shoalhaven Celebration of NAIDOC Arts and Culture Committee.

³ On behalf of Toomelah Public School Aboriginal Education Consultative Group (AECG).

Early childhood education and care grants

Providing support for preschools, long day care, vacation care, occasional care, early childhood services, sector development and support for children with additional needs.

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| Abbotsford Community Centre Inc. | \$7,511 |
| Abbotsford Long Day Care Centre Inc. | \$35,254 |
| Abercrombie Street Child Care Ltd | \$46,505 |
| Aberdare Pre-School Inc. | \$248,381 |
| Aberdeen Pre-School | \$226,373 |
| Adamstown Child Care Centre Inc. | \$36,079 |
| Adelong Pre-School Inc. | \$188,562 |
| Adventureland Pre-School Inc. | \$157,590 |
| Albury Occasional Childcare and Early Learning Centre Assoc Inc. | \$83,027 |
| Albury Pre-School Inc. | \$319,093 |
| Alcheringa Pre-School Assoc. Inc. | \$293,698 |
| All Saints Pre-School Albion Park Inc. | \$180,965 |
| Alstonville Baptist Church | \$193,070 |
| Amigoss Co-operative Ltd | \$22,088 |
| Amy Hurd Early Learning Centre Inc. | \$31,579 |
| Andalini Services Inc. | \$6,461 |
| Anglican Church Property Trust of Canberra & Goulburn | \$376,070 |
| ANGLICARE Canberra & Goulburn | \$325,269 |
| Annandale North Out of School Hours Care Assoc. | \$9,498 |
| Annette's Place Inc. | \$183,693 |
| Anzac Village Pre-School Assoc. Inc. | \$239,710 |
| Arabic Australian Child Care Centre | \$31,683 |
| Arden Anglican Pre-School Kindergarten | \$82,028 |

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| Ariah Park Pre-School Assoc. Inc. | \$120,018 |
| Armidale and Region Aboriginal Cultural Centre and Keeping Place Inc. | \$10,219 |
| Armidale Community Pre-School Inc. | \$238,574 |
| Armidale Montessori Pre-School Inc. | \$103,730 |
| Armidale Toy Library Inc. | \$25,479 |
| Arncliffe Pre-School Inc. | \$252,208 |
| Arndu St Paul's Pre-School | \$190,615 |
| Ashfield Baptist Childcare Inc. | \$17,321 |
| Ashmont Pre-School Inc. | \$37,610 |
| Auburn City Council | \$48,879 |
| Austral Community Pre-School Inc. | \$196,560 |
| Australian Turkish & Kurdish Community Services Co-operative Ltd | \$41,690 |
| Auswide Services Ltd | \$21,076 |
| Avalon School Parents & Citizens Assoc. Inc. | \$12,262 |
| Awabakal Newcastle Aboriginal Co-operative Ltd | \$347,109 |
| Bain Park Community Pre-School Inc. | \$30,695 |
| Ballina Fox Street Pre-School Inc. | \$261,899 |
| Ballina River Street Children's Centre Inc. | \$300,796 |
| Balmain Children's Centre Ltd | \$41,857 |
| Balmain East Out of School Care Inc. | \$6,476 |
| Balranald Early Learning Centre Inc. | \$37,487 |
| Bambi Kindergarten Assoc. Inc. | \$244,063 |
| Bangalow Community Children's Centre Inc. | \$56,263 |
| Bankstown Community Resource Group Inc. | \$217,633 |
| Bankstown Montessori Assoc. Inc. | \$127,728 |
| Baptist Community Services - NSW & ACT | \$215,901 |
| Baradine Pre-School Inc. | \$107,972 |
| Barham Pre-School Assoc. Inc. | \$206,564 |
| Barnardos Australia | \$48,785 |
| Barraba Pre-School Inc. | \$163,371 |
| Bathurst Regional Council | \$74,221 |
| Batlow Apple Tree Learning Centre Co-operative Ltd | \$29,575 |
| Baulkham Hills Before & After and Vacation Care | \$16,833 |
| Baulkham Hills Preschool Kindergarten Inc. | \$157,103 |
| Beacon Hill Community Kindergarten Assoc Ltd | \$154,576 |
| Bega Pre School Assoc. Inc. | \$382,018 |
| Bega Valley Shire Council | \$556,080 |
| Bellbird Pre-School Inc. | \$150,093 |
| Bellingen Pre-School Inc. | \$247,715 |
| Belmont North Pre-School Inc. | \$190,056 |
| Bendemeer Pre-School Inc. | \$42,140 |
| Bentley Community Pre-School Inc. | \$67,804 |
| Berala Jack & Jill Pre-School Kindergarten Inc. | \$313,885 |
| Beresfield Community Children's Education Centre | \$44,345 |
| Berkeley Vale Neighbourhood Centre Inc. | \$12,299 |
| Berkeley Vale Pre-School Kindergarten Inc. | \$324,673 |
| Bermagui Pre-School Co-operative Society Ltd | \$223,937 |
| Berrigan Children's Centre Assoc. Inc. | \$26,737 |
| Berry Community Pre-School Inc. | \$162,325 |
| Betty Spears Child Care Centre Ltd | \$68,925 |
| Bexley Jack & Jill Pre-School Inc. | \$218,697 |
| BHCCA | \$39,892 |
| Big Fat Smile | \$4,007,371 |
| Bilambil Community Preschool & OOSH Inc. | \$133,062 |
| Binnaway Pre-School | \$62,733 |
| Binnowiee Kindergarten Co-operative Society Ltd | \$154,892 |
| Biralee Pre-School Finley Inc. | \$222,302 |
| Birralee Longday Care Centre Inc. | \$40,825 |

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| Birralee Multi-Functional Aboriginal Children's Service Aboriginal Corporation | \$33,859 |
| Birubi Point Community Pre-School Inc. | \$149,869 |
| Blackheath Area Neighbourhood Centre Inc. | \$5,633 |
| Blackheath Kookaburra Kindergarten Inc. | \$178,073 |
| Blacktown Anglican Child Care Centre Inc. | \$50,982 |
| Blacktown Bunyip Inc. | \$154,894 |
| Blacktown City Council | \$1,345,782 |
| Blacktown South Children's Activities Centre Inc. | \$12,609 |
| Bland Shire Council | \$498,194 |
| Blaxland Pre-School Kindergarten | \$247,838 |
| Blayney Pre-School Inc. | \$239,195 |
| Bligh Park Community Services Inc. | \$15,255 |
| Blinky Bill Portland Child Care Centre Inc. | \$138,517 |
| Blue Gum Montessori Children's House Inc. | \$107,072 |
| Blue Mountains Steiner Wattle Glow Preschool | \$88,837 |
| Bolton Point Child Care Centre Inc. | \$36,648 |
| Bombala Pre-School Inc. | \$140,305 |
| Bondi Beach Cottage Inc. | \$74,494 |
| Boolaroo/Speers Point Community Kindergarten Inc. | \$243,572 |
| Boori Pre-School Aboriginal Corporation | \$121,465 |
| Boorowa Pre-School Centre Inc. | \$175,224 |
| Botany Family & Children's Centre Inc. | \$18,699 |
| Bourke & District Children's Services Inc. | \$282,937 |
| Bowraville Community Pre-School Inc. | \$162,394 |
| Bradbury Pre-School Kindergarten Assoc. Inc. | \$368,660 |
| Braidwood Pre-School Assoc. Inc. | \$133,192 |
| Branxton Pre-School Inc. | \$400,254 |
| Brayside Community Pre-School Inc. | \$303,561 |
| Brewarrina Shire Council | \$16,351 |
| Broken Hill Happy Day Pre-School Kindergarten Inc. | \$332,926 |
| Bronte Activity Centre Inc. | \$9,255 |
| Budgewoi/Halekulani Pre-School Kindergarten Inc. | \$245,798 |
| Bulahdelah Pre-School Inc. | \$118,729 |
| Bundarra Pre-School Kindergarten Assoc. Inc. | \$114,505 |
| Bundeena/Maianbar Pre-School | \$116,641 |
| Bundgeam Pre-School Inc. | \$64,894 |
| Bungendore Pre-School Assoc. Inc. | \$200,662 |
| Bunya Child Care Centre Inc. | \$34,525 |
| Bunyip Pre-School Harden Inc. | \$119,938 |
| Burren Junction Pre-School Assoc. Inc. | \$77,573 |
| Burrumbuttock Pre-School Centre Inc. | \$101,724 |
| Burwood Neighbourhood Child Care Co-operative Ltd | \$32,227 |
| Byron Bay Pre-School Inc. | \$396,909 |
| Byron Shire Council | \$71,175 |
| Cabarita - Mortlake Pre-School Kindergarten Inc. | \$157,383 |
| Cabramatta Community Centre Inc. | \$164,902 |
| Calrossy Anglican School Board | \$161,199 |
| Camden Community Connections Inc. | \$35,112 |
| Camden Council | \$65,054 |
| Camden Pre-School Kindergarten Co-operative Ltd | \$212,534 |
| Cameragal Montessori School | \$126,929 |
| Cammeray Children's Centre Inc. | \$14,391 |
| Campbell Page Ltd | \$133,575 |
| Campbell Street Children's Centre | \$46,081 |
| Campbelltown City Council | \$541,745 |
| Campbelltown Community Pre-School Inc. | \$260,191 |
| Camperdown Child Care Centre | \$38,899 |
| Canowindra Pre-School Kindergarten Inc. | \$237,541 |
| Canterbury Children's Cottage | \$28,722 |

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| Canterbury City Council | \$255,636 | Connect Child and Family Services Inc. | \$195,877 |
| Canterbury Community Child Care Centre Inc. | \$225,787 | Coogee Care Centre | \$4,332 |
| Cardiff Community Pre-School Inc. | \$166,220 | Coogee Synagogue Batory Kindergarten Inc. | \$71,544 |
| Cardiff Early Education & Care Centre Inc. | \$43,498 | Cooks Hill Community Pre-School Inc. | \$108,314 |
| CareWest Inc. | \$2,186,307 | Coolah Pre-School Kindergarten Inc. | \$173,775 |
| Carinya Neighbourhood Children's Centre Inc. | \$87,700 | Coolamon Pre-School Assoc. Inc. | \$174,864 |
| Carlingford West Kindergarten Inc. | \$93,958 | Coolamon Shire Council | \$68,863 |
| Carlingford West OOSH Centre Inc. | \$16,833 | Cooloon Children's Centre Inc. | \$34,263 |
| Casino Baptist Church Christian Community Pre-School | \$280,919 | Cooma Lambie Street Pre-School Assoc. Inc. | \$319,693 |
| Castle Hill Pre-School Kindergarten Inc. | \$166,701 | Cooma North Pre-School Assoc. Inc. | \$235,107 |
| Caterpillar House Occasional Child Care Assoc. Inc. | \$85,854 | Coonamble Children's Services Inc. | \$22,411 |
| Catherine Field Pre-School Kindergarten Inc. | \$154,488 | Coonamble Pre-School Assoc. Inc. | \$216,891 |
| Catholic Education Office Diocese of Parramatta | \$826,134 | Coonamble Shire Council | \$6,751 |
| CatholicCare | \$63,447 | Cooranbong Valley Community Pre-School Inc. | \$107,787 |
| CatholicCare, Diocese of Broken Bay | \$685,187 | Cootamundra Preschool Inc. | \$333,295 |
| Cawongla Playhouse Inc. | \$138,873 | Coowarra Out of School Hours Care Service Inc. | \$8,869 |
| Centipede at Glebe School Inc. | \$24,649 | Copmanhurst Pre-School | \$64,484 |
| Central Shoalhaven Mobile Pre-School | \$300,515 | Corowa Pre-School Assoc. Inc. | \$429,161 |
| Central West Family Support Group Inc. | \$4,961 | Country Women's Assoc. of NSW | \$266,336 |
| Cessnock Multi Purpose Children's Centre Ltd | \$124,571 | Coutts Crossing Pre-School Inc. | \$103,095 |
| Charles Sturt University | \$234,293 | Cowra Early Childhood Services Co-operative Ltd | \$388,571 |
| Charlestown Child Care & Early Learning Centre | \$33,265 | Cranbrook School | \$207,317 |
| Chatswood Occasional Child Care Centre Inc. | \$63,721 | Cranebrook Community Pre-School Inc. | \$219,433 |
| Cherrybrook Community Pre-School Inc. | \$106,049 | Creating Links Co-operative Ltd | \$11,172 |
| Chester Hill Neighbourhood Centre Inc. | \$17,721 | Crescent Head Community Pre-School Inc. | \$142,687 |
| Child and Family Services Wyong Shire Inc. | \$51,175 | Cringila Children's House | \$26,560 |
| Children's Services Community Management | \$427,577 | Cringila Community Co-operative | \$207,011 |
| Chillingham and Tyalgum Community Pre-School Inc. | \$143,626 | Cronulla Pre-School Kindergarten Assoc. Inc. | \$248,114 |
| Chinese Australian Services Society Ltd | \$48,075 | Crookwell Neighbourhood Centre Inc. | \$108,131 |
| Christ Church Gladesville Pre-School Kindergarten Inc. | \$254,205 | Cudal Community Children's Centre | \$58,973 |
| Christ Church St Ives Pre-School Inc. | \$124,490 | Cuddlepier Early Childhood Learning Centre | \$37,119 |
| Church of the Foursquare Gospel (Aust) Ltd | \$270,550 | Culburra & Districts Pre-School Inc. | \$158,318 |
| City of Albury Council | \$107,165 | Culcairn Early Childhood Centre Inc. | \$149,299 |
| City of Ryde Council | \$50,645 | Cumnock Village Pre-School Inc. | \$69,684 |
| City of Sydney Council | \$437,384 | Currambena Pre-School | \$73,477 |
| Clarence Valley Council | \$16,317 | Dalaigur Pre-School & Children's Services Assoc. Inc. | \$573,672 |
| Clovelly Child Care Centre Inc. | \$39,782 | Darlington Aftercare Assoc. Inc. | \$9,240 |
| Clovelly Out of School Care | \$8,406 | Dawn Song Children's Centre Inc. | \$13,633 |
| Clunes Community Pre-School Assoc. Inc. | \$164,376 | Delegate & District Pre-School | \$37,506 |
| Coastwide Child & Family Services Inc. | \$51,175 | Deniliquin Children's Centre Inc. | \$632,449 |
| Cobar Mobile Children's Services Inc. | \$260,841 | Denman Children's Centre Assoc. Inc. | \$259,521 |
| Cobar Pre-School Centre Assoc. Inc. | \$231,057 | Disability South West Inc. | \$17,286 |
| Cobargo Pre-School Inc. | \$160,165 | Djanaba Neighbourhood Occasional Care Service | \$44,923 |
| Coffs Harbour Pre-School Assoc. Inc. | \$270,618 | Doonside Kindergarten Inc. | \$273,310 |
| Coldstream Community Pre-School Inc. | \$211,911 | Dorrigo Pre-School Assoc. Inc. | \$186,822 |
| Coleambally Pre-School Kindergarten Inc. | \$170,908 | Drummond Park Pre-School Assoc. Inc. | \$119,186 |
| Collarenebri Pre-School Inc. | \$96,268 | Drummoine Occasional Child Care Inc. | \$46,932 |
| Collaroy Plateau Community Kindergarten Inc. | \$152,355 | Drummoine Pre-School Kindergarten Inc. | \$149,220 |
| Comboyne Community Pre-School Kindergarten Inc. | \$58,753 | Dubbo & District Pre-School Kindergarten Inc. | \$581,431 |
| Community Access Care Pair Inc. | \$79,714 | Dubbo City Council | \$38,919 |
| Community Activities Lake Macquarie Inc. | \$24,408 | Dubbo Neighbourhood Centre Inc. | \$13,077 |
| Community Child Care Co-operative Ltd | \$242,745 | Dubbo West Pre-School Inc. | \$418,620 |
| Community Connections Solutions Australia Inc. | \$55,500 | Dunedoo Pre-School Kindergarten Inc. | \$254,757 |
| Community First Step | \$272,009 | Dungog Community Pre-School Kindergarten Inc. | \$209,871 |
| Community Programs Inc. | \$277,172 | Dunoon Pre-School Inc. | \$161,900 |
| Como Pre-School Kindergarten Assoc. Inc. | \$182,630 | Durrumbul Community Pre-School Assoc. Inc. | \$137,716 |
| Concord Kindergarten Assoc. Inc. | \$152,097 | Early Childhood Australia NSW Inc. | \$32,038 |
| Concord Occasional Child Care Inc. (Concord Cubby) | \$49,132 | East Lindfield Community Pre-School Inc. | \$173,295 |
| Concord West-Rhodes Pre-School Inc. | \$150,890 | East Lismore Community Pre-School Inc. | \$343,503 |
| Condobolin Pre-School and Childcare Centre | \$201,037 | East Maitland Pre-School Kindergarten Assoc. Inc. | \$438,930 |

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| East Willoughby Pre-School Inc. | \$67,488 | Gorokan Pre-School Inc. | \$386,265 |
| Eastern Suburbs Montessori Assoc. Ltd | \$114,886 | Gosford City Council | \$260,297 |
| Eastern Zone Gujaga Aboriginal Corporation | \$33,300 | Gosford Cubbyhouse Occasional & Long Day Care Centre Inc. | \$34,549 |
| Eastlake Community Child Care Inc. | \$41,976 | Gosford Pre-School Inc. | \$232,660 |
| Eastwood Occasional Child Care Centre Inc. | \$42,908 | Goulburn Pre-School Assoc. Inc. | \$267,772 |
| Eden Creek/Fairymount Pre-School Inc. | \$224,343 | Goulding Hill Pre-School Inc. | \$173,126 |
| Edgeworth Child Care Centre Inc. | \$35,820 | Gowrie NSW | \$406,674 |
| Edgeworth Community Pre-School | \$130,184 | Granville Multicultural Community Centre Inc. | \$132,455 |
| Elanora Heights Community Centre Pre-School | \$143,685 | Grays Point Pre-School Kindergarten Assoc. | \$124,721 |
| Elernore Vale Early Learning Centre Inc. | \$37,133 | Great Lakes Children's Centre Inc. | \$153,118 |
| Elizabeth Chifley Memorial Pre-School | \$247,047 | Great Lakes Council | \$8,513 |
| Elizabeth Macarthur Montessori Pre-School Assoc. Inc. | \$94,448 | Greek Orthodox Archdiocese of Australia Consolidated Trust Greek Welfare Centre NSW | \$31,946 |
| Elizabeth Street Extended Hours Pre-School Inc. | \$18,471 | Greek Orthodox Community of NSW Ltd | \$48,181 |
| Elonera Ltd | \$96,516 | Green Hills Child Care Centre Inc. | \$35,958 |
| Emanuel School | \$136,309 | Greenacre Church of Christ | \$195,876 |
| Emanuel Woollahra Preschool Inc. | \$153,316 | Grenfell Pre-School & Long Day Care Centre Inc. | \$291,983 |
| Emmerick Street Community Pre-School | \$66,840 | Greta Community Pre-School Inc. | \$135,072 |
| Engadine Church of Christ Pre-School Kindergarten Inc. | \$117,965 | Griffith Child Care Centre Inc. | \$206,716 |
| Engadine Pre-School Kindergarten Inc. | \$227,682 | Griffith East Pre-School Inc. | \$392,688 |
| Erina Baptist Community Care Ltd | \$29,725 | Griffith Pre-School Kindergarten Inc. | \$270,859 |
| Ermington West OOSH Care Inc. | \$10,266 | Griffith Wiradjuri Aboriginal Pre-School Inc. | \$186,772 |
| Ethnic Child Care Family & Community Services Co-op Ltd | \$46,188 | Growing Potential Ltd | \$2,916,778 |
| Eugowra Community Children's Centre Inc. | \$137,997 | Gubi Gabun Children's Mobile Service Inc. | \$62,288 |
| Eungai Pre-School Inc. | \$107,244 | Gulgambone Pre-School | \$109,270 |
| Eurobodalla Shire Council | \$5,633 | Gulgong Pre-School Inc. | \$279,395 |
| Euroka Children's Centre Inc. | \$36,159 | Gulpa Pre-School Inc. | \$115,167 |
| Euston Pre-School Assoc. Inc. | \$110,492 | Gummaney Aboriginal Corporation | \$174,984 |
| Evans Head Pre-School Assoc. Inc. | \$417,349 | Gumnut Bowral Memorial Preschool Inc. | \$233,915 |
| Fairfield City Council | \$1,931,015 | Gumnut Community Pre-School | \$121,975 |
| Fairfield Nursery School Inc. | \$32,955 | Gumnut Cottage Inc. | \$34,904 |
| Felton Street Early Learning Pre-School Inc. | \$248,947 | Gundagai Neighbourhood Centre Inc. | \$7,724 |
| Filipino Community Co-operative Ltd | \$26,274 | Gundagai Pre-School Kindergarten Inc. | \$212,077 |
| FLASCA Inc. | \$11,288 | Gunnedah Baptist Child Care Assoc. Ltd | \$354,077 |
| Forbes Child Care Centre Inc. | \$55,865 | Gunnedah Family & Children's Service Inc. | \$31,036 |
| Forbes Pre-School Kindergarten Co-op Ltd | \$366,119 | Gunnedah Preschool Kindergarten Assoc. Inc. | \$437,049 |
| Forest Hill Community Pre-School Inc. | \$134,113 | Gunning & District Pre-School Inc. | \$26,970 |
| Forest Hill Outside School Hours Care Inc. | \$11,432 | Guyra Shire Council | \$28,824 |
| Frederick Street Kindergarten Co-op Ltd | \$271,397 | Gwydir Mobile Children's Services Inc. | \$253,585 |
| G8 KP Pty Ltd | \$223,625 | Gwydir Shire Council | \$161,279 |
| Gainmara Birrilee Pre-School Assoc. Inc. | \$231,551 | Gyndarna Pre-School | \$167,332 |
| Galloping Gumnut Mobile Children's Services Van Inc. | \$190,434 | Haberfield Baptist Church Preschool Ltd | \$179,387 |
| Galloway Children's Centre Inc. | \$39,179 | Hamilton Child Care Centre Inc. | \$27,250 |
| Gamumbi Early Childhood Education Centre Inc. | \$34,415 | Hamilton Community Pre-School Inc. | \$169,032 |
| Ganmain Pied Piper Pre-School Inc. | \$70,482 | Hampden Bridge Child Care Centre Inc. | \$35,570 |
| Gilgandra Pre-School Inc. | \$430,768 | Happy Days Kindergarten | \$171,506 |
| Girrawong Pre-School Inc. | \$185,980 | Harbord Kindergarten Inc. | \$237,750 |
| Girrinbai Community Pre-School Inc. | \$243,022 | Hastings Pre-School/Long Day Care Centre Inc. | \$32,936 |
| Gladesville Occasional Child Care Centre Inc. | \$40,884 | Hawkesbury City Council | \$157,856 |
| Glen Innes Pre-School Assoc. Inc. | \$459,983 | Hawkesbury Community Outreach Services Inc. | \$203,687 |
| Glen Innes Severn Council | \$35,960 | Hawkesbury Early Childhood Intervention Service Inc. | \$86,925 |
| Glenbrook Pre-School Kindergarten Inc. | \$217,737 | Hawkesbury River Child Care Inc. | \$40,390 |
| Glendale Early Education Centre Inc. | \$35,181 | Hay Mobile Children's Service Inc. | \$318,379 |
| Glendore Child Care Centre Inc. | \$25,203 | Hay Plains Child Care Centre Inc. | \$22,603 |
| Glenorie Pre-School Assoc. Inc. | \$121,392 | Hay Pre-School Kindergarten Inc. | \$201,436 |
| Glenreagh Pre-School Inc. | \$100,508 | Heathdene Community Services Inc. | \$242,246 |
| Gloucester Pre-School Inc. | \$403,632 | Henry Street Community Pre-School Assoc. Inc. | \$114,151 |
| Golden Valley Children's Learning Centre Inc. | \$34,425 | Henty Early Childhood Assoc. Inc. | \$203,772 |
| Goodooga Pre-School Inc. | \$59,246 | Hibiscus Children's Centre | \$127,522 |
| Goonellabah Pre-School Inc. | \$248,590 | | |
| Gordon Community Preschool | \$244,682 | | |

