Corporate and Enabling Services

Group Summary

Hot Topic Briefs

Corporate and Enabling Services
2023–24 Supplementary Budget Estimates

Response/Facts
SB23-000327 - **2023-24 Budget (May 2023)**

• Approximately $55.7 billion will be spent on Educations programs in 2023-24, including:
    o $13.1 billion for support for the child care system and child care subsidy (Program 1.1-1.2, PBS p. 28)
    o $28.6 billion for early learning and schools (Program 1.3-1.5, PBS p. 28)
    o $14.0 billion for higher education, research and international (Programs 2.1-2.8, PBS p. 49-50)
• Over the forward estimates to 2026-27, this equates to more than $237.3 billion including:
    o $56.6 billion for early childhood education and care
    o $121.9 billion for early learning and schools
    o $58.8 billion for higher education

SB23-000328 - **2022-23 Budget (October 2022)**

• Approximately $54.8 billion will be spent on Educations programs in 2022-23, including:
    o $11.0 billion for support for the child care system and child care subsidy (Program 1.1-1.2, PBS p. 37)
    o $27.9 billion for early learning and schools (Program 1.3-1.5, PBS p. 37-38; BP3)
    o $15.9 billion for higher education, research and international (Programs 2.1-2.7, PBS p. 57-59)
• Over the forward estimates to 2025-26, this equates to more than $234.0 billion including:
    o $52.4 billion for early childhood education and care
    o $118.5 billion for early learning and schools
    o $63.1 billion for higher education

SB23-000507 – **Automated decision making**
• Automated decision making is used by a number of the department's IT systems to support high volume and complex business processing. • Where legislation allows, IT systems can lawfully make decisions that do not require subjective judgement. IT systems can also lawfully support humans in making decisions that require subject judgement. • The department considers legal compliance related to the use of automated decision making across the design, implementation and operations of the department's IT systems. • The department is reviewing its use of automated decision making to ensure compliance with legislative requirements. Should any instances of non-compliance be detected, they will be investigated and remediated
SB23-000332 - **Campaigns: Child Care Subsidy Changes**
• The Child Care Subsidy Changes campaign paid advertising was in market from 2 June to 26 August 2023. • Supporting public relations communication activities ran from 2 June to 30 September 2023. • The campaign website (childcaresubsidy.gov.au) will remain live until at least the end of 2023. • Aim of the campaign: raise awareness of the changes to the CCS to ensure parents and carers are informed of the changes and how these changes will help them make decisions about their child care needs. • Funding of **$9.5 million** (GST exclusive) in administered ($8.2 million) and departmental ($1.3 million) funding over 2 years from 2022–23 was announced in the 2022–23 Budget (PBS p. 17-18, 37). • As at 30 September 2023, $9.33 million has been spent. • Departmental funding is allocated for department staffing costs required to develop and manage the campaign. • Total cost of campaign advertising (media buy) was $5,995,161.43 (GST exclusive).

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SB23-000333 - **Campaigns: Elevating the Teaching Profession**

- The Elevating the Teaching Profession campaign is in the final stages of development.

- Aim of the campaign: raise the status and value of the role that teachers play in our schools and the wider Australian community.

- Funding of **$9.975 million** (GST exclusive) in administered funding over 2 years from 2022-23 included in the *Teacher Workforce Action Plan* measure.

- As at 30 September 2023, $1,987,438.04 (GST exclusive) has been spent.

- The campaign will be funded by the Australian Government from within existing funding allocations up to $5 million. An equivalent contribution will be made by state and territory governments.

- Total cost of campaign advertising (media buy) is budgeted at $6.8 million (GST exclusive).

SB23-000326 - **Contractors**

- Contractors as at 1 July 2023 – 56

- Contractors as at 31 August 2023 – 68 (approx. 4.0% of total workforce)

- **Expenditure** on contractors (1 July to 31 August 2023) – $3,562,811 (GST exclusive)

- **New engagements** (1 July to 31 August 2023) – 33 (including re-engagements under new contracts)

- **Conversions** (1 July to 31 August 2023) – 16 labour hire positions converted to 9 ongoing and 7 non-ongoing APS positions

- A contractor may be engaged to perform functions for the department, under the supervision of the department, for output produced on behalf of the department.

- Contractors are individuals not hired under Section 22 of the *Public Service Act 1999* to:
    - provide surge capacity
    - obtain specialist skills
    - undertake short-term roles.

- Contractors are used to meet short-term demand across several categories, including:
    - project and program management
    - compliance and regulation
    - service delivery
    - research
    - administration.

SB23-000324 - **Contracts and Consultancies**

Contracts commenced:	1 July – 31 August 2023		2022-23	
	#	$	#	$
Consultancy	3	$251,339	31	$13,970,848
Non-consultancy	60	$38,132,435	294	$94,863,238
Total	**63**	**$38,383,774**	**325**	**$108,834,086**

- As at 31 August 2023, the department had 733 active contracts, with a value of $1,025,706,892.

- 100% of consultancy contracts commenced 1 July – 31 August 2023 were due to the need for independent research or assessment.

- Expenditure on **Top 10 active consultancy** vendors (1 July – 31 August 2023) – $681,631

- Expenditure on **Top 10 active non-consultancy** vendors (1 July – 31 August 2023) – $10,298,987

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SB23-000329 - **Cyber Security**

- The department is committed to the protection of government and public information, and the integrity and availability of ICT systems, from the threat of cyber security incidents.

- The department adopts a risk-based approach to the management of information risk in accordance with:
  - Protective Security Policy Framework (PSPF)
  - Information Security Manual
  - Australian Cyber Security Centre (ACSC)'s Strategies to Mitigate Cyber Security Incidents, in particular, the 'Essential Eight'.

- The department participates in governance arrangements with DEWR to implement and manage IT security measures.

- Internal education activities include mandatory online training, communications and periodic phishing simulations.

- Questions relating to the PSPF are a matter for the Department of Home Affairs.

SB23-000325 - **Grant Management**

- The department undertakes its granting activity in line with all legislative and policy frameworks including:
  - *Public Governance, Performance and Accountability Act 2013*
  - *Commonwealth Grants Rules and Guidelines*.

Grants awarded:	1 July – 31 August 2023		2022-23	
	#	**$**	**#**	**$**
New	62	$633,566,994	411	$233,391,199
Variations	117	$26,496,574	298	$193,091,324
Total	**179**	**$660,063,568**	**709**	**$426,482,523**

- Grants not published on GrantConnect within 21 days
  - 1 July – 31 August 2023: 1
  - 2022-23: 50

- Where a **Minister is approving the grant**, the department ensures the Minister is aware of relevant requirements of the PGPA Act and CGRGs.
  - It is normal practice, where the department is the delegate, to brief the Minister before grants are announced.
  - Ministers must report annually to the Finance Minister on all instances where they have decided to approve a grant which the relevant official has recommended they be rejected.
  - For the 2022-23 and 2023-24 (to 31 August 2023) reporting periods, there are **no instances** of a Minister approving a grant where a departmental official recommends it be rejected.

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SB23-000331 - **HR Facts and Figures**	

As at 31 August 2023:

- **Headcount:**   1,616 (compared to 1,497 at 30 June 2023)
- **FTE:**   1,499.2 (1,407.4 ongoing and 91.8 non-ongoing)
- **ASL:**   2023-24 – 1,431 (p. 20 May PBS 2023-24)

    2022-23 – 1,292 (p. 20 May PBS 2023-24)
- **Gender pay gap:**   1.0%
- **SES level/cap:**   67.8 FTE against 66 cap (cohort)
- **Women SES:**   61.9% of total SES
- **Separations:**   61 (incl. 0 VRs)

    3.9% separation rate (24.3% for 2022-23)

SB23-000334 - **Notifiable Data Breaches**	

- In the 12 months to 31 August 2023, the department was impacted by one incident determined to be an eligible data breaches for the purposes of the *Privacy Act 1988*.
    - Cyber attack on a contracted service provider (HWL Ebsworth).
    - The attack affected a number of Australian Government agencies and private sector entities that were clients of the firm.
    - Australian Government response was coordinated by the National Cyber Security Coordinator.

SB23-000330 - **Questions on Notice from 2023-24 Budget Estimates (June 2023)**	

- A total of 553 QoNs for the portfolio resulted from the 2023-24 Budget Estimates hearing.
    - 106 spoken, 447 in writing
    - Of these, the department received 314 QoNs (96 spoken and 218 written)
- The last written QoN was received by the department on 18 July 2023.
- The department tabled all QoNs on 25 August 2023.

Issue:	**2023-24 Budget (May 2023)**
PBS Pg No.	28, 49-50 (Education PBS)
Contact:	**Marcus Markovic**
	Ph: s 22
	Deputy Secretary

Key Points

2023–24 Budget - as published in the Education Portfolio Budget Statements 2023–24 Budget

- Approximately $55.7 billion will be spent on Education programs in 2023–24 including:
  - $13.1 billion for support for the child care system and Child Care Subsidy (Program 1.1 to 1.2, PBS page 28)
  - $28.6 billion for early learning and schools (Program 1.3 to 1.5, PBS pages 28)
  - $14.0 billion for higher education, research and international (Programs 2.1 to 2.8, PBS pages 49-50).

- Over the forward estimates to 2026–27, this equates to more than $237.3 billion including:
  - $56.6 billion for support for the child care system and Child Care Subsidy
  - $121.9 billion for early learning and schools
  - $58.8 billion for higher education.

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Budget measures

- The measures table for the department is on PBS pages 22-24.

- A narrative of measures can be found on PBS pages 14-18.

- Full descriptions of the Education measures are provided in Budget Paper 2: *Budget Measures* (commence on page 98).

2023 - 2024 Supplementary Budget Estimates
SB23-000327

Outcome 1 led:

Additional Child Care Subsidy – improving access
(PBS page 14, BP2 page 98)

- The Australian Government will provide $2.8 million over 4 years from 2023–24 to streamline the delivery of the Additional Child Care Subsidy (ACCS) and expand the exceptional circumstances criteria that can be applied to applications to backdate ACCS (child wellbeing) by more than 28 days.

- The changes will improve access to the ACCS (child wellbeing), which supports families that need practical help to support their child's safety and wellbeing.

- The cost of this measure will be met from savings identified in the 2023–24 Budget measures titled Child Care Subsidy Reform – additional integrity and Education – reprioritisation.

Child Care Subsidy Reform – additional integrity
(PBS page 14, BP2 page 98)

- The Government will undertake additional payment integrity activities to safeguard the Child Care Subsidy program from fraud and non-compliance. This will achieve net savings of $139.4 million over 4 years from 2023–24.

- Funding of $13.3 million over 4 years from 2023–24 will be provided to the Department of Education to support a range of activities to further reduce fraudulent Child Care Subsidy claims. To support this work, Services Australia will receive a further $5.3 million over 4 years from 2023–24 for their digital forensics capability.

- The savings from this measure will offset the 2023–24 Budget measure titled Early Childhood Education and Care Workforce and other Government policy priorities in the Education portfolio.

- This measure builds on the 2022–23 October Budget measure titled Child Care Subsidy Reforms Integrity Package.

Early Childhood Education and Care Workforce
(PBS page 14-15, BP2 pages 99)

- The Government will provide $72.4 million over 5 years from 2022–23 to support the Early Childhood Education and Care (ECEC) sector to build and retain the ECEC workforce. Funding includes:
  - $34.4 million over 5 years from 2022–23 to subsidise ECEC services to backfill up to 75,000 early childhood educators, early childhood teachers and centre directors to undertake mandatory or highly recommended training, or to pay an allowance to the educator if training is undertaken outside work hours.
  - $33.1 million over 5 years from 2022–23 to provide financial assistance for up to 6,000 educators in the ECEC sector to undertake a paid practicum in initial teacher education courses at a bachelor or post-graduate level.
  - $4.8 million over 5 years from 2022–23 to support up to 2,000 ECEC workers to undertake a practicum exchange at a different service, with a living allowance for students undertaking a practicum in a rural or remote location.

- The initiatives will prioritise support for First Nations educators, and educators in regional and remote areas.

- The cost of this measure will be met from savings identified in the 2023–24 Budget measures titled Child Care Subsidy Reform – additional integrity and Education – reprioritisation.

First Nations – supporting education outcomes
(PBS page 16, BP2 pages 100 – 101)

- The Government will continue initiatives that support better educational outcomes for First Nations peoples, a key priority under the National Agreement on Closing the Gap. Funding includes:
  - $32.8 million over two years from 2023–24 for the Clontarf Foundation to extend its existing program for the 2024 school year to support school engagement for at-risk First Nations young men
  - savings of $4.2 million over 4 years from 2022–23 from the *Building Boarding Schools on Country Program*, bringing total investment in the program to $70.8 million to construct one new boarding school at Windjana Gorge, Western Australia and construct an Indigenous Education Research Centre near the school, and upgrade the existing Yiramalay Studio School in the Kimberley Region, Western Australia.

- The Government will also expand the scope of the City-Country Partnerships Program, a commitment under the 2023 Commonwealth Closing the Gap Implementation Plan that supports partnerships between high performing city schools and remote schools with a high proportion of First Nations students, to allow any high performing Independent, Catholic or Government metropolitan school to apply to participate in the program.

- This measure will be offset by redirecting funding from within the Education portfolio.

Teacher Workforce Action Plan (PBS page 15, BP2 page 102-103)

- The Government will provide $35.0 million over 4 years from 2022–23 to attract more people to the teaching profession and retain more teachers in the workforce. This funding forms part of the $328 million National Teacher Workforce Action Plan (the Action Plan) agreed by Commonwealth, State and Territory Education Ministers in December 2022. Funding includes:

    o $25.0 million over 4 years from 2022–23 to establish a Teacher Workload Reduction Fund to pilot new ways to reduce teacher workloads and maximise the time they have to teach

    o $10.0 million over two years from 2022–23 for a national communications campaign to raise the status of the teaching profession.

- As part of the Action Plan the Government agreed in December 2022 to broaden the cohorts eligible for teaching bursaries to include mid-career professionals, people from culturally and linguistically diverse backgrounds, and other underrepresented communities.

- In addition, the Government will provide $9.3 million over 4 years from 2023–24 for the Department of Education, the Australian Institute for Teaching and School Leadership, and the Australian Curriculum, Assessment and Reporting Authority to support the implementation of the Action Plan.

- This measure will be fully offset from savings within the Education Portfolio.

Outcome 2 led:

Higher Education Support – amendments (PBS page 18, BP2 page 101)

- The Government will provide additional funding of $18.7 million over 4 years from 2023–24 (and $4.7 million per year ongoing) to extend and expand existing higher education student support programs. Funding includes:

  o $17.7 million over 4 years from 2023–24 (and $4.7 million per year ongoing) in additional funding for the Higher Education Disability Support Program to enable providers to better support students with disability to access and succeed in higher education, including by helping to purchase equipment and modify teaching materials and delivery methods.

  o $1.0 million in 2023–24 to maintain the national Microcredentials Marketplace, which enables users to find and compare registered microcredential courses offered by tertiary education providers.

- The Government will also extend the Women in STEM Cadetships and Advanced Apprenticeships Program for two years to 30 June 2027, to provide new and existing participants more time to complete their science, technology, engineering and maths qualification while simultaneously continuing their careers.

- This measure will be fully offset by savings from within the Education portfolio.

Measure impacting both Outcomes:

Strengthening the Capability of the Education Portfolio to Deliver Critical Functions (BP2 page 102)

- The Government will provide $105.9 million over 4 years from 2023–24 (including $57.9 million in capital funding, and $4.1 million per year ongoing) to strengthen the Education portfolio's capability to deliver critical functions. Funding includes:

  o $91.7 million over 4 years from 2023–24 (including $57.9 million in capital funding, and $4.1 million per year ongoing) to transform program administration for schools and higher education providers by developing a stable, secure, and streamlined information and communications technology platform.

  o $14.2 million in 2023–24 to support the Department of Education's critical business and policy functions.

- The cost of this measure will be partially met from savings identified in the 2023–24 Budget measures titled Child Care Subsidy Reform – additional integrity and Education – reprioritisation.

Education – reprioritisation (BP2 page 100)

- The Government will achieve savings of $53.1 million over 5 years from 2022–23 (and $3.8 million per year ongoing) across the Education portfolio. Savings include:
  - o $36.9 million over 5 years from 2022–23 (and $2.0 million per year ongoing) from legacy grant schemes the Strategic University Reform Fund and the Regional Research Collaboration Program to optimise the Tertiary Collection of Student Information system to improve data quality, analytic support and the security of tertiary student loan records (OC2).
  - o $11.3 million over 4 years from 2022–23 from uncommitted funding in the National School Reform Fund and the Quality Outcomes Program identified through the Government Spending Audit (OC1).
  - o $3.0 million over 5 years from 2022–23 (and $0.7 million per year ongoing) by ceasing funding for the Quality Initiatives Program, which is duplicative of other expenditure in the Education portfolio (OC2).
  - o $1.9 million over 4 years from 2023–24 (and $1.1 million per year ongoing) by recovering overpayments and improving funding integrity in non-government schools (OC1).
- The savings from this measure will be redirected to fund other Government policy priorities in the Education portfolio.

Average Staffing Level (ASL) (PBS pages 20, 29, 50)

- The ASL for the department as published in the 2023-24 PBS is shown in the resource statement and by outcomes.

ASL	2022-23 Estimate	2022-2023 Actual	Difference	2023-24 Budget
Outcome 1	799	768	31	928
Outcome 2	493	480	13	503
Total	**1,292**	**1,248**	**44**	**1,431**

- The Efficiency Dividend remains at 1.0 per cent from 2023-24 to 2026-27.

Measures led by other Portfolios:

Better, Safer Future for Central Australia Plan
(PBS page 16, BP2 page 83) (Outcome 1 impact)

- $40.4 million over two years from 2023-24 to schools in Central Australia to improve school attendance and education outcomes. This measure will prioritise community engagement and locally driven responses in partnership with local community organisations.

Nuclear-Powered Submarine Program - initial implementation
(PBS page 17, BP2 page 94) (Outcome 2 impact)

- The Government will provide $4.5 billion over 10 years from 2023–24 (and $482.7 million per year ongoing) to support the initial steps in Australia's acquisition of a conventionally-armed, nuclear-powered submarine capability. This forms part of the whole-of-program costs over the decade and funding includes:

  o $127.3 million over 4 years from 2023–24 for 4,000 additional commencing Commonwealth supported places at universities and other higher education providers for courses that support the skills requirements of the nuclear-powered submarine program, including STEM and management disciplines. Of these places, at least 800 will be allocated to South Australian universities with the remainder to be allocated through a competitive process.

- $1.1 million over two years from 2023–24 for the Department of Education to support the development and delivery of education, skills and training initiatives for the nuclear-powered submarine program.

Improving the Administration of Student Loans
(BP2 page 87-88) (Outcome 2 impact)

- The Government will provide $87.8 million over 5 years from 2022–23 (including $53.1 million in capital funding, and $2.0 million per year ongoing) to improve the administration of student loans and enhance the security and privacy of data holdings. Funding includes:

  o $36.9 million over 5 years from 2022–23 (and $2.0 million per year ongoing) for the Department of Education to optimise the Tertiary Collection of Student Information system to improve data quality, analytic support and the security of tertiary student loan records.

- The Government will also forgo $5.4 million in receipts over 5 years from 2022–23 (and $15.5 million over two years to 2033–34) to support students affected by a delay in the transfer of some historical tertiary education loan records to the Australian Taxation Office. This will mean waiving the following debts for affected loans, as determined at the date of transfer to the Australian Taxation Office:

  o historical indexation, as well as indexation that will be applied on 1 June 2023 on loans issued prior to 1 July 2022 under the Higher Education Loan Program, the VET Student Loans program, the Trade Support Loans program and on loans issued in 2017 and 2018 under the VET FEE-HELP program.

  o outstanding debt for VET FEE-HELP loans issued from 2009 to 2016.

- The cost of this measure will be partially met from savings identified in the 2023–24 Budget measures titled Education – reprioritisation.

Migration Program – 2023–24 planning levels
(BP2 page 10) (Outcome 1 impact)

- *OC1 Programs 1.3: Government and 1.4 Non-Government recurrent schools funding are impacted. These are flow on implications to Education programs due to adjustments in the intake of migrants.*

Immigration Policy Settings for New Zealand Citizens
(BP2 page 159) (Both Outcomes impacted)

- *OC1 Programs 1.3: Government and 1.4 Non-Government recurrent schools funding are impacted. These are flow on implications to Education programs due to adjustments in the intake of migrants.*

- *OC2 Receipt measure relates to NZ citizens that obtain Australian citizenship and go on to study a diploma, advanced diploma or an associate degree and defer their student contribution amount under HECS-HELP arrangements.*

- *Nil impact is shown for the measure as funding has already been provided for by the Government.*

Visa and Migration System (BP2 page 161-162) (Outcome 2 impact)

- *OC2 Receipt measure relates to citizens that obtain Australian citizenship and go on to study a diploma, advanced diploma or an associate degree and defer their student contribution amount under HECS-HELP arrangements.*

<u>APS Capability Reinvestment Fund: 2023–24 projects funded under round one</u> (BP2 page 189-190)

- *The department has been allocated $0.185 million in 2023–24 from the Fund and will work with Department of the Prime Minister and Cabinet to deliver the 'Next GEN Policy for Gender Equal Nation'.*

<u>Closing the Gap – further investment</u> (BP2 page 190)

- *Above initiative delivered by National Indigenous Australian Agency, with $0.3 million departmental funding only to Department of Education to participate in future policy review/development.*

Media

NIL

Date Last Cleared	25 September 2023

Issue:	**2022-23 Budget (October 2022)**
Contact:	**Marcus Markovic**
	Ph: s 22
	Corporate and Enabling

Key Points

2022–23 Budget—as published in the Education Portfolio Budget Statements at the October 2022–23 Budget

- Approximately $54.8 billion* will be spent on Education programs in 2022–23, including:
    - $11.0 billion for early childhood education and care (Programs 1.1 to 1.2, PBS page 37).
    - $27.9 billion for early learning and schools, Government and Non-Government Schools National Support, the National Partnership on the National School Chaplaincy Program; the National Partnership on Universal Access to Early Childhood Education; and the National Partnership on the Preschool Reform Agreement (Programs 1.3 to 1.5, PBS pages 37-38) Budget Paper No. 3 pages 1, 37, 40).
    - $15.9 billion for higher education, research and international (Programs 2.1 to 2.7, PBS pages 57-59).
- Over the forward estimates to 2025–26, this equates to more than $234.0 billion* including:
    - $52.4 billion for early childhood education and care
    - $118.5 billion for early learning and schools
    - $63.1 billion for higher education.

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* The program expenditure totals above include:
  - appropriations managed by the department
  - appropriations for portfolio agencies
  - appropriations managed by Treasury relating to specific purpose payments and National Partnership payments in schools.

Budget measures

- The measures table for the department commences on PBS page 29.

- A narrative of measures can be found on PBS pages 15-24.

- Full descriptions of the Education measures are provided in Budget Paper 2: *Budget Measures* (Education Payment Measures commencing on page 91).

Outcome 1 led:

Cheaper Child Care (PBS page 29, BP2 page 93)

- $4.5 billion to increase Child Care Subsidy (CCS) rates from July 2023, protect the CCS against fraud and non-compliance, and provide a base level of 36 hours of subsidised early education and care per fortnight for First Nations children.

  - o The Budget Papers refer to an investment of $4.7 billion, which includes new spending measures in early education and care, but does not include savings from measures to increase integrity.

- $33.7 million over 4 years from 2022–23 to increase subsidised early childhood education and care to a minimum of 36 hours per fortnight for families with First Nations children, regardless of activity levels.

- $10.2 million over 3 years to establish the Early Childhood Care and Development Policy Partnership between the Australian Government and First Nations representatives.

Office for Youth and Youth Engagement Strategy (PBS page 31, BP2 page 93)

- $10.5 million for a new Youth Engagement model to ensure young people from diverse and at-risk cohorts are specifically represented in consultations and engagement with government, including First Nations young people.

Schools Upgrade Fund (PBS page 30, BP2 page 94)

- $270.8 million over 2 years in a Schools Upgrade Fund to improve school facilities and help keep students and teachers safe.

  - o $215 million over 2 years from 2022–23 to help public schools meet the cost of important refurbishments and upgrades

  - o $32 million to help improve ventilation and air quality and make small school improvements like building outdoor learning spaces, upgrading computing equipment, and refurbishing classrooms

  - o $18 million to support capital projects announced for government and non-government schools in the lead-up to the 2022 election.

Student Wellbeing Boost (PBS page 30, BP2 page 96)

- $203.7 million over 2 years to 2023–24 to support the immediate mental health and wellbeing needs of school students.

Teacher Shortages (PBS page 31, BP2 page 96)

- A package of measures to address teacher shortages that includes:

  - $56.2 million to provide up to 5,000 bursaries of up to $40,000 over 4 years to encourage the best and brightest into teaching

  - $68.3 million to expand the High Achieving Teachers program to support up to an additional 1,500 high-quality candidates, including mathematicians and scientists, to retrain as teachers

  - $27.6 million to implement recommendations from the Quality Initial Teacher Education Review.

Consent and Respectful Relationships Education (PBS page 30, BP2 page 91)

- $83.5 million over 6 years from 2022–23 in funding for state and territory governments and non-government systems to provide consent education that is age-appropriate, evidence-based and developed by experts.

Teaching First Nations Languages in Schools (PBS page 31, BP2 page 97)

- $14.1 million over 4 years to 2025–26 to teach First Nations languages in primary schools across Australia.

Outcome 2 led:

Strengthening Australia's Higher Education Sector (PBS page 29 and 31, BP2 pages 1, 26, 95-96)

- $491.8 million over 4 years from 2022–23 (and $570.1 million over 11 years).

- Funding includes:

  - $485.5 million over 4 years from 2022–23 (and $563.8 million over 11 years) to provide a one-off boost of 20,000 additional Commonwealth Supported Places at universities, university colleges, and institutes of higher education.

  - $3.6 million in 2022–23 to the Department of Education to develop a business case for a new university and schools payment system, to manage the timely and accurate administration of entitlements.

- o $2.7 million over 2 years from 2022–23 to deliver an Australian Universities Accord, including a review of Australia's higher education system led by a panel of experts delivering recommendations to drive accessibility, affordability, quality, certainty, sustainability, and prosperity.

- The measure also includes savings of $144.1 million over 4 years from 2022–23 (and $484.9 million over 11 years) by ending the 10 per cent upfront discount for students who elect to pay their student contributions upfront rather than defer payment through the Higher Education Contribution Scheme – Higher Education Loan Program.

- The cost of this measure will be partially met from within the existing resources of Education. Partial funding for this measure has already been provided for by the Government.

Startup Year - establishment (PBS page 29 and 31, BP2 pages 1, 26, 31, 36, 37, 95)

- $15.4 million over 4 years from 2022–23 (and $2.8 million per year ongoing) to establish the Startup Year program to deliver income contingent Higher Education Loan Program loans to up to 2,000 postgraduate and final year undergraduate students per year.

- The cost of this measure will be partially met from within the existing resources of Education. Partial funding for this measure has already been provided for by the Government.

Measures led by other Portfolios:

Health – Rural Health and Medical Training for Far North Queensland (PBS page 29 and 31, BP2 page 138)

- $13.2 million over 3 years from 2023-24 to James Cook University to provide 20 additional Commonwealth supported places on an ongoing basis, and to establish a new medical training campus in Cairns.
- Funding for Education includes:
  - o $3.0 million over 4 years from 2022–23.

Home Affairs – Pacific Engagement Visa (PBS page 29-30, BP2 page 150)

- $175.1 million over 4 years from 2022–23 (and $80.3 million per year ongoing from 2026–27), to boost permanent migration to Australia by creating a new Pacific Engagement Visa for nationals of Pacific Island countries and Timor-Leste.
- Funding for Education includes:
  - o $34.0 million over 4 years from 2022–23.

Infrastructure, Transport, Regional Development, Communications and the Arts – Responsible Investment to Grow Our Regions
(PBS page 31, BP2 page 163-164)

- $5.4 billion over 7 years from 2022–23 to support economic growth and development across regional Australia.
- Funding for Education includes:
  - $103.9 million over 4 years (plus $15 million for CSIRO) from 2022–23 for the Trailblazer Universities Program to support select regional universities to boost research and development.

Social Services – Fraud Fusion Taskforce (PBS page 29, BP2 page 9)

- $126.3 million over 4 years from 2022–23 to establish a cross-agency Fraud Fusion Taskforce to address fraud and serious non-compliance in the National Disability Insurance Scheme.
- Funding for Education includes:
  - $1.5 million over 4 years from 2022–23.

Social Services – Support for Community Sector Organisation
(PBS page 30, BP2 page 84)

- $560.0 million over 4 years from 2022–23 to support Community Sector Organisations at need of funding supplementation due to additional staff wages pressures and higher inflation outcomes.
- Funding for Education includes:
  - $2.7 million over 4 years from 2022–23.

Efficiency Dividend

- The efficiency dividend will be applied at a rate of 1.0 per cent in 2022–23.

Average Staffing Levels

- The average staffing levels (ASL) for the department as published in the October 2022–23 PBS are shown against the Department of Education resource statement (page 26 of the PBS) and by each Outcome (pages 39 and 59 of the PBS).

Budget ASL	2022-23 October Budget	2022-23 March Budget
	2022-23	2022-23
Outcome 1	795	779
Outcome 2	466	535
Total	**1,261**	**1,314**
Estimated actual ASL	**2022-23 March Budget**	**Final Budget Outcome**
	2021-22	2021-22
Outcome 1	797	810
Outcome 2	513	512
Total	**1,310**	**1,322**

- ASL information is published by each portfolio in Budget Paper 4: Agency Resourcing. The Education Portfolio is shown on page 52.

Contingency Reserve

- The department does not have visibility of the contents of the Contingency Reserve.