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| Highfields Preparatory & Kindergarten School Ltd | \$120,779 | Kemblawarra Child & Family Centre Inc. | \$18,887 |
| Hills Montessori Society | \$134,180 | Kempsey Children's Services Co-operative Ltd | \$189,545 |
| Hillston Billylids Inc. | \$27,214 | Kempsey Respite Services Inc. | \$22,881 |
| Hobartville Long Day Pre-School Inc. | \$35,622 | Kenthurst Before & After School Care Inc. | \$16,726 |
| Hobbit New England Pre-School & Child Care Centre Inc. | \$28,164 | Kenthurst Pre-School Kindergarten Inc. | \$189,138 |
| Holbrook Early Learning Centre | \$53,566 | Kesser Torah College Ltd | \$137,060 |
| Holroyd City Council | \$274,468 | Keymer Child Care Centre Inc. | \$63,111 |
| Holroyd/Parramatta Mobile Minders Inc. | \$115,439 | Khancoban & District Children's Resource Centre | \$56,819 |
| Holsworthy Long Day & Occasional Care Centre | \$31,209 | Kiama Pre-School Inc. | \$357,445 |
| Holsworthy Pre-School Parent's Assoc. Inc. | \$240,772 | Kids Korner Combined Occasional Care Centre Inc. | \$34,149 |
| Holy Family Services | \$8,762 | Kids of the Castle Occasional Care Centre Inc. | \$53,242 |
| Holy Trinity Pre-School (Beacon Hill) Inc. | \$106,011 | Kidsafe NSW Inc. | \$90,117 |
| Hornsby/Ku-ring-gai Montessori Society | \$20,038 | Kidsnest - Crows Nest Occasional Care Inc. | \$31,051 |
| Howlong Pre-School Assoc. Inc. | \$203,157 | Killarney Vale Pre-School Kindergarten Inc. | \$253,772 |
| Hunter Region Working Women's Group Ltd | \$45,380 | Kinburra Pre-School Inc. | \$239,386 |
| Hunter Valley Grammar School | \$212,291 | Kindamindi Co-op Ltd | \$28,809 |
| Hunters Hill Pre-School Inc. | \$185,742 | Kindilan Early Childhood Centre Inc. | \$99,118 |
| Hurstville City Council | \$214,436 | King Street Community Pre-School East Maitland Inc. | \$176,403 |
| Illawarra Aboriginal Corporation | \$139,439 | Kingscliff Mini School Inc. | \$178,713 |
| Illawarra Area Child Care Ltd | \$413,710 | Kinma Ltd | \$96,764 |
| Illawarra Association for Christian Parent Controlled Education Ltd | \$247,579 | Koala Child Care Centre - Sutherland Hospital Ltd | \$46,861 |
| Illawarra Multicultural Services Inc. | \$36,938 | Kogarah City Council | \$204,457 |
| Illawarra Toy Library Assoc. Inc. | \$123,899 | Kogarah Community Services Inc. | \$5,636 |
| Iluka Pre-School Inc. | \$142,655 | Kogil Street Pre-School Assoc. Inc. | \$25,467 |
| Inaburra Pre-School | \$239,076 | Koninderie Community Based Pre-School Inc. | \$200,457 |
| Inner City Care Child Care Centre | \$40,106 | Kookaburra Korner Early Education Centre Inc. | \$40,862 |
| Inner Sydney Montessori Assoc. | \$188,489 | Koolyangarra Pre-School Aboriginal Corporation | \$189,157 |
| Integricare | \$1,000,916 | Koonawarra Area Residents Assoc. Inc. | \$6,850 |
| Intereach Ltd | \$16,808 | Koorana Child & Family Services Inc. | \$575,073 |
| Inverell Disability Services Inc. | \$461,470 | Koorringal Casual Child Care Centre Inc. | \$16,069 |
| Inverell District Family Services Inc. | \$1,477,573 | Kootingal & District Pre-School Inc. | \$156,151 |
| Ivanhoe Preschool Centre | \$60,259 | KU Children's Services | \$16,261,221 |
| Jacaranda Pre-School Centre Inc. | \$258,005 | Kubby House Child Care Centre Inc. | \$14,372 |
| Jack & Jill Pre-School Assoc. (Lithgow) Inc. | \$382,258 | Kulai Pre-School Aboriginal Corporation | \$291,613 |
| Jannali Pre-School Kindergarten Inc. | \$163,931 | Kunghur Community Pre-School Inc. | \$59,726 |
| Jardlan Pty Ltd | \$11,895 | Ku-ring-gai Council | \$45,326 |
| Jarjum Centre Inc. | \$149,521 | Kurnell Pre-School Kindergarten Inc. | \$111,366 |
| Jerilderie Pre-School Kindergarten Inc. | \$114,796 | Kurri Early Childhood Centre Inc. | \$69,523 |
| Jesmond Community Pre-School | \$236,409 | Kurri Kurri and District Pre-School Kindergarten Inc. | \$416,962 |
| Jesmond Early Education Centre Inc. | \$54,806 | Kurri Kurri Community Centre Inc. | \$7,881 |
| Jindera Preschool Assoc. Inc. | \$257,518 | Kyogle Pre-School & Outside School Hours Care Assoc. Inc. | \$225,370 |
| Joey's Pouch Educational Child Care Centre Inc. | \$31,991 | Lachlan Shire Council | \$144,333 |
| Jumbunna Children's Centre Ltd | \$47,862 | Lady Game Community Kindergarten Inc. | \$121,853 |
| Jumbunna Community Pre-School & Early Intervention Centre Inc. | \$1,772,451 | Lake Cargelligo District Community Children's Centre Assoc. Inc. | \$176,293 |
| Jumping Jacks Community Pre-School Inc. | \$228,707 | Lake Macquarie City Council | \$63,311 |
| June RSL Memorial Pre-School Inc. | \$468,791 | Lalor Park Pre-School Kindergarten Assoc. Inc. | \$259,404 |
| Kangaroo Valley Pre-School Inc. | \$122,237 | Lane Cove Children's Centre | \$290,911 |
| Kapooka Early Childhood Centre Inc. | \$187,500 | Lane Cove Council | \$50,551 |
| KARI Aboriginal Resource Inc. | \$12,290 | Lane Cove Occasional Child Care Inc. | \$53,368 |
| Karingal Pre-School - Nelson Bay Inc. | \$189,496 | Lane Cove Out of School Inc. | \$12,322 |
| Karuah Pre-School Assoc. Inc. | \$132,505 | Lapstone Out of School Hours Inc. | \$13,611 |
| Katoomba Children's Cottage | \$41,629 | Lapstone Pre-School Kindergarten Assoc. Inc. | \$255,569 |
| Katoomba Neighbourhood Centre Inc. | \$8,610 | Larool Pre-School Inc. | \$152,253 |
| Katoomba/Leura Pre-School Assoc. Inc. | \$309,651 | Lawrence Community Pre-School Inc. | \$52,156 |
| Keiraville Community Pre-School Inc. | \$223,480 | Lawson Community Pre-School Assoc Inc. | \$177,227 |
| Kellys Place Children's Centre | \$40,735 | Learning Links | \$221,141 |
| Kellyville After School Care Inc. | \$16,833 | Leeton Pre-School Assoc. | \$401,492 |
| Kellyville Preschool Inc. | \$167,532 | Leeton Shire Council | \$50,860 |
| | | Leichhardt Municipal Council | \$104,632 |

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| Leichhardt Out Of School Hours Care Inc. | \$10,933 | Metro Assist Inc. | \$7,723 |
| Lennox Head Community Pre-School Inc. | \$355,004 | Mid Mountains Out of School Hours Service Inc. | \$5,636 |
| Lightning Ridge Pre-School | \$179,081 | Milperra Community and Children's Services Ltd | \$37,707 |
| Lilly Pilly Community Pre-School Inc. | \$200,159 | Milton Ulladulla Pre-School Assoc. | \$279,875 |
| Lindfield Montessori Society Inc. | \$44,766 | Mindaribba Local Aboriginal Land Council | \$119,425 |
| Lismore Neighbourhood Centre Inc. | \$34,137 | Minimbah Pre-School, Primary School Aboriginal Corporation | \$387,036 |
| Lismore Parish Centre Pre-School Inc. | \$197,957 | Minooka Preschool Centre Inc. | \$212,660 |
| Lismore Preschool Inc. | \$276,162 | Miranda Kindergarten Assoc. Inc. | \$258,557 |
| Lithgow Rural Multi Purpose Child Care Assoc Inc. | \$95,904 | Mission Australia | \$669,981 |
| Little Bear Child Care Cottage Inc. | \$28,622 | Mitchell Early Learning Centre Inc. | \$34,538 |
| Little Yuin Pre-School Aboriginal Corp | \$106,599 | Mittagong Pre-School Kindergarten Inc. | \$236,613 |
| Liverpool City Council | \$462,549 | Moama & District Pre-School Centre Inc. | \$329,787 |
| Liverpool Neighbourhood Connections Inc. | \$120,842 | Mobile Children's Services Assoc. of NSW Inc. | \$285,534 |
| Lockhart Pre-School Kindergarten Inc. | \$72,538 | Molong & District Pre-School Assoc. | \$211,261 |
| Long Flat Pre-School | \$58,099 | Monaro Early Intervention Service Inc. | \$25,567 |
| Long Jetty Preschool Inc. | \$258,942 | Monaro Mobile Pre-School Inc. | \$195,216 |
| Lower Bucca Community Pre-School Inc. | \$115,471 | Moombahlene Local Aboriginal Land Council | \$7,726 |
| Lower Hunter Children's Activity Van Assoc Inc. | \$335,018 | Moree Family Support Inc. | \$11,752 |
| Lower Hunter Temporary Care Inc. | \$44,871 | Moree Plains Shire Council | \$59,364 |
| Lower Macleay Pre-School Inc. | \$247,406 | Moree Pre-School Inc. | \$333,290 |
| Lutheran Church of Australia Queensland District | \$237,161 | Moresby Park Pre-School Inc. | \$178,764 |
| Lyrebird Pre-School Kindergarten | \$272,954 | Moriah War Memorial College Assoc. | \$331,221 |
| Macarthur District Temporary Family Care Inc. | \$19,691 | Morisset & District Children's Co-operative Ltd | \$26,302 |
| Macarthur Multicultural Children's Services Assoc. Inc. | \$60,724 | Mortdale Community Services Inc. | \$57,295 |
| Macarthur Pre-School Kindergarten Assoc. Inc. | \$220,723 | Moruya Pre-School Kindergarten Inc. | \$216,894 |
| Macedonian Orthodox Community Church St. Petka Inc. | \$20,538 | Mosman Municipal Council | \$54,094 |
| Macksville Pre-School Childcare Centre Ltd | \$35,997 | Moulamein Pre-School Inc. | \$73,143 |
| Maclean Community Preschool Inc. | \$189,178 | Mount Druitt Church of Christ Child Care Centre Inc. | \$22,205 |
| Macquarie Hills Community Pre-School Inc. | \$233,520 | Mount Hutton Child Care Centre | \$32,755 |
| Macquarie Pre-Schools Co-operative Ltd | \$411,320 | Mount Sinai College | \$105,138 |
| Maitland Baptist Church Child Care Inc. | \$31,487 | Mount Victoria Public School Extended Hours Pre School & Early Learning Centre Inc. | \$19,681 |
| Maitland Child Care Centre Inc. | \$38,412 | Mount Zion Board of Trustees | \$139,202 |
| Maitland Nursery School Inc. | \$254,978 | Mountain Community Children's Centre Inc. | \$60,664 |
| Malabar Occasional Child Care Centre Inc. | \$37,887 | Mountain Pre-School Lowanna Inc. | \$52,391 |
| Malabar/Chifley Parents Co-operative Ltd | \$27,153 | Mountains Outreach Community Service Inc. | \$194,941 |
| Mallee Family Care Inc. | \$55,155 | Mt Warning Community Preschool | \$120,509 |
| Manilla Community Pre-School Inc. | \$213,334 | Mudgee Preschool Kindergarten Co-operative | \$679,177 |
| Manly Council | \$324,902 | Mullumbimby Community Pre-School Assoc. Inc. | \$165,276 |
| Manly Vale Community Kindergarten Inc. | \$94,270 | Multi Purpose Allira Gathering Assoc. Inc. | \$32,182 |
| Manly Warringah Montessori Society | \$97,837 | Mulwala Pre-School Inc. | \$163,453 |
| Marayong House Neighbourhood Centre Inc. | \$102,070 | Murdi Paaki Regional Enterprise Corp Ltd | \$11,877 |
| Marayong Pre-School Kindergarten Inc. | \$253,069 | Murrin Bridge Pre-School Assoc. Inc. | \$105,243 |
| Maronite Sisters of the Holy Family | \$177,691 | Murrumbateman Early Childhood Centre Assoc Inc. | \$234,469 |
| Maroubra Junction Before & After School Care | \$8,171 | Murrurundi Community Pre-School | \$99,886 |
| Maroubra Neighbourhood Children's Centre | \$25,925 | Muswellbrook Child Care Centre Inc. | \$27,881 |
| Marrickville Council | \$605,687 | Muswellbrook Pre-School Kindergarten Inc. | \$618,697 |
| Maryland Care & Early Education Centre Inc. | \$53,838 | Nabiac & District Pre-School Assoc. Inc. | \$55,355 |
| Maryland OOSH Inc. | \$17,372 | Nambucca Heads Pre-School Play Centre Pty Ltd | \$282,657 |
| Masada College | \$146,375 | Nana Glen Pre-School Inc. | \$129,015 |
| Mathoura Pre-School Inc. | \$86,449 | Nanima Pre-School Assoc. Inc. | \$280,361 |
| Mayfield Central Community Pre-School Kindergarten Ltd | \$241,513 | Narooma Pre-School Kindergarten Assoc. Inc. | \$218,793 |
| McGraths Hill Children's Centre Inc. | \$34,622 | Narrabeen Community Kindergarten Inc. | \$150,626 |
| Medowie Community Pre-School Inc. | \$184,169 | Narrabri & District Community Aid Service Inc. | \$88,442 |
| Mendooran Preschool Inc. | \$98,986 | Narrandera Pre-School Inc. | \$32,596 |
| Menindee Children's Centre | \$169,009 | Narromine Pre-School Kindergarten | \$524,056 |
| Merindah Children's Centre Inc. | \$22,353 | Narwee Pre-School Kindergarten Inc. | \$254,820 |
| Merriwa Pre-School Kindergarten Assoc. Inc. | \$189,604 | Network of Community Activities | \$160,947 |
| Merrydays Kindergarten Society Inc. | \$32,140 | New School of Arts Neighbourhood House Inc. | \$86,754 |
| Merrylands Christian Pre-School Assoc. Inc. | \$245,151 | | |
| Metford Child Care Centre Ltd | \$39,393 | | |

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| Newcastle Temporary Care Ltd | \$7,181 | Pittwater Council | \$65,898 |
| Ngallingnee Jarjum Tabulam & District Community Preschool Inc. | \$94,312 | Pius X Aboriginal Corporation | \$361,743 |
| Ngayaamba Waluura Aboriginal Corporation | \$185,219 | Playmates Cottage Child Care Centre Dubbo Inc. | \$38,919 |
| Nimbin Neighbourhood & Information Centre Inc. | \$11,423 | Playtime Pre-School Centre Inc. | \$244,066 |
| Nimbin Pre-School & Child Care Assoc. Inc. | \$131,097 | Pleasant Hills Pre-School Kindergarten Inc. | \$24,909 |
| Nimmitabel Pre-School Inc. | \$61,387 | Pole Depot Community Centre Inc. | \$15,370 |
| Noah's Ark Centre of Shoalhaven Inc. | \$107,971 | Police Citizens Youth Clubs NSW Ltd | \$42,408 |
| Noiseworks OOSH Inc. | \$12,039 | Ponyara Pre-School Kindergarten Assoc.Ltd | \$222,323 |
| Noogaleek Children's Centre | \$40,929 | Port Macquarie Community Pre-School Ltd | \$568,689 |
| Nords Wharf Community Pre-School | \$104,407 | Port Macquarie Neighbourhood Centre Inc. | \$13,983 |
| Normanhurst West Community Pre-School | \$84,289 | Port Stephens Council | \$258,337 |
| North Epping Kindergarten | \$208,098 | Possum's Community Pre-School Assoc. Inc. | \$138,559 |
| North Richmond Community Centre Inc. | \$5,635 | Possums' Corner Child Care Centre Inc. | \$35,173 |
| North Rocks Pre-School Inc. | \$162,929 | Possums' Den Coffs Harbour Inc. | \$56,881 |
| North Rocks/Carlingford Casual Child Care Centre | \$48,445 | Pottsville Community Pre-School Inc. | \$174,017 |
| North Ryde Community Pre-School | \$177,072 | POW Place Community Child Care Centre Ltd | \$34,766 |
| North Shore Temple Emanuel | \$111,886 | Presbyterian Church of Australia in the State of New South Wales | \$169,710 |
| North St Marys Neighbourhood Centre Inc. | \$286,298 | Pretty Beach Community Pre-School Inc. | \$202,941 |
| North Sydney Council | \$27,849 | Pymble/Turramurra Kindergarten Inc. | \$149,836 |
| Northern Beaches Montessori Assoc. Inc. | \$52,180 | Queanbeyan & District Pre-School Assoc. | \$684,750 |
| Northside Baptist Pre-School - Northbridge | \$127,254 | Quirindi Pre-School Kindergarten Inc. | \$339,116 |
| Northside Montessori Society | \$144,870 | Rainbow Playhouse Pre-School Inc. | \$131,879 |
| Norwood Community Pre-School | \$101,562 | Rainbow Pre-School Assoc. Inc. | \$663,321 |
| Nought to Five Early Childhood Centre Inc. | \$28,221 | Rainbow Street Child Care Centre Inc. | \$34,761 |
| NSW Department of Education & Communities | \$273,971 | Randwick Open Care For Kids Inc. | \$35,336 |
| NSW Department of Education & Communities - Curran Public School | \$33,164 | Randwick Out of School Hours Care Centre | \$9,262 |
| Nurruby Children's Services Inc. | \$34,840 | Raymond Terrace Community Pre-School Inc. | \$275,568 |
| Oberon Children's Centre Inc. | \$183,334 | Raymond Terrace Early Education Centre Inc. | \$37,154 |
| Ocean Shores Pre-School Inc. | \$167,273 | Reachout Mobile Resource Unit Inc. | \$50,427 |
| Old Bar Community Pre-School Inc. | \$223,059 | Redhead Community Pre-School Inc. | \$168,962 |
| Ooranga Family Mobile Resource Unit Assoc Inc. | \$602,549 | Resource & Toy Library Broken Hill & Far Western Region Inc. | \$112,490 |
| Open Arms Care Inc. | \$25,141 | Revesby Now 'N' Then Occasional Child Care Centre Inc. | \$36,404 |
| Orama Pre-School Assoc. | \$151,741 | Richmond Before & After Care Assoc. Inc. | \$11,473 |
| Orana Community Pre-School Inc. | \$180,981 | Richmond Hill Community Pre-School Inc. | \$73,831 |
| Orange City Council | \$242,794 | Richmond Preschool Kindergarten Assoc Inc. | \$227,448 |
| Orange Pre-School Kindergarten Ltd | \$275,211 | Richmond Valley Care-Ring Assoc. Inc. | \$44,829 |
| Paddington Church of Christ Kindergarten | \$58,036 | Riverina Children's Activity Van Inc. | \$290,121 |
| Palm Beach War Memorial Kindergarten Inc. | \$103,215 | Riverside Preschool Inc. | \$143,978 |
| Pambula Pre-School Kindergarten Assoc. Inc. | \$344,438 | Riverwood Community Centre Inc. | \$222,869 |
| Parkes Early Childhood Centre Inc. | \$412,060 | Rocky Hall Pre-School Assoc. | \$66,933 |
| Parklands Community Preschool & Children's Centre Inc. | \$276,406 | Rooty Hill Outside of School Hours Care Centre Inc. | \$6,765 |
| Parramatta City Council | \$169,781 | Rose Bay Out of School Care Centre Inc. | \$5,635 |
| Paterson Pre-School Inc. | \$192,021 | Rosebank Community Pre-School Inc. | \$87,770 |
| Pathways Early Childhood Intervention Inc. | \$105,811 | Rosebery Child Care Centre | \$33,576 |
| Peak Hill Pre-School Kindergarten Inc. | \$161,006 | Rosellas Community Pre-school Inc. | \$275,612 |
| Peninsula Community Centre Inc. | \$67,722 | Ross Circuit Pre-School Centre Inc. | \$329,036 |
| Peninsula Montessori Assoc. | \$219,242 | Rowena Pre-School Inc. | \$34,133 |
| Pennant Hills War Memorial Children's Centre Assoc Inc. | \$230,300 | Royal Institute for Deaf and Blind Children | \$412,960 |
| Penrith City Council | \$1,777,828 | Royal Society for the Welfare of Mothers & Babies | \$27,474 |
| Penrith Community Aid Service Assoc. Inc. | \$53,637 | Rozelle Child Care Centre Ltd | \$68,769 |
| Periwinkle Children's Centre | \$138,242 | Rylstone Kandos Pre-School Inc. | \$162,097 |
| Peter Pan Pre-School Kindergarten - Tamworth Inc. | \$300,672 | Salamander Child Care Centre Inc. | \$52,127 |
| Peter Pan Pre-School Wollongong Inc. | \$114,794 | Samaritans Foundation Diocese of Newcastle | \$2,739,517 |
| Peter Rabbit Community Pre-School Inc. | \$73,697 | Sans Souci Community Pre-School Assoc. Inc. | \$395,112 |
| Petersham Activities Centre for Children Inc. | \$10,743 | Scone & District Pre-School Inc. | \$424,412 |
| Pied Piper Pre-School Assoc. - Wallerawang Inc. | \$298,849 | SDN Child and Family Services Pty Ltd | \$2,233,889 |
| Pinnaroo OOSH Inc. | \$9,239 | SDN Children's Services | \$1,240,800 |
| Pippies Early Childhood Centre Inc. | \$37,735 | Seven Hills North P & C Assoc. SHNOOSH Care | \$11,741 |
| | | Share Care Inc. | \$15,657 |