Financial Implications

- Printing costs

	2017-18	2018-19	2019-20	2020-21	2021-22[4]	2022-23 March	2022-23 October
Number of copies printed[1]	550	550	450	550	570	550	600
Pages	254	236	240	240	231	229	240

s 47G

Supplier	Canprint	Canprint	Canprint	Canprint	Canprint	Canprint	Canprint

[1] The number of copies printed includes copies required for tabling, distribution to libraries, portfolio entities, the audit committee, and all SES in the department.

[2] s 47G

[3] Invoice received on 29 May 2018. s 47G
 s 47G

[4] An omitted table was identified in the 2021-22 PBS prior to Budget day. This was rectified immediately. The reprinted PBS was available ahead of the Budget lockup.

Media

NIL

Date Last Cleared	19 September 2023

2023 - 2024 Supplementary Budget Estimates
SB23-000507

Issue:	**Automated Decision Making**
Contact:	**Marcus Markovic**
	Ph: s 22
	Deputy Secretary

Key Points

Education IT systems using automated decision making

- Automated decision making is used by a number of the department's IT systems to support high volume and complex business processing.

- Where legislation allows, IT systems can lawfully make decisions that do not require subjective judgement. IT systems can also lawfully support humans in making decisions that require subject judgement.

- The department considers legal compliance related to the use of automated decision making across the design, implementation and operations of the department's IT systems.

- The department is reviewing its use of automated decision making to ensure compliance with legislative requirements. Should any instances of non-compliance be detected, they will be investigated and remediated as required.

Risk mitigation mechanisms for automated decisions

- When developing IT systems, the department uses several risk mitigation strategies. These include:
  - The Project Management Framework which provides project management practices and procedures to support the governance and delivery of a project.
  - The System Development Lifecycle which includes documenting system design, solution, business rules and specifications, end to end system testing, user acceptance testing, system release and issues management protocols.
  - Program monitoring and assurance which include the department's Executive Board, Audit and Assurance Committee, Risk, Security and Governance Committee, Project and Investment Committee and oversight from the Australian National Audit Office.
  - At a program and system level, individual program and business owners undertake scheduled and periodic payment reviews, reconciliation processes and random sampling/testing.
  - There are also a range of avenues for applicants and providers to seek reviews, feedback or register queries or complaints relating to decisions around entitlements and payments.

- Where isolated instances occur, the department will investigate and take steps to remediate as required.

Media

NIL

Date Last Cleared	04 October 2023

BACKGROUND

- Automated decision making occurs when a person's legal right, duty or obligation is determined by a computer in accordance with the relevant legislation.

- There are 2 broad types of automated decision making. These involve the automation of:

  - Discretionary decisions based on reason and judgement. Automation of these types of decisions may make use of Artificial Intelligence (AI) or machine learning to support processing and automate decisions. The department's IT systems do not use AI or machine learning to make discretionary decisions.

  - Non-discretionary decisions based on pre-determined criteria and legislation, which set out what must be considered and how it is to be decided.
    The department uses IT systems to automate these types of decisions based on pre-defined business rules, formulas, or algorithms. These decisions do not involve discretions being exercised or subjective judgements being made.

- The use of automated decision making can give rise to areas of legal risk. Key amongst these is administrative law risk; that is, the risk that a decision made using the automated system might be found to be invalid, either on the basis that the computer system is not capable of 'applying' the particular statutory criteria in a valid way, or on the (overlapping) basis that the law does not authorise the use of the automated system for this purpose.

- The Department of Industry, Science and Resources and the Digital Transformation Agency are leading the Cross-Agency Taskforce on AI in Government.

Issue:	**Campaigns: Child Care Subsidy Changes**
PBS Pg No.	Pages 17 to 18, and page 37 of the 2022–23 PBS
Contact:	**Marcus Markovic**
	Ph: s 22
	Corporate and Enabling Services
	Deputy Secretary

Key Points

- The department adheres to the *Guidelines on Information and Advertising Campaigns by non-corporate Commonwealth entities* (the Guidelines) when managing government communication campaigns.

- The *Child Care Subsidy (CCS) Changes* campaign (the campaign) paid advertising was in market from 2 June to 26 August 2023.

- Supporting public relations communication activities for the campaign commenced on 2 June 2023 and ceased on 30 September 2023.

- The campaign website (childcaresubsidy.gov.au) includes key information about the campaign and the CCS changes and will remain live until at least the end of 2023.

Campaign approach

- **Developmental research** conducted in March 2023, to inform the communication approach, highlighted a lack of awareness about the detail of the changes to the CCS amongst parent and carers.

- The **aim of the campaign** was to raise awareness of the changes to the CCS to ensure parents and carers are informed of the changes and how these changes will help them make decisions about their child care needs.

- The **objectives** of the campaign were to:
    o increase access to information and understanding about the CCS reforms amongst audiences
    o increase understanding amongst audiences of the value of the early childhood education and care workforce.

- **Primary target audiences** included parents and carers with children either currently in early childhood education and care services or considering placements in the future, including multicultural and First Nations parents and carers. The **secondary target audience** included the Australian public.

- The **call to action** for the campaign was to visit the dedicated campaign website (childcaresubsidy.gov.au) that provides information on CCS and links to the Starting Blocks and Services Australia websites.

- The CCS changes campaign was considered by the Independent Communications Committee (ICC) on 5 May 2023.
  The ICC determined that the campaign is capable of complying with principles 1–4 of the Guidelines on Information and Advertising Campaigns.

- Draft advertising materials were tested with the target audience during creative development.

- In accordance with the Guidelines, the Government agreed to the campaign, including its content and timing.

- The Secretary, Mr Tony Cook PSM, certified the campaign complied with Principles 1–5 of the *Guidelines on Information and Advertising Campaigns by non-corporate Commonwealth entities* on 31 May 2023, taking into account the report of the ICC and advice and evidence provided by officers within the department.

- The Secretary's certification statement was published on the department's website on 2 June 2023.

Budget – Child Care Subsidy Changes campaign

- The total budget for the campaign was **$9.5 million** over 2 years from 2022–23 to 2023–24.

- As at 30 September 2023, **$9.33 million (GST exclusive)** has been spent.

- Funding of **$9.5 million** (GST exclusive) in administered **($8.2 million)** and departmental **($1.3 million)** funding over 2 years from 2022–23 to 2023–24 was announced in the 2022–23 Budget (PBS p. 17-18, 37; BP2 p. 94).

- Departmental funding is allocated for department staffing costs required to develop and manage the campaign.

Table 1: Administered budget breakdown as at 30 September 2023

Financial year	2022–23	2023–24	2024–25	2025–26	2026–27	Total
Administered Budget Allocation	$4,835,000.00	$3,380,000.00	-	-	-	$8,215,000.00
Committed	$4,821,941.84	$3,377,613.67	-	-	-	$8,199,555.51
Uncommitted	$13,058.16	$2,386.33	-	-	-	$15,444.49

Table 2: Contracts issued and actual spend for the campaign – as at 30 September 2023

Supplier	Description	Contract value (GST excl)	Total paid from 1 Feb to 30 Sep 23 (GST excl)	Period of activity	Austender reference and date published
Ipsos Public Affairs	Research agency	$324,769.34	$324,768.91	27 Feb – 30 Jun 2023	CN3953240 22 March 2023
The Monkeys	Creative agency	$982,963.82	$963,529.93	30 Mar– 30 Jun 2023	CN3959966 21 April 2023
Cox Inall Ridgeway	First Nations communications supplier	$289,972.50	$222,500.00	5 Apr – 30 Sep 2023	CN3959878 21 April 2023
Horizon	Public relations agency	$200,000.00	$176,368.18	5 Apr – 30 Sep 2023	CN3959969 21 April 2023
Embrace Society	Multicultural communications supplier	$256,600.00	$220,000.00	5 Apr – 30 Sep 2023	CN3962478 4 May 2023
Universal McCann	Media buy agency	$6,015,000.00	$5,995,161.43	3 Jun – 26 Aug 2023	CN3967635 23 May 2023
Hall and Partners	Evaluation supplier	$130,249.85	$128,250.00	27 Apr – 30 Sep 2023	CN3967645 23 May 2023
TOTAL		$8,199,555.51	$8,030,578.45		

Media Buy

- As at 30 September 2023, the total cost of campaign advertising was $5,995,161.43 (GST exclusive) over 2022–23 and 2023–24.

- The total actual cost was slightly under the budgeted amount due to the availability of advertisement placement at time of booking.

Table 3: Breakdown of media spend per channel:

Channel	Total cost (GST excl)
Television	$1,844,662.00
Digital – social media and search	$981,821.12
Out-of-home	$1,458,853.70
Cinema	$293,680.00
Radio	$414,731.00
Digital display ads	$190,000.00
Multicultural channels (TV, Digital and social video, press)	$365,201.79
First Nations channels (TV, radio, out-of-home, social video)	$216,414.80
Advertising service fees	$229,797.02
Total	**$5,995,161.43**

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Table 4: Breakdown of media spend per state/territory

State/territory	Cost (GST excl)	Percentage
National*	$1,874,091.03	28.5%
Australia Capital Territory	$16,184.00	0.5%
New South Wales	$1,288,455.12	22%
Northern Territory	$52,137.00	1%
Queensland	$814,991.48	14%
South Australia	$456,920.00	8%
Tasmania	$50,893.00	1%
Victoria	$819,493.80	14%
Western Australia	$621,996.00	11%
Total	**$5,995,161.43**	**100%**

Note: National relates to all digital advertising – social media, search, digital display ads online and advertising service fees. These are placed on national base aligned to audience(s) rather than per state/territory.

Public relations activities

- Horizon Communication Group was appointed as the public relations supplier on 5 April 2023. Public relations activities comprised of:
  - Development and distribution of fact sheets, infographic, social media tiles and a resource toolkit
  - Stakeholder outreach
  - Media outreach.

- Embrace Communications was appointed as the multicultural communication supplier on 5 April 2023. The below the line communication activities included:
  - Development and distribution of translated fact sheets, press ads, infographics and posters for multicultural audiences
  - Development and distribution of testimonials from parents and carers from multicultural backgrounds
  - Development of audio content pitched to multicultural radio outlets
  - Outreach to multicultural media
  - Outreach to multicultural communities.

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- Cox Inall Ridgeway was appointed as the First Nations communication supplier on 5 April 2023. Their communication activities included communicating the specific call to action for families with a First Nations child in their care. Activities included:
  o developing a radio advertisement for First Nations audiences
  o creating of First Nations artwork for use on the First Nations campaign materials such as fact sheets and posters
  o development and distribution of a fact sheet, infographic, social media tiles, video animation and resource toolkit specific to the First Nations measure
  o attendance at community events and conferences to communicate the changes to CCS within First Nations communities
  o stakeholder outreach.

Evaluation

- In accordance with the Guidelines, the whole-of-government campaign evaluation research supplier Hall & Partners was engaged on 8 May 2023 to conduct benchmarking, tracking and evaluation research.
  o The benchmarking tracking and evaluation research measured the effectiveness of the campaign amongst key target audiences.
  o Benchmark research was in field from 9 May to 2 June 2023, prior to campaign launch. The research methodology involved an online quantitative survey which was completed by 800 respondents.
  o Benchmark research found, prior to campaign launch, 76 per cent of parents and carers indicated they had heard about CCS but only 60 per cent of parents and carers claimed to be aware of the changes to CCS.
  o Tracking research was in field from 6 June to 27 August 2023. The research methodology involved fortnightly online quantitative surveys with a sample size of 75 respondents per week.
  o The tracking research indicated the advertising campaign has performed well with a strong call to action. Perceptions of the campaign were positive, particularly in terms of the advertising being perceived as easy to understand and encouraging action.

- Full campaign evaluation is underway and will be finalised later in 2023.

- As at 30 September 2023, the campaign website (childcaresubsidy.gov.au) has been viewed over 464,328 times with resources being downloaded over 23,004 times since campaign launch on 2 June 2023.

Table 5: Campaign chronology

Date	Action
29 November 2022	*Family Assistance Legislation Amendment (Cheaper Child Care) Act 2022* received Royal Ascent
16 January 2023	Authority to proceed with a campaign to communicate the CCS changes granted by Government
28 February 2023	Ipsos Public Affairs engaged by the department to undertake developmental research to inform the campaign
21 March 2023	Developmental research completed
30 March 2023	The Monkeys (creative supplier) engaged to deliver creative services for the campaign and creative concepts presented
3 - 5 April 2023	Creative concept testing research in field
5 April 2023	Horizon (public relations supplier), Embrace Society (multicultural communication speciality) and Cox Inall Ridgeway (First Nations communication specialist) engaged by the department
18 April 2023	Government consideration of the recommended creative concept
21 April – 19 May 2023	Creative production
30 April 2023	Concept refinement testing round 1 in field
5 May 2023	Independent Communication Committee considered the campaign and determined the campaign is capable of complying with the Australian Government Guidelines on Information and Advertising Campaigns
17 May 2023	Concept refinement testing round 2 in field
22 May 2023	Government consideration of campaign creative
24 – 31 May 2023	Department of Education Secretary certification of the campaign
9 May – 2 June 2023	Benchmark research in field
2 June 2023	Campaign launched and paid advertising commenced
6 June – 27 August 2023	Tracking research in field
26 August 2023	Paid advertising ceased
30 September 2023	Supporting public relations communication activities ceased

Media

- There was extensive media coverage on the CCS changes during the campaign.

- Media sentiment in relation to the CCS changes focused on the increase of fees by early childhood education and care centres, lack of access to child care, and educator shortages.

- Several articles featured stories of families who were now paying more for child care due to the increase in fees made by providers, despite the increased CCS.

BACKGROUND

- The *Family Assistance Legislation Amendment (Cheaper Child Care) Act 2022* received Royal Ascent on 29 November 2022.

- A national advertising campaign, the New Child Care Package campaign, to communicate the introduction of the CCS was developed and in market across 2 phases – one in 2017 and a subsequent phase in 2018.
    - The total budget for the campaign was $16.3 million (GST exclusive) *(referenced in PBS 2016–17 no.1.5 – p. 39).*
    - Total expenditure for the campaign was $15.2 million (GST exclusive) *(referenced in Dept of Finance Campaign Advertising by Australian Government Departments and Agencies Report 2017–18).*
    - The total media buy expenditure was $12 million (GST exclusive).

Date Last Cleared	17 October 2023

Issue:	**Campaigns: Elevating the Teaching Profession**
PBS Pg No.	p. 15 – PBS 2023-24 and p.102 BP2
Contact:	**Marcus Markovic**
	Ph: s 22
	Corporate and Enabling Services
	Deputy Secretary

Key Points

- The department adheres to the *Guidelines on Information and Advertising Campaigns by non-corporate Commonwealth entities* (the Guidelines) when managing government communication campaigns.

- The *Elevating the Teaching Profession* communication campaign (the campaign) is currently in the final stages of development.

Campaign approach

- **Developmental research** conducted in March and April 2023 highlighted the need for a national campaign to signal to the community and teachers the value of teachers and the importance of the profession within the community, and for Australia's future.