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| SHARE Co-operative Society Ltd | \$11,904 | Surry Hills Neighbourhood Centre Inc. | \$46,319 |
| Shellharbour City Council | \$32,835 | Sutherland Shire Council | \$496,393 |
| Shine for Kids Co-op Ltd | \$18,738 | Sutherland Shire Montessori Society | \$202,326 |
| Shoalhaven Community Pre-School Inc. | \$268,214 | Swansea Community Cottage Inc. | \$36,149 |
| Silverlea Early Childhood Services Inc. | \$44,967 | Sydney Anglican Schools Corporation | \$271,324 |
| Singleton Council | \$221,300 | Sydney Montessori Society | \$110,500 |
| Singleton Heights Pre-School Inc. | \$379,054 | Sydney South West Area Health Service | \$32,538 |
| Singleton Pre-School Inc. | \$402,555 | Sydney University Settlement | \$23,318 |
| Snugglepot Day Care Centre Inc. | \$97,910 | Sylvanvale Foundation | \$122,267 |
| SOS Pre-School Ltd | \$195,710 | Tamworth Montessori Assoc. Inc. | \$133,840 |
| South Coogee Childrens Services | \$46,673 | Tamworth Toy Library Inc. | \$12,343 |
| South West Rocks Pre-School Inc. | \$251,537 | Tarago Pre-School Assoc. Inc. | \$121,384 |
| Southlake Community Services Inc. | \$8,090 | Taree & District Pre-School Ltd | \$226,807 |
| Southside Montessori Pre-School | \$99,043 | Tathra Children's Services Inc. | \$224,536 |
| Springdale Heights Pre-School Inc. | \$156,414 | Tea Gardens/Hawks Nest Pre-School Kindergarten Inc. | \$112,892 |
| Springwood & District Pre-School Kindergarten | \$295,120 | Teddy Bears Kindergarten Pty Ltd | \$9,000 |
| Springwood Neighbourhood Centre Co-operative Ltd | \$9,185 | Temora Preschool and Out of School Hours Inc. | \$448,615 |
| St Andrew's Children's Neighbourhood Centre Inc. | \$20,172 | Tenterfield Child Care Centre Inc. | \$31,793 |
| St Andrews Church Community Pre School Inc. | \$120,646 | Tenterfield Pre-School Kindergarten Inc. | \$263,113 |
| St Andrew's Kindergarten Abbotsford Inc. | \$138,704 | Terrey Hills Community Kindergarten | \$112,531 |
| St Anthony's Family Care | \$23,063 | Thankakali Aboriginal Corporation | \$6,765 |
| St Demiana & St Athanasious Coptic Orthodox Church | \$5,851 | Tharawal Aboriginal Corporation | \$38,687 |
| St Dunstons Pre-School Kindergarten Inc. | \$195,491 | The Armidale Waldorf School Ltd | \$85,238 |
| St George Pre-School (Marsfield) Inc. | \$121,631 | The Benevolent Society | \$53,727 |
| St Ives Occasional Care | \$49,387 | The Channon Children's Centre Inc. | \$74,949 |
| St Ives Pre-School | \$126,532 | The Council of the City of Botany Bay | \$76,862 |
| St John's North Ryde Pre-School Assoc. Inc. | \$188,777 | The Council of the Shire of Hornsby | \$128,148 |
| St John's Pre-School Ashfield Inc. | \$216,307 | The Creativity Centre Inc. | \$16,922 |
| St Luke's Pre-School Dapto Inc. | \$301,873 | The Cubbyhouse Pre-School & Occasional Care Centre Inc. | \$49,886 |
| St Luke's Pre-School Northmead Inc. | \$143,162 | The Entrance Pre-School Kindergarten Assoc. Inc. | \$247,066 |
| St Mark's Brighton-le-Sands Pre-School Kindergarten Inc. | \$139,435 | The Factory Community Centre Inc. | \$126,538 |
| St Mark's Child Care Centre Oakhurst Inc. | \$31,228 | The Grace Child Care Centre Inc. | \$74,998 |
| St Mark's Northbridge Kindergarten Inc. | \$161,997 | The Guardian Angel Pre-School Kindergarten Inc. | \$19,420 |
| St Mark's Pre-School Inc. - Hurstville South | \$124,418 | The Gynea Nursery School & Kindergarten Co-operative Society Ltd | \$249,200 |
| St Mark's Vacation Care Centre | \$11,222 | The Hills Community Kindergarten Inc. | \$215,702 |
| St Mary & St Mina's Vacation Care | \$6,101 | The Hills Shire Council | \$218,140 |
| St Mary's Child Care Centre Ltd | \$32,636 | The Illawarra Disability Trust | \$10,768 |
| St Mary's Community Pre-School Casino Inc. | \$360,824 | The Infants Home Ashfield | \$337,427 |
| St Marys District Baptist Church Out Of School Hours Care St Clair | \$13,376 | The Jack & Jill Kindergarten - Hornsby | \$162,533 |
| St Mary's Guildford Pre-School | \$272,564 | The John Wycliffe Christian Education Assoc. Ltd | \$84,161 |
| St Mary's North Tamworth Pre-School Inc. | \$249,990 | The Junction Works Ltd | \$53,696 |
| St Michael's Family Centre Ltd | \$48,433 | The Killarney School Ltd | \$75,186 |
| St Paul's Lutheran Kindergarten Inc. | \$20,390 | The Little School Pre-School Inc. | \$77,884 |
| St Peters Community Preschool Inc. | \$119,958 | The North Brighton Pre-School Community Kindergarten Inc. | \$223,694 |
| St Peter's Pre-School Ltd | \$248,620 | The Northern Nursery School Ltd | \$189,089 |
| St Peter's Preschool Tamworth Inc. | \$309,328 | The Oaks Pre-School Kindergarten Co-operative Ltd | \$197,732 |
| St Stephen's Belrose Kindergarten Inc. | \$214,688 | The Point Pre-School Inc. | \$78,824 |
| St Stephen's Pre-School Kindergarten Inc. | \$167,803 | The Rainbow Children's Centre Inc. | \$40,981 |
| St Therese Community Pre-School Inc. | \$68,847 | The Rock Pre-School Inc. | \$122,422 |
| St Thomas' Preschool | \$111,591 | The Salvation Army (NSW) Property Trust | \$34,133 |
| St Thomas Rozelle Child Care Centre | \$29,801 | The Scots School - Albury | \$157,557 |
| Strathfield & District Hebrew Congregation Yolanda Kramer Kindergarten | \$206,245 | The Shepherd Centre | \$147,141 |
| Strathfield One-Stop Child Care Services Inc. | \$62,519 | The Tower Pre-School - Jiggi | \$51,358 |
| Stroud Neighbourhood Children's Co-operative | \$188,126 | The Trustees of the Society of St Vincent de Paul (NSW) | \$93,885 |
| Stuarts Point Pre-School Assoc. Inc. | \$164,988 | The Uniting Church in Australia Property Trust (NSW) - On behalf of Wesley Mission | \$37,191 |
| Style's Street Children's Community Long Day Care Centre Inc. | \$46,118 | Thredbo Early Childhood Centre Inc. | \$18,241 |
| Sun Valley Pre-School Kindergarten | \$108,167 | Thurgoona Pre-School Inc. | \$310,601 |
| Sunny Corner Toy Library Inc. | \$27,042 | | |

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| Tibooburra Multi Purpose Centre Inc. | \$86,992 | Weldon Children's Services | \$94,857 |
| Tocumwal Pre-School Kindergarten Inc. | \$237,331 | Wellington Community Children's Centre Inc. | \$339,888 |
| Tooleybuc Pre-School Assoc. Inc. | \$141,305 | Wentworth District Pre-School Play Centre Inc. | \$157,053 |
| Toongabbie Before & After School Care & Vacation Care Inc. | \$9,267 | Wentworth Falls Pre-School Kindergarten Inc. | \$197,483 |
| Toongabbie Christian School OOSH | \$12,655 | Werris Creek & District Pre-School Assoc. Inc. | \$237,989 |
| Tooraweenah Pre-School Assoc. Inc. | \$36,132 | West Albury Pre-School Centre Inc. | \$312,366 |
| Toormina Community Pre-School Inc. | \$203,002 | West Bathurst Pre-School Inc. | \$444,518 |
| Toronto Community Child Care Centre Inc. | \$37,842 | West Epping Pre-School Assoc. Inc. | \$174,787 |
| Tottenham Pre-School Kindergarten Assoc Inc. | \$95,998 | West Ryde Neighbourhood Children's Centre | \$30,327 |
| Toukley Pre-School Kindergarten Inc. | \$248,897 | Western Sydney Local Health District | \$12,283 |
| Towri Aboriginal Corporation | \$29,057 | Westlawn Pre-School Inc. | \$172,284 |
| Toxteth Kindergarten Inc. | \$17,024 | Weston Community Pre-School Inc. | \$221,215 |
| Trangie Pre-School Kindergarten Assoc. Ltd | \$157,472 | Wilberforce Early Learning Centre Inc. | \$34,839 |
| Tregear Presbyterian Kindergarten | \$280,352 | Wilberforce Pre-School Kindergarten Inc. | \$153,236 |
| Trinity Preschool Orange Inc. | \$484,906 | Williamstown Pre-School Inc. | \$138,058 |
| Trundle Children's Centre Inc. | \$67,660 | Willoughby City Council | \$96,274 |
| Trustees of the Christian Brothers | \$96,818 | Willoughby Community Pre-School Inc. | \$142,163 |
| Trustees Roman Catholic Church Diocese of Lismore | \$583,072 | Willow Tree Pre-School Inc. | \$73,063 |
| Tullamore Pre-School & Child Care Centre Inc. | \$70,200 | Wilson's Creek Community Pre-School Inc. | \$66,273 |
| Tumbarumba Shire Council | \$60,443 | Windsor Presbyterian Pre-School Kindergarten | \$122,660 |
| Tumut Pre-School Co-operative Society Ltd | \$408,969 | Windsor Pre-School Assoc. Inc. | \$254,455 |
| Tunttable Falls Early Childhood Centre Inc. | \$77,655 | Wingham & District Pre-School Kindergarten Ltd | \$431,570 |
| Tweed Heads Community Pre-School Inc. | \$107,150 | Winmalee Community Preschool Inc. | \$247,954 |
| Tweed Shire Vacation Care Inc. | \$21,450 | Wiradjuri Aboriginal Corporation Community & Child Care Centre | \$26,558 |
| U@MQ Ltd | \$53,986 | Wollondilly Mobile Pre-School Assoc. Inc. | \$89,178 |
| Ulladulla Children's Centre Inc. | \$35,448 | Wollondilly Shire Council | \$31,110 |
| UnitingCare NSW.ACT | \$5,003,446 | Wollongbar Community Pre-School Inc. | \$193,276 |
| University of New England | \$13,930 | Wollongong Unicentre Ltd | \$40,825 |
| University of New South Wales | \$126,746 | Wombat Occasional Care Centre Inc. | \$102,696 |
| Upper Hunter Community Services Inc. | \$190,045 | Woodbine Neighbourhood Centre Inc. | \$97,764 |
| Upper Macleay Pre-School Inc. | \$116,281 | Woodenbong Pre-School Kindergarten Inc. | \$122,635 |
| Uralla Pre-School Kindergarten Inc. | \$292,569 | Woodrising Community Pre-School & Childcare Centre Inc. | \$39,685 |
| Urana Shire Council | \$191,635 | Woodville Community Service Inc. | \$33,296 |
| Uranquinty Pre-School Assoc. Inc. | \$54,629 | Woolgoolga Child Care Centre Inc. | \$19,751 |
| Urunga Community Preschool Inc. | \$248,319 | Woollahra Municipal Council | \$179,840 |
| UTS Child Care Inc. | \$47,316 | Woomera Aboriginal Corporation Albury | \$132,253 |
| Valla Community Pre-School Inc. | \$228,313 | Woy Woy Peninsula Child Care Centre Co-operative | \$94,256 |
| Valley Pre-School Inc. | \$54,900 | Wunanbiri Pre-School Inc. | \$197,729 |
| Wagga Wagga East Before & After School Care Centre Inc. | \$6,183 | Wyoming Community Centre Inc. | \$10,063 |
| Wakool Pre-School Inc. | \$53,219 | Wyong Preschool Kindergarten Assoc. Inc. | \$373,879 |
| Walcha Council | \$342,325 | Wyong Shire Council | \$276,690 |
| Walgett Pre-School and Long Day Care Centre Inc. | \$73,466 | Yalbillinga Boori Day Care Centre Aboriginal Corp | \$32,924 |
| Walgett Shire Council | \$33,210 | Yamba Preschool Kindergarten Assoc. Inc. | \$208,817 |
| Wallsend Community Pre-School | \$242,341 | Yarrabin Outreach Inc. | \$227,895 |
| Wallum Community Preschool and Family Centre Inc. | \$259,926 | Yarran Early Intervention Inc. | \$29,748 |
| Wangi Peter Pan Kindergarten Inc. | \$244,710 | Yarrunga Early Learning Centre Inc. | \$42,805 |
| Warialda Pre-School Inc. | \$165,464 | Yass Early Childhood Centre Assoc. | \$345,177 |
| Warilla Baptist Pre-School | \$159,149 | Yass Montessori Pre-School Inc. | \$262,926 |
| Warners Bay Early Learning and Care Centre Inc. | \$47,074 | Yawarra Community & Child Care Centre Ltd | \$24,115 |
| Warragamba Pre-School Inc. | \$311,199 | Yenda Preschool Kindergarten Inc. | \$171,700 |
| Warragamba-Silverdale Neighbourhood Centre Inc. | \$90,507 | Yeoval Pre-School Inc. | \$83,172 |
| Warren Pre-School Kindergarten | \$387,854 | YMCA - Queanbeyan | \$15,362 |
| Warren Shire Council | \$6,194 | YMCA of Sydney | \$122,006 |
| Warringah Council | \$299,173 | Young Child Care Centre Inc. | \$38,837 |
| Warrumbungle Shire Council | \$532,150 | Young Pre-School Kindergarten Inc. | \$484,928 |
| Wauchope Pre-School Kindergarten Inc. | \$251,252 | YWCA Hunter Region Inc. | \$13,893 |
| Waverley Council | \$112,014 | | |
| WCOOSC Inc. | \$13,975 | | |
| Wee Waa & District Pre-School Assoc. Inc. | \$242,579 | | |
| | | Total paid in 2012/13 | \$186,393,402 |

Education support grants

Supporting non-government organisations making outstanding contributions to educational outcomes in NSW.

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| Bega Valley Advocates for Timor Leste | \$9,894 |
| Chinese Language Teachers Assoc. of NSW Inc. | \$3,000 |
| Modern Language Teacher's Assoc. of NSW | \$2,000 |
| Musica Viva Australia | \$19,000 |
| Professional Teachers Council NSW | \$308,178 |
| Public Education Foundation Ltd | \$120,000 |
| SASSPA (NSW) Inc. | \$26,531 |
| Stewart House | \$217,300 |
| Total paid in 2012/13 | \$705,903 |

Elsa Dixon Aboriginal Employment Program

Supporting Aboriginal people in provision and development of employment opportunities.

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| Armidale & District Business Enterprise Centre Ltd | \$106,800 |
| Ashfield Municipal Council | \$3,911 |
| Auswide Projects Ltd | \$106,800 |
| Booroongen Djugun Aboriginal Corp. | \$42,047 |
| Boys Town | \$83,459 |
| Bunjum Aboriginal Cooperative | \$213,600 |
| Enterprise & Training Company Ltd | \$148,238 |
| Griffith Skills Training Centre Inc. | \$255,354 |
| Guyra Shire Council | \$30,361 |
| Hunter Region Business Enterprise Centre Inc. | \$213,550 |
| Lismore City Council | \$20,993 |
| Moree Plains Shire Council | \$78,511 |
| Murdi Paaki Regional Enterprise Corp. Ltd | \$35,415 |
| Parkes Forbes Business Enterprise Centre | \$212,112 |
| Richmond Valley Council | \$54,595 |
| Shoalhaven Community Development Aboriginal Corp. | \$106,800 |
| Southern Rivers Catchment Management Authority | \$17,540 |
| Sutherland Shire Council | \$42,061 |
| Tablelands Community Employment And Training Inc. | \$41,600 |
| The Illawarra Itec Ltd | \$213,542 |
| Verto Ltd | \$106,800 |
| Total paid in 2012/13 | \$2,134,089 |

Emerging priorities grants

Addressing training needs in industries with identified skills shortages.

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| ACE Community Colleges Ltd | \$6,950 |
| ACE North Coast Inc. | \$4,199 |
| Applied Training Solutions Pty Ltd | \$3,053 |
| Austrain Academy Pty Ltd | \$14,640 |
| Australasian Education & Training Services Pty Ltd | \$4,455 |
| Australian College of Commerce and Management Pty Ltd | \$1,055 |
| Ballina Region Community College Inc. | \$595 |
| BBT Training Australia Pty Ltd | \$159,482 |
| Blue Visions Management Pty Ltd | \$2,975 |
| Cerebral Palsy Alliance | \$27,298 |
| Coates Hospitality Services Pty Ltd | \$2,726 |
| Comet Training Pty Ltd | \$548 |

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| Enterprise & Training Company Ltd | \$12,257 |
| Equals International (Australia) Pty Ltd | \$9,407 |
| Eurobodalla Adult Education Centre Inc. | \$64,122 |
| Grafton Community College Inc. | \$980 |
| House With No Steps | \$1,272 |
| Illawarra Retirement Trust | \$53,956 |
| Impact Training Pty Ltd | \$7,188 |
| Indigenous Training Solutions | \$29,958 |
| ISA Kiama Pty Ltd | \$9,900 |
| JB Hunter Technology Pty Ltd | \$3,351 |
| Joblink Plus Ltd | \$52,868 |
| Karben Training Solutions Monka Pty Ltd | \$2,243 |
| Kreate Pty Ltd | \$14,942 |
| Learning Sphere Training Solutions Pty Ltd | \$5,200 |
| Lennox Institute Pty Ltd | \$47,452 |
| Mai-Wel Ltd | \$4,137 |
| Nepean Community College Inc. | \$379 |
| Professional Training Services Australia | \$19,666 |
| Riverina Community College Ltd | \$1,620 |
| Southern Pathology Services Pty Ltd | \$10,110 |
| Sureway Skills Training Pty Ltd | \$57,503 |
| The Illawarra ITEC Ltd | \$5,082 |
| Transport Industries Skills Centre Inc. | \$1,188 |
| Transqual Pty Ltd | \$18,113 |
| Workers Educational Assoc. (Illawarra) | \$17,912 |
| Total paid in 2012/13 | \$678,781 |

Grant in aid

Supporting non-profit organisations demonstrating an outstanding contribution to educational outcomes in NSW.

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| Australian Children's Television Foundation | \$135,100 |
| Council of Catholic School Parents | \$76,600 |
| Early Childhood Intervention Australia | \$10,000 |
| Federation of Parents & Citizens Associations | \$358,800 |
| Institute for Family Advocacy | \$32,000 |
| Isolated Children's Parents Assoc. | \$49,100 |
| Learning Difficulties Coalition | \$30,000 |
| Learning Links | \$24,000 |
| NSW Aboriginal Education Consultative Group Inc. | \$90,000 |
| NSW Parents Council Inc. | \$60,500 |
| Specific Learning Difficulties Association of NSW | \$31,200 |
| Talent Development Project Inc. | \$221,000 |
| The Aurora Project | \$130,000 |
| Vision Australia Ltd | \$10,100 |
| Total paid in 2012/13 | \$1,258,400 |

Group Joint Training Scheme Grants

Funding group training organisations to encourage the commencement and completion of apprenticeships and traineeships in line with nationally agreed priority areas.

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| Aboriginal Employment Strategy Ltd | \$96,344 |
| Apprentices Plus Pty Ltd | \$94,266 |
| Apprentices Trainees Employment Ltd | \$133,221 |
| ARC Group Training Ltd | \$22,103 |

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| Australian Industry Group Training Services Pty Ltd | \$18,105 |
| Australian Training Company Ltd | \$65,141 |
| Auswide Projects Ltd | \$11,677 |
| Automotive Group Training (NSW) | \$74,830 |
| Central Coast Group Training Ltd | \$41,744 |
| ECA Training Pty Ltd | \$39,709 |
| GTES Riverina Group Training & Employment Ltd | \$49,822 |
| Hospitality Training Network of NSW Ltd | \$134,990 |
| Housing Industry Association Ltd | \$19,374 |
| Hume Employment Service Ltd | \$9,126 |
| Hunter Valley Training Company Pty Ltd | \$178,817 |
| Hunternet Group Training | \$17,677 |
| Macarthur Group Training Ltd | \$50,054 |
| Manufacturing Industry Group Apprenticeship Scheme Inc. | \$46,741 |
| Master Builders Association of NSW Pty Ltd | \$42,854 |
| Master Builders Group Training Pty Ltd | \$9,816 |
| Master Painters Group Training Co. | \$5,395 |
| Master Plumbers Apprentices Ltd | \$21,458 |
| MBA Newcastle Group Training Pty Ltd | \$10,712 |
| MEGT (Australia) Ltd | \$32,859 |
| Murray Mallee Training Co. Ltd | \$25,110 |
| Novaskill HGT Australia Ltd | \$74,195 |
| NSW Business Chamber Ltd | \$16,797 |
| On-Q Human Resources Ltd | \$18,231 |
| Skilled Group Ltd | \$30,653 |
| Skillset Ltd | \$135,927 |
| Sydney Training & Employment Ltd | \$52,955 |
| TABMA Training Pty Ltd | \$13,897 |
| The Electrotechnology Industry Group Training Co. Ltd | \$46,086 |
| The Group Training Association of NSW & ACT | \$65,000 |
| Toowoomba Regional Group Apprenticeship Co. Pty Ltd | \$5,474 |
| Workventures Ltd | \$12,314 |
| WPC Group Ltd | \$60,407 |
| WSROC Group Apprentices | \$20,035 |
| YC Industry Link Ltd | \$13,948 |
| Total paid in 2012/13 | \$1,817,864 |

Intervention support grants: Young people with disabilities

Supporting the delivery of educational programs for children with disabilities.

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| Aberdare Preschool Inc. | \$2,697 |
| Aberdeen Preschool Assoc. Inc. | \$3,000 |
| Albury Preschool Kindergarten Inc. | \$9,165 |
| All Saints Preschool Albion Park Inc. | \$3,954 |
| Anglican Church of Australia - Calrossy Anglican School | \$6,467 |
| Annette's Place Inc. | \$6,468 |
| Anzac Village Preschool Assoc. Inc. | \$5,211 |
| Apostolic Church Australia Ltd | \$24,000 |
| Arndu St Paul's Preschool Assoc. Inc. | \$10,421 |
| Aspire Support Services Ltd | \$85,418 |
| Autism Spectrum Australia (Aspect) | \$262,069 |
| Awabakal Newcastle Aboriginal Cooperative Ltd | \$31,079 |
| Ballina Fox Street Preschool Inc. | \$16,888 |
| Ballina River Street Children's Centre Inc. | \$16,797 |
| Baptist Union of New South Wales - Alstonville Baptist Church | \$5,211 |
| Baptist Union of NSW - Maitland Baptist Church | \$6,743 |

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| Barnardos Australia | \$22,191 |
| Bathurst Early Childhood Intervention Services Inc. | \$111,950 |
| Baulkham Hills Preschool Kindergarten Inc. | \$2,697 |
| Beacon Hill Community Kindergarten Assoc. Ltd | \$6,560 |
| Bega Preschool Assoc. Inc. | \$10,513 |
| Belmont North Preschool Inc. | \$6,560 |
| Berala Jack and Jill Preschool Kindergarten Inc. | \$5,211 |
| Beresfield Community Children's Education Centre | \$20,298 |
| Berkeley Vale Preschool Kindergarten Inc. | \$10,330 |
| Bexley Jack and Jill Preschool Inc. | \$16,980 |
| Big Fat Smile Group Ltd | \$77,500 |
| Binnowie Kindergarten Cooperative Society Ltd | \$2,697 |
| Biralee Preschool Finley Inc. | \$7,816 |
| Birubi Point Community Preschool Assoc. Inc. | \$3,000 |
| Blacktown City Council | \$34,499 |
| Bland Shire Council | \$13,027 |
| Blaxland Preschool Kindergarten | \$30,989 |
| Blayney Preschool Inc. | \$2,697 |
| Bombala Preschool Inc. | \$3,000 |
| Boolaroo-Speers Point Community Kindergarten Inc. | \$7,106 |
| Bowraville Community Preschool Inc. | \$3,000 |
| Boys' Town Engadine | \$5,000 |
| Branxton Preschool Inc. | \$5,514 |
| Brayside Community Preschool Inc. | \$3,000 |
| Broken Hill Happy Day Preschool Kindergarten Inc. | \$7,724 |
| Budgewoi-Halekulani Preschool Kindergarten Inc. | \$35,704 |
| Bulahdelah Preschool Inc. | \$7,080 |
| Bundeena Maianbar Preschool and Children's Services Inc. | \$3,000 |
| Bunyip Preschool Harden Inc. | \$11,678 |
| Byron Bay Preschool Inc. | \$10,421 |
| Byron Shire Early Intervention Assoc. Inc. | \$39,325 |
| Cabarita Mortlake Kindergarten Assoc. Inc. | \$2,697 |
| Camden Preschool Kindergarten Cooperative Ltd | \$21,026 |
| Canterbury Community Child Care Centre Inc. | \$3,000 |
| Carewest Ltd | \$20,658 |
| Castle Hill Preschool Kindergarten Inc. | \$4,533 |
| Catherine Field Preschool Kindergarten Inc. | \$11,770 |
| Catherine Sullivan Centre | \$30,389 |
| CatholicCare | \$214,398 |
| Central Coast Community College | \$48,000 |
| Central Shoalhaven Mobile Preschool Unit Inc. | \$9,073 |
| Cerebral Palsy Alliance | \$331,719 |
| Cessnock Multipurpose Children's Centre Ltd | \$4,046 |
| Children's Services Community Management Ltd | \$9,073 |
| Christ Church Gladesville Preschool Kindergarten Inc. | \$9,073 |
| Christ Church St Ives Preschool Inc. | \$5,514 |
| Clunes Community Preschool Assoc. Inc. | \$2,697 |
| Coffs Harbour Preschool Assoc. Inc. | \$6,770 |
| Coldstream Community Preschool Inc. | \$4,046 |
| Community Programs Inc. | \$118,092 |
| Como Preschool Kindergarten Assoc. Inc. | \$8,981 |
| Condobolin Preschool Kindergarten Inc. | \$11,586 |
| Connect Child and Family Services Inc. | \$92,470 |
| Coolah Preschool Kindergarten Inc. | \$6,086 |
| Coolamon Preschool Assoc. Inc. | \$3,000 |
| Cooloon Children's Centre Inc. | \$5,040 |
| Cooma Lambie Street Preschool Assoc. Inc. | \$18,776 |
| Coutts Crossing Preschool Inc. | \$5,514 |
| Cowra Special Needs Services Inc. | \$50,113 |
| Crescent Head Community Preschool Inc. | \$2,514 |