- The **aim of the campaign** is to raise the status and value of the role that teachers play in our schools and the wider Australian community.

- The **objectives** of the campaign are to:
  - o promote teaching as a valued and rewarding career
  - o promote the status of the teaching profession
  - o educate the public about the critical role teachers play in educating Australian children and preparing them for life after school.

- **Primary target audiences** include secondary school-aged students, individuals who are considering a career change, individuals already in the teaching and early childcare workforce. This includes First Nations and multicultural audiences. **Secondary target audiences** include parents of secondary school-aged students in Australia, universities, and the public.

- The proposed **call to action** for the campaign will be to visit a dedicated campaign website (BeThatTeacher.gov.au) which will include the campaign materials, information on how to join the teaching profession and links to state and territory education websites.

- The campaign was considered by the Independent Communications Committee (ICC) on 20 July 2023. The ICC determined that the campaign is capable of complying with principles 1–4 of the Guidelines on Information and Advertising Campaigns.

- In accordance with the Guidelines the Government the final campaign material and timing of the launch of the campaign will be considered by Government ahead of launching in market.

- Ahead of the campaign launch, the *Chief Executive Certification for Government Advertising Campaigns* will be published on the department's website, confirming that the campaign complies with Principles 1–5 of the *Guidelines on Information and Advertising Campaigns by non-corporate Commonwealth entities.*

- The department will also publish approved campaign creative materials on the campaign website as they are available.

Creative approach

- Concept testing research undertaken by WhereTo identified the 'Be That Teacher' creative concept developed by Clemenger BBDO as the preferred concept with the target audiences.

- The selected concept focuses on highlighting the inspiring role and enduring impact teachers have on their students. The creative idea showcases stories of 8 teachers who have a memento that reminds them of a student (or students) they have had a positive and lasting impact on.

- One teacher from each state and territory were chosen to participate in the campaign. Filming took place in Melbourne from 22 to 25 August 2023.

- The 8 teachers were each paid an honorary fee of $2,500 for their participation in the campaign. The teacher's travel and accommodation expenses were also paid.

State/territory and teaching industry involvement

- Two stakeholder consultation groups have been established to ensure teachers across Australia and state/territory governments have the opportunity to provide feedback and advice on key messages and approach.

- Teachers who participated in the Teacher Workforce Roundtable, held at Australian Parliament House in Canberra last August, were invited to participate in the Campaign Steering Group of Teachers.

- The Campaign Steering Group of Teachers Group has met 3 times, as at 30 September 2023. They have provided feedback on the proposed communication approach and the creative concepts.

- State and territory Education Ministers were invited to nominate a senior communication and policy official to participate in the Campaign Working Group of Jurisdictions.

- The Campaign Working Group of Jurisdictions has met 7 times, as at 30 September 2023. The group has also provided feedback on the communication approach and the campaign creative concepts.

- The department is collaborating with the Working Group to partner on campaign public relations activities post launch.

- The Working Group members have also assisted the department in sourcing teachers to appear in the campaign and have undertaken probity and integrity checks on the selected teachers.

Budget – Elevating the teaching profession communication campaign

- The overall funding for the campaign is **$9.975 million (GST exclusive)** in administered funding over 2022–23 and 2023–24.

- Funding for the campaign falls under the *Teacher Workforce Action Plan* measure on page 102 of 2023–24 Budget Paper 2.

- On 25 September 2023, the department received notification that a Movement of Funds (MoF) for unspent funds in 2022-23 had been approved. The original and revised budget allocation is detailed below.

- As at 30 September 2023, **$1,987,438.04 (GST exclusive)** has been spent.

Table 1: Budget breakdown, as at 30 September 2023

Financial year	2022–23	2023–24	2024–25	2025–26	2026–27	Total
Original Budget Allocation	$1,680,000	$8,295,000	-	-	-	$9,975,000
Post-MoF Budget Allocation	$429,000	$9,546,000	-	-	-	$9,975,000
Committed	$429,000	$9,293,560	-	-	-	$9,722,560
Uncommitted	-	$252,440	-	-	-	$252,440

- There is no departmental funding allocated to this campaign.

- The campaign will be funded by the Australian Government from within existing funding allocations **up to $5 million**, and an equivalent contribution will be made by state and territory governments.

- All states and territories confirmed they will collectively co-contribute **$5 million** toward to cost of the campaign. The department is due to receive all funds as shown in Table 2.

Table 2: State and territory financial contributions

State/Territory	Contribution
NSW	$1,598,500
VIC*	$1,266,500
QLD	$1,005,100
WA	$528,800
SA*	$358,300
TAS	$109,000
ACT	$84,900
NT	$48,900
TOTAL	**$5,000,000**

*as at 30 September 2023, contributions have been received from all states and territories.

Table 3: Contracts issued and actual spend for the campaign – as at 30 September 2023

Supplier	Description	Contract value (GST excl.)	Total spent to 30 Sep 2023 (GST excl.)	Period of activity	Austender reference and date published
WhereTo	Research supplier	$304,895.45	$304,145.00	24 Mar – 30 Sep 2023	CN3956522 6 Apr 2023
Clemenger BBDO	Creative agency	$1,611,680.00	$1,533,454.80	2 May 2023 – 30 Jun 2024	CN3967715 24 May 2023
Think HQ	Public relations agency	$299,863.64	$50,000.00	5 Jun 2023 – 31 Mar 2024	CN3972232 8 Jun 2023
CultureVerse	Multicultural communications supplier	$199,993.75	$39,998.75	5 Jun 2023 – 31 Mar 2024	CN3972231 8 Jun 2023
33 Creative	First Nations communications supplier	$300,000.00	$59,839.49	5 Jun 2023 – 31 Mar 2024	CN3972230 8 Jun 2023
Universal McCann	Media buy agency	$6,800,000.00	Nil	16 Aug 20223 – 20 Apr 2024	CN4002326 12 Sep 2023
Hall & Partners	Evaluation research supplier	$206,127.04	Nil	20 Sep 2023 – 30 Jun 2024	CN4007749 5 Oct 2023
TOTAL		**$9,722,559.88**	**$1,987,438.04**		

Media Buy

- The total cost of advertising media buy is budgeted to be **$6.8 million (GST exclusive)** in 2023–24.

Table 4: Breakdown of media buy budget per channel:

Channel	Total cost (GST excl.)
Digital and social media	$2,070,000.00
Out-of-home	$1,670,484.47
Cinema	$680,536.80
Digital search	$350,000.00
Multicultural channels (television and social)	$491,900.00
First Nations (television and social)	$168,472.75
Media partnerships	$453,205.84
Advertising and management fees	$872,629.01
Contingency (for use to optimise best performing channels)	$42,771.13
Total	**$6,800,000.00**

Research

- Developmental research has been undertaken to inform the communication approach for the campaign.
- Draft advertising materials have been tested with the target audience during creative development.
- In accordance with the Guidelines, the whole-of-government campaign evaluation research supplier Hall & Partners has been engaged to conduct benchmarking, tracking and evaluation research.

Table 5: Campaign chronology

Date	Action
15 Dec 2022	Agreement from Education Minister Meeting to proceed with advertisement campaign
1 Mar 2023	Authority to proceed with a campaign to elevate the teaching profession granted by Government
24 Mar 2023	WhereTo Research engaged to undertake developmental research to inform the campaign
18 Apr 2023	Developmental research completed
2 May 2023	Clemenger BBDO engaged to deliver creative services for the campaign
8 May – 2 Jun 2023	Creative concept testing research in field

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Date	Action
5 Jun 2023	Think HQ (public relations supplier), CultureVerse (multicultural communication supplier) and 33 Creative (First Nations communication supplier) engaged by the department
26 Jun 2023	Government consideration of the recommended creative concept
27 Jun – 8 Sep 2023	Creative production
20 Jul 2023	Independent Communication Committee considered the campaign and determined the campaign is capable of complying with the *Australian Government Guidelines on Information and Advertising Campaigns*
14 – 17 Aug 2023	Concept refinement testing round 1 in field
14 Sep 2023	Concept refinement testing round 2 in field
9 Oct 2023	Government consideration of campaign creative
*TBC	Department of Education Secretary certification of the campaign
*TBC	Final government approval to launch in market

Media

- NIL

Background

- On **14 December 2022**, the Australian Government agreed to a national advertising campaign of up to **$10 million** over 2022-23 and 2023-24 to elevate the status of the teaching profession.

- The campaign is detailed as an action in *The National Teacher Workforce Action Plan* – priority area 4: Elevating the profession; action 23: A targeted national campaign to raise the status and value the role of teachers.

- At the Education Ministers Meeting on 15 December 2022, Ministers agreed in-principle, that states and territories would collectively contribute **$5 million** towards the cost of the national advertising campaign.

- The Australian Government will contribute the remaining **$5 million**.

Date Last Cleared	17 October 2023

Issue:	**Contractors**
Contact:	**Marcus Markovic**
	Ph: s 22
	Deputy Secretary

Key Points

Contractor Numbers

- As at 1 July 2023, the Department of Education had 56 contractors engaged.

- As at 31 August 2023, 68 contractors were engaged, or approximately 4.0% of the total workforce.

Contractor Overview

- A contractor may be engaged to perform functions for the department, under the supervision of the department, for output produced on behalf of the department.

- Contractors are individuals not hired under Section 22 of the *Public Service Act 1999* to:

    o provide surge capacity

    o obtain specialist skills

    o undertake short-term roles.

- Contractors are used to meet short-term demand across several categories, including:

    o project and program management

    o compliance and regulation

    o service delivery

    o research

    o administration.

- The majority of the department's contractors are engaged through labour hire firms and sourced through government panel arrangements.

- Contractors can also be engaged directly through a sole trader, however, instances of this are rare.

Contractors Active at 31 August 2023 by Group

Group	Non-ICT	Total
Corporate and Enabling Services	2	2
Early Childhood and Youth	42	42
Higher Education, Research and International	15	15
Schools	9	9
Total	**68**	**68**

Contractors Active at 31 August 2023 by Job Family

Job Family	Total
Accounting and Finance	5
Administration	3
Communications and Marketing	3
Compliance and Regulation	3
Human Resources	2
ICT	1
Intelligence	1
Project and Program	22
Research	11
Service Delivery	17
Grand Total	**68**

Notes: Contractors shown in this table that are categorised as ICT Job Family is due to the procurement of ICT skilled and knowledgeable contractors to support business to ensure ICT projects or work is successful.

Contractors Active at 31 August 2023 by AusTender Category

AusTender Category	Total
Computer services	5
Management advisory services	10
Personnel recruitment	13
Temporary personnel services	40
Grand Total	**68**

Expenditure on Contractors (including labour hire)

Financial Year	Expenditure (GST exclusive)
2023–24 (YTD 31 August 2023)	$3,562,811

Active Contracts by Supplier by value as at 31 August 2023

Supplier	Contractors	Contracts	Value	% Total
Hays Personnel Services	23	15	$5,532,857	35
Randstad	9	9	$1,990,562	12
Hudson Global Resources	12	5	$1,701,740	11
Data#3	3	3	$1,398,000	9
Nisus Australia	2	2	$856,478	5
GMT Canberra	2	2	$676,000	4
Onpoint 365	2	2	$432,000	3
Kirra Services	1	1	$413,000	3
Capital Recruit	2	2	$384,000	2
Encore IT Services	1	1	$350,000	2
Compas	1	1	$337,920	2
Ultimum ICT	1	1	$336,600	2
Octango	1	1	$302,940	2
Karlka Recruiting Group	1	1	$286,000	2
Horizon One Recruitment	1	1	$267,000	2
Chandler MacLeod	2	2	$224,500	1
Experis Australia	1	1	$182,160	1
IT Alliance Pty Ltd	1	1	$153,000	1
Ignite Limited	1	1	$99,500	<1
ServeGate	1	1	$86,625	<1
Grand Total	**68**	**53**	**$16,010,882**	**100**

Notes: Data as at 31 August 2023 and figures are GST inclusive. Some contracts are across multiple years.

Contractor Engagements

New engagements	1 July 2023 to 31 August 2023
Non-ICT	33
Total	**33**

- New contractor engagements include contractors commencing with the department or being re-engaged under a new contract.

- Between 1 July 2023 and 31 August 2023, the department had 33 new contractor engagements. Of these:

  o 32 remain engaged as at 31 August 2023

  o 7 were re-engagements of the same contractor under a new contract, of which all remained engaged as at 31 August 2023.

Contract Extensions

- Between 1 July 2023 and 31 August 2023, the department extended 4 contracts in relation to contractors.

Converting positions to APS

- Between 1 July 2023 and 31 August 2023, the department converted 16 labour hire positions to 9 ongoing APS and 7 non-ongoing APS positions.

Contractor Pay Rates

- Contractors are engaged in accordance with the Commonwealth Procurement Rules (CPRs). Assessing value for money is a core component of the CPRs.

- Contractor pay rates differ due to:
    - markets in different locations
    - skill sets
    - levels of responsibility.

- The department supports fair pay conditions for contractors.

- The department has not collected information on the margin charged by labour hire firms or the hourly rate paid to the contractor by the supplier, as it was not a requirement for labour hire firms to disclose this information.
    - With the implementation of the People Panel Phase 2 – Labour Hire from 7 August 2023, this information is required to be provided by suppliers in their Work Order (see Background for more information).

Hourly Rate of Contractors Active as at 31 August 2023

- As at 31 August 2023, hourly rates for:
    - Non-ICT contractors range from $52.49 to $214.50 (GST inclusive).

Management of Contractors

- All SES in the department are public servants.

- All contractors are managed by APS staff.

Indigenous Procurement Policy

- The department is committed to increasing engagement with Indigenous owned businesses. Procurement activities must consider Indigenous owned recruitment agencies on panels and listed on Supply Nation.

- As at 31 August 2023, the department had 5 contractors (7% of total contractors) engaged from Indigenous owned businesses.

Practising a diverse and fair approach to the market

- Contractor engagement is undertaken through a fair and competitive approach resulting in arrangements with a diverse cohort of suppliers.

- This practice is also demonstrated within single procurement activities where more than one firm may be chosen to supply contractors for a particular outcome. Examples are at **Attachment A**.

Integrity of our Contracted Workforce

Security

- The department's security policies require all personnel including contractors to:
  - undergo pre-engagement checks
  - have at least Baseline Security Clearances.

Training for Contractors

- All contracted personnel are required to complete a suite of mandatory training.

Fraud and Conflict of Interest

- The department's AAI *1.7 – Disclosure of Interests* places a duty on all "workers" to disclose interests relating to the affairs of the department so as to not undermine the confidence and trust in dealings with the department, and the Commonwealth more broadly.

- The Conflict of Interest Policy applies to all "workers" including contractors.

- All contractors are required to:
  - be aware of their fraud and conflict of interest obligations prior to commencing
  - sign a Fraud and Conflict of Interest Responsibilities Form agreeing to comply with the department's Fraud Control and Conflict of Interest policies
  - undertake Fraud Awareness training.

- Terms and conditions contained within the Commonwealth Contracting Suite and Panel Deeds require suppliers to declare any real or perceived conflicts of interest that might arise relevant to the performance of their obligations under the contract.