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| Cudal Community Children's Centre Inc. | \$3,000 | Hunter Prelude Early Intervention Centre Inc. | \$286,997 |
| Cuddlepie Early Childhood Learning Centre Inc. | \$2,697 | Hunters Hill Preschool Inc. | \$11,678 |
| Dalaigur Preschool and Children's Services Assoc. Inc. | \$22,009 | Illawarra Area Child Care Ltd | \$29,409 |
| Delegate District Preschool Inc. | \$7,636 | Iluka Preschool Inc. | \$6,770 |
| Deniliquin Children's Centre Inc. | \$6,467 | Inaburra Communications Ltd - Inaburra Preschool | \$15,448 |
| Denman Children's Centre Assoc. Inc. | \$6,671 | Infants' Home Ashfield | \$51,133 |
| Doonside Kindergarten Inc. | \$7,816 | Integricare | \$44,401 |
| Drummoyne Preschool Kindergarten Inc. | \$9,165 | Inverell Disability Services Inc. | \$28,595 |
| Dubbo and District Preschool Kindergarten Inc. | \$14,283 | Inverell District Family Services Inc. | \$14,843 |
| Dubbo West Preschool Inc. | \$12,935 | Jacaranda Preschool Centre Inc. | \$5,395 |
| Dunedoo Preschool Kindergarten Inc. | \$3,000 | Jack and Jill Preschool Assoc. (Lithgow) Inc. | \$2,697 |
| Early Education Inc. | \$282,194 | Jesmond Community Preschool Assoc. Inc. | \$6,770 |
| Early Links Inclusion Support Service Inc. | \$130,223 | Jesmond Early Education Centre Inc. | \$13,054 |
| Early Start | \$20,989 | Jindera Preschool Assoc. Inc. | \$3,000 |
| East Lindfield Community Preschool Inc. | \$2,040 | Jumbunna Community Preschool and Early Intervention Centre Inc. | \$96,966 |
| East Lismore Community Preschool Inc. | \$5,211 | Jumping Jacks Community Preschool Inc. | \$5,211 |
| East Maitland Preschool Kindergarten Assoc. Inc. | \$17,224 | Kangaroo Valley Preschool Inc. | \$3,000 |
| Eastlake Community Child Care Centre Inc. | \$1,258 | Kapooka Early Childhood Centre Inc. | \$5,211 |
| Elanora Heights Community Centre Preschool Cooperative Society Ltd | \$4,046 | Karingal Preschool Nelson Bay Inc. | \$4,737 |
| Engadine Preschool Kindergarten Inc. | \$9,073 | Karuah Preschool Assoc. Inc. | \$13,027 |
| Fairfield City Council | \$216,446 | Katoomba Children's Cottage Inc. | \$12,935 |
| Felton Street Early Learning Preschool Inc. | \$13,119 | Kellyville Preschool Inc. | \$13,027 |
| Firstchance Inc. | \$285,563 | Kempsey Children's Services Cooperative Ltd | \$24,888 |
| Forbes Preschool Kindergarten Cooperative Ltd | \$3,000 | Kempsey Early Intervention Program Inc. | \$112,257 |
| Frederick Street Kindergarten Cooperative Ltd | \$33,961 | Kenthurst Preschool Kindergarten Inc. | \$5,211 |
| Galloping Gumnut Mobile Children's Services Van Inc. | \$3,000 | Kiama Preschool Inc. | \$9,284 |
| Gamumbi Early Childhood Education Centre Inc. | \$6,467 | Killarney Vale Preschool Kindergarten Inc. | \$6,467 |
| Giant Steps Sydney Ltd | \$8,043 | Kindamindi Cooperative Ltd | \$3,000 |
| Gilgandra Preschool Inc. | \$6,467 | Kindilan Early Childhood Centre Inc. | \$11,091 |
| Girrinbai Community Preschool Inc. | \$13,026 | Kingscliff Mini School Inc. | \$3,000 |
| Glen Innes Severn Council | \$5,395 | Kogarah Council | \$3,000 |
| Glenbrook Preschool Kindergarten Inc. | \$2,697 | Koninderie Community Based Preschool Inc. | \$5,514 |
| Glendore Child Care Centre Inc. | \$12,535 | Koorana Child and Family Services Inc. | \$221,415 |
| Goonellabah Preschool Inc. | \$21,319 | Kootingal and District Preschool Inc. | \$3,000 |
| Gordon Community Preschool | \$7,724 | KU Children's Services | \$702,470 |
| Goulburn and District Children's Services Assoc. Inc. | \$47,958 | Kurnell Preschool Kindergarten Inc. | \$7,816 |
| Goulburn Preschool Assoc. Inc. | \$7,816 | Kurrajong Waratah | \$601,321 |
| Grace Lutheran Church Moree - Grace Lutheran Preschool | \$9,073 | Kurri Kurri and District Preschool Kindergarten Inc. | \$23,080 |
| Grays Point Preschool Kindergarten Assoc. Inc. | \$3,000 | Lalor Park Preschool Kindergarten Assoc. Inc. | \$7,435 |
| Great Lakes Children's Centre Inc. | \$6,559 | Lambing Flat Enterprises Ltd | \$36,591 |
| Greenhills Child Care Centre Inc. | \$2,697 | Lane Cove Children's Centre | \$12,863 |
| Grenfell Preschool and Long Day Care Centre Inc. | \$4,492 | Lapstone Preschool Kindergarten Assoc. Inc. | \$259,081 |
| Growing Potential Ltd - Children First | \$30,297 | Learning Links | \$260,312 |
| Gumnut Bowral Memorial Preschool Inc. | \$6,086 | Lennox Head Community Preschool Inc. | \$4,257 |
| Gunnedah Baptist Child Care Assoc. Inc. | \$3,000 | Lifefirst Cooperative Ltd | \$504,341 |
| Gunnedah Family and Children's Services Inc. | \$38,852 | Lindisfarne Anglican School | \$4,046 |
| Gunnedah Preschool Kindergarten Assoc. Inc. | \$23,264 | Lismore Parish Centre Preschool Inc. | \$13,027 |
| GyMEA Nursery School and Kindergarten Cooperative Society Ltd | \$7,816 | Lismore Preschool Inc. | \$15,632 |
| Hamilton Child Care Centre Inc. | \$1,927 | Lithgow Early Intervention Program Inc. | \$40,080 |
| Hastings Early Intervention Program Inc. | \$158,426 | Liverpool Campbelltown Christian School Ltd | \$3,000 |
| Hawkesbury Early Childhood Intervention Service Inc. | \$69,940 | Liverpool City Council | \$37,671 |
| Heathdene Community Services Inc. | \$22,141 | Lockhart Preschool Kindergarten Inc. | \$3,000 |
| Highfields Preparatory and Kindergarten School Ltd | \$6,072 | Long Jetty Preschool Inc. | \$14,953 |
| Holroyd City Council | \$71,678 | Lower Bucca Community Preschool Inc. | \$5,211 |
| Horizon Early Childhood Intervention Service Inc. | \$57,275 | Lyrebird Preschool Kindergarten Nowra East Inc. | \$8,335 |
| Hornsby Shire Council | \$7,014 | Macarthur Preschool Kindergarten Assoc. Inc. | \$10,421 |
| House With No Steps | \$74,697 | Macksville Preschool Childcare Centre Ltd | \$7,106 |
| Howlong Preschool Assoc. Inc. | \$4,046 | Maclean Community Preschool Inc. | \$6,467 |
| | | Macquarie Hills Community Preschool Inc. | \$2,697 |

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| Macquarie Preschools Co-operative Ltd | \$12,013 | Pambula Preschool Kindergarten Assoc. Inc. | \$3,000 |
| Maitland Nursery School Inc. | \$10,540 | Parkes Early Childhood Centre Inc. | \$16,162 |
| Manilla Community Preschool Inc. | \$4,737 | Parklands Community Preschool and Children's Centre Inc. | \$11,678 |
| Manly Council | \$2,989 | Paterson Preschool Inc. | \$3,000 |
| Manly Vale Community Kindergarten Inc. | \$12,935 | Pathways - Early Childhood Intervention Inc. | \$134,972 |
| Manly Warringah Montessori Society | \$3,000 | Pedal Early Childhood Intervention Service Inc. | \$87,221 |
| Manning and Great Lakes Early Intervention Inc. | \$152,827 | Pennant Hills War Memorial Children's Centre Assoc. Inc. | \$5,395 |
| Marayong Preschool Kindergarten Inc. | \$35,217 | Penrith City Council | \$98,737 |
| Marist Youth Care Ltd | \$19,000 | Peter Pan Preschool Kindergarten Tamworth Inc. | \$5,027 |
| Marrickville Council | \$6,060 | Peter Rabbit Community Preschool Inc. | \$7,816 |
| Mater Dei | \$166,506 | Pied Piper Preschool Assoc. (Wallerawang) Inc. | \$5,040 |
| Mayfield Central Community Preschool Kindergarten Ltd | \$3,000 | PlayAbility Inc. | \$46,974 |
| McGraths Hill Children's Centre Inc. | \$3,771 | Ponyara Preschool Kindergarten Assoc. Ltd | \$6,468 |
| Medowie Community Preschool Inc. | \$7,817 | Port Macquarie Community Preschool Ltd | \$19,310 |
| Merindah Children's Centre Inc. | \$5,040 | Portsmouth Community Preschool Assoc. Inc. | \$5,211 |
| Merriwa Preschool Kindergarten Assoc. Inc. | \$3,000 | Presbyterian Church (New South Wales) Property Trust | \$38,002 |
| Mikayla Childrens Centre Inc. | \$18,879 | Pymble Turramurra Kindergarten Inc. | \$7,080 |
| Minooka Preschool Centre Inc. | \$5,211 | Queanbeyan and District Preschool Assoc. Inc. | \$47,067 |
| Miranda Kindergarten Assoc. Inc. | \$23,540 | Queanbeyan Children's Special Needs Group Inc. | \$69,794 |
| Mission Australia | \$217,111 | Quirindi Preschool Kindergarten Inc. | \$9,257 |
| Mittagong Preschool Kindergarten Inc. | \$15,632 | Rainbow Preschool Assoc. Broken Hill Inc. | \$14,903 |
| Moama and District Preschool Centre Inc. | \$4,046 | Raymond Terrace Community Preschool Inc. | \$11,770 |
| Molong District Preschool Inc. | \$2,697 | Richmond Hill Community Preschool Inc. | \$3,000 |
| Monaro Early Intervention Service Inc. | \$92,961 | Richmond Preschool Kindergarten Assoc. Inc. | \$14,283 |
| Moree Preschool Inc. | \$34,703 | Riverside Preschool Inc. | \$6,560 |
| Moresby Park Preschool Inc. | \$9,073 | Rosebank Community Preschool Inc. | \$3,000 |
| Moriah War Memorial College Assoc. | \$12,803 | Rosellas Community Preschool Inc. | \$6,770 |
| Morisset and District Children's Centre Co-operative Ltd | \$3,000 | Ross Circuit Preschool Centre Inc. | \$7,797 |
| Moruya Preschool Kindergarten Inc. | \$3,000 | Royal Institute for Deaf and Blind Children | \$683,139 |
| Mount Hutton Child Care Centre Inc. | \$3,000 | Rylstone Kandos Preschool Inc. | \$4,724 |
| Mountains Outreach Community Service Inc. | \$5,514 | Salamander Child Care Centre Inc. | \$6,743 |
| Mudgee Preschool Kindergarten Co-operative Ltd | \$9,073 | Sans Souci Community Preschool Assoc. Inc. | \$17,073 |
| Mulwala Preschool Inc. | \$3,000 | Scone and District Preschool Inc. | \$14,559 |
| Murrumbateman Early Childhood Centre Assoc. Inc. | \$6,468 | SDN Child and Family Services Pty Ltd | \$97,048 |
| Musicians Making a Difference Inc. | \$15,400 | SDN Children's Services | \$42,128 |
| Muswellbrook Preschool Kindergarten Inc. | \$3,770 | Shoalhaven Community Preschool Inc. | \$6,743 |
| Nambucca Heads Preschool Playcentre Ltd | \$5,427 | Silverlea Early Childhood Services Inc. | \$31,706 |
| Nambucca Valley Children's Group Inc. | \$51,719 | Singleton Heights Preschool Inc. | \$11,770 |
| Narrabeen Community Kindergarten Inc. | \$20,843 | Singleton Preschool Kindergarten Inc. | \$2,514 |
| Narromine Preschool Kindergarten Inc. | \$6,743 | Snugglepot Day Care Centre Inc. | \$34,946 |
| Ngallingnee Jarjum Tabulam and District Community Preschool Inc. | \$3,000 | South West Rocks Preschool Inc. | \$3,000 |
| Nimmitabel Preschool Inc. | \$3,000 | Southside Montessori Society | \$3,000 |
| Noah's Ark Centre of Shoalhaven Inc. | \$94,420 | Special Needs Support Group Inc. | \$150,762 |
| Normanhurst West Community Preschool Inc. | \$3,000 | Springdale Heights Preschool Inc. | \$5,757 |
| North Epping Kindergarten Assoc. Inc. | \$5,028 | Springwood and District Preschool Kindergarten Assoc. Inc. | \$3,000 |
| North Rocks Preschool Inc. | \$3,000 | St Andrew's Kindergarten Abbotsford Inc. | \$3,060 |
| North Ryde Community Preschool Inc. | \$7,816 | St Anthony's Family Care | \$54,433 |
| North St Marys Neighbourhood Centre Inc. | \$3,770 | St Dunstan's Preschool Kindergarten Inc. | \$11,586 |
| Northern Beaches Montessori Assoc. Inc. | \$3,000 | St Ives Preschool Kindergarten Assoc. | \$9,073 |
| Northside Montessori Society | \$3,000 | St John's North Ryde Preschool Assoc. Inc. | \$5,211 |
| Norwood Community Preschool Inc. | \$7,816 | St John's Preschool Ashfield Inc. | \$2,514 |
| Nurruby Children's Services Inc. | \$16,075 | St Luke's Preschool Dapto Inc. | \$15,632 |
| Ocean Shores Preschool Inc. | \$2,697 | St Luke's Preschool Northmead Inc. | \$2,697 |
| Old Bar Community Preschool Inc. | \$2,040 | St Mark's Brighton-le-Sands Preschool Kindergarten Inc. | \$2,697 |
| Open Arms Care Inc. | \$13,832 | St Mark's Preschool Kindergarten Inc. | \$9,073 |
| Orana Early Childhood Intervention and Education Project Inc. | \$158,169 | St Pauls Grammar School Penrith Ltd | \$8,980 |
| Orange District Early Education Program Inc. | \$108,281 | St Peters Community Preschool Inc. | \$2,697 |
| Orange Preschool Kindergarten Ltd | \$10,238 | St Peters Preschool Ltd | \$3,000 |
| | | St Stephen's Preschool Kindergarten Inc. | \$3,000 |
| | | Stepping Stones Early Learning Ltd | \$7,552 |

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| Stuarts Point Preschool Assoc. Inc. | \$5,514 |
| Summerland Early Intervention Program Inc. | \$117,001 |
| Sutherland Shire Council | \$44,697 |
| Sutherland Shire Montessori Society Inc. | \$2,697 |
| Sydney Anglican Schools Corporation | \$3,000 |
| Sydney Community College Ltd | \$18,000 |
| Sylvanvale Foundation | \$57,320 |
| Taree and District Preschool Ltd | \$5,757 |
| Tathra Children's Services Inc. | \$6,467 |
| The Channon Children's Centre Inc. | \$3,000 |
| The Entrance Preschool Kindergarten Assoc. Inc. | \$14,191 |
| The Hills Community Kindergarten Inc. | \$2,514 |
| The Hills Shire Council | \$2,697 |
| The Jack and Jill Kindergarten | \$11,770 |
| The John Wycliffe Christian Education Assoc. Ltd | \$3,060 |
| The North Brighton Preschool Community Kindergarten Inc. | \$9,146 |
| The Northcott Society | \$28,630 |
| The Northern Nursery School Ltd | \$6,560 |
| The Pittwater House Schools Ltd | \$2,697 |
| The Rainbow Children's Centre Inc. | \$77,003 |
| The Shepherd Centre | \$400,722 |
| The SOS Preschool Ltd | \$28,658 |
| The STaR Inclusive Early Childhood Assoc. Inc. | \$69,133 |
| The Tamworth Christian Education Assoc. Ltd | \$3,000 |
| The Toybox Centre Inc. | \$91,463 |
| The Uniting Church in Australia Property Trust (NSW) for UnitingCare NSW.ACT | \$215,501 |
| Thurgoona Preschool Inc. | \$11,862 |
| Tocumwal Preschool Kindergarten Assoc. Inc. | \$3,000 |
| Toukley Preschool Kindergarten Inc. | \$7,816 |
| Trinity Preschool Orange Inc. | \$10,513 |
| Trustees of the Christian Brothers - Waverley College | \$15,540 |
| Trustees of the Roman Catholic Church for the Diocese of Broken Bay | \$5,394 |
| Trustees of the Roman Catholic Church for the Diocese of Lismore - Parish of St Francis Xavier | \$14,143 |
| Trustees of the Roman Catholic Church for the Diocese of Lismore - St Joseph's Family Services | \$32,520 |
| Trustees of the Roman Catholic Church for the Diocese of Parramatta | \$6,711 |
| Trustees of the Sisters of Saint Dominic - Catherine Sullivan Centre | \$31,836 |
| Tweed Heads Community Preschool Inc. | \$5,514 |
| Tweed Valley Early Childhood Intervention Service Inc. | \$133,001 |
| Uralla Preschool Kindergarten Inc. | \$7,816 |
| Uranquinty Preschool Assoc. Inc. | \$3,000 |
| Urunga Community Preschool Inc. | \$3,000 |
| Valla Community Preschool Inc. | \$3,000 |
| Vision Australia Ltd | \$208,627 |
| Walcha Council | \$12,116 |
| Wallsend Community Preschool Inc. | \$7,816 |
| Wallum Community Preschool and Family Centre Inc. | \$5,394 |
| Wangi Peter Pan Kindergarten Inc. | \$5,757 |
| Warragamba Preschool Inc. | \$11,770 |
| Warren Preschool Kindergarten Inc. | \$7,816 |
| Warrumbungle Shire Council | \$4,046 |
| Wauchope Preschool Kindergarten Inc. | \$10,789 |
| Wee Waa and District Preschool Assoc. Inc. | \$5,040 |
| Werris Creek and District Preschool Assoc. Inc. | \$8,981 |
| West Albury Preschool Centre Inc. | \$6,467 |
| West Bathurst Preschool Inc. | \$16,888 |

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| Westlawn Preschool Inc. | \$8,955 |
| Willoughby Community Preschool Inc. | \$11,586 |
| Wilson's Creek Community Preschool Inc. | \$3,000 |
| Windsor Preschool Assoc. Inc. | \$14,191 |
| Wingham District Preschool Kindergarten Ltd | \$17,226 |
| Winmalee Community Preschool Inc. | \$11,586 |
| Wollongbar Community Preschool Inc. | \$20,750 |
| Woodrising Community Preschool and Childcare Centre Inc. | \$8,027 |
| Woy Woy Peninsula Community Childcare Cooperative Society Ltd | \$6,467 |
| Wyong Preschool Kindergarten Assoc. Inc. | \$24,796 |
| Yalbilliga Boori Day Care Centre Aboriginal Corp. | \$5,211 |
| Yamba Preschool Kindergarten Assoc. Inc. | \$6,560 |
| Yarrabin Outreach Inc. | \$3,000 |
| Yarran Early Intervention Service Inc. | \$300,740 |
| Yeoval Preschool Inc. | \$4,795 |
| Young Men's Christian Assoc. of Sydney | \$9,600 |
| Young Preschool Kindergarten Inc. | \$5,395 |
| Total paid in 2012/13 | \$13,351,318 |

Minister for Citizenship and Communities and Minister for Aboriginal Affairs' discretionary grants

Supporting events and activities consistent with NSW Government policy and strategic directions.

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|--|---------------------|
| Cooperative for Aborigines Ltd | \$58,000 |
| Kinchela Boys Home Inc. | \$28,000 |
| Luminosity Youth Inc. | \$1,000 |
| National Aids Fundraising Ltd | \$1,600 |
| New South Wales Aboriginal Land Council - Aboriginal Land Councils Annual Conference | \$10,000 |
| Nowra & Greenwell Point Sub-branch of the RSL of Australia | \$1,749 |
| Police & Community Youth Clubs - Gunnedah | \$3,200 |
| Vibe Australia Pty Ltd - Annual Deadly Awards | \$10,000 |
| Total paid in 2012/13 | \$113,549.00 |

Minister for Sport and Recreation's discretionary fund

Enabling the Minister to make grants consistent with the core business of sport and recreation.

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|--|-----------------|
| AFL (NSW/ACT) Commission Ltd | \$7,000 |
| Associated Media Group Pty Ltd | \$4,000 |
| Australian Deaf Sports Federation Ltd | \$20,000 |
| Cricket New South Wales | \$6,000 |
| Greglea Retirement Village | \$625 |
| Lions Club of Lugarno | \$3,000 |
| NSW Sports Federation Inc. | \$1,000 |
| OGIS Engineering | \$380 |
| Pedestrian Council Of Australia Ltd | \$6,998 |
| Rotary Club Of Gladesville Inc. ¹ | \$10,000 |
| South Coast Hunters Club Inc. | \$7,000 |
| Tennis NSW | \$8,000 |
| Wheelchair Rugby League Australia Inc. | \$5,000 |
| Total paid in 2012/13 | \$79,003 |

¹ Includes two grants transactions in 2012/13.

National curriculum implementation

Contributions towards cost of national curriculum implementation in non-government schools.

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|------------------------------------|--------------------|
| Association of Independent Schools | \$3,698,000 |
| Catholic Education Commission NSW | \$4,902,000 |
| Total paid in 2012/13 | \$8,600,000 |

National partnerships

Formal partnerships between NSW and the Commonwealth in the areas of literacy and numeracy, low socio-economic status school communities and improving teacher quality.

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|--|---------------------|
| Association of Independent Schools | \$16,380,000 |
| Australian Children's Education & Care Quality Authority | \$2,142,000 |
| Catholic Education Commission NSW | \$62,661,055 |
| The Exodus Foundation | \$1,457,500 |
| Total paid in 2012/13 | \$82,640,555 |

National school drug education grants

Supporting drug and alcohol prevention programs in schools.

| | |
|------------------------------------|------------------|
| Association of Independent Schools | \$93,075 |
| Catholic Education Commission NSW | \$395,429 |
| Ted Noffs Foundation Inc. | \$314,897 |
| Total paid in 2012/13 | \$803,401 |

Productivity Places Program grants

Providing training to upskill workers and support job seekers in developing the necessary skills to gain employment.

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| Aboriginal Health and Medical Research Council of NSW | \$38,760 |
| Above & Below Adventure Company Pty Ltd | \$22,966 |
| Academy of Training Pty Ltd | \$174,625 |
| Access Community Group Ltd | \$15,433 |
| Access Group Training Ltd | \$293,379 |
| Access Training Institute Pty Ltd | \$310,756 |
| ACE Community Colleges Ltd | \$22,275 |
| ACE North Coast Inc. | \$818,448 |
| Active Career College Pty Ltd | \$115,040 |
| Active Industry Training Ltd | \$390,834 |
| Advanced Education Australia Pty Ltd | \$424,056 |
| AHFB Pty Ltd ¹ | \$7,500 |
| Allied Educational Services Pty Ltd | \$93,909 |
| Apex Training Solutions Pty Ltd | \$304,683 |
| Applied Training Solutions Pty Ltd | \$313,657 |
| Association of Children's Welfare Agencies Inc. | \$36,484 |
| Astute Training Pty Ltd | \$572,795 |
| Atkinson Training & Development Pty Ltd | \$65,224 |
| Aurora Training and Professional Services Pty Ltd | \$61,180 |
| Austrain Academy Pty Ltd | \$92,299 |
| Austraining (NSW) Pty Ltd | \$513,374 |
| Australasian Education & Training Services Pty Ltd | \$46,978 |

¹ Note: Includes two grants transactions in 2012/13.