Exit Process for Contractors

- Supervisors are required to complete an Exit Advice Notice for all contracted personnel separating from the department, at least one week before the contract end date.

- This ensures that all department resources allocated to the exiting contracted personnel are returned and system and building accesses terminated.

Media

Nil

Other documentation / Attachments

- **Attachment A** – Single Procurement - Multiple Suppliers

Date Last Cleared	29 September 2023

BACKGROUND

- On 7 August 2023, the Department of Finance (Finance) implemented the People Panel Phase 2 (PPP2).

- The PPP2 is mandatory for all agencies to procure labour hire for roles that fall within its scope from 7 August 2023.
    - o The majority of labour hire procured by the department fall under the scope of the panel.

- A key feature of the PPP2 is that suppliers are required to reveal details about the hourly rate charged to the department and how it is calculated, including detailing their profit margins and hourly rate paid to the contractor by the supplier.

- Finance has directed that agencies should consider a new procurement under the PPP2 prior to exercising any extensions available under current contracts.
    - o Information about the implementation and support and direction for the department to procure non-ICT labour hire under the PPP2 has been provided to Education staff on the Intranet.

- Finance has also directed agencies to transition existing labour hire contracts to the PPP2 within 6 months of implementation (by 7 February 2024).
    - o Support and direction for contract managers to administer transition is currently under development.

- Out of scope of the PPP2 is ICT labour hire and a new categorisation of 'Professional Contractor', which is a type of labour hire with 'specialised' skills or knowledge.
    - o Finance has advised that People Panel Phase 3 – Professional Contractors – will be implemented in the future.

Attachment A

Examples of procurement rounds for non-ICT contractors resulting in the use of more than one supplier (published AusTender data as at 31 August 2023)

Higher Education, Research and International – Contractors engaged to support the high-volume of work that the department's Tuition Protection Service is required to deliver.

CN ID	Publish Date	Start and End Date	Contract Value	Category/ Description	Supplier Name	Information about the purpose of the contractor
CN3975670	19-Jun-2023	1-Jul-2023 to 30-Jun-2024	$202,636	Temporary personnel services	Randstad	4400058054 Contractor employed to support financial assessments in the Tuition Protection Service
CN3975780	20-Jun-2023	1-Jul-2023 to 30-Jun-2024	$190,678	Temporary personnel services	Randstad	4400058053 Contractor employed to support financial assessments in the Tuition Protection Service
CN3975779	20-Jun-2023	1-Jul-2023 to 30-Jun-2024	$230,248	Temporary personnel services	Randstad	4400058052 Contractor employed to support financial assessments in the Tuition Protection Service
CN4004252	20-Sept-2023	1-Jul-2023 to 30-Jun-2024	$295,647	Temporary personnel services	Hays	4400058109 Contractor employed to support financial assessments in the Tuition Protection Service

Issue:	**Contracts and Consultancies**
Contact:	**Marcus Markovic** Ph: s 22 Deputy Secretary

Key Points

Table 1: Non-Consultancy Contracts and Consultancy Contracts on AusTender

	Education - <u>Commenced</u> 1 July 2023 to 31 August 2023*		*Education - <u>Commenced</u> 2022–23 FY **	
	#	Total Contract Value	#	Total Contract Value
Non-Consultancy Contracts				
Administered	18	$30,053,030	101	$67,703,308
Departmental	42	$8,079,405	193	$27,159,930
Total contracts	**60**	**$38,132,435**	**294**	**$94,863,238**
Consultancy Contracts				
Administered	-	-	14	$12,369,693
Departmental	3	$251,339	17	$1,601,155
Total consultancies	**3**	**$251,339**	**31**	**$13,970,848**
Totals [1]	**63**	**$38,383,774**	**325**	**$108,834,086**

Note: Contracts and consultancies over $10,000 GST inclusive as on AusTender.
*AusTender data extracted 5 September 2023 (commenced date data).

Consultancy Contracts

- Consultants are defined (as per RMG 423) as the provision of professional, independent advice and other strategic services that involve:
  - the development of an intellectual output which represents the independent view of the Service Provider
  - assists with entity decision-making.

- The top 10 consultancy contracts (by value) that **commenced** in the financial year 2023–24 as at 31 August 2023 and financial year 2022–23, are listed in **Attachment A**.

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[1] Contract data is dynamic - changes occur throughout the term of the contract through reportable variation, including cancellation of reported contracts, which impacts the number and/or value of contracts reported on AusTender.

- The top 10 consultancy contracts (by value) **active** in financial year 2023–24 as at 31 August 2023 and financial year 2022–23 are listed in **Attachment B**.

- As at 31 August 2023, Education had a total of 733 **active contracts,** with the value of $1,025,706,892.

Table 2: Education - Reasons for consultancy contracts as a proportion to the number of contracts – <u>commenced</u> between 1 July 2022 to 31 August 2023

Reasons for consultancy	Contracts <u>Commenced</u> 1 July 2023 to 31 August 2023	Contracts <u>Commenced</u> 2022–23 FY
Need for independent research or assessment	100%	23.6%
Need for specialised or professional skills	-	76.4%
Skills currently unavailable within agency	-	-
Total	**100%**	**100%**

Note: AusTender data (administered and departmental) extracted 5 September 2023 for consultancies over $10,000 GST inclusive.

Table 3: Education - Categories for consultancy contracts <u>commenced</u> between 1 July 2022 to 31 August 2023

Category	Contracts <u>Commenced</u> 1 July 2023 to 31 August 2023		Contracts <u>Commenced</u> 2022–23 FY	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Business administration services	53.8%	$135,100	-	-
Audit Services	-	-	1.5%	$205,140
Management support services	46.2%	$116,239	85.8%	$11,993,206
Research Programs	-	-	12.5%	$1,745,331
Strategic Planning Consultation Services	-	-	0.2%	$27,170
Total	**100%**	**$251,339**	**100%**	**$13,970,848**

Note: AusTender data (administered and departmental) extracted 5 September 2023 for consultancies over $10,000 GST inclusive.

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Table 4: Education - Categories for consultancy contracts <u>active</u> between 1 July 2022 to 31 August 2023

Category	Contracts <u>Active</u> in 1 July to 31 August 2023		Contracts <u>Active</u> in FY 2022–23	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Management Advisory Services	41.3%	$11,816,241	38.1%	$15,115,708
Education and Training Services	36.3%	$10,400,500	26.2%	$10,400,500
Research Programs	20.4%	$5,847,706	34.3%	$13,654,802
Development Finance	0.8%	$240,000	0.6%	$240,000
Audit Services	0.6%	$186,000	0.5%	$205,140
Business Administration Services	0.5%	$135,100	-	-
Business Intelligence Consulting Services	-	-	0.2%	$64,350
Strategic Planning consultation services	-	-	0.1%	$27,170
Total	**100%**	**$28,625,547**	**100%**	**$39,707,671**

Note: AusTender data extracted (administered and departmental) 5 September 2023 for consultancies over $10,000 GST inclusive.

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Table 5: Education - Expenditure on <u>Top 10 consultancy vendors active</u> between 1 July 2023 to 31 August 2023

Vendor Names	Expenditure Value (GST incl)
Inside Policy	$283,998
Dandolo Partners	$258,524
Deloitte Touche Tohmatsu	$89,445
Orima Research Pty Ltd	$49,664
Parkville Institute Ltd	-
SNAICC Cairns And District Chinese	-
BDO Services Pty Ltd	-
KPMG	-
Australian Academy Of Technology	-
Acil Allen Consulting Pty Ltd	-
Total:	**$681,631**

Note: Some top vendors have nil expenditure for 2023-24 Financial year as at 31 August 2023.

Table 6: Education - Expenditure on <u>Top 10 consultancy vendors active</u> between 1 July 2022 to 30 June 2023

Vendor Names	Expenditure Value (GST incl)
Parkville Institute Ltd	$1,980,000
SNAICC	$1,786,722
Accenture Australia Pty Ltd	$1,293,625
Dandolo Partners	$1,195,925
Inside Policy	$1,119,990
PwC	$983,592
Deloitte Touche Tohmatsu	$907,222
KPMG	$658,280
Pricewaterhousecoopers	$486,927
Orima Research Pty Ltd	$457,863
Total:	**$10,870,145**

Note: Figures as in the 2022–23 Annual Report (page 98) noting the Annual Report includes the top 5 by value or those organisations receiving more than 5% of total expenditure which cuts in at $716,628. Hence the last 3 rows of this table is not captured in the Annual Report.

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Table 7: Education - Expenditure on <u>Top 10 Non-consultancy vendors active</u> between 1 July 2023 to 31 August 2023

Vendor Names	Expenditure Value (GST incl)
LaTrobe University	$8,678,687
The Social Research Centre	$1,067,000
KU Children Services	$553,300
Community Child Care Association	-
Queensland Tertiary Admissions	-
Teach For Australia	-
Education Services Australia	-
Communicare Inc	-
Gowrie SA	-
Autism Spectrum Australia (Aspect)	-
Total:	**$10,298,987**

Note: Some top vendors have nil expenditure for 2023–24 Financial year as at 31 August 2023.

Table 8: Education - Expenditure on <u>Top 10 Non-consultancy vendors active</u> between 1 July 2022 to 30 June 2023

Vendor Names	Expenditure Value (GST incl)
KU Children's Services	$35,417,876
Teach For Australia	$18,247,400
Community Child Care Association	$12,867,194
Australian Children's Education & Quality Authority	$8,605,221
Macquarie University	$7,975,000
Communicare Inc	$6,897,590
The Social Research Centre	$6,618,148
Autism Spectrum Australia (Aspect)	$6,360,200
Gowrie SA	$5,456,470
Education Services Australia Ltd	$4,803,967
Total:	**$113,249,065**

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Non-Consultancy Contracts

- The top 10 non-consultancy contracts (by value), that **commenced** in the financial year 2023–24 as at 31 August 2023 and the 2022–23 financial year, are listed at **Attachment C**.

Table 9: Education - Categories for non-consultancy contracts commenced between 1 July 2022 to 31 August 2023

Category	Contracts Commenced 1 July 2023 to 31 August 2023		Contracts Commenced 2022–23 FY	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Project management	62.9%	$23,933,350	11.1%	$10,538,580
Temporary personnel services	11.3%	$4,318,164	11.2%	$10,595,128
Education and Training Services	-	-	12.4%	$11,730,736
Advertising	-	-	12.1%	$11,443,007
Research programs	10.9%	$4,168,726	23.2%	$22,019,411
Management advisory services	5.1%	$1,951,823	5.2%	$4,962,439
Legal services	3.5%	$1,350,000	-	-
Management Support Services	-	-	4.5%	$4,250,239
Personnel recruitment	1.5%	$583,458	6%	$5,693,416
Insurance and retirement services	1.5%	$568,627	2.4%	$2,307,965
Graphic Design	-	-	1.0%	$964,911
Printing	1.2%	$450,000	-	-
Computer services	1%	$387,960	3.0%	$2,856,284
Other	1.1%	$420,325	7.9%	$7,501,122
$Total	**100%**	**$38,132,435**	**100%**	**$94,863,238**

Note: AusTender data (administered and departmental) as at 5 September 2023 for contracts over $10,000 GST inclusive. 'Other' category includes 7 categories, all of which have an overall value of less than one per cent.

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The 'Big Seven' Contracts

Table 10A: Education - The 'Big Seven' contracts <u>commenced</u> between 1 July 2022 to 31 August 2023

	Education - <u>Commenced</u> 1 July 2023 to 31 August 2023*		Education - <u>Commenced</u> 2022–23 FY	
	#	Total Contract Value	#	Total Contract Value
Non-consultancy Contracts				
Deloitte	1	$522,500	3	$1,239,145
Ernst & Young	–	–	1	$27,274
KPMG	–	–	6	$703,249
PWC	–	–	5	$1,374,641
Boston Consulting Group	–	–	1	$2,200,000
Accenture	–	–	–	–
McKinsey	–	–	–	–
Total contracts	1	$522,500	16	$5,544,309
Consultancies				
Deloitte	–	–	2	$1,597,215
Ernst & Young	–	–	2	$170,500
KPMG	–	–	–	–
PWC	–	–	4	$1,469,917
Boston Consulting Group	–	–	–	–
Accenture	–	–	–	–
McKinsey	–	–	–	–
Total consultancies	–	-	8	$3,237,632
Totals	1	$522,500	24	$8,781,941

Note: AusTender data (administered and departmental) as at 5 September 2023 for contracts over $10,000 GST inclusive.

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Table 10B: Education - The 'Big Seven' contracts <u>active</u> between 1 July 2022 to 31 August 2023

	Education - <u>Active</u> 1 July 2023 to 31 August 2023		Education – <u>Active</u> 2022–23 FY	
	#	Total Contract Value	#	Total Contract Value
Non-consultancy Contracts				
Deloitte	3	$1,519,645	4	$1,596,576
Ernst & Young	–	–	1	$27,274
KPMG	7	$579,900	12	$6,134,069
PWC	7	$8,008,255	10	$12,802,417
Boston Consulting Group	–	–	1	$2,200,000
Accenture	–	–	–	–
McKinsey	–	–	–	–
Total contracts	17	$10,107,801	28	$22,760,336
Consultancies				
Deloitte	3	$2,087,403	4	$2,799,915
Ernst & Young	–	–	2	$170,500
KPMG	1	$1,082,480	1	$1,082,480
PWC	2	$548,188	6	$2,424,451
Boston Consulting Group	–	–	–	–
Accenture	–	–	1	$1,702,344
McKinsey	–	–	–	–
Total Consultancies	6	$3,718,073	14	$8,179,690
Totals	23	$13,825,874	42	$30,940,026

Note: All contracts and consultancies over $10,000 GST inclusive. *AusTender data (administered and departmental) extracted 5 September 2023.

- The total value of contracts with the Big Seven firms represents 1.3% of the total of all contracts **commenced** for financial year 2023–24 as at 31 August 2023. Top 10 contracts for the financial years are listed in **Attachment D**.

- Education contracts with the Big Seven at a value of $30,940,029 represents 28.4% of the total of all contracts **commenced** in financial year 2022–23.

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Table 12: Contracts not published within 42 days on AusTender

Reporting Requirement Breached	Education - <u>Published</u> from 1 July 2023 to 31 August 2023*	Education - <u>Published</u> 2022–23 FY**
42-day AusTender Reporting instances	22***	45

Note:* Data extracted 5 September 2023; ** Data extracted 5 September 2023 with breaches finalised in the Financial Management Compliance System; *** The increase in breaches relates to the transition to the new Commonwealth Procurement Reporting function and system issues that caused delays in publication.

- Reporting breaches of the Commonwealth Procurement Rules are recorded against section 105B of the *Public Governance, Performance and Accountability Act 2013*.

Actions taken

- In each instance, the breaching official and their SES manager have been notified and training offered to the breaching official.

- The Executive Board receives quarterly reporting on non-compliance.

Non-compliance with other Commonwealth entities 2022–23

- In the 2022–23 financial year, none of the of non-compliance related to arrangements for services received from other Commonwealth entities.