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| Australian Airline Pilot Academy Pty Ltd | \$167,500 |
| Australian Child Care Career Options Pty Ltd | \$7,810 |
| Australian College of Applied Psychology Pty Ltd | \$32,625 |
| Australian College of Commerce and Management Pty Ltd | \$474,244 |
| Australian College of Management Studies Pty Ltd | \$18,250 |
| Australian College of Training Pty Ltd | \$500 |
| Australian Concert & Entertainment Security Pty Ltd | \$22,039 |
| Australian Drilling Industry Training Committee Ltd | \$5,565 |
| Australian Education & Training Solutions Pty Ltd | \$160,776 |
| Australian Employment & Training Solutions Pty Ltd | \$44,668 |
| Australian Health Professional Training Solutions Pty Ltd | \$44,868 |
| Australian Institute of Financial Services & Accounting Pty Ltd | \$388,296 |
| Australian Institute of Management NSW & ACT Training Centre Ltd | \$1,595,139 |
| Australian Institute of Professional Counsellors Pty Ltd | \$2,250 |
| Australian Red Cross Society | \$127,128 |
| Australian Retailers Assoc. | \$514,994 |
| Australian Training Company Ltd | \$44,337 |
| Auswide Projects Ltd | \$796,347 |
| Back to Basics Business Training Pty Ltd | \$9,307 |
| Ballina Region Community College Inc. | \$39,588 |
| Bankstown Community College Inc. | \$42,794 |
| Bannister Technical Pty Ltd | \$32,360 |
| BBT Training Australia Pty Ltd | \$1,815 |
| BCA National Training Group Pty Ltd | \$388,088 |
| Benchmark Resources Pty Ltd | \$567,705 |
| Blue Visions Management Pty Ltd | \$416,390 |
| Break Thru People Solutions | \$16,552 |
| Bridgeworks Personnel Ltd | \$237,428 |
| Brucemac Pty Ltd | \$272,025 |
| BSA Ltd | \$42,055 |
| Business Success Group Pty Ltd | \$166,062 |
| Byron Region Community College Inc. | \$434,880 |
| Camden Haven Community College Inc. | \$19,081 |
| Capital Careers Pty Ltd | \$8,142 |
| Carbon Training International Pty Ltd | \$112,770 |
| Central Coast Community College | \$296,912 |
| Cerebral Palsy Alliance | \$77,359 |
| Charles Sturt Services Pty Ltd | \$56,555 |
| CMA Training Group Pty Ltd | \$95,783 |
| Coates Hospitality Services Pty Ltd | \$306,213 |
| Cobra Contracting Pty Ltd | \$24,308 |
| Coffs Coast Community College Inc. | \$5,445 |
| Community Child Care Cooperative Ltd (NSW) | \$76,636 |
| Community College-Northern Inland Inc. | \$124,697 |
| Contour Systems Pty Ltd | \$127,026 |
| Cooperative for Aborigines Ltd | \$144,581 |
| Corporate Excellence Group Pty Ltd | \$37,125 |
| Corporate Partners Pty Ltd | \$66,826 |
| Cossettini Narelle May | \$2,057 |
| Customer Focus Group Training Co. NSW Pty Ltd | \$166,500 |
| Defaye Training & Consultancy Pty Ltd | \$2,706 |
| Designer Training Pty Ltd | \$84,563 |
| E I M Training Pty Ltd | \$6,800 |
| Eagle Wing Education and Training Pty Ltd | \$25,360 |
| Employment & Training Australia Inc. | \$330,131 |
| Endeavour Industries Ltd | \$209 |
| Enterprise & Training Co. Ltd | \$536,527 |
| Equalis Pty Ltd | \$381,875 |

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| Esset Group Pty Ltd | \$4,500 | Mask Academy Pty Ltd | \$166,606 |
| Eurobodalla Adult Education Centre Inc. | \$373,645 | Master Builders Association of NSW Pty Ltd | \$725,095 |
| Farm Gate Training & Consulting Pty Ltd | \$40,640 | Maxis Solutions Pty Ltd | \$47,415 |
| First Impressions Resources Pty Ltd | \$68,340 | Maxwells Services Pty Ltd | \$424,057 |
| Five Star Training Pty Ltd | \$26,400 | MBA Group Training Ltd | \$283,639 |
| Forsythes IT & Training Pty Ltd ¹ | \$315,445 | MBH Management Pty Ltd | \$172,625 |
| Franklyn Scholar (Australia) Pty Ltd | \$54,753 | Meetings Industry Association of Australia Ltd | \$263,097 |
| Futurestaff Pty Ltd | \$9,875 | MEGT (Australia) Ltd | \$20,025 |
| Glen Charles Knight | \$155,086 | Mental Health Coordinating Council Inc. | \$519,908 |
| Global Training Institute Pty Ltd | \$325,620 | Mercy Health & Aged Care Inc. | \$22,376 |
| Group314 Pty Ltd | \$310,973 | Metro Screen Ltd | \$214,750 |
| H&H Accredited Training Australasia Inc. | \$286,375 | MHM Australasia Pty Ltd | \$105,998 |
| Health & Safety Advisory Services Pty Ltd | \$75,420 | Moving Mountains Pty Ltd | \$53,604 |
| Health Education and Training Institute | \$251,411 | Murwillumbah Adult Education Centre Inc. | \$5,155 |
| Hornsby Ku-Ring-Gai Community College Inc. | \$12,672 | National College Australia Pty Ltd | \$403,607 |
| House With No Steps | \$125,329 | National Retail Association Ltd | \$13,827 |
| Housing Industry Association Ltd | \$103,716 | National Safety Council of Australia Ltd | \$1,469 |
| Hume Learning Institute Pty Ltd | \$197,229 | National Security Training Academy Pty Ltd | \$32,625 |
| Illawarra Area Child Care Ltd | \$432,282 | National Training Pty Ltd | \$32,835 |
| Impact Training Institute Pty Ltd | \$549,047 | Nepean Community College Inc. | \$199,096 |
| Impact Training Pty Ltd | \$147,798 | New England Community College Inc. | \$81,117 |
| Infront Training Pty Ltd | \$308,226 | Newtrain Northern Rivers Inc. | \$8,006 |
| Inner West Skills Centre Inc. | \$242,347 | NORTEC Employment & Training Ltd | \$34,626 |
| Institute of Strategic Management Pty Ltd | \$181,477 | North West Community College Inc. | \$107,969 |
| Intellitrain Pty Ltd | \$86,576 | Northern Beaches Community College Inc. | \$71,346 |
| International Child Care College Pty Ltd | \$262,698 | Northnet Inc. | \$239,775 |
| Into Training Australia Pty Ltd | \$2,000 | Novaskill HGT Australia Ltd | \$204,349 |
| ISA Kiama Pty Ltd | \$324,279 | NSW Fishing Industry Training Committee Ltd | \$551,282 |
| J2S Training Solutions Pty Ltd | \$112,108 | Nursing Group Pty Ltd | \$96,056 |
| JB Hunter Technology Pty Ltd | \$96,654 | OCTEC Ltd | \$307,582 |
| JCE Positive Outcomes Pty Ltd | \$37,875 | ORCA (Ocean Recreation Careers Australasia) Pty Ltd | \$73,329 |
| Joblink Plus Ltd | \$61,383 | Pegasus Management Pty Ltd | \$5,225 |
| Julie Reid Management Pty Ltd | \$51,952 | Penrith Skills for Jobs Ltd | \$36,297 |
| Karben Training Solutions Monka Pty Ltd | \$260,293 | Pinnacle Financial Services Academy Pty Ltd | \$56,621 |
| Kiama Community College Inc. | \$193,019 | Port Macquarie Community College Inc. | \$49,657 |
| Kirana Training Pty Ltd | \$478,610 | Ramsden Telecommunications Training Pty Ltd | \$97,140 |
| Kogarah Rockdale Training Scheme Inc. | \$446,025 | Reach for Training Pty Ltd | \$346,910 |
| Kreate Pty Ltd | \$345,118 | Real Estate Institute of NSW Ltd | \$91,681 |
| Lake Macquarie Business Centre Ltd | \$51,616 | Recognition First Pty Ltd | \$306,973 |
| LDC Group Asia Pacific Pty Ltd | \$28,250 | Regional Skills Training Pty Ltd | \$211,417 |
| Leadership Management Australia Pty Ltd | \$17,711 | Response Employment & Training Pty Ltd | \$446,302 |
| Leadership Success Pty Ltd | \$41,897 | RG146 Training Australia Pty Ltd | \$9,625 |
| Learning Lab Pty Ltd | \$353,962 | Riverina Community College Ltd | \$150,414 |
| Learning Sphere Training Solutions Pty Ltd | \$135,605 | Royal Rehabilitation Centre Sydney | \$121,258 |
| Lennox Institute Pty Ltd | \$149,678 | RTV Consultancy Pty Ltd | \$419,866 |
| Lexon Industries Pty Ltd | \$389,056 | Safetynet Management Solutions Pty Ltd | \$17,780 |
| Lianrick Pty Ltd | \$475,174 | Segla International Pty Ltd | \$23,625 |
| Linked Training Group Pty Ltd | \$10,375 | Singleton Community College Inc. | \$47,899 |
| Lisa Nguyen Nail, Beauty & Tattoo Pty Ltd | \$16,830 | Skillset Ltd | \$55,829 |
| Logic Entity Australia Pty Ltd | \$92,565 | SMR Learning Services Pty Ltd | \$59,242 |
| Macarthur Community College Inc. | \$52,673 | Southern Pathology Services Pty Ltd | \$15,617 |
| Macarthur Group Training Ltd | \$32,140 | Southern Training Organisation Pty Ltd | \$5,500 |
| Macquarie Community College | \$308,393 | St George & Sutherland Community College Inc. | \$285,762 |
| Macquarie Employment Training Service Inc. | \$53,764 | St Patrick's Business College Ltd | \$42,090 |
| Mai-Wel Ltd | \$579,622 | Statewide Business Training Pty Ltd | \$233,230 |
| Mamre Plains Ltd | \$54,384 | Steven Millard & Associates Pty Ltd | \$5,196 |
| Managed Corporate Outcomes Pty Ltd | \$66,256 | Study Group Australia Pty Ltd | \$205,380 |
| Management Consultancy International Pty Ltd | \$673,342 | Subway Development of NSW & ACT Pty Ltd | \$11,484 |
| Marshall, Kristen | \$83,012 | Sydney Community College Ltd | \$103,463 |
| | | Tamworth Community College Inc. | \$77,317 |

¹ Note: Includes two grants transactions in 2012/13.

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| Taree Community College Inc. | \$147,388 |
| Taronga Conservation Society Australia | \$18,716 |
| Texskill Ltd | \$48,375 |
| The Association of Superannuation Funds of Australia Ltd | \$189,440 |
| The Centre for Volunteering | \$34,782 |
| The College of Nursing | \$235,390 |
| The Deaf Society of NSW | \$35,640 |
| The Illawarra ITEC Ltd | \$515,327 |
| The Parramatta College Inc. | \$8,750 |
| The Pharmacy Guild of Australia | \$11,988 |
| The Quality Training Company Pty Ltd | \$667,714 |
| The Uniting Church In Australia Property Trust (NSW) | \$701,195 |
| TLC Training Solutions Pty Ltd | \$3,544 |
| Tomaree Community College Inc. | \$183,872 |
| Traineeship Management Australia Pty Ltd | \$864,917 |
| Transformed Pty Ltd | \$27,390 |
| Transqual Pty Ltd | \$1,688 |
| Trustee for The Salvation Army (NSW) Property Trust | \$243,345 |
| Tuggerah Lakes Community College Inc. | \$112,298 |
| Tursa Employment & Training Inc. | \$69,380 |
| UNE Partnerships Pty Ltd | \$1,320,159 |
| UPC Pty Ltd | \$370,950 |
| Upskilled Pty Ltd | \$53,295 |
| Verito Ltd | \$275,342 |
| Vocational Institute of Australia Pty Ltd | \$291,018 |
| Vocational Training Australia Pty Ltd | \$10,000 |
| Waverly Action for Youth Services Inc. | \$29,049 |
| Western College Inc. | \$67,750 |
| Western Riverina Community College Inc. | \$12,308 |
| Work Savvy Pty Ltd | \$6,534 |
| Workers Educational Assoc. (Hunter) | \$326,051 |
| Workers Educational Assoc. (Illawarra) | \$348,786 |
| Worktrain Pty Ltd | \$48,870 |
| Yarnteen College Inc. | \$12,870 |
| YWCA NSW | \$13,187 |
| Total paid in 2012/13 | \$42,318,074 |

Regional academies of sport

Supporting the development of talented athletes and sport through the network of regional academies in NSW.

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|---|--------------------|
| Academies of Sport Inc. | \$70,000 |
| Central Coast Academy of Sport | \$143,000 |
| Hunter Academy of Sport | \$143,000 |
| Illawarra Academy of Sport Inc. | \$143,000 |
| North Coast Academy of Sport | \$143,000 |
| Northern Inland Academy of Sport | \$143,000 |
| South East Regional Academy of Sport | \$143,000 |
| Southern Sports Academy | \$143,000 |
| South West Sydney Academy of Sport Inc. | \$143,000 |
| Western Region Academy of Sport | \$143,000 |
| Western Sydney Academy of Sport | \$143,000 |
| Total paid in 2012/13 | \$1,500,000 |

Regional Conservatorium Grants Program

Providing operating funding to conservatoriums to offer a comprehensive range of music and educational activities for students and the community.

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| Central Coast Conservatorium | \$340,000 |
| Clarence Valley Conservatorium | \$280,000 |
| Coffs Harbour Regional Conservatorium | \$280,000 |
| Conservatorium Mid North Coast | \$75,000 |
| Goulburn Regional Conservatorium | \$280,000 |
| Gunnedah Conservatorium | \$109,091 |
| Macquarie Conservatorium | \$300,000 |
| Mitchell Conservatorium | \$365,000 |
| Murray Conservatorium of Music | \$320,000 |
| New England Conservatorium of Music | \$340,000 |
| Northern Rivers Conservatorium Arts Centre | \$280,000 |
| Orange Regional Conservatorium | \$320,000 |
| Riverina Conservatorium of Music | \$340,000 |
| South West Music | \$130,000 |
| Tamworth Regional Conservatorium of Music | \$300,000 |
| Upper Hunter Conservatorium of Music | \$320,000 |
| Wollongong Conservatorium of Music | \$340,000 |
| Young Regional School of Music | \$300,000 |
| Total paid in 2012/13 | \$5,019,091 |

Safe Shooting Program

Assisting shooting, hunting and collecting clubs to meet work health and safety obligations and NSW Firearms Registry compliance requirements.

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|---|----------|
| 73rd Regiment of Foot | \$1,400 |
| Armidale Pistol Club | \$4,814 |
| Armidale Rifle Club Inc. | \$9,433 |
| Australian Deer Assoc. | \$2,352 |
| Australian Hunters International | \$7,621 |
| Binnaway Small Bore Rifle Club | \$15,858 |
| Braidwood Pistol and Target Shooting Club | \$16,225 |
| Broken Hill Field and Game Assoc. | \$3,115 |
| Casino Kyogle Rifle Club | \$10,364 |
| Coffs Harbour Clay Target Club Inc. | \$28,840 |
| Condobolin Clay Target Club Inc. | \$3,602 |
| Concordia Rifle Pistol and Hunting Club | \$967 |
| Coonamble Pistol Club | \$1,100 |
| Cootamundra Rifle Club Inc. | \$12,562 |
| Corowa Clay Target Club Inc. | \$6,932 |
| Darnick Gun Club | \$5,509 |
| Deniliquin Pistol Club Inc. | \$30,000 |
| Dorrigo Gun Club | \$15,889 |
| Emmaville Regional Shooting Complex | \$13,285 |
| Endeavour Pistol Club | \$1,515 |
| Endeavour Rifle Club | \$7,993 |
| Explorers Rifle Club Inc. | \$12,248 |
| Fashions Mount Rifle Club Inc. | \$3,350 |
| Finley Gun Club Inc. | \$7,400 |
| Forest Reefs Smallbore and Air Rifle Club | \$30,000 |
| Gilgandra Amateur Pistol Club | \$5,055 |
| Gloucester Pistol Club | \$5,240 |
| Griffith Gun Club | \$12,300 |
| Hastings Valley Archery Club Inc. | \$10,746 |

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| Holsworthy Rifle Club | \$10,825 |
| Hume Pistol Club Inc. | \$25,749 |
| Hunter District Hunting Club Inc. | \$30,000 |
| Illawarra Pistol Club | \$9,617 |
| Kurrajong Pistol Club Inc. | \$6,400 |
| Lightning Ridge Pistol Club Inc. | \$4,989 |
| Lismore Target Rifle Club Inc. | \$2,235 |
| Manilla Pistol Club Inc. | \$3,780 |
| Manly Rifle Club | \$1,375 |
| Maritime Pistol Club of NSW | \$780 |
| Monaro Air Rifle Club Ltd | \$3,250 |
| Moree Gun Club | \$13,998 |
| Mosman Neutral Bay Rifle Club | \$7,576 |
| Mudgee Civilian Rifle and Small Bore Club | \$4,828 |
| Nambucca Valley Pistol Club | \$26,130 |
| Narromine Dubbo Rifle Range | \$12,819 |
| Newcastle Small Bore & Air Rifle Club Inc. | \$3,170 |
| North Shore District Rifle Club | \$28,337 |
| Nsw Field & Game Assoc. Sydney Branch | \$9,007 |
| Oberon Pistol Club | \$10,000 |
| Orange Clay Target Club Inc. | \$12,684 |
| Parke Pistol Club Inc. | \$19,477 |
| Pooncarie Gun Club | \$1,059 |
| Port Macquarie Pistol Club Inc. | \$903 |
| Pulletop Pistol Club | \$5,765 |
| Richmond River Gun Club | \$10,902 |
| Roseville Rifle Club | \$14,089 |
| Shoalhaven Clay Target Club | \$14,762 |
| Sporting Shooters Association Of Australia (NSW) - Sydney Branch | \$30,000 |
| Sporting Shooters Association Of Australia (NSW) | \$16,886 |
| Sporting Shooters Association Of Australia - Gilgandra Branch | \$26,413 |
| Sporting Shooters Association Of Australia - Coffs Harbour Branch | \$498 |
| Sporting Shooters Association Of Australia - Forbes Branch | \$8,389 |
| Sporting Shooters Association Of Australia - Taree Wingham Branch | \$4,900 |
| Sporting Shooters Association Of Australia - West Wyalong | \$11,174 |
| St Ives Pistol Club | \$17,206 |
| Tamworth and Peel Valley Rifle Club | \$2,212 |
| Taree Pistol Club | \$5,300 |
| Tuggerah Lakes Memorial Pistol Club Inc. | \$17,260 |
| Tumut Rifle Club Inc. | \$2,182 |
| Wagga Wagga City Pistol Club Inc. | \$19,427 |
| Wentworth Rifle Club | \$3,050 |
| West Wyalong Smallbore and Air Rifle Club Inc. | \$2,317 |
| Wingham Pistol Club Inc. | \$21,493 |
| Wingham Rifle Club Inc. | \$17,457 |
| Yass Clay Target Club | \$8,928 |
| Young Pistol and Western Action Club | \$4,687 |
| Total paid in 2012/13 | \$800,000 |

Safety and Rescue Program

Supporting safety and rescue organisations.

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| Austswim Ltd | \$30,000 |
| Ministry for Police and Emergency Services | \$1,700,000 |

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|---|--------------------|
| NSW Ski Patrol Assoc. | \$30,000 |
| Royal Life Saving Society - Head Office NSW | \$700,000 |
| Total paid in 2012/13 | \$2,460,000 |

Skills Centre Program Grants

Commonwealth-funded capital grants program aimed at establishing new VET facilities in NSW.

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|---|------------------|
| Auswide Projects Ltd | \$235,000 |
| Nambucca Valley Youth Employment Opportunity Service Inc. | \$7,925 |
| Novaskill HGT Australia Ltd | \$130,559 |
| Total paid in 2012/13 | \$373,484 |

Sport and Recreation Events Program

Supporting and attracting international and national sporting events to NSW to provide high-level competition opportunities for athletes, coaches and officials and support local events in regional NSW.

| | |
|---|----------|
| Albury City Council | \$3,500 |
| Arts Mildura Inc. | \$3,500 |
| Australian Canoeing | \$8,000 |
| Australian Paralympic Committee | \$15,000 |
| Australian Powerchair Football Association Inc. | \$10,000 |
| Baseball NSW | \$5,000 |
| Basketball Australia | \$10,000 |
| Brewarrina Rugby League Football Club Inc. | \$5,000 |
| Canowindra Challenge Inc. | \$5,000 |
| Central Coast Baseball Association Inc. | \$10,000 |
| Central Coast Sevens Inc. | \$10,000 |
| Central Western Dressage Group Inc. | \$3,500 |
| Cycling NSW | \$7,000 |
| Deniliquin Lawn Tennis Club | \$4,000 |
| Dubbo Running Festival Inc. | \$4,500 |
| Gymnastics Australia | \$6,500 |
| Hockey New South Wales Ltd | \$10,000 |
| Indoor Sports NSW | \$5,500 |
| Inverell Polocrosse Club | \$6,500 |
| Island Style Promotions | \$3,500 |
| Jack Newton Junior Golf Foundation | \$5,000 |
| Judo Federation of Australia (NSW) Inc. | \$7,500 |
| Krosswerdz Inc. | \$7,000 |
| Little Athletics Association of NSW | \$3,000 |
| Lloyd Mcdermott Rugby Development Team | \$7,500 |
| North Shore Sporting Car Club Ltd | \$4,000 |
| Northern NSW Football | \$10,000 |
| NSW Fencing Association | \$10,000 |
| NSW Snowsports | \$7,500 |
| NSW Touch Association | \$4,500 |
| NSW Water Ski Federation | \$7,500 |
| Rocky Trail Entertainment Pty Ltd | \$4,500 |
| School Sport Australia | \$6,500 |
| Shellhabour City Festival of Sport | \$3,500 |
| Shotokan Karate International Australia Inc. | \$5,000 |
| Ski & Snowboard Australia Ltd | \$12,500 |
| Spunp Australia Pty Ltd | \$5,000 |
| Surfing NSW Inc. | \$4,500 |
| Sydney Hang Gliding Club | \$20,000 |

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| Tathra Mountain Bike Club | \$5,500 |
| Tennis NSW | \$8,000 |
| Tenpin Bowling Australia Ltd | \$10,000 |
| Warilla Bowls And Recreation Club | \$5,000 |
| Wheelchair Sports NSW | \$21,500 |
| Yachting Association of NSW | \$5,000 |
| YMCA of Sydney | \$2,500 |
| Total paid in 2012/13 | \$328,500 |

Sport and Recreation Facility Program

Developing local and regional sport and recreation facilities and increasing the availability, standard and quality of sport and recreation facilities in NSW.

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| Avalon Sailing Club Ltd | \$25,000 |
| Basketball Association of Newcastle Ltd | \$25,000 |
| Bega Valley Shire Council | \$25,000 |
| Bermagui Country Club Ltd | \$25,000 |
| Binalong Nsw Skate Park Committee Inc. | \$25,000 |
| Blacktown City Council | \$50,000 |
| Bombala Council | \$25,000 |
| Burwood Council | \$25,000 |
| Byron Bay Cycle Club | \$25,000 |
| Cabonne Council | \$25,000 |
| Centennial Parklands Foundation | \$25,000 |
| Cobar Shire Council | \$7,160 |
| Collingullie Ashmont Kapooka Football Netball Club | \$15,000 |
| Coolah District Development Group Inc. | \$25,000 |
| Dubbo City Swimtech Swimming Club Inc. | \$8,065 |
| Englands Park Tennis Club Inc. | \$23,713 |
| Eurobodalla Shire Council | \$7,500 |
| Forest Hills Pony Club | \$8,500 |
| Glen Innes District Team Penning Inc. | \$4,600 |
| Grafton Hockey Association Inc. | \$25,000 |
| Great Lakes Council | \$25,000 |
| Hawkesbury City Council | \$20,000 |
| Hawkesbury Sports Council Inc. | \$25,000 |
| Henbury Sport and Recreation Club | \$21,650 |
| Lake Macquarie City Council | \$25,000 |
| Lithgow Flashdragons | \$4,000 |
| Macleay Valley Softball Assoc. | \$506 |
| Manly Warringah Gymnastic Club Inc. | \$25,000 |
| Moorefield Mens Bowling Club | \$6,404 |
| Murray Council | \$25,000 |
| Nambucca Heads Tennis Club Inc. | \$23,500 |
| Narrandera Shire Council | \$25,000 |
| Newcastle & Hunter Region Velodrome Trust | \$25,000 |
| Northern Beaches Indoor Sports Centre | \$23,460 |
| North Sydney Council | \$25,000 |
| Northern Suburbs Tennis Association Inc. | \$25,000 |
| Northbridge Tennis Club | \$19,000 |
| Nowra Bowling & Recreation Club Ltd | \$25,000 |
| Orange & District Softball Assoc. | \$2,338 |
| Orange Waratah Sports Club | \$8,358 |
| Parramatta City Council | \$7,469 |
| Pirates Rugby Club Inc. | \$15,000 |
| Charlestown Youth And Community Centre | \$5,081 |
| Police & Community Youth Clubs - Cessnock | \$25,000 |
| Port Macquarie - Hastings Council | \$25,000 |

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| Port Macquarie Tennis Club Inc. | \$25,000 |
| Riding for the Disabled Association (NSW) | \$4,229 |
| Rotary Club Of Merriwa Inc. | \$17,230 |
| Sailability NSW | \$13,900 |
| Shoalhaven City Council | \$50,000 |
| Strathfield Municipal Council | \$25,000 |
| Tamworth Regional Council | \$2,874 |
| Tarrawanna Soccer Club Inc. | \$6,095 |
| Tenterfield And District Tennis Assoc. | \$25,000 |
| Wallsend Football Club Inc. | \$7,950 |
| Western Suburbs Junior Cricket Club | \$14,935 |
| Wollongong United Football Club | \$25,000 |
| Woonona Junior Football Club Inc. | \$8,984 |
| Woodenbong Tennis Club Inc. | \$9,892 |
| Total paid in 2012/13 | \$1,117,393 |

Sport and Recreation Participation Program

Increasing opportunities for people to become more active through participation in sport and recreation.