Senate Standing Committee on Finance and Public Administration - Inquiry into Management and Assurance of Integrity by Consulting Services

- Education was invited to provide a submission to Senate Standing Committee on Finance and Public Administration - Inquiry into Management and Assurance of Integrity by Consulting Services. The department provided a submission on 19 May 2023.

- The department responded to Inquiry Questions on Notice – IQ23-000007 refers.

Australia National Audit Office (ANAO) Audits related to Procurement

- Outcomes from the ANAO's recent publications (April 2023) have been evaluated against Education procurement policies and procedures, with no issues identified.

  o *Audit Insights - Procurement and contract management* and the *Auditor-General Report No.19 (2022–23) Procurement Complaints Handling.*

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- The department is proactive in critically analysing both internal and external audit reports, including the Independent Review of Services Australia and National Disability Insurance Agency procurement and contracting, and the ANAO report into the Digital Transformation Agency procurement of ICT related services, and we are taking actions to incorporate recommendations into our practices and guidance material.

Conflict of interest (CoI) in procurement

- The department's **AAI 1.7 – Disclosure of Interests** places a duty on all "workers" to disclose interests relating to the affairs of the department so as to not undermine the confidence and trust in dealings with the department, and the Commonwealth more broadly.

- The department has a comprehensive policy for the management of CoI which complies with the Australian Public Service (APS) Code of Conduct, Public Service Act and Regulations.

- The CoI Policy applies to all "workers" which covers:
  - all ongoing and non-ongoing SES and non-SES APS employees
  - contractors and consultants engaged by the department
  - board, committee, and panel members, including grant assessors and external advisors working for the department

- Terms and conditions contained within the Commonwealth Contracting Suite and Panel Deeds require suppliers to declare any real or perceived CoI that might arise relevant to the performance of their obligations under the contract.

- The department engaged the Australian Government Solicitor to carry out a review of Conflict of Interest Policy and processes.
  - The advice confirmed the department has satisfactory policies and processes to manage conflicts of interest and provided some recommendations to further strengthen outcomes. As a result:
  - CoI clauses in our contract templates have been further strengthened.
  - The department is revising Conflict of Interest Policy in response.
  - We are also establishing a *Conflict of Interest Hub*, where declarations from departmental staff, consultants, contractors and other specified personnel will be stored centrally.

We are strengthening compliance with CoI requirements for onboarding managers.

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Media

The Mandarin, 9 August 2023, *Government contracts face 'major changes' with inquiry slamming APS failures.*

- 'The Mandarin' report states that the Joint Committee of Public Accounts and Audit (JCPAA) committee found in their report, major issues relating to government contracts undermining market competition and highlights that almost $2 billion in taxpayer money was paid in 2021-22 to the 5 major consulting firms – Accenture, KPMG, Deloitte, PWC and Ernst & Young.

- The article states:

  o Julian Hill, chair of the JCPAA, said core inquiry concerns were about the role and function of AusTender.

  o The report makes 20 recommendations for audited government entities considered by the inquiry, including the Department of Defence, Home Affairs, the Digital Transformation Agency, Department of Industry, Science and Resources, and the National Capital Authority.

The Riotact, 11 August 2023, *APS has a procurement problem, parliamentary inquiry finds.*

- 'The Riotact' reports that taxpayers are getting ripped off on a massive scale due to sloppy procurement processes across Commonwealth government departments and agencies, according to a parliamentary inquiry into APS contracts.

- This article states:

  o JCPAA has called for significant changes to government procurement processes, which cost taxpayers tens of billions of dollars each year.

  o The committee says in many agencies procurement panels are "stifling competition and value for money" and that AusTender needs "fixing up".

- The report claims poor recordkeeping and contract management, plus a lack of compliance with ethical requirements, is common across many agencies.

- "When departments and agencies conduct procurements using taxpayer money, they should be able to demonstrate that money was spent effectively and appropriately," Mr Hill said.

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BACKGROUND

Commonwealth Procurement Rules – Department of Finance issued changes commencing 1 July 2022

- The Department of Finance issued a new version of the Commonwealth Procurement Rules on 1 July 2022. These changes were communicated to staff via a Chief Financial Officer email of 23 June 2022 and a further intranet notice on 11 July 2022 announcing further changes.

- The Procurement and Grant Policy and Services team communicate regularly to all staff on changes to procurement policy and guidance, including updating the Procurement intranet page and Intranet announcements.

Date Last Cleared	17 October 2023

Attachment A

Education - Top 10 consultancy contracts (by value) commenced in financial year 2023–24 as at 31 August 2023 (data as at 5 September 2023)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3995951	Corporate and Enabling Services	10-Jul-23	30-Nov-23	$135,100	Departmental	Contract Lead Reviewer for Financial and Resourcing Review	Business administration services	Liza Carroll Consulting
2	CN3993250	Corporate and Enabling Services	3-Jul-23	30-Jun-24	$101,059	Departmental	Independent Integrity Advisor Service	Management advisory services	RLW Consulting
3	CN3998252	Corporate and Enabling Services	31-Jul-23	30-Jul-24	$15,180	Departmental	Independent Project Board Member	Management advisory services	Yarrabee Consulting Geoff Leeper t/a

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Education - Top 10 consultancy contracts (by value) commenced in financial year 2022-23 (data as at 5 September 2023).

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3886997	Early Childhood and Youth	1-Jul-22	30-Jun-25	$6,644,143	Administered	Connected Beginnings and the Community Child Care Fund Restricted Program Partnership	Management advisory services	SNAICC Cairns and District Chinese
2	CN3969724	Early Childhood and Youth	8-Mar-23	30-Jun-24	$1,650,000	Administered	Community Child Care Funding Business Support	Management Advisory Services	BDO Services Pty Ltd
3	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
4	CN3957498	Early Childhood and Youth	9-Mar-23	30-Jun-23	$486,927	Administered	Review of the In-Home Care Program	Management Advisory Services	PriceWaterhouse Coopers
5	CN3957499	Early Childhood and Youth	7-Mar-23	30-Jun-23	$447,226	Administered	Review of the Inclusion Support Program	Management advisory services	Deloitte Touche Tohmatsu
6	CN3908812	Early Childhood and Youth	17-Aug-22	20-Aug-22	$434,803	Administered	Strategic Support	Research programs	PriceWaterhouse Coopers
7	CN3995947	Schools	21-Jun-23	18-Dec-23	$389,769	Administered	First Nations Teacher Strategy - Preparatory Phase Project	Research programs	The Nous Group
8	CN3968685	Early Childhood and Youth	18-Apr-23	31-Dec-23	$338,188	Administered	Review of existing targeted programs – National Workforce Strategy	Management advisory services	PriceWaterhouse Coopers
9	CN3931705	Higher Education, Research and International	15-Nov-22	28-Feb-23	$300,000	Administered	Consultancy Services for Analysis of High-Performance Computing and Data	Management Advisory Services	The Nous Group

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Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
							Research Infrastructure (NDRI) Landscape		
10	CN3900649	Schools	25-Jul-22	11-Nov-22	$255,458	Administered	National School Chaplaincy Evaluation	Research programs	Dandolo Partners

Attachment B

Education - Top 10 consultancy contracts (by value) <u>active</u> in financial year 2023–24 as at 31 August 2023 (data extracted 5 September 2023)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3864838	Early Childhood and Youth	31-Mar-22	31-Dec-26	$10,400,500	Administered	Early Years Education Program Replication Trial	Education and Training Services	Parkville Institute Ltd
2	CN3886997	Early Childhood and Youth	1-Jul-22	30-Jun-25	$6,644,143	Administered	Connected Beginnings and the Community Child Care Fund Restricted Program Partnership	Management advisory services	SNAICC
3	CN3615516	Early Childhood and Youth	24-Jul-19	30-Sep-23	$3,000,000	Administered	Child Care Payment Accuracy Estimates and Data Analytics	Management advisory services	Orima Research Pty Ltd
4	CN3969724	Early Childhood and Youth	8-Mar-23	30-Jun-24	$1,650,000	Administered	Community Child Care Funding Business Support	Management advisory services	BDO Services Pty Ltd
5	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
6	CN3854214	Schools	4-Mar-22	31-Dec-23	$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research Programs	KPMG
7	CN3888010	Higher Education, Research and International	24-Jun-22	30-Sep-24	$990,000	Departmental	Research Consultancy Services	Management Advisory Services	Australian Academy Of Technology
8	CN3784514	Schools	16-Jun-21	30-Jun-25	$659,284	Administered	Evaluation Primary Connections, Science by Doing	Research Programs	Acil Allen Consulting Pty Ltd
9	CN3862100	Higher Education, Research and International	31-Mar-22	24-May-24	$490,187	Administered	Opportunities and Barriers to Diversification	Research Programs	Deloitte Touche Tohmatsu

| 10 | CN3957499 | Early Childhood and Youth | 7-Mar-23 | 30-Sep-23 | $447,226 | Administered | Review of the Inclusion Support Program | Management advisory services | Deloitte Touche Tohmatsu |

Education - Top 10 Consultancy Contracts (by value) <u>active</u> in FY 2022-23 (data extracted 5 September 2023).

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3864838	Early Childhood and Youth	31-Mar-22	31-Dec-26	$10,400,500	Administered	Early Years Education Program Replication Trial	Education and Training Services	Parkville Institute Ltd
2	CN3886997	Early Childhood and Youth	1-Jul-22	30-Jun-25	$6,644,143	Administered	Connected Beginnings and the Community Child Care Fund Restricted Program Partnership	Management advisory services	SNAICC
3	CN3615516	Early Childhood and Youth	24-Jul-19	30-Sep-23	$3,000,000	Administered	Child Care Payment Accuracy Estimates and Data Analytics	Research programs	Orima Research Pty Ltd
4	CN3873690	Early Childhood and Youth	11-Apr-22	26-Apr-23	$1,702,344	Departmental	Early Childhood Education and Care Market Monitoring Project	Research programs	Accenture Australia Pty Ltd
5	CN3969724	Higher Education, Research and International	8-Mar-23	30-Jun-24	$1,650,000	Administered	Community Child Care Funding Business Support	Management advisory services	BDO Services Pty Ltd
6	CN3884136	Early Childhood and Youth	15-Jun-22	30-Jun-23	$1,419,990	Administered	Connected Beginnings Mid-Term Evaluation	Management advisory services	Inside Policy
7	CN3962110	Higher Education, Research and International	21-Apr-23	28-Mar-24	$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
8	CN3854214	Schools	4-Mar-22	31-Dec-23	$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG
9	CN3888010	Higher Education, Research	24-Jun-22	30-Sep-24	$990,000	Departmental	Research Consultancy Services for Commercialisation	Management advisory services	Australian Academy Of Technology

		and International					opportunities and pathways in key areas of science and technology.		
10	CN3900644	Schools	29/06/2022	30/06/2023	$937,905	Administered	Evaluation of Literacy and Mathematics Initiatives	Research programs	Dandolopartners

Attachment C

Education - Top 10 Non-Consultancy Contracts (by value) commenced in FY 2023-24 as at 31 August 2023 (data extracted 5 September 2023)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3998245	Schools	9-Aug-23	31-Aug-26	$23,933,350	Administered	Supplier for the Australian Early Development Census 2024 collection (cycle 60	Project management	The Social Research Centre
2	CN3998242	Schools	28-Aug-23	30-Oct-26	$1,195,128	Administered	AEDC 2024 Collection - National Implementation in QLD	Research programs	Education Queensland Department Of Education Training
3	CN3998243	Schools	28-Aug-23	30-Oct-26	$1,108,080	Administered	AEDC 2024 Collection - National Implementation in NSW	Research programs	NSW Department Of Education And Training
4	CN3998244	Schools	28-Aug-23	30-Oct-26	$909,553	Administered	AEDC 2024 Collection - National Implementation in VIC	Research programs	Victorian Department Of Education And Training
5	CN3993249	Early Childhood and Youth	10-Jul-23	31-Dec-23	$715,627	Departmental	Child Care Subsidy Administration Officer x 4	Temporary personnel services	Hudson Global Resources (Aust) Pty
6	CN3975669	Early Childhood and Youth	1-Jul-23	30-Jun-24	$625,000	Departmental	Temporary Personnel Services Child Care Subsidy Helpdesk	Temporary personnel services	Hays Personnel Services

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7	CN3991186	Schools	10-Jul-23	31-Dec-24	$575,000	Administered	EL1 Business Analyst	Temporary personnel services	DATA#3 LTD
8	CN3988202	Corporate and Enabling Services	1-Jul-23	30-Jun-24	$568,628	Departmental	Insurance and retirement services	Insurance and retirement services	COMCOVER
9	CN3991188	Corporate and Enabling Services	10-Jul-23	17-Nov-23	$522,500	Departmental	Provision of Research Services to support the Financial and Resourcing Review	Research programs	Deloitte Touche Tohmatsu
10	CN3993253	Corporate and Enabling Services	28-Jul-23	31-Jul-26	$450,000	Departmental	Printing and Distribution Services	Printing	Canprint Communication Pty Ltd

Education - Top Ten Non-consultancy Contracts (by value) commenced in financial year 2022–23 (data extracted 5 September 2023)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3975666	Schools	8-Jun-23	31-Mar-25	$11,549,545	Administered	Provision of a Voluntary Mental Health Check Tool for Schools	Research programs	Macquarie University
2	CN3935411	Higher Education, Research and International	9-Nov-22	30-Jun-25	$10,480,280	Administered	Contract for the Third-Party Service Provider National Industry PhD Program	Project management	Campus Plus Pty Ltd
3	CN3967635	Corporate and Enabling Services	19-May-23	30-Sep-23	$6,616,500	Administered	Child Care Subsidy Campaign-Universal McCann	Administered	Universal McCann

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Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
4	CN3988200	Schools	30-Jun-23	30-Jan-26	$3,319,987	Administered	Micro credentials for Teachers	Education and Training Services	University of Adelaide Integrated Biological Systems
5	CN3957511	Early Learning Programs and Youth	10-Mar-23	13-Mar-25	$3,251,604	Administered	In Home Care Quality and Safety Project	Management support services	Australian Children's Education & Association
6	CN3939685	Ed Corporate and Enabling Services	6-Jan-23	30-Jun-24	$2,307,965	Departmental	Insurance	Insurance and retirement services	Comcare
7	CN3925238	Schools	28-Oct-22	30-Apr-23	$2,200,000	Departmental	Business Case Development	Computer Services	The Boston Consulting Group Pty Ltd
8	CN3937051	Early Childhood and Youth	3-Jan-23	30-Jun-24	$2,102,823	Administered	ACECQA Stage 2 Proposal 11	Education and Training Services	Australian Children's Education & Association
9	CN3953239	Higher Education, Research and International	22-Feb-23	30-Jun-24	$2,007,001	Administered	Education and Training Services	Education and Training Services	University of Adelaide
10	CN3953637	Early Childhood and Youth	14-Mar-23	31-Dec-25	$1,916,695	Administered	Survey of Parents and Services	Research Programs	Orima Research Pty Ltd