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| Active Opportunities Inc. Assoc. | \$4,000 |
| AFL (NSW/ACT) Commission Ltd | \$9,000 |
| AFL (NSW/ACT) Commission Ltd | \$2,500 |
| AFL Northern Rivers Juniors Inc. | \$7,100 |
| Ardlethan Touch Football Association Inc. | \$1,000 |
| Armidale Archers Inc. | \$1,185 |
| Aweil Community Association in NSW Inc. | \$8,550 |
| Bankstown City Council | \$10,000 |
| Barnardos Australia | \$10,000 |
| Bay and Basin Community Resources Inc. | \$9,640 |
| The Benevolent Society | \$9,410 |
| Berkeley Development Association Inc. | \$6,400 |
| Boccia NSW Inc. | \$10,000 |
| Buxton Netball Club Inc. | \$6,000 |
| Castle Hill RSL Club Ltd | \$6,750 |
| Central Coast Sports Federation Inc. | \$3,500 |
| Centacare Catholic Family Services Wagga | \$10,000 |
| Central Tablelands Rowing Club | \$2,530 |
| Compass Housing Services Co. Ltd | \$8,500 |
| Condong Bowling Club Ltd | \$3,428 |
| Cowra And District Soccer Club Inc. | \$10,000 |
| Cricket New South Wales | \$9,500 |
| Deniliquin Sports Park Inc. | \$4,690 |
| Dubbo Australian Football Club Inc. | \$2,185 |
| Ethnic Communities Council of Newcastle and Hunter | \$8,797 |
| Eurobodalla Shire Council | \$5,000 |
| Gilgandra Basketball Assoc. Inc. | \$2,520 |
| Graceades Community Cottage Inc. | \$10,000 |
| Healthy Cities Illawarra Inc. | \$10,000 |
| Holdsworth St Communitiy Centre | \$10,000 |
| Hunter Women's Rugby Union Inc. | \$1,500 |
| Inverell Athletics Centre | \$1,213 |
| Junee Shire Council | \$9,071 |
| Keystone Community Solutions Inc. | \$10,000 |
| Kootingal-Moonbi Amateur Swimming Club Inc. | \$2,000 |
| Lake Cargelligo Tigers Football Netball Club | \$5,500 |
| Lithgow Flashdragons | \$4,000 |
| Liverpool Polish Saturday School | \$7,900 |
| The Mandaean Womens Union in Australia Inc. | \$6,000 |

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| Manly Warringah Cricket Assoc. | \$4,990 |
| Manly Warringah District Hockey Club | \$10,000 |
| Mid Richmond Neighbourhood Centre Inc. | \$10,000 |
| Moorebank Sports Soccer Club Inc. | \$5,100 |
| Muswellbrook Shire Council | \$10,000 |
| Newtown Breakaways | \$2,470 |
| Norah Head Women in the Waves | \$500 |
| Northern NSW Football | \$9,520 |
| NSW Friendship Circle Inc. | \$9,600 |
| NSW Snowsports | \$8,500 |
| Parramatta City Council | \$7,525 |
| Penrith Womens Health Centre Inc. | \$9,550 |
| Pillars of Strength | \$9,700 |
| Pittwater Council | \$10,000 |
| Riding for the Disabled Association (NSW) | \$12,000 |
| City of Ryde | \$9,500 |
| Sailability NSW | \$10,000 |
| Sailors With Disabilities Inc. | \$8,280 |
| Shellharbour Swans Junior AFL Club Inc. | \$10,000 |
| Shoalhaven District Football Assoc. | \$1,750 |
| South East Regional Academy Of Sport | \$8,000 |
| Sports 4 All | \$10,000 |
| Star Basketball Recreation | \$1,350 |
| Startts | \$2,800 |
| Surfing Far North Coast Inc. | \$10,000 |
| Tolland Soccer Club Inc. | \$5,000 |
| Toukley District Cricket Club Inc. | \$2,260 |
| Ungarie Sport & Recreation Co-Op Ltd | \$3,500 |
| Warragamba Netball Club Inc. | \$3,525 |
| Warrina Women's and Childrens Refuge Cooperative | \$3,030 |
| Water Skills for Life Assoc. Inc. | \$1,500 |
| Wellington Amateur Swimming Club Inc. | \$2,782 |
| Wellington Netball Assoc. Inc. | \$1,525 |
| Wheelchair Rugby League Australia Inc. | \$10,000 |
| Willoughby City Council | \$10,000 |
| Wilma Womens Health Centre | \$4,000 |
| Wollondilly Junior AFL | \$4,035 |
| Womensport & Recreation NSW | \$10,000 |
| Total paid in 2012/13 | \$501,661 |

Sport and Recreation special grants

One-off and NSW Treasury-funded grants consistent with the core business of sport and recreation.

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| Australian Racing Drivers Club Ltd | \$2,000,000 |
| Blacktown City Council | \$736,000 |
| Central Coast Football ¹ | \$1,200,000 |
| Golf NSW Ltd ² | \$30,000 |
| Hockey NSW | \$1,500,000 |
| Netball NSW - Facility Grant | \$13,000,000 |
| NSW Institute Of Sport | \$1,070,000 |
| NSW Institute of Sport | \$9,433,000 |
| Professional Golfers Association of Australia Ltd ³ | \$15,000 |
| Sydney Cricket & Sports Ground Trust | \$100,471,000 |
| Total paid in 2012/13 | \$129,455,000 |

¹ Funding from ClubGRANTS.

² Funding from Destination NSW.

³ Funding from Destination NSW.

Sport and Recreation Strategic Partnerships Program

Enabling NSW Sport and Recreation to partner with other agencies and key industry stakeholders to address priority issues and capitalise on opportunities as they arise.

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| Jack Newton Junior Golf Foundation | \$50,900 |
| Kidsafe NSW Inc. | \$80,000 |
| Lloyd McDermott Rugby Development Team | \$50,000 |
| Pedestrian Council Of Australia Ltd | \$10,000 |
| Shoalhaven City Council | \$60,000 |
| Special Olympics Australia - NSW Branch | \$250,000 |
| Total paid in 2012/13 | \$500,900 |

Sport Development Program

Assisting sports and peak industry bodies achieve the performance outcomes detailed in their business plans.

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| Access Dinghy Foundation Inc. | \$10,000 |
| AFL (NSW/ACT) Commission Ltd | \$60,000 |
| Amputee Golf Australia (NSW) | \$10,000 |
| Archery Society of NSW | \$5,000 |
| Athletics NSW | \$35,000 |
| Australian Commonwealth Games Committee NSW Branch | \$20,000 |
| Australian Electric Wheelchair Hockey (NSW) Inc. | \$10,000 |
| Australian Olympic Committee | \$45,000 |
| Australian Paralympic Committee | \$30,000 |
| Australian Underwater Federation Inc. | \$10,000 |
| Baseball NSW | \$55,000 |
| Billiards & Snooker Association of NSW Inc. | \$5,000 |
| Blind Cricket NSW | \$10,000 |
| Blind Sporting Association of NSW | \$10,000 |
| BMX NSW Inc. | \$15,000 |
| Boccia NSW Inc. | \$10,000 |
| Boxing Australia (NSW) Inc. | \$10,000 |
| Cerebral Palsy Sporting & Recreation Association of NSW | \$10,000 |
| Confederation of Australian Motor Sport | \$25,000 |
| Cricket New South Wales | \$60,000 |
| Croquet NSW Inc. | \$15,000 |
| Cycling NSW | \$55,000 |
| Dancesport NSW | \$10,000 |
| Disabled Wintersport Australia | \$20,000 |
| Diving NSW | \$20,000 |
| Dragon Boats NSW Inc. | \$15,000 |
| Equestrian Federation of Australia (NSW Branch) | \$48,500 |
| Field Archery Australia (NSW Branch) | \$5,000 |
| Football NSW Ltd | \$30,000 |
| Football NSW Ltd | \$5,000 |
| Golf NSW Ltd | \$60,000 |
| Hockey New South Wales Ltd | \$55,000 |
| Ice Racing NSW Inc. | \$5,000 |
| Indoor Sports NSW | \$30,000 |
| Judo Federation of Australia (NSW) Inc. | \$15,000 |
| Karting NSW Inc. | \$15,000 |
| Kung Fu Wushu NSW Inc. | \$5,000 |
| Little Athletics Association of NSW | \$35,000 |
| Masters Swimming NSW | \$20,000 |
| Motorcycling NSW Ltd | \$55,000 |

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| Nasr (NSW & ACT) Inc. | \$15,000 |
| Northern NSW Football | \$30,000 |
| NSW Amateur Pistol Assoc. | \$30,000 |
| NSW Badminton Assoc. | \$15,000 |
| NSW Basketball Assoc. | \$55,000 |
| NSW Bocce Federation | \$5,000 |
| NSW Clay Target Assoc. Inc. | \$15,000 |
| NSW Darts Council | \$10,000 |
| NSW Endurance Riders Assoc. Inc. | \$6,500 |
| NSW Fencing Assoc. | \$10,000 |
| NSW Flying Disc Assoc. | \$10,000 |
| NSW Gliding Assoc. | \$10,000 |
| NSW Goalball | \$10,000 |
| NSW Gymnastics Assoc. Inc. | \$55,000 |
| NSW Handball Assoc. | \$5,000 |
| NSW Hanggliding & Paragliding Assoc. Inc. | \$10,000 |
| NSW Ice Hockey Assoc. | \$20,000 |
| NSW Ice Skating | \$10,000 |
| NSW Karate Federation Inc. | \$5,000 |
| NSW Lacrosse Inc. | \$5,000 |
| NSW Netball Assoc. | \$60,000 |
| NSW Parachute Council of the Australian Parachute | \$10,000 |
| NSW Polo Assoc. | \$10,000 |
| NSW Rifle Assoc. | \$15,000 |
| NSW Rugby League | \$60,000 |
| NSW Rugby Union Ltd | \$60,000 |
| NSW Snowsports | \$30,000 |
| NSW Sports Federation Inc. | \$25,108 |
| NSW Sports Federation Inc. | \$1,896 |
| NSW Squash Ltd | \$55,000 |
| NSW Tenpin Bowling Assoc. | \$10,000 |
| NSW Touch Assoc. | \$55,000 |
| NSW Water Polo Inc. | \$55,000 |
| NSW Water Ski Federation | \$30,000 |
| NSW Weightlifting Assoc. Ltd | \$20,000 |
| NSW Womens Bowling Assoc. Inc. | \$30,000 |
| NSW Wrestling Assoc. Inc. | \$15,000 |
| Orienteering Assoc. NSW | \$20,000 |
| Outdoor Recreation Industry Council | \$70,000 |
| Paddle NSW Inc. | \$20,000 |
| Polocrosse Association Of NSW | \$10,000 |
| Power Football Australia (NSW) Inc. | \$5,000 |
| Riding for the Disabled Association (NSW) | \$20,000 |
| Rowing New South Wales Inc. | \$55,000 |
| Royal NSW Bowling Assoc. | \$30,000 |
| Sailability NSW | \$20,000 |
| Schizophrenia Fellowship of NSW Inc. | \$10,000 |
| Skate NSW Inc. | \$15,000 |
| Softball NSW Inc. | \$55,000 |
| Special Olympics Australia - NSW Branch | \$20,000 |
| Sports 4 All | \$10,000 |
| State Volleyball NSW Inc. | \$15,000 |
| Surfing NSW Inc. | \$55,000 |
| Swimming NSW Ltd | \$40,000 |
| Table Tennis NSW Inc. | \$20,000 |
| Tennis NSW | \$60,000 |
| The Pony Club Association of NSW Inc. | \$55,000 |
| Transplant Australia Ltd - NSW Branch | \$10,000 |
| Triathlon New South Wales | \$30,000 |
| Wheelchair Rugby League Australia Inc. | \$5,000 |

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| Wheelchair Sports NSW | \$20,000 |
| Yachting Association of NSW | \$55,000 |
| Total paid in 2012/13 | \$2,562,004 |

Strategic Skills Program grants

Providing training to upskill workers and support job seekers in developing the necessary skills to gain employment.

| | |
|---|-----------|
| Academy of Training Pty Ltd | \$105,331 |
| Access Group Training Ltd | \$64,591 |
| Access Training Institute Pty Ltd | \$84,654 |
| ACE North Coast Inc. | \$9,187 |
| ACFIPS ITAB NSW Ltd | \$4,800 |
| Active Industry Training Ltd | \$180,308 |
| Advanced Education Australia Pty Ltd | \$32,160 |
| Agrifood Skills Australia Ltd | \$14,539 |
| Allegiance Investigations & Security Services Pty Ltd | \$1,216 |
| Apex Training Solutions Pty Ltd | \$56,339 |
| Applied Training Solutions Pty Ltd | \$95,235 |
| Atkinson Training & Development Pty Ltd | \$838 |
| Austrain Academy Pty Ltd | \$20,749 |
| Australasian Education & Training Services Pty Ltd | \$110,708 |
| Australian College of Commerce and Management Pty Ltd | \$93,138 |
| Australian College of Professionals Pty Ltd | \$58,500 |
| Australian Forensic Services Pty Ltd | \$28,180 |
| Australian Health Professional Training Solutions Pty Ltd | \$51,038 |
| Australian Institute of Financial Services & Accounting Pty Ltd | \$6,511 |
| Australian Institute of Management NSW & ACT Training Centre Ltd | \$25,542 |
| Australian Institute of Refrigeration Air Conditioning Heating Inc. | \$92,808 |
| Australian Red Cross Society | \$10,487 |
| Australian Retailers Assoc. | \$98,621 |
| Australian Training Company Ltd | \$124,944 |
| Auswide Projects Ltd | \$20,730 |
| B Online Learning Pty Ltd | \$9,068 |
| Ballina Region Community College Inc. | \$16,851 |
| Bannister Technical Pty Ltd | \$179,396 |
| BBT Training Australia Pty Ltd | \$42,197 |
| BCA National Training Group Pty Ltd | \$34,637 |
| Benchmark Resources Pty Ltd | \$102,952 |
| Blue Visions Management Pty Ltd | \$69,868 |
| Booroongen Djugun Aboriginal Corp. | \$14,814 |
| Break Thru People Solutions | \$10,456 |
| Bridgeworks Personnel Ltd | \$62,285 |
| Brucemac Pty Ltd | \$25,900 |
| Business Enterprise Centre Northside Ltd | \$33,535 |
| Byron Region Community College Inc. | \$10,500 |
| Camden Haven Community College Inc. | \$2,744 |
| Canterbury-Hurlstone Park RSL Club Ltd | \$15,958 |
| Carbon Training International Pty Ltd | \$108,040 |
| Central Coast Community College | \$101,595 |
| Cerebral Palsy Alliance | \$100,901 |
| Charles Sturt Services Pty Ltd | \$99,540 |
| Coates Hospitality Services Pty Ltd | \$58,684 |
| Comet Training Pty Ltd | \$87,377 |
| Communicare Inc | \$4,130 |

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| Community Child Care Cooperative Ltd (NSW) | \$8,752 | Marrickville Community Training Centre Inc. | \$91,597 |
| Community College-Northern Inland Inc. | \$54,965 | Maxis Solutions Pty Ltd | \$40,607 |
| Construction & Property Services Industry Skills Council Ltd | \$32,400 | MBH Management Pty Ltd | \$18,900 |
| Contour Systems Pty Ltd | \$19,556 | McElvenny Ware Pty Ltd | \$28,577 |
| Cooperative for Aborigines Ltd | \$450,769 | Mobile Plant Operator Training Services Pty Ltd | \$80,032 |
| CTPM Australasia Pty Ltd | \$67,302 | Moving Mountains Pty Ltd | \$24,100 |
| Eagle Wing Education and Training Pty Ltd | \$154,192 | Murwillumbah Adult Education Centre Inc. | \$12,362 |
| Employment & Training Australia Inc. | \$189,618 | Naisda Ltd | \$83,690 |
| Engineering Institute of Technology Pty Ltd | \$22,342 | National College Australia Pty Ltd | \$117,280 |
| Enterprise & Training Company Ltd | \$233,951 | National Food Institute Pty Ltd | \$7,235 |
| Equalis Pty Ltd | \$54,484 | NORTEC Employment & Training Ltd | \$1,322 |
| Essential Personnel Association Inc. | \$27,556 | Northern Beaches Community College Inc. | \$27,117 |
| Eurobodalla Adult Education Centre Inc. | \$54,837 | Novaskill HGT Australia Ltd | \$101,581 |
| Five Star Training Pty Ltd | \$76,806 | NSW Community Services & Health Industry Training Advisory Body Inc. | \$2,400 |
| Forestworks Ltd | \$18,530 | NSW Fishing Industry Training Committee Ltd | \$150,979 |
| Forsythes IT & Training Pty Ltd | \$49,718 | NSW Public Sector Industry Training Advisory Body Inc. | \$25,421 |
| Forsythes IT & Training Pty Ltd | \$351,420 | NSW Utilities & Electrotechnology ITAB | \$26,561 |
| Franklyn Scholar (Australia) Pty Ltd | \$18,090 | Nursing Group Pty Ltd | \$98,634 |
| Furnishing Industry Association of Australia Ltd | \$131,567 | Penrith Skills for Jobs Ltd | \$46,292 |
| Group314 Pty Ltd | \$212,007 | Port Macquarie Community College Inc. | \$24,957 |
| H&H Accredited Training Australasia Inc. | \$157,487 | Professional Training Services Australia | \$36,540 |
| Hammond Institute Pty Ltd | \$118,269 | Proteen for Teens Inc. | \$7,188 |
| Health Education and Training Institute | \$112,688 | Ramsden Telecommunications Training Pty Ltd | \$12,276 |
| Hornsby Ku-Ring-Gai Community College Inc. | \$75,347 | Reach for Training Pty Ltd | \$11,865 |
| House With No Steps | \$59,916 | Real Estate Institute of NSW Ltd | \$255 |
| Housing Industry Association Ltd | \$41,052 | Recognition First Pty Ltd | \$24,313 |
| Hume Learning Institute Pty Ltd | \$68,027 | Response Employment & Training Pty Ltd | \$55,099 |
| IDH Bricklaying Pty Ltd | \$256,213 | Riverina Community College Ltd | \$100,765 |
| Illawarra Area Child Care Ltd | \$63,419 | RTV Consultancy Pty Ltd | \$56,685 |
| Illawarra Retirement Trust | \$15,956 | Safetynet Management Solutions Pty Ltd | \$1,904 |
| Impact Training Institute Pty Ltd | \$94,152 | Segla International Pty Ltd | \$17,964 |
| Impact Training Pty Ltd | \$49,063 | Service Skills Australia | \$4,200 |
| Indigenous Training Solutions | \$89,114 | Skills DMC Ltd | \$2,280 |
| Inner West Skills Centre Inc. | \$92,353 | Skillset Ltd | \$83,084 |
| Institute of Strategic Management Pty Ltd | \$69,303 | Southern Pathology Services Pty Ltd | \$48,064 |
| Integrated Care & Management Training Pty Ltd | \$12,871 | Southern Training Organisation Pty Ltd | \$18,038 |
| ISA Kiama Pty Ltd | \$105,167 | St George & Sutherland Community College Inc. | \$23,986 |
| J2S Training Solutions Pty Ltd | \$16,830 | St Patrick's Business College Ltd | \$91,979 |
| JB Hunter Technology Pty Ltd | \$16,299 | Study Group Australia Pty Ltd | \$8,759 |
| Joblink Plus Ltd | \$80,304 | Sureway Skills Training Pty Ltd | \$42,525 |
| Julie Reid Management Pty Ltd | \$43,919 | Tamworth Community College Inc. | \$9,327 |
| Just Careers Training Pty Ltd | \$8,375 | The College of Nursing | \$11,490 |
| Karben Training Solutions Monka Pty Ltd | \$22,232 | The Deaf Society of NSW | \$36,979 |
| Kiama Community College Inc. | \$87,608 | The Illawarra ITEC Ltd | \$212,326 |
| Kirana Training Pty Ltd | \$4,370 | The Parramatta College Inc. | \$2,700 |
| Kogarah Rockdale Training Scheme Inc. | \$32,432 | The Pharmacy Guild of Australia | \$20,987 |
| Kreate Pty Ltd | \$117,598 | The Quality Training Company Pty Ltd | \$21,874 |
| Leadership Management Australia Pty Ltd | \$5,786 | The Uniting Church In Australia Property Trust (NSW) | \$72,730 |
| Leadership Success Pty Ltd | \$17,816 | TLC Training Solutions Pty Ltd | \$2,521 |
| Learning Lab Pty Ltd | \$270,320 | Tomaree Community College Inc. | \$6,291 |
| Learning Sphere Training Solutions Pty Ltd | \$66,603 | Transformed Pty Ltd | \$14,150 |
| Lennox Institute Pty Ltd | \$72,435 | Transport and Logistics Industry Skills Council Ltd | \$3,000 |
| Lexon Industries Pty Ltd | \$64,787 | Transport Industries Skills Centre Inc. | \$41,070 |
| Macarthur Community College Inc. | \$1,193 | Transqual Pty Ltd | \$19,677 |
| Macarthur Group Training Ltd | \$511,708 | Trustee for The Salvation Army (NSW) Property Trust | \$159,291 |
| Macquarie Community College | \$9,204 | Tursa Employment & Training Inc. | \$46,075 |
| Macquarie Employment Training Service Inc. | \$53,603 | UNE Partnerships Pty Ltd | \$46,658 |
| Mai-Wel Ltd | \$38,814 | UPC Pty Ltd | \$84,582 |
| Management Consultancy International Pty Ltd | \$53,964 | Verto Ltd | \$14,900 |
| Manufacturing Skills Australia | \$18,662 | | |

| | |
|---|---------------------|
| Vocational Training Australia Pty Ltd | \$324 |
| Waverly Action for Youth Services Inc. | \$69,427 |
| Work Savvy Pty Ltd | \$40,947 |
| Workers Educational Association (Hunter) | \$134,871 |
| Workers Educational Association (Illawarra) | \$25,912 |
| Yarnteen College Inc. | \$20,336 |
| YWCA NSW | \$29,065 |
| Total paid in 2012/13 | \$10,711,630 |

Timebanking trial grants

Funding the ongoing implementation of the timebanking trial established under the *NSW Volunteering Strategy*.

| | |
|---------------------------------|------------------|
| Hunter Volunteer Centre Inc. | \$125,000 |
| Volunteering Central Coast Inc. | \$125,000 |
| Total paid in 2012/13 | \$250,000 |

Training Places for Single and Teenage Parents grants

Improving the job readiness of single and teenage parents.

| | |
|---|--------------------|
| Access Group Training Ltd | \$19,110 |
| Access Training Institute Pty Ltd | \$6,683 |
| ACE North Coast Inc. | \$30,000 |
| Alstonville Ballina Community College | \$30,000 |
| Australian Retailers Association | \$4,183 |
| Byron Region Community College Inc. | \$30,000 |
| Camden Haven Community College Inc. | \$30,000 |
| Central Coast Community College | \$30,000 |
| Coffs Coast Community College Inc. | \$30,000 |
| Community College-Northern Inland Inc. | \$60,000 |
| Eurobodalla Adult Education Centre Inc. | \$50,000 |
| Forster Tuncurry Community College Inc. | \$30,000 |
| Indigenous Training Solutions | \$10,420 |
| Kiama Community College Inc. | \$50,000 |
| Learning Sphere Training Solutions Pty Ltd | \$6,863 |
| Macquarie Community College | \$80,000 |
| Nepean Community College Inc. | \$50,000 |
| Novskill HGT Australia Ltd | \$6,018 |
| Port Macquarie Community College Inc. | \$50,000 |
| Riverina Community College Ltd | \$50,000 |
| Singleton Community College Inc. | \$30,000 |
| St George & Sutherland Community College Inc. | \$50,000 |
| Taree Community College Inc. | \$30,000 |
| The Parramatta College Inc. | \$50,000 |
| Tomaree Community College Inc. | \$30,000 |
| Verto Ltd | \$60,000 |
| Western College Inc. | \$60,000 |
| Workers Educational Association (Hunter) | \$50,000 |
| Workers Educational Association (Illawarra) | \$50,000 |
| Total paid in 2012/13 | \$1,063,277 |

VET in schools consortium grants

Consortium of independent and Catholic schools, the Board of Studies NSW, TAFE NSW and the Department of Education and Communities to raise the quality and expand the delivery of school-based VET.

| | |
|------------------------------------|--------------------|
| Association of Independent Schools | \$1,097,886 |
| Catholic Education Commission NSW | \$1,684,294 |
| Total paid in 2012/13 | \$2,782,180 |

VET in Schools Program grants

Purchasing externally-delivered VET courses for secondary students.