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Attachment D

Education – Top 10 Active Contracts (by value) with "Big Seven" firms in FY 2023–24 as at 31 August 2023 (data extracted 5 September 2023)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3862130	Higher Education, Research and International	5-Apr-22	30-Jun-24	$2,800,000	Administered	Developing Critical Skills Courses	Research programs	PWC
2	CN3820600	Schools	1-Oct-21	2-Oct-23	$2,704,622	Administered	Project Assurance Services for the Schools Unique Student Identifier	Management advisory services	PWC
3	CN3850520	Corporate and Enabling Services	3-Feb-22	30-Jun-25	$1,282,905	Departmental	Internal Audit Services	Audit services	PriceWaterhouse Coopers
4	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
5	CN3854214	Schools	4-Mar-22	31-Dec-23	$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG
6	CN3971036	Higher Education, Research and International	19-Feb-23	28-Jun-24	$668,382	Departmental	Data Collection and Analysis of two years of Aus University Cost of teaching data	Management advisory services	Deloitte Touche Tohmatsu
7	CN3959875	Schools	17-Apr-23	7-Jul-23	$588,077	Administered	Discovery Phase for the NCCD Portal Refresh	Research programs	PWC

8	CN3991188	Corporate and Enabling Services	10-Jul-23	17-Nov-23	$522,500	Departmental	Provision of Research Services to support the Financial and Resourcing Review	Research programs	Deloitte Touche Tohmatsu
9	CN3862100	Higher Education, Research and International	31-Mar-22	24-May-24	$490,187	Administered	Opportunities and Barriers to Diversification	Research programs	Deloitte Touche Tohmatsu
10	CN3957499	Early Childhood and Youth	7-Mar-23	30-Sep-23	$447,225	Administered	Review of the Inclusion Support Program	Management advisory services	Deloitte Touche Tohmatsu

Education – Top 10 Active Contracts (by value) with "Big Seven" consultancy firms in FY 2022–23 as at 31 August 2023 (data extracted 5 September 2023)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3873690	Early Childhood and Youth	11-Apr-22	26-Apr-23	$1,702,344	Departmental	Early Childhood Education and Care Market Monitoring Project	Research programs	Accenture Australia Pty Ltd
2	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
3	CN3854214	Schools	4-Mar-22	31-Dec-23	$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG
4	CN3873689	Early Childhood and Youth	11-Apr-22	3-Mar-23	$712,512	Departmental	Development of Early Childhood Education and Care Market Strategy	Management advisory services	DELOITTE
5	CN3856691	Early Childhood and Youth	14-Feb-22	31-Dec-22	$624,534	Administered	Attendance Data Scoping Study	Research programs	PWC
6	CN3862100	Higher Education, Research and International	31-Mar-22	24-May-24	$490,187	Administered	Opportunities and Barriers to Diversification	Research programs	Deloitte Touche Tohmatsu
7	CN3957498	Early Childhood and Youth	9-Mar-23	30-Jun-23	$486,927	Administered	Review of the In Home Care Program	Management advisory services	PriceWaterhouse Coopers
8	CN3957499	Early Childhood and Youth	7-Mar-23	30-Sep-23	$447,226	Administered	Review of the Inclusion Support Program	Management advisory services	Deloitte Touche Tohmatsu

| 9 | CN3908812 | Early Childhood and Youth | 17-Aug-22 | 20-Dec-22 | $434,803 | Administered | Strategic Support | Research programs | PWC |
| 10 | CN3968685 | Early Childhood and Youth | 18-Apr-23 | 31-Dec-23 | $338,188 | Administered | Review of existing targeted programs - National Workforce Strategy | Management advisory services | Pricewaterhouse Coopers |

Australian Government
Department of Education

Inquiry into the management and assurance of integrity by consulting services

Submission from the Department of Education to the Senate Finance and Public Administration References Committee

Contents

Inquiry into the management and assurance of integrity by consulting services

Introduction

The Department of Education (Education) welcomes the opportunity to make a submission to the Senate Finance and Public Administration References Committee (the Committee) in relation to the Committee's inquiry into the management and assurance of integrity by consulting services (consulting services). The submission addresses the terms of reference as set out by the Committee.

Education utilises consulting services where the department needs professional, independent and expert advice and services to assist the department's decision-making.

The range of services include, but are not limited to, social and market research, actuarial and audit, assessment and evaluation, policy and project skills that are currently not available within the department.

Education has a relatively small contract footprint in relation to consultancy services. Table 1 below details the number and value of consultancy contracts entered by Education during the period 1 July 2022 to 31 March 2023 as reported on AusTender.

Table 1: Consultancy Contracts on AusTender – commenced between 1 July 2022 and 31 March 2023

Funding Source	Number of contracts	Total Contract Value
Administered	8	$8,659,559
Departmental	12	$1,031,963
Total consultancies	**20**	**$9,691,522**

Table 2 below details the reasons for these consultancy contracts as reported on AusTender.

Table 2: Reasons* for consultancy contracts as percentage of number of consultancy contracts – commenced 1 July 2022 to 31 March 2023

Need for independent research or assessment	40%
Need for specialised or professional skills	60%
Skills currently unavailable within agency	0%
Total	**100%**

* AusTender has three mandatory reason codes for a consultancy contract – only one can be chosen.

The management of conflicts of interest by consultants

Education has a decentralised procurement model where individual business areas are responsible for the engagement and management of consulting services.

Business areas are supported by a departmental procurement framework which includes:

- a corporate procurement policy and services team which is responsible for providing procurement advice, publishing contracts on AusTender and updating procurement guidance and training materials
- dedicated intranet webpages covering general and specific procurement guidance including links to the Department of Finance reference materials
- legal services teams which support probity planning and management and advice on contracting terms and conditions.

Use of Panel arrangements and standard contract terms

Consulting services have historically been undertaken using various Government panel arrangements and open tenders. Since July 2021, Education uses the Whole of Australian Government mandatory Management Advisory Services Panel (MAS Panel) which is administered by the Department of Finance.

The standard Government contract terms and conditions for consulting services requires all consulting services suppliers to declare to the department any real or perceived conflicts of interest that might arise relevant to the performance of their obligations under a contract.

Accountable Agency Instructions (AAIs) and related policies

Education's Accountable Authority Instructions (AAIs) place a duty on all "workers" to disclose interests relating to the affairs of the department so as not to undermine the confidence and trust in dealings with the department, and the Commonwealth more broadly.

Education has a policy for the management of conflicts of interest which complies with the APS Code of Conduct, Public Service Act and Regulations. The policy applies to all "workers", this includes consultants engaged by the department.

Departmental managers responsible for engaging consultants for Education must ensure the consultant is aware of the department's policy on managing conflicts of interest prior to commencing with the department. This is done via:

- the contract manager/supervisor providing a copy of the Fraud Control Policy, Conflict of Interest Policy and 'Fraud Responsibilities Form' to the consultant
- the consultant completing the 'Fraud Responsibilities Form' and 'Declaration of Conflict of Interest for Contractors and Consultants' which is uploaded in the electronic 'New Starter Registration Request' by the contract manager/supervisor
- the contract manager/supervisor recording this information in the department's records management system.

Measures to prevent conflicts of interest, breach of contract or any other unethical behaviour by consultants

The AAIs require staff undertaking procurement to complete the 'Introduction to Procurement' training module and the Indigenous Procurement Policy training (or have completed it within the last 12 months), prior to planning a procurement. The AAIs also require that a procurement plan must be prepared when undertaking procurements at and above $10,000 (GST inclusive). Planning for procurements is integral to the procurement process. The procurement plan captures a range of matters including a risk assessment and the procurement method.

Where conflicts of interest are declared in relation to consultancy procurements, Education works with the consultants to take steps to deal with any conflicts.

Where a conflict of interest is apparent, it is handled in an open and transparent way that can be understood and is defensible. It is noted that avoiding all conflicts of interest (real or apparent) is not always feasible and may require the department to seek an alternate supply arrangement.

All consultants engaged by Education are obliged to comply with the conflict of interest policy and are subject to the provisions contained within the engagement contract regarding ethics, use of departmental information and termination.

Probity and ethical considerations, based on the Department of Finance's 'Buying for the Australian Government' policy guidance are embedded in Education's procurement guidance.

Education uses the Australian Government Contract Management guidance to plan and manage contracts. Effective contract management by the department ensures instances of breaches in contractual arrangements and performance are reduced.

Enforcement measures taken in response to integrity breaches, such as the inadequate management of conflicts of interest, breach of contract or any other unethical behaviour by consultants

Education would manage potential integrity breaches including inadequate management of conflict of interest, breach of contract or other unethical behaviour by consultants in line with the legal agreement documented within the contract.

Standard Commonwealth contracts and panel deeds generally include appropriate rights and protections for Education to use in managing any integrity concerns that may arise during engagement of consultants. If integrity concerns are raised or identified, the department is required to treat each issue proportionately in accordance with policy, legal advice or expert probity advice (sought as required).

Management of risks to public sector integrity arising from the engagement of consultants

Education's AAIs and financial delegations ensure that there is senior leadership visibility of planned consulting services engagements by requiring Deputy Secretary level approval prior to approaching the market for all consultancies services regardless of estimated value. This requirement also applies to variations of consultancy services contracts.

Education operational guidance requires all delegates and contract managers to consider procurement, business and other risks for every consultancy services procurement.

Education has an enterprise risk management policy and requirements to apply effective levels of controls and mitigations depending on the assessment of risk associated with each procurement. That policy applies across the procurement cycle and the regular review of risk is part of normal contract management practices. A procurement risk rating is recorded in Education's procurement workflow management systems.

All Education officials must undertake annual fraud awareness training. Additional procurement and probity training is available to all departmental officials to build capability and reinforce behaviours in respect of ethical procurement practices.

Transparency of work undertaken by consultants, and the accountability of consultants for this work

As the range of work undertaken by consultancy services varies widely, Education ensures that Consultancy contracts entered into include:

- a clear statement of requirements covering the services the consultant is to provide
- agreed objectives including any boundaries on the breadth and depth of the services to be provided and protection of the consultant's independence and professionalism
- concise guidance on the performance reporting framework.

To ensure consultant accountability generally, contracts will specify milestone deliverables which will require departmental contract managers to verify as being satisfactorily completed before any payment can be considered. Frequent and robust performance measurement is critical to ensuring consultancy services are delivered in a timely manner.

In relation to transparency, Education complies with the:
- Commonwealth Procurement Rules and related guidance on AusTender reporting to ensure full public disclosure of consultancy services contracts and the requirement to report all relevant contracts on AusTender within 42 calendar days; and
- Requirement of the Senate Order 13, known as the Murray Motion.

Education also has a program of internal audits, which may review contracts during the conduct of the audit, and actively participates in ANAO audit processes.

Issue: **Cyber Security**
Contact: **Marcus Markovic**
Ph: s 22
Deputy Secretary

Key Points

- The Department of Education is committed to the protection of government and public information, and the integrity and availability of ICT systems, from the threat of cyber security incidents.
  The department operates a PROTECTED network.

- The department adopts a risk-based approach to the management of information risk in accordance with government policy in particular the Protective Security Policy Framework (PSPF), the Information Security Manual and Australian Cyber Security Centre (ACSC)'s Strategies to Mitigate Cyber Security Incidents, in particular, the 'Essential Eight'.

- The department provided this year's annual assessment on its protective security maturity under the PSPF to the Department of Home Affairs on 28 September 2023 (previously the Attorney-General's Department).

- To ensure the ongoing safeguarding of information held by the department, we do not publicly discuss the details of our information security arrangements. To do so would provide details that malicious actors may exploit and increase the department's risk. Questions relating to the PSPF are a matter for the Department of Home Affairs, who can respond on behalf of the Commonwealth.

- The department applies the principle of proportionate security, with the level of effort and expenditure allocated appropriate to the likelihood and consequence of cyber security risks to the department's information and systems.

- The department participates in governance arrangements with the Department of Employment and Workplace Relations (DEWR) to implement and manage IT security measures.

- The department has several internal activities to educate its staff on Cyber Security including mandatory online training and regular communications. In addition, the department executes periodic phishing simulations coupled with user training on how to recognise and report phishing attacks.

Media

- ***Chinese brand DJI 'suspended' in Home Affairs Department, Australian Border Force, 23 May 2023***

  The article reports on the Department of Home Affairs and the Australian Border Force's suspension of drones made by Chinese tech company DJI. The article notes that Senator James Paterson has been asking agencies to do a stocktake of this technology.

- ***TikTok ban on Government devices, Media release from the Attorney-General, the Hon Mark Dreyfus KC MP, 4 April 2023***

  This media release (**Attachment A**) advised there will be a mandatory direction under the PSPF to prohibit the TikTok app on devices issued by Government departments and agencies. Exemptions will only be granted on a case-by-case basis and with appropriate security mitigations in place.

- ***Other ongoing media attention***

  The government-wide ban on the use of TikTok on Commonwealth devices has attracted media attention.

Date Last Cleared	17 October 2023

BACKGROUND

- The following five core elements underpin the department's cyber security approach. These elements are provided under the shared services arrangement with DEWR:

  o **Secure by design:** due diligence on all hardware and software implemented within the DEWR ICT environment. Security measures are applied throughout the system lifecycle, including capturing security requirements alongside business requirements and incorporating these into system designs.

    o DEWR security hardens the configuration of operating systems and applications.

  o **Rapid mitigation:** Proactively monitoring publicly known vulnerabilities – through vendors, the ACSC and other sources, and patches or mitigates as quickly as possible.

  o **Assurance:** Carrying out security assessments internally and by independent third parties to identify security gaps and act to close these gaps.
  This includes assessment carried out under the Information Security Registered Assessors Program, penetration tests and vulnerability assessments.

  o **Collaboration:** Partnering with the ACSC, vendors and service providers, and with other Government agencies, sharing intelligence and knowledge, to reduce the risk of cyber threats.

  o **Cyber resilience:** Monitoring and responding to risks posed by cyber security threats to maintain business operations.

Essential Eight

- The ACSC released an enhanced Essential Eight Model in July 2021, that included the following changes:

  o redefining the number of maturity levels and what they represent

  o moving to a stronger risk-based approach to implementation

  o implementing the mitigation strategies as a package.

- The 2022–23 Essential Eight Work Program has been developed around these changes.

Parliamentary questions

- The department has responded to several parliamentary questions. A summary of responses is provided at **Attachment B**.

TikTok ban on Government devices

The Hon Mark Dreyfus KC MP

4 April 2023 | Media Release

After receiving advice from intelligence and security agencies, today I authorised the Secretary of the Attorney-General's Department to issue a mandatory direction under the Protective Security Policy Framework to prohibit the TikTok app on devices issued by Commonwealth departments and agencies. The direction will come into effect as soon as practicable.

Exemptions will only be granted on a case-by-case basis and with appropriate security mitigations in place.

For information on the Protective Security Policy Framework, visit Protective Security Policy Framework.

All Australians and Australian businesses can access guidance on the privacy and security risks of social media platforms at Cyber.

For information on how to safely use social media applications, visit eSafety.

The Government has recently received the *Review into Foreign Interference through Social Media Applications* and its recommendations remain under consideration.