| | |
|---|--------------------|
| Apprentices Plus Pty Ltd | \$200,000 |
| Apprentices Trainees Employment Ltd | \$180,000 |
| Association of Independent Schools | \$2,698,963 |
| Australian Training Co. Ltd | \$36,000 |
| Catholic Education Commission NSW | \$960,346 |
| ECA Training Pty Ltd | \$36,000 |
| GTES Riverina Group Training & Employment Ltd | \$67,200 |
| Hospitality Training Network of NSW Ltd | \$67,200 |
| Hume Employment Service Ltd | \$12,800 |
| Hunter Valley Training Co. Pty Ltd | \$36,000 |
| Macarthur Group Training Ltd | \$28,800 |
| Manufacturing Industry Group Apprenticeship Scheme Inc. | \$36,000 |
| Master Plumbers Apprentices Ltd | \$32,000 |
| Novskill HGT Australia Ltd | \$38,400 |
| NSW Business Chamber Ltd | \$60,000 |
| Sydney Training & Employment Ltd | \$24,000 |
| TABMA Training Pty Ltd | \$36,000 |
| WPC Group Ltd | \$72,000 |
| Total paid in 2012/13 | \$4,621,709 |

Youth assistance strategies grants

Developing programs designed to prevent youth from disengaging from school and education.

| | |
|---|-----------|
| Anglicare Canberra & Goulburn | \$180,566 |
| Arab Council Australia Inc. | \$191,769 |
| Auswide Projects Ltd | \$70,654 |
| Barnardos Australia | \$48,500 |
| Bellambi Neighbourhood Centre Inc. | \$71,657 |
| Beyond Empathy Ltd | \$50,000 |
| Blacktown Youth Services Assoc. | \$136,562 |
| Bogal Local Aboriginal Land Council | \$50,000 |
| Break Thru People Solutions | \$204,947 |
| Byron Youth Service Inc. | \$118,759 |
| Campbell Page Ltd | \$219,812 |
| Carewest Inc. | \$25,000 |
| Centacare Diocese of Wilcannia - Forbes | \$227,286 |
| Centre for Ecological Learning Inc. | \$50,000 |
| Cessnock District Learning Centre Inc. | \$140,816 |
| Community Links Wollondilly Inc. | \$36,600 |
| Coonamble Shire Council | \$25,000 |
| Cowra Shire Council | \$40,994 |
| Cringila Community Cooperative | \$49,032 |
| EACH | \$140,816 |

| | |
|--|-----------|
| Employment & Training Australia Inc. | \$146,478 |
| Enterprise & Training Co. Ltd | \$44,534 |
| Eurobodalla Shire Council | \$50,000 |
| Goulburn Mulwaree Council | \$49,862 |
| Granville Multicultural Centre Inc. | \$131,211 |
| Griffith Skills Training Centre Ltd | \$49,300 |
| Inner West Skills Centre Inc. | \$293,511 |
| Khmer Community of NSW Inc. | \$92,319 |
| Kiama Council | \$50,000 |
| Life Without Barriers | \$50,000 |
| Liverpool Districts Neighbourhood Centres Assoc. Inc. | \$142,543 |
| Macarthur Disability Services | \$50,000 |
| Macarthur Diversity Services Initiative | \$129,853 |
| Macarthur Diversity Services Initiative Inc. | \$50,000 |
| Maitland Youth Development Unit | \$68,681 |
| Mamre Plains Ltd | \$139,494 |
| Marist Youth Care | \$50,000 |
| Marrickville Community Training Centre Inc. | \$501,453 |
| Marrickville Youth Resource Centre | \$115,906 |
| Mission Australia | \$808,303 |
| Multicultural Communities Council of Illawarra Inc. | \$152,160 |
| Murdi Paaki Regional Enterprise Corporation Ltd | \$93,580 |
| MusicNSW Inc. | \$10,870 |
| Narrandera Shire Council | \$96,011 |
| Nepean Community and Neighbourhood Services | \$25,000 |
| New School of Arts Neighbourhood House Inc. | \$98,997 |
| Newcastle City Council - The Loft Youth Arts and Cultural Centre | \$ 9,580 |
| Nortec Employment & Training Ltd | \$110,782 |
| North St Marys Neighbourhood Centre Inc. | \$111,388 |
| Northern Beaches Business Education Network Inc. | \$311,134 |
| Northnet Inc. | \$53,538 |
| OCTEC Ltd | \$209,020 |
| Open Family Australia Inc. | \$47,292 |
| PCYC - Mt Drutt Police Citizens Youth Clubs NSW Ltd | \$163,648 |
| Penrith Skills for Jobs Ltd | \$170,349 |
| Port Macquarie Community College Inc. | \$61,546 |
| Queanbeyan City Council | \$90,981 |
| Regional Youth Support Services | \$42,000 |
| Riverina Eastern Regional Organisation of Councils | \$50,000 |
| Riverwood Community Centre Inc. | \$215,569 |
| Robinson Education Centre Inc. | \$28,554 |
| Rosemount Good Shepherd Youth & Family Services | \$39,333 |
| Rugby Youth Foundation | \$50,000 |
| Somali Welfare and Cultural Assoc. | \$40,600 |
| Southern Youth & Family Services Assoc. | \$68,663 |
| St George Youth Service Inc. | \$57,294 |
| STARTTS | \$45,950 |
| The Parks Community Network Inc. | \$108,980 |
| The Uniting Church In Australia Property Trust (NSW) | \$78,523 |
| Trustee for The Salvation Army (NSW) Property Trust | \$313,372 |
| Uniting Church Property Trust (NSW) Wesley Mission | \$55,680 |
| Upper Hunter Shire Council | \$39,660 |
| Vietnamese Community In Australia, NSW Chapter Inc. | \$33,790 |
| Wagga Wagga City Council | \$50,000 |
| Warringah Council | \$50,000 |
| Warrumbungle Shire Council | \$30,446 |
| WEAVE Youth Family Community Inc. | \$50,000 |
| Weave Youth Family Community Inc. Waterloo | \$231,113 |
| Western College Inc. | \$54,755 |

| | |
|---|--------------------|
| Western Sydney Training & Education Centre Inc. | \$161,036 |
| Wollongong City Council | \$98,473 |
| Workers Educational Assoc. - Hunter | \$268,701 |
| Young Shire Council | \$26,000 |
| Youth Action and Policy Assoc. (YAPA) Inc. | \$50,000 |
| Youth Connections North Coast Inc. | \$90,633 |
| Youthconnections.com.au | \$38,036 |
| YWCA NSW | \$336,530 |
| Total paid in 2012/13 | \$9,711,786 |

Youth Week grants

Supporting the delivery of Youth Week in NSW by providing funding to local government councils for local projects.

| | |
|-------------------------------|---------|
| Albury City Council | \$1,538 |
| Armidale Dumaresq Council | \$1,538 |
| Ashfield Council | \$1,538 |
| Auburn Council | \$2,306 |
| Ballina Shire Council | \$1,538 |
| Balranald Shire Council | \$1,230 |
| Bankstown City Council | \$3,335 |
| Bathurst Regional Council | \$1,538 |
| Bega Valley Shire Council | \$1,912 |
| Bellingen Shire Council | \$1,230 |
| Berrigan Shire Council | \$1,230 |
| Blacktown City Council | \$3,750 |
| Bland Shire Council | \$1,230 |
| Blayney Shire Council | \$1,230 |
| Blue Mountains Council | \$1,845 |
| Bogan Shire Council | \$1,230 |
| Bombala Council | \$1,593 |
| Boorowa Council | \$1,775 |
| Botany Bay City Council | \$1,538 |
| Bourke Shire Council | \$1,230 |
| Brewarrina Shire Council | \$1,230 |
| Broken Hill City Council | \$1,230 |
| Burwood Council | \$1,538 |
| Byron Shire Council | \$1,912 |
| Cabonne Council | \$1,230 |
| Camden Council | \$1,845 |
| Campbelltown City Council | \$3,075 |
| Canterbury City Council | \$2,460 |
| Carrathool Shire Council | \$1,230 |
| Central Darling Shire Council | \$1,230 |
| Cessnock Council | \$2,219 |
| City Of Canada Bay Council | \$1,845 |
| City Of Ryde | \$2,306 |
| City Of Sydney | \$3,075 |
| Clarence Valley Council | \$1,538 |
| Cobar Shire Council | \$1,230 |
| Coffs Harbour City Council | \$1,845 |
| Conargo Shire Council | \$1,230 |
| Coolamon Shire Council | \$1,230 |
| Cooma Monaro Shire Council | \$1,830 |
| Coonamble Shire Council | \$1,912 |
| Cootamundra Shire Council | \$1,230 |
| Corowa Shire Council | \$1,912 |
| Cowra Shire Council | \$1,230 |

| | | | |
|---------------------------------|---------|---------------------------------|------------------|
| Deniliquin Council | \$1,230 | Oberon Council | \$1,230 |
| Dubbo City Council | \$2,219 | Orange City Council | \$1,538 |
| Dungog Shire Council | \$1,612 | Palerang Council | \$1,230 |
| Eurobodalla Shire Council | \$1,912 | Parkes Shire Council | \$1,912 |
| Fairfield City Council | \$3,757 | Parramatta City Council | \$3,075 |
| Forbes Shire Council | \$1,912 | Penrith City Council | \$3,075 |
| Gilgandra Council | \$1,230 | Pittwater Council | \$1,538 |
| Glen Innes Severn Shire Council | \$1,230 | Port Macquarie-Hastings Council | \$1,845 |
| Gloria Lo | \$1,000 | Port Stephens Council | \$1,845 |
| Gloucester Shire Council | \$1,230 | Queanbeyan City Council | \$1,538 |
| Gosford City Council | \$3,075 | Randwick City Council | \$3,075 |
| Goulburn Mulwaree Council | \$1,230 | Richmond Valley Council | \$1,230 |
| Great Lakes Council | \$1,230 | Rival Web Design | \$4,282 |
| Greater Hume Shire Council | \$1,866 | Rockdale Council | \$2,306 |
| Greater Taree City Council | \$1,810 | Shellharbour City Council | \$1,845 |
| Griffith City Council | \$1,230 | Shoalhaven City Council | \$2,245 |
| Gundagai Council | \$1,530 | Singleton Council | \$1,230 |
| Gunnedah Shire Council | \$1,690 | Snowy River Shire Council | \$1,867 |
| Guyra Shire Council | \$1,230 | Strathfield Municipal Council | \$1,538 |
| Gwydir Shire Council | \$1,912 | Sutherland Shire Council | \$3,075 |
| Harden Shire Council | \$1,230 | Tamworth Regional Council | \$2,527 |
| Hawkesbury City Council | \$1,845 | Temora Shire Council | \$1,230 |
| Hay Shire Council | \$1,230 | Tenterfield Shire Council | \$1,230 |
| Holroyd City Council | \$2,306 | The Hills Shire Council | \$3,075 |
| Hornsby Shire Council | \$3,075 | Tumbarumba Shire Council | \$1,230 |
| Hunters Hill Council | \$1,230 | Tumut Shire Council | \$1,912 |
| Hurstville City Council | \$1,845 | Tweed Shire Council | \$1,845 |
| Inverell Shire Council | \$1,230 | Upper Hunter Shire Council | \$1,912 |
| Jerilderie Shire Council | \$1,230 | Upper Lachlan Shire Council | \$1,230 |
| Junee Shire Council | \$1,230 | Uralla Shire Council | \$1,230 |
| Kempsey Shire Council | \$1,230 | Urana Shire Council | \$1,912 |
| Kiama Municipal Council | \$1,230 | Wagga Wagga City Council | \$1,845 |
| Kogarah City Council | \$1,845 | Wakool Shire Council | \$1,230 |
| Ku-Ring-Gai Council | \$2,460 | Walcha Council | \$1,230 |
| Kyogle Council | \$1,730 | Walgett Shire Council | \$1,685 |
| Lachlan Shire Council | \$1,630 | Warren Shire Council | \$1,230 |
| Lake Macquarie City Council | \$3,075 | Warringah Council | \$2,460 |
| Lane Cove Council | \$1,538 | Warrumbungle Shire Council | \$1,230 |
| Leeton Shire Council | \$1,230 | Waverley Council | \$1,538 |
| Leichhardt Council | \$1,538 | Weddin Shire Council | \$1,230 |
| Lismore City Council | \$1,538 | Wellington Council | \$1,230 |
| Lithgow City Council | \$1,230 | Wentworth Shire Council | \$1,745 |
| Liverpool City Council | \$3,075 | Willoughby City Council | \$1,845 |
| Liverpool Plains Shire Council | \$1,230 | Wingecarribee Shire Council | \$1,538 |
| Lockhart Shire Council | \$1,894 | Wollondilly Shire Council | \$2,151 |
| Maitland City Council | \$1,845 | Wollongong City Council | \$3,075 |
| Manly Council | \$1,538 | Woollahra Municipal Council | \$1,538 |
| Marrickville Council | \$1,845 | Wyong Shire Council | \$3,075 |
| Mid Western Regional Council | \$1,230 | Yass Valley Council | \$1,230 |
| Moree Plains Shire Council | \$1,230 | Young Shire Council | \$1,230 |
| Mosman Municipal Council | \$1,230 | Total paid in 2012/13 | \$269,220 |
| Murray Council | \$1,230 | | |
| Murrumbidgee Shire Council | \$1,712 | | |
| Muswellbrook Shire Council | \$1,230 | | |
| Nambucca Shire Council | \$1,625 | | |
| Narrabri Shire Council | \$1,230 | | |
| Narrandera Shire Council | \$1,230 | | |
| Narromine Shire Council | \$1,230 | | |
| Newcastle City Council | \$3,075 | | |
| North Sydney Council | \$1,538 | | |

Appendix 22: Research and evaluation

This appendix provides an overview of the Department's research and evaluation program.

Table 29: Research and evaluation programs (2013)

| Name of research | Funding allocated | Status / date to be completed |
|--|-------------------|-------------------------------|
| <i>Aboriginal Participation in Construction Guidelines</i> evaluation | \$49,995 | Completed |
| Aspirations longitudinal study | \$35,000 | December 2015 |
| <i>Climate Clever Energy Savers Program</i> evaluation | \$80,000 | February 2014 |
| <i>Connected Classrooms Program</i> evaluation | \$10,330 | Completed |
| <i>Connecting to Country</i> program evaluation | \$292,006 | Completed |
| <i>Creating the Conditions for Collective Impact</i> (ARC linkage project) | \$10,000 | December 2015 |
| Cross-sectoral impact survey | \$312,450 | April 2014 |
| <i>Dymocks Book Bank</i> pilot program assessment | \$12,000 | Completed |
| eBackpack trial evaluation (released under the Connected Classrooms Program) | \$30,000 | Completed |
| <i>Education Neglect</i> pilot evaluation | \$80,000 | June 2014 |
| Family occupation and education index research | \$18,500 | February 2013 |
| Galupa (pathway program for Aboriginal students) evaluation | \$10,000 | July 2014 |
| <i>Junior Sport Recruitment Program</i> evaluation | \$70,000 | Completed |
| <i>Keep Them Safe</i> education initiatives evaluation | \$179,908 | Completed |
| Kempsey place-based sport and recreation evaluation | nil | Completed |
| <i>Kids Excel</i> phase 2 program evaluation | \$60,000 | Completed |
| <i>Kids in Communities</i> (ARC linkage project) | \$15,000 | December 2016 |
| Low socio-economic status school external partnership evaluation | \$643,225 | December 2017 |
| Low socio-economic status staffing management and accountability evaluation | \$498,300 | November 2014 |
| Mapping language study in NSW schools and case studies of two languages and two local government areas | \$22,000 | December 2014 |
| <i>National Partnership for Improving Teacher Quality</i> evaluation | \$693,400 | June 2014 |
| <i>National Partnership on Literacy and Numeracy</i> evaluation | \$589,400 | February 2014 |
| Newly-identified persons in the census | \$11,000 | Completed |
| <i>Norta Norta</i> evaluation | \$44,000 | Completed |
| <i>NSW Volunteering Strategy</i> evaluation | \$100,000 | Completed |
| <i>Proud Schools</i> pilot evaluation | \$60,000 | Completed |
| Public schools kitchen gardens pilot program evaluation | \$20,000 | Completed |
| Regional academies of sport review | nil | January 2014 |
| <i>Rethinking Multiculturalism, Reassessing Multicultural Education</i> research | nil | Completed |
| Student support officer initiative review | \$170,000 | June 2014 |
| <i>Tell Them From Me</i> student survey evaluation | \$73,308 | May 2014 |
| Transition of refugee students from intensive English centres to high schools research | \$7,482 | Completed |
| <i>Youth Excel</i> phase 2 program evaluation | \$60,000 | Completed |

Appendix 23: Complaints and feedback

The Department's website provides access to information for people wanting to make a complaint or provide feedback. It includes advice about how and where to make a complaint and answers questions about confidentiality, anonymous complaints and what complainants can expect after lodging a complaint. The web page provides access to the *Complaints Handling Policy Guidelines* for more detailed information and a complaints and compliments form. Links to the NSW Ombudsman and the NSW Anti-Discrimination Board have also been included.

Early childhood education and care

In line with the Department's complaint policies, the Department's Early Childhood Education and Care directorate provides specific information about how to make an enquiry or a complaint in all correspondence, including contact phone numbers and email addresses.

Complaints and feedback received in 2013 related mainly to the new assessment and rating processes for early childhood education and care services under the *National Quality Framework* and applications for approval to operate as a service.

The information from these complaints was used to inform improvements to processes in 2013, including improved moderation procedures for the assessment and rating of services, better data collection to enable improved management of workflows and streamlined measures for the processing of applications.

NSW public schools

Parents, students, employees, suppliers and members of the public with complaints are encouraged to contact schools in the first instance. Most complaints can be resolved quickly and informally by the teacher or the principal. Complaints covered by a particular policy or legislation (eg work health and safety law or anti-discrimination policies) are directed to the relevant area of the Department. The Department has developed a fact sheet (*Making a Complaint: A guide for parents, carers and students*) for schools to download and display. This has been translated in 37 languages and all versions are available on the NSW Public Schools website.

TAFE NSW

TAFE NSW is committed to enhancing customer service and attempts to resolve complaints and disputes informally through negotiation wherever possible. In 2013, TAFE NSW received 948 formal complaints (similar to the number of complaints received in 2012). In 2013, there was an eight per cent reduction in more serious complaints (category 2) (see table 30).

In 2013, TAFE NSW and its institutes implemented a range of operational improvements in response to internal reviews and feedback from staff, students and customers, including:

- additional/enhanced staff training in customer service, class management, communication, mentoring, coaching and team building
- improved campus facilities management and additional parking, cafeterias and lifts
- improved online policy and process including strengthened social media guidelines and implementation of customer relations management systems
- improved provision of course information.

NSW Adult Migrant English Service (AMES)

In 2013, NSW AMES managed eleven complaints and appeals from clients (see table 31).

The AMES made a number of improvements as a result of complaints or suggestions received, including:

- NSW AMES trialed and subsequently instigated a shorter, more intensive option for the two-day Skillmax course
- Skillmax resources will undergo ongoing review to incorporate client feedback
- appeals from taxi driver clients were reviewed to ensure compliance with assessment requirements and the professional code.

Table 30: Complaints received by TAFE NSW (2013)

| | Number of complaints | | |
|--|----------------------|------------|----------------------|
| | Received | Resolved | Carried over to 2014 |
| General complaints (category 1) (eg delays and inefficiencies) Action: Remedy and system improvement | 515 | 491 | 24 |
| Serious complaints (category 2) (eg unreasonable or unfair behaviour) Action: Negotiation | 369 | 299 | 70 |
| Alleged unlawful behaviour (category 3) (eg conduct alleged to be corrupt or illegal) Action: Investigation | 64 | 42 | 24 |
| Total | 948 | 832 | 118 |

Table 31: Complaints received by NSW Adult Migrant English Service (AMES) (2013)

| | Number of complaints | | |
|--|----------------------|-----------|----------------------|
| | Received | Resolved | Carried over to 2014 |
| General complaints (category 1) (eg delays and inefficiencies) Action: Remedy and system improvement | 11 | 11 | nil |
| Serious complaints (category 2) (eg unreasonable or unfair behaviour) Action: Negotiation | nil | nil | nil |
| Alleged unlawful behaviour (category 3) (eg conduct alleged to be corrupt or illegal) Action: Investigation | nil | nil | nil |
| Total | 11 | 11 | nil |

Appendix 24: Public access to government information

Accessing records held by the Department

In compliance with the *Government Information (Public Access) Act 2009*, the Department makes information it holds available in several ways.

The Department's agency information guide is updated regularly and published on the Department's website at www.det.nsw.edu.au/about-us/information-access. It describes the structure and functions of the Department, how these functions affect the public, information that is freely available and how to access other information which is available, but not published on the website.

The Department's website contains open-access information, as required by section 18 of the Act and clause 5 of the *Government Information (Public Access) Regulation 2009*.

Details about how to apply for access to information, with links to relevant legislation and related agencies, can be found on the Department's website at www.det.nsw.edu.au/about-us/information-access/how-to-access-information. Further assistance can be provided by contacting:

Manager, Information Access Unit
NSW Department of Education
and Communities
Level 7, 35 Bridge Street
Sydney NSW 2000.
Telephone: (02) 9561 8100
Facsimile (02) 9561 1157
Email: iaunit@det.nsw.edu.au

Proactive release of government information

The Department reviews its program for the proactive release of information annually in accordance with section 7(3) of the Act. Information is made publically available except where there is an overriding public interest against disclosure, or where doing so imposes unreasonable additional costs on the Department.

During the reporting year, 49 items of new information were proactively released and 58 existing items were updated, providing the public with the most current information on topics relating to the Department's operations.

The disclosure log records information released under formal release decisions which the Department considers may be of interest to the general public. The Department's disclosure log is published as part of the agency information guide and 34 new matters were added in 2013.

Access applications received and decided in 2013

Statistical data about completed access applications received by the Department in 2013 is provided in the following tables, and complies with clause 7(d) and Schedule 2 of the Regulation. There were 267 access applications received by the Department in 2013 (including withdrawn applications but not invalid applications).

There were 47 access applications received in 2013 that the Department refused, either wholly or partly, because the application was for the disclosure of information referred to in Schedule 1 to the Act (information to which there is conclusive presumption of overriding public interest against disclosure). The Department refused access to information in full three times, and in part 44 times under Schedule 1. Table 35 sets out the number of refusals under each category. More than one reason for refusal may apply in respect of a particular access application.

Access was refused in part 168 times and in full seven times for one or more public interest reasons listed in section 14 of the Act because, on balancing the considerations for and against release, there was an overriding public interest against disclosing the information. Statistical information is shown in table 36. Again, more than one reason for refusal may apply in respect of an access application.

Table 32: Number of access applications by type of applicant and outcome (completed & discontinued valid applications) (1 January 2013 - 31 December 2013) (GIPA Regulation 2009, Schedule 2 Table A)

| | Access granted in full | Access granted in part | Access refused in full | Information not held | Information already available | Refuse to deal with application | Refuse to confirm/ deny whether information is held | Application withdrawn (excluding invalid applications) | Invalid Application withdrawn | Invalid never validated | Transferred to other agency | Total |
|---|------------------------|------------------------|------------------------|----------------------|-------------------------------|---------------------------------|---|--|-------------------------------|-------------------------|-----------------------------|------------|
| Media | 3 | 2 | 0 | 0 | 0 | 0 | 2 | 3 | 1 | 1 | | 12 |
| Members of Parliament | 6 | 3 | 3 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | | 15 |
| Private sector business | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | | 6 |
| Not for profit organisations or community groups | 5 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | | 8 |
| Members of the public (application by legal representative) | 35 | 49 | 0 | 10 | 0 | 1 | 0 | 5 | 1 | 7 | 2 | 110 |
| Members of the public (other) | 38 | 72 | 3 | 5 | 2 | 6 | 0 | 7 | 0 | 10 | 5 | 148 |
| Total | 89 | 128 | 7 | 16 | 2 | 10 | 0 | 16 | 4 | 19 | 8 | 299 |

Note: More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table 33.

Table 33: Number of access applications by type of application and outcome (1 January 2013 - 31 December 2013) (GIPA Regulation 2009, Schedule 2 Table B)

| | Access granted in full | Access granted in part | Access refused in full | Information not held | Information already available | Refuse to deal with application | Refuse to confirm/ deny whether information is held | Application withdrawn (excluding invalid applications) | Invalid Application withdrawn | Invalid never validated | Transferred to other agency | Total |
|--|------------------------|------------------------|------------------------|----------------------|-------------------------------|---------------------------------|---|--|-------------------------------|-------------------------|-----------------------------|-------|
| Personal information applications ¹ | 62 | 112 | 3 | 15 | 1 | 1 | 0 | 8 | 1 | 15 | 7 | 225 |
| Access applications (other than personal information applications) | 27 | 16 | 4 | 1 | 1 | 9 | 0 | 8 | 3 | 4 | 1 | 74 |
| Access applications that are partly personal information applications and partly other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

¹ A 'personal information application' is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table 34: Invalid applications (1 January 2013 - 31 December 2013)
(GIPA Regulation 2009, Schedule 2 Table C)

| Reason for invalidity | Number of applications |
|---|------------------------|
| Application does not comply with formal requirements (section 41 of the Act) | 77 |
| Application is for excluded information of the agency (section 43 of the Act) | 0 |
| Application contravenes restraint order (section 110 of the Act) | 0 |
| Total number of invalid applications received | 77 |
| Invalid applications that subsequently became valid applications | 51 |

Table 35: Conclusive presumption of overriding public interest against disclosure: Matters listed in Schedule 1 of the Act (1 January 2013 - 31 December 2013) (GIPA Regulation 2009, Schedule 2 Table D)

| | Number of times consideration used |
|---|------------------------------------|
| Overriding secrecy laws | 3 |
| Cabinet information | 1 |
| Executive Council information | 0 |
| Contempt | 3 |
| Legal professional privilege | 33 |
| Excluded information | 2 |
| Documents affecting law enforcement and public safety | 0 |
| Transport safety | 0 |
| Adoption | 0 |
| Care and protection of children | 5 |
| Ministerial code of conduct | 0 |
| Aboriginal and environmental heritage | 0 |

Note: More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table 36.

Table 36: Other public interest considerations against disclosure: matters listed in table to section 14 of the Act (1 January 2013 - 31 December 2013) (GIPA Regulation 2009, Schedule 2 Table E)

| | Number of occasions when applicant was not successful |
|--|---|
| Responsible and effective government | 64 |
| Law enforcement and security | 6 |
| Individual rights, judicial processes and natural justice | 99 |
| Business interests of agencies and other persons | 6 |
| Environment, culture, economy and general matters | 0 |
| Secrecy provisions | 0 |
| Exempt documents under interstate freedom of information legislation | 0 |

Table 37: Timeliness (1 January 2013 - 31 December 2013) (*GIPA Regulation 2009, Schedule 2 Table F*)

| | Number of applications |
|--|------------------------|
| Decided within the statutory timeframe (20 days plus any extensions) | 289 |
| Decided after 35 days (by agreement with applicant) | 1 |
| Not decided within time (deemed refusal) | 1 |
| Total | 291 |

Table 38: Number of applications reviewed under part 5 of the Act (by type of review and outcome) (1 January 2013 - 31 December 2013) (*GIPA Regulation 2009, Schedule 2 Table G*)

| | Decision varied | Decision upheld | s.93 Internal Review | Others | Total |
|--|-----------------|-----------------|----------------------|----------|-----------|
| Internal review | 4 | 5 | N/A | N/A | 9 |
| Review by Information Commissioner ¹ | 1 | 3 | 4 | 0 | 8 |
| Internal review following recommendation under section 93 of Act | 3 | 0 | 0 | 1 | 4 |
| Review by ADT (now the NSW Civil and Administrative Tribunal) | 2 | 5 | 0 | 5 | 12 |
| Total | 10 | 13 | 4 | 6 | 33 |

¹ The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table 39: Applications for review under Part 5 of the Act (by type of applicant) (1 January 2013 - 31 December 2013) (*GIPA Regulation 2009, Schedule 2 Table H*)

| | Number of applications for review |
|--|-----------------------------------|
| Applications by access applicants | 33 |
| Applications by persons to whom information the subject of access application relates ² | 0 |

² See section 54 of the Act

Appendix 25:

Privacy and personal information protection

Privacy Management Plan

In 2013, the Department amended its *Privacy Management Plan* to reflect changes in policy and procedures impacting on compliance with privacy legislation. The amended plan is published on the Department's website and intranet.

Over 100 staff from across the State attended a privacy seminar in June 2013. The seminar addressed a number of issues, with a focus on exceptions and modifications to privacy principles and privacy issues in the online world.

Staff can access information about compliance with legal and regulatory guidelines from the Department's intranet. Information is also disseminated by way of training and information sessions, and the telephone advice service provided by the Department's Legal Services directorate.

Applications for internal review

In 2013, the Department received 16 applications for internal review. Ten were from current or former employees. Two were lodged by parents on behalf of students attending NSW public schools and four applications were made by members of one family in a school community.

Six internal reviews were completed in the year. One review concluded that the Department's conduct was in contravention of section 12(c) and section 14 of the *Privacy and Personal Information Protection Act 1998* and the corresponding provisions of the *Health Records and Information Privacy Act 2002*. The applicant was offered a written apology and a systems improvement was recommended for the transfer of personal files within the Department.

Requests for alteration of personal information

One request for alteration of personal information under section 15 of the *Privacy and Personal Information Protection Act 1998* was actioned during the year. The applicant's statement of the amendment sought was attached to all copies of the information held by the Department.

Administrative Decisions Tribunal

Three applications for external review were made to the Administrative Decisions Tribunal (now the NSW Civil and Administrative Tribunal). Two matters are listed for hearing and the third was withdrawn.

Appendix 26: Waste

The Department complies with the NSW Government's *Waste Reduction and Purchasing Policy* (WRAPP). This policy requires all NSW Government agencies to develop and implement a WRAPP plan to reduce waste and increase the purchase of recycled content materials in:

- paper products
- office consumables (eg toner cartridges)
- vegetation and landscaping material
- construction and demolition material.

In 2013, the Department submitted its WRAPP report to the NSW Office of Environment and Heritage. The WRAPP reporting requirements are currently under review through the new *NSW Government Resource Efficiency Policy*. Once approved, waste reporting under the new policy will replace the current WRAPP reporting requirements.

The decrease in the procurement of paper is due to the increasing use of non-contracted suppliers as a result of the *Local Schools, Local Decisions* initiative. Only contracted suppliers are obliged to provide reports on sales and recycled content. In regard to the known purchases, the percentage of paper purchased with recycled content decreased between 2010/11 and 2012/13. This is due to the higher cost of recycled paper.

The decrease in quantity of toners purchased is likely due to the managed print service models. These models ensure toners are shipped automatically based on remote monitoring of print demand. The increase in the number of remanufactured toners purchased is driven mainly by price. This is offset by the lower yield of these toners compared to the original brands (see table 40).

In 2012/13, a number of initiatives helped to improve the Department's performance in reducing waste and improving recycling, including increasing awareness of the benefits of recycling toner cartridges through the Department's managed print service models. These models ensure information on recycling programs is issued with each purchase. With a recycling service now available we can identify that 48 per cent of used toner cartridges were recycled.

We also continued to implement waste minimisation strategies with the NSW Department of Finance and Services, particularly in relation to capital works programs. This resulted in a 36 per cent increase in construction and demolition waste recycled.

Future actions will focus on:

- incorporating waste efficiency targets and targets for products with recycled content under the proposed *NSW Government Resource Efficiency Policy* into Department policy
- incorporating waste minimisation and reporting criteria in new contracts being tendered
- continuing to promote recycling of paper, toner cartridges and recycling of e-waste through the use of appropriate contracts.

The Department's Office of Communities met the NSW Government's target for a minimum of 85 per cent of all copy paper to contain recycled content. Land and construction purchases were 54 per cent recycled content. We continued to work with the NSW Office of Environment and Heritage under the sustainability advantage program to export excess stable waste from the Equestrian Centre to a recycling source.

NSW Sport and Recreation has completed eight audits to identify energy saving measures. Energy efficiency upgrades are being implemented at the Sydney Academy of Sports in Narrabeen and the Winter Academy of Sports in Jindabyne.

Table 40: Purchasing of materials with and without recycled content, and waste recycled by NSW public schools and TAFE NSW institutes (2010/11 and 2012/13)

| | Total quantity purchased | | | Total quantity purchased with recycled content | | | Percentage waste recycled (%) | | |
|--------------------------------------|--------------------------|-----------|----------|--|---------|----------|-------------------------------|---------|----------|
| | 2010/11 | 2012/13 | % change | 2010/11 | 2012/13 | % Change | 2010/11 | 2012/13 | % change |
| Paper (reams) | 1,644,636 | 1,386,118 | -16% | 707,176 | 184,994 | -74% | 75% | 10% | -85% |
| Toners | 29,909 | 21,997 | -26% | 598 | 1099 | 46% | N/A | 48% | N/A |
| Construction and demolition (tonnes) | 972,036 | 7,264 | -99% | 247,714 | 5,187 | -98% | 58% | 94% | 36% |

Appendix 27: Sustainability

The Department operates in compliance with the *NSW Government Sustainability Policy* which requires all budget-dependent NSW Government agencies to report on their energy consumption annually. This reporting requirement ended in July 2012.

The NSW Office of Environment and Heritage is preparing a new *NSW Government Resource Efficiency Policy* which will inform future reporting for the Department. The NSW Department of Finance and Services has been engaged to provide compliant sustainability reports for the Department. (See table 40)

The Department is second only to NSW Health in terms of the amount of energy consumed and accounts for approximately 25 per cent of all NSW

Government energy consumption. Our annual energy cost and consumption for the 2012 calendar year was \$102.6 million and 1,945,458 GJ. Total energy consumption decreased by 2.5 per cent, but the cost increased by approximately \$15 million (17.4 per cent) due to increasing electricity prices. The Department's CO₂ emissions decreased by three per cent (12,982 tonnes) between 2011 and 2012.

The Department's *Energy Management Plan* sets targets and strategies to achieve the goals set out in the *NSW Government Sustainability Policy*. The Department's target for greenhouse gas emissions was 116 per cent of 2000 levels by 2010/11. In 2012, the total building emissions totalled 413,293 tonnes of CO₂. This is 120 per cent of 2000 levels.

Table 41: Energy consumption, CO₂ emissions and costs (excluding Office of Communities) (2010 - 2012)

| | 2010 | 2011 | 2012 | % change (2010-2012) |
|----------------------------------|---------------------|---------------------|----------------------|-------------------------|
| Total energy consumed | | | | |
| Stationary energy total (GJ) | 1,943,211 | 1,884,030 | 1,835,239 | -5.6% |
| Transport energy total (GJ) | 115,898 | 111,657 | 110,219 | -4.9% |
| Total (GJ) | 2,059,613 | 1,995,687 | 1,945,458 | -5.5% |
| CO2 emissions | | | | |
| Stationary energy total (tonnes) | 451,359 | 426,178 | 413,293 | -8.4% |
| Transport energy total (tonnes) | 8,553 | 8,248 | 8,151 | -4.7% |
| Total (tonnes) | 459,912 | 434,426 | 421,444 | -8.3% |
| Cost | | | | |
| Stationary energy total | \$78,988,646 | \$84,345,211 | \$98,534,539 | 24.7% |
| Transport energy total | \$3,954,190 | \$3,144,513 | \$4,137,447 | 4.6% |
| Total | \$82,942,836 | \$87,489,724 | \$102,671,986 | 23.8% |

Table 42: Transport energy consumption (2010 - 2012)

| | 2010 | 2011 | 2012 | % change (2010 - 2012) |
|--------------------------------------|-------------------|-------------------|-------------------|------------------------------|
| Transport > 3.5 Tonnes | | | | |
| Energy consumed (GJ) | 5,421 | 5,777 | 6,206 | 14.5% |
| Diesel oil (L) | 140,250 | 149,663 | 160,767 | 14.6% |
| Number of vehicles | n/a | 70 | n/a | n/a |
| KPI (MJ/vehicle) | 73,263 | 45,488 | n/a | n/a |
| Distance travelled (km) | 684,615 | 721,884 | 853,853 | 24.7% |
| KPI (MJ/km) | n/a | n/a | 7.27 | n/a |
| Transport < 3.5 tonnes | | | | |
| Energy consumed (GJ) | 11,840 | 12,066 | 11,648 | -1.6% |
| Diesel oil (L) | 123,834 | 150,945 | 152,632 | 23.3% |
| E-10 (biofuel) (L) | 101,759 | 109,779 | 103,324 | 1.5% |
| Gasoline (L) | 76,863 | 55,869 | 55,440 | -27.9% |
| LPG (L) | 40,569 | 26,521 | 16,794 | -58.6% |
| Number of vehicles | n/a | 180 | n/a | n/a |
| KPI (MJ/vehicle) | 35,987 | 23,383 | n/a | n/a |
| Distance travelled (km) | 2,403,846 | 2,618,686 | 2,528,327 | 5.2% |
| KPI (MJ/km) | 4.93 | 4.07 | 4.61 | -6.5% |
| Passenger vehicles | | | | |
| Energy consumed (GJ) | 98,636 | 93,814 | 92,366 | -6.4% |
| Diesel oil (L) | 195,489 | 197,150 | 196,985 | 0.8% |
| E-10 (biofuel) (L) | 1,344,562 | 1,540,991 | 1,545,824 | 15.0% |
| Gasoline (L) | 1,226,206 | 958,479 | 936,154 | -23.7% |
| LPG (L) | 177,448 | 92,250 | 60,277 | -66.0% |
| Number of vehicles | n/a | 1,780 | n/a | n/a |
| KPI (MJ/vehicle) | 23,819 | 14,535 | n/a | n/a |
| Distance travelled (km) | 26,594,699 | 28,602,953 | 28,157,630 | 5.9% |
| KPI (MJ/km) | 3.71 | 3.28 | 3.28 | -11.6% |
| Totals | | | | |
| Total energy consumption (GJ) | 115,897 | 111,657 | 110,219 | -4.9% |
| Total distance travelled (km) | 29,683,160 | 31,943,523 | 31,539,810 | 6.3% |

The Department's annual water consumption across the Sydney metropolitan area is detailed below.

Table 43: Water consumption (2010 - 2012)

| | 2010 | 2011 | 2012 |
|--|-----------|-----------|-----------|
| Student numbers | 415,778 | 418,780 | 436,209 |
| Total water consumption (kL) | 3,649,540 | 3,862,012 | 3,706,038 |
| Average water consumption per student (kL) | 8.8 | 9.2 | 8.5 |

Source: NSW Public Works analysis of Sydney Water data. Notes: Sydney metropolitan area only. Does not include Office of Communities.

Current and future actions

All schools purchase six per cent green power generated by renewable methods. Under the Commonwealth's *National Solar Schools Program*, 521 schools have installed solar panels on their roofs. A further 930 schools installed solar systems under the Commonwealth's *Building the Education Revolution* program, the Department's capital works and school-funded installations.

All building designs delivered by the Department's capital works achieved a Green Star performance of between 4–5 stars for indoor environment quality and predicted greenhouse gas emissions.

Between 2010 and 2013, the \$5 million *Climate Clever Energy Savers* program promoted energy savings projects developed by school students. Over 1,450 schools supported energy management and reporting through the Webgraphs online tool. The Department has also trialled proprietary power management software for computer equipment.

The Department will be undertaking a number of initiatives to further improve its energy performance, including:

- reviewing energy efficiency targets in accordance with the new *NSW Government Resource Efficiency Policy*
- benchmarking school energy performance through a National Australian Built Environmental Ratings Scheme (NABERS) star rating tool
- investigating funding of energy efficiency projects in schools and TAFE institutes via the NSW Treasury Energy Efficiency Loan Fund, energy performance contracts and other mechanisms
- continuing to implement the Department's *Thermal Comfort and Energy Efficiency Framework* by fitting roof insulation, high-performance window filming, sun screens and ventilation following a successful trial in 13 schools
- continuing to replace old existing T12 rapid start light fittings with more energy efficient T5 lights
- undertaking a trial into the implementation of a life cycle costing initiative which seeks to make three high schools and two public schools carbon neutral or 30 per cent more energy efficient.

Appendix 28: Contact details

The Department of Education and Communities is located at:

35 Bridge Street
Sydney NSW 2000
Phone: 1300 679 332 (1300 NSW DEC).

The Department's website is at www.dec.nsw.gov.au.

NSW public schools

The Department operates over 2,200 schools across NSW. Addresses and contact details for all public schools are available at www.schools.nsw.edu.au/schoolfind

TAFE NSW

Locations and contact details for TAFE NSW institutes and campuses are available at www.tafensw.edu.au.

| Office | Phone | Website |
|---|-------------------|--|
| TAFE NSW – Hunter Institute | 131 225 | www.hunter.tafensw.edu.au |
| TAFE NSW – Illawarra Institute | 1300 766 123 | www.illawarra.tafensw.edu.au |
| TAFE NSW – New England Institute | 1800 448 176 | www.tne.edu.au |
| TAFE NSW – North Coast Institute | 1300 628 233 | www.northcoast.tafensw.edu.au |
| TAFE NSW – Northern Sydney Institute | 131 674 | www.nsi.tafensw.edu.au |
| TAFE NSW – Riverina Institute | 1300 823 374 | www.rit.tafensw.edu.au |
| TAFE NSW – South Western Sydney Institute | 137 974 | www.swsi.tafensw.edu.au |
| TAFE NSW – Sydney Institute | 1300 360 601 | www.sydneytafe.edu.au |
| TAFE NSW – Western Institute | 1300 823 393 | www.wit.tafensw.edu.au |
| TAFE NSW – Western Sydney Institute | 131 870 | www.wsi.tafensw.edu.au |
| DEC International – International Student Information Centre | (+61 2) 8289 4777 | www.decinternational.nsw.edu.au |

State Training Services

State Training Services head office is located at:

Level 12, 1 Oxford Street
Darlinghurst NSW 2010
Phone: (02) 9561 8000

The State Training Services website is at www.training.nsw.gov.au.

Locations and contact details for regional offices are also available on the website.

| Office | Address | Phone | Email |
|-----------------------------------|--|----------------|------------------------------|
| Hunter and Central Coast | Level 1, 117 Bull Street Newcastle West NSW 2302 | (02) 4974 8570 | hunterstc@det.nsw.edu.au |
| Illawarra and South Coast | Block E Level 1, 84 Crown Street Wollongong NSW 2500 | (02) 4224 9300 | illawarrastc@det.nsw.edu.au |
| New England | Level 2, 155-157 Marius Street Tamworth NSW 2340 | (02) 6755 5099 | newenglandstc@det.nsw.edu.au |
| North Coast and Mid North Coast | Suite 3, Level 4, 29 Molesworth Street Lismore NSW 2480 | (02) 6627 8400 | ncoaststc@det.nsw.edu.au |
| Northern and Central Sydney | Level 13, 12 Help Street Chatswood NSW 2067 | (02) 9242 1700 | nsydneystc@det.nsw.edu.au |
| Riverina | 87 Forsyth Street Wagga Wagga NSW 2650 | (02) 6937 7600 | riverinastc@det.nsw.edu.au |
| Southern and South Western Sydney | Level 2, 41-45 Rickard Road Bankstown NSW 2200 | (02) 8707 9600 | swsydneystc@det.nsw.edu.au |
| Western NSW | Level 1, Cnr Kite & Anson Streets Orange NSW 2800 | (02) 6392 8500 | westernnswstc@det.nsw.edu.au |
| Western Sydney and Blue Mountains | Ground Floor, 16-18 Wentworth Street Parramatta NSW 2150 | (02) 9204 7400 | wsydneystc@det.nsw.edu.au |

NSW Training Awards

| Office | Address | Phone | Email |
|---------------------|---|--------------|----------------------------------|
| NSW Training Awards | Level 12, 1 Oxford Street Darlinghurst NSW 2010 | 1800 306 999 | NSWTrainingAwards@det.nsw.edu.au |

Office of Communities

The Office of Communities website is at www.communities.nsw.gov.au. Locations and contact details for agencies and facilities are also available on the website.

| Office | Address | Phone | Website |
|--|--|----------------|--|
| Aboriginal Affairs | Level 13, Tower B, 280 Elizabeth Street Surry Hills NSW 2010 | (02) 9219 0700 | www.aboriginalaffairs.nsw.gov.au . |
| Sport and Recreation | Level 3, 6B Figtree Pocket Drive Sydney Olympic Park NSW 2127 | (02) 9006 3700 | www.dsr.nsw.gov.au |
| Sydney Olympic Park Authority | 8 Australia Avenue Sydney Olympic Park NSW 2127 | (02) 9714 3700 | www.sopa.nsw.gov.au |
| Commission for Children and Young People | Level 2, 407 Elizabeth Street Surry Hills NSW 2010 | (02) 9286 7276 | www.kids.nsw.gov.au |
| Venues NSW | Level 3, 6B Figtree Drive Sydney Olympic Park NSW 2127 | (02) 8762 9801 | www.communities.nsw.gov.au/venuesnsw |
| NSW Veterans' Affairs | Level 11, 323 Castlereagh Street Sydney NSW 2000 | (02) 8762 9828 | www.veterans.nsw.gov.au |
| Volunteering | Level 11, 323 Castlereagh Street Sydney NSW 2000 | (02) 8762 9825 | www.volunteering.nsw.gov.au |
| Youth | Level 11, 323 Castlereagh Street Sydney NSW 2000 | (02) 8762 9838 | www.youth.nsw.gov.au |

Aboriginal Affairs

The Aboriginal Affairs head office is located at:

Level 13, Tower B, 280 Elizabeth Street
Surry Hills NSW 2010
Phone: (02) 9219 0700

The Aboriginal Affairs website is at www.aboriginalaffairs.nsw.gov.au.

| Office | Address | Phone |
|---|--|-----------------------------------|
| Batemans Bay | Level 1, Baylink , 3 Flora Crescent Batemans Bay NSW 2536 | (02) 4478 2660 |
| Bourke | 26 Mertin Street Bourke NSW 2840 | (02) 6872 0033 |
| Broken Hill | Level 3, 32 Sulphide Street Broken Hill NSW 2880 | (08) 8088 0001 |
| Coffs Harbour | 17 Duke Street, Coffs Harbour NSW 2450 | (02) 5622 8811 |
| Dubbo | Level 1, 65 Church Street Dubbo NSW 2830 | (02) 5852 1016 |
| Newcastle | Level 5, 26 Honeysuckle Drive Newcastle NSW 2300 | (02) 4924 7007 |
| Tamworth | Unit 2, 180 Peel Street Tamworth NSW 2340 | (02) 5712 9065 |
| Wagga Wagga | Level 1, 2 O'Reilly Street Wagga Wagga NSW 2650 | (02) 5942 3011 or 1800 079 098 |
| Walgett | 44 Fox Street Walgett NSW 2832 | (02) 6817 9904 |
| Office of the Registrar <i>Aboriginal Land Rights Act 1983</i> | 11-13 Mansfield Street Glebe NSW 2037 | (02) 9562 6327 |

Sport and Recreation

The Sport and Recreation head office is located at:

Level 3, 6 Figtree Drive
Sydney Olympic Park NSW 2127

Sport and Recreation can be contacted by phone on 13 13 02 (NSW only)
or (02) 9006 3700.

The website is at www.dsr.nsw.gov.au.

| Office | Address | Phone |
|---|---|--|
| Berry Sport and Recreation Centre | 660 Coolangatta Road Berry NSW 2535 | (02) 4464 1406 Freecall: 1800 811 387 |
| Borambola Sport and Recreation Centre and Wagga office | 1980 Sturt Hwy, Borambola via Wagga Wagga NSW 2650 | (02) 6928 4300 Freecall: 1800 810890 |
| Broken Bay Sport and Recreation Centre | Co/- Post Office Brooklyn NSW 2083 | (02) 4349 0600 Freecall: 1800 644 049 |
| Dubbo office | Dubbo Outreach Centre Suite 1, 167 Brisbane Street Dubbo NSW 2830 | (02) 6884 6483 |
| Far West Academy of Sport | Victoria Park Udora Road Warren NSW 2824 | (02) 6847 3638 |
| Jindabyne Sport and Recreation Centre | 207 Barry Way Jindabyne NSW 2627 | (02) 6450 0200 |
| Lake Ainsworth Sport and Recreation Centre and North Coast office | Pacific Parade Lennox Head NSW 2478 | (02) 6687 7168 Free: 1800 655 248 |
| Lake Burrendong Sport and Recreation Centre | 205 Tara Road Lake Burrendong NSW 2820 | (02) 6846 7403 Freecall: 1800 815 892 |
| Lake Keepit Sport and Recreation Centre | Fitness Camp Road Gunnedah NSW 2380 | (02) 6769 7603 |
| Milson Island Sport and Recreation Centre | PMB 11 Brooklyn NSW 2083 | (02) 9985 9261 |
| Myuna Bay Sport and Recreation Centre | PO Box 5037 Dora Creek NSW 2264 | (02) 4973 3301 Freecall: 1800 654 422 |
| Newcastle office | State Government Offices 117 Bull Street Newcastle West NSW 2302 | (02) 4926 1633 |
| Orange office | 76 McNamara Street Orange NSW 2800 | (02) 6362 6623 |
| Ourimbah office | University of Newcastle, Ourimbah campus Brush Road Ourimbah NSW 2258 | (02) 4362 3184 |
| Point Wolstoncroft Sport and Recreation Centre | Kanangra Drive Gwandalan NSW 2259 | (02) 4976 1666 Freecall: 1800 819 244 |
| Sydney Academy of Sport and Recreation | Wakehurst Parkway Narrabeen NSW 2101 | (02) 9454 0222 |
| Tamworth office | Level 1, 155-157 Marius Street Tamworth NSW 2340 | (02) 6766 1200 |
| Wollongong office | 84 Crown Street Wollongong NSW 2500 | (02) 4228 5355 |

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