Parliamentary question summary

PQ No.	Topic	Response	Date tabled
2586, 2610, 2609 (PQ23-000022)	Use of cloud computing, cloud storage or other services	The department does not use any cloud computing, cloud storage or other services from the following providers: Alibaba Cloud, Tencent Cloud, Huawei Cloud, Kingsoft Cloud, Inspur and JD Cloud.	16 October 2023
2039 and 2040 (PQ23-000015 – Minister Aly)	TikTok's Transparency and Accountability Centre	The Minister, or any departmental or agency officials in the Minister's portfolio have not received an invitation from TikTok Australia to attend a tour of TikTok's Transparency and Accountability Centre.	22 May 2023
2016 (PQ23-000016 – Minister Clare)	TikTok's Transparency and Accountability Centre	The Minister, or any departmental or agency officials in the Minister's portfolio have not received an invitation from TikTok Australia to attend a tour of TikTok's Transparency and Accountability Centre.	22 May 2023
1738, 1761, 1762 (PQ23-000008)	Use of technology manufactured or sold by DJI	The department does not use any technology manufactured or sold by DJI.	1 May 2023
1463 (PQ23-000004)	Use of devices manufactured by Hikvision or Dahua installed at departmental facilities	The department does not have any devices manufactured by Hikvision or Dahua installed at departmental facilities.	29 March 2023
1325 PQ23-000001	TikTok on department issued devices	The Department of Education receives information and communications technology (ICT) services from the Department of Employment and Workplace Relations (DEWR) under a shared services arrangement. Please refer to Senate Parliamentary Question on Notice 1337.	10 February 2023

Issue:	**Grant Management**
Contact:	**Marcus Markovic** Ph: s 22 Deputy Secretary

Key Points

- The Department of Education undertakes its grant activities in line with legislative and policy frameworks, including the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and the Commonwealth Grants Rules and Guidelines 2017 (CGRGs).

- In making recommendations to the Minister or their delegate, the department ensures the decision maker is aware of the relevant requirements of the PGPA Act and the CGRGs, the specifics of the Grant Opportunity Guidelines (GOGs), and other relevant information.

- The department ensures the selection process to award grant funding is proportional to the scale and risk profile of the grant opportunity.

- The department ensures it is compliant with requirements under the CGRGs when awarding funding through selection processes.
This includes:
  - creating and publishing GOGs
  - ensuring the appropriateness of the organisation receiving funding (i.e. assessment against eligibility criteria)
  - reporting of the awarded grant funding on GrantConnect
  - ministerial reporting against Senate Orders 13 (Murray) and 16 (Minchin).

- The department uses Grants Administration Hubs consistent with whole-of-government arrangements outlined in the *Streamlining Government Grants Administration (SGGA)* program.

Table 1 - Grants Management

	1 July 2023 to 31 August 2023 (**Attachment A1**)		2022–2023 (**Attachment A**)	
	New Agreements	Programs	New Agreements	Programs
Internally Managed	54	4	282	47
Grants Hub Managed	8	5	129	17
TOTAL	62	9	411	64

Data as published on GrantConnect as at 31 August 2023. Grant programs not managed internally are managed by the Community Grants Hub (CGH). No current Education grants are managed by Business Grants Hub.

Grants Awarded

- A list of new grant agreements and the process used to award funding for these programs for Education in financial years 2022–23 and 2023–24 to 31 August 2023 is at **Attachment A** and **A1**.

Table 2 - Grants Awarded – 2022-23 YTD 31 August 2023

	1 July 2023 to 31 August 2023		2022-23	
	Instances of Publication	Grant Agreements Total Value	Instances of Publication	Grant Agreements Total Value
New Agreements	62	$633,566,994	411	$233,391,199
Variations to Existing Agreements	117	$26,496,574	298	$193,091,324
Total	**179**	**$660,063,568**	**709**	**$426,482,523**

Note: Grant value may not equal expenditure. GrantConnect data as at 31 August 2023.

Table 3 - Grants Awarded by Process – New Agreements

	1 July 2023 to 31 August 2023		2022-2023	
	Instances of Publication	Value	Instances of Publication	Value
Open Competitive	0	$0	38	$51,137,117
Demand Driven	36	$1,234,042	204	$3,382,849
Targeted or Restricted Competitive	3	$13,645,500	46	$77,087,446
Closed Non-Competitive	18*	$616,429,735	11	$90,669,131
Ad hoc, One-Off	5**	$2,257,717	112***	$11,114,656
Total	**62**	**$633,566,994**	**411**	**$233,391,199**

Note: Grant value may not equal expenditure. GrantConnect data as at 31 August 2023.

* Closed Non-Competitive grants include (a) National Collaborative Research Infrastructure Strategy (NCRIS) x 17, and (b) Australian Childrens Education and Care Quality Authority (ACECQA) x 1

** One grant was incorrectly published as one-off/ad hoc instead of Open Competitive by the CGH in the 2023–24 FY. The policy team is liaising with the CGH for selection process remediation.

*** 8 grants were incorrectly published as one-off/ad hoc instead of Open Competitive by the CGH in the 2022–23 FY. The policy team is liaising with the CGH for selection process remediation.

Ministerial Involvement and Requirements

- Ministers may approve the awarding of grant funding.
  However, Ministers must:

  o not approve the grant without first receiving written advice from officials on the merits of the proposed grant or group of grants (CGRGs Section 4.10 (a))

  o record, in writing, the basis for the approval relative to the GoGs and the key principle of achieving value with relevant money (CGRGs Section 4.10 (b)).

Role of the Minister

- Where a Minister is involved in the role as an approver, the department ensures the Minister is aware of relevant requirements of the PGPA Act and CGRGs. For example:

  o outlining the selection processes used to select grant recipients

  o making recommendations based on the process outcome.

- It is normal practice, where the department is the delegate, to brief the Minister before grants are announced.

- Ministers must report annually to the Finance Minister on all instances where they have decided to approve a grant, but where the relevant official had recommended that grant be rejected (CGRGs Section 4.12 (a)).

- For the 2022–23 and 2023–24 reporting period to 31 August 2023, there are no instances of a Minister approving a grant where a departmental official had recommended it be rejected.

Grants not published within 21 days on GrantConnect

- Under the CGRGs, information on grants must be published on GrantConnect no later than 21 calendar days after the grant agreement takes effect.

Table 4 - Instances of Grant Publishing Breaches

CGRG (section 5.3) Requirement Breached	2023-24 as at 31 August 2023	2022-23
21-day GrantConnect Reporting instances	1	50

- The department undertakes weekly reviews and regular communication to program managers and SES. This has resulted in a reduction in breaches for grants managed within the department.

National Redress Scheme

- The National Redress Scheme (the Scheme) was established to provide acknowledgement and support to people who experienced institutional child abuse.

- The Redress Grant Connected Policy (Redress GCP) restricts access to Australian Government grant funding for non-government institutions that are not participating in the Scheme.

- The department supports this policy.

- The department has no current funding arrangements in place with institutions identified as either not joining or showing intent to join the Scheme.

Media

$8m to boost uni spots for primary school teachers, The West Australian, 24 July 2023.

- Prospective primary teachers will get a $7.9 million boost to get workers into the primary teaching sector.
- The pilot program will create 105 primary school teaching places, the first of the Government's proposed 1500 under a national teacher workforce plan.
- Recruitment will begin later in the year and the teachers will be placed into primary schools in April 2024.

Regional 'study hubs' to get $67m under government…, Australian Financial Review, 18 July 2023.

- University "study hubs" will be set up in outer city suburbs for the first time in a bid to bring higher education closer to residents.
- 34 regional study hubs were first introduced by the Coalition in 2019, typically offering students computer terminals, high speed internet, video conferencing, printers, scanners, and a textbook library to allow people to do a degree in a location near them rather than be forced to spend time on a long commute to a university campus.
- Following the success, the Australian Labor Party will spend $67 million on setting up as many as 20 new regional hubs and up to 14 suburban hubs.
- Locations will be in areas without a university campus and where the percentage of the population with university qualifications is low.
- This expansion follows a recommendation to Mr Clare in the Australian Universities Accord interim report.

2023 - 2024 Supplementary Budget Estimates
SB23-000325

Attachments

Attachment A and **A1** – Department Granting Activity – Education

Attachment B – Senate Order 16 List of Grants – Education and Youth

Date Last Cleared	17 October 2023

BACKGROUND

Grant Risk Assessment and Grant Approval Process

- As per the CGRGs, an accountable authority or an official or the Minister can approve the proposed commitment of relevant money in relation to a grant.

- Criteria for determining the grant approval process is based on the self-assessment risk rating of the grant program and GOGs, in consultation with Department of Finance and Prime Minister and Cabinet.

- Risks assessments include program, implementation, grantee and activity risks. Considerations also include complexity of the grant opportunity's design, the expected number of eligible applicants and constitutional and legislative risk.

- For low risk assessments, GOGs and grants can be approved, in writing, by the relevant Portfolio Minister or accountable authority or official (in accordance with Financial Delegations) or the relevant Portfolio Minister.

- For medium or high-risk assessments, approval for GOGs is sought in writing from the Finance Minister.

Ministerial Involvement - Open Competitive Processes

Grant Program	Approval of GoGs	Awarded Funding
Emerging Priorities Program Open Competitive	Minister Robert	7 April 2022 - Minister Robert approved 34 of 35 projects recommended by the Department, 2 additional projects were also approved. 5 July 2022 - Minister Clare agreed to continue with the 34 of 35 projects recommended by the Department, the 2 additional projects were not supported to proceed.
City-Country Partnerships Grant	A/g Minister Robert approved guidelines on 15 February 2022. The open grant round was conducted between February and March 2022. (without change)	1 July 2022 - Minister Clare approved grant round outcomes (as recommend by Department).
Destination Australia (Round 1, 2 and 3)	Minister Tehan (without change)	Minister Tehan (Round 1 and 2) without change. Minister Tudge (Round 3) without change.

Community Child Care Fund (Round 1)	Minister Birmingham (approved after consultation on design and implementation)	Departmental delegate
Community Child Care Fund (Round 3)	Minister Tehan (approved after agreement on proposed changes)	Round 3 – departmental delegate with a noting brief provided to Minister Tudge in June 2021.

Selection Process Definitions

The department utilises multiple selection processes to award grant funding:

- **Closed Non-Competitive Process**

  Applicants are invited by the entity to submit applications for a particular grant and the applications and proposals are not assessed against other applicants but assessed individually against other criteria.

- **Open Competitive Processes**

  Any providers operating in the market can apply in an open competitive selection process. Open competitive grant rounds have open and closing dates for applications, and eligible applications are assessed against set selection criteria.

- **Targeted (or Restricted) Processes**

  A targeted (or restricted) selection process is used where there are few providers available in the market and the selection process is only open to a limited number of potential grant recipients (this can be restricted to one applicant).

  This process may be used because of highly specialised services or expertise required, geographical considerations or time constraints.

  A restricted grant round can be treated as competitive or a non-competitive process.

- **Ad hoc and One-off Processes**

  These grants are determined on an ad hoc basis. They generally do not involve planned selection processes, but are instead designed to meet a specific need, often due to an urgent matter or other circumstances.

  Ad hoc grants generally do not run for more than one year and are not varied of extended.

- **Demand Driven Process**

  A demand driven or, 'first in, first served' process where applications that satisfy stated eligibility criteria receive funding up to the limit of available appropriations.

- **Non-Competitive Open Processes (not currently in use by department)**

  A non-competitive process is where applicants are invited by the entity to submit applications for a particular grant and the applications or proposals are not assessed against other applicants' submissions but assessed individually against other criteria (for e.g. eligibility criteria).

  Applications may be submitted at any time over the life of the grant opportunity.

  Applications are assessed individually against the selection criteria.

2023 - 2024 Supplementary Budget Estimates
SB23-000325

The Procedural Order of Continuing Effect - Senate Order 16 – Minchin Order

- Senate Order 16 or the 'Minchin Order' requires the Minister to table a list of grants, a week prior to each estimates hearing.

- Tabling for this reporting period includes all new and variations to existing grants published in the period 3 April 2023 to 31 August 2023 and was presented and signed off by Minister Clare to the President of the Senate on the due date of 16 October 2023 - MS23-000791 at **Attachment B**.

Attachment A

Department of Education Granting Activity
1 July 2022 to 30 June 2023

Note:

Group	PBS Program Name	Grant Program/Title	Selection Process	Delegate for Grant Funding	Value of Grants Awarded	Minister funding was Awarded Under	Funding Awarded in Minister's Electorate	Did the Minister Approve a Non Recommended Application for Funding	Are Hub services utilised?	Total Grant Awards
ECCC	DE 21/22 1.1 Support for the Child Care System	Innovative Solutions Support	One-off/ Adhoc	Departmental	$22,765	Robert a/g as Edu	No	No	No	2
ECCC	DE 22/23 1.1 Support for the Child Care System	Innovative Solutions Support	One-off/ Adhoc	Departmental	$244,155	Aly	No	No	No	39
ECCC	DE 22/23 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	$1,403,017	Aly	No	No	No	175
ECCC	DE 22/23 DET Output 1.1 Support for the Child Care System	CCCF Open Competitive Community Support	Open Competitive	Departmental	$190,542	Clare	No	No	Yes	2
ECCC	DE 22/23 DET Output 1.1 Support for the Child Care System	CCCF Open Competitive Community Support *	One-off/ Adhoc	Deparmental	$189,922	Clare	No	No	Yes	3
ECCC	DE 22/23 DET Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support	Open Competitive	Departmental	$439,251	Clare	No	No	Yes	1
ECCC	DE 22/23 DET Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support *	One-off/ Adhoc	Departmental	$393,695	Clare	No	No	Yes	5
ECCC	DE 21/22 DET Output 1.1 Support for the Child Care System	Special Circumstances - Special Appropriation	One-off/ Adhoc	Departmental	$363,876	Clare	No	No	Yes	3
ECCC	DE 22/23 DET Output 1.1 Support for the Child Care System	Special Circumstances - Special Appropriation	One-off/ Adhoc	Departmental	$6,108,543	Clare	No	No	Yes	57
ECCC	DE 22/23 1.1 Support for the Child Care System	Collaborative and Strategic Innovative Solutions	Demand Driven	Departmental	$728,750	Aly	No	No	No	2
ECCC	DE 22/23 1.1 Support for the Child Care System	Connected Beginnings	Targeted/ Restricted Competitive	Departmental	$42,679,015	Aly	No	No	No	16
ECCC	DE 22/23 1.1 Support for the Child Care System	Early Childhood Care and Development Policy Partnership (SNAIC)	Targeted/ Restricted Competitive	Departmental	$5,519,682	Aly	No	No	No	1
ECCC	DE 22/23 1.1 Support for the Child Care System	Emerald Inclusion Support	Demand Driven	Departmental	$85,337	Aly	No	No	No	1
ECCC	DE 22/23 1.1 Support for the Child Care System	Community Child Care Fund Restricted Expansion (Closing the Gap)	Closed Non Competitive	Departmental	$8,481,631	Tudge	No	No	No	4
ECCC	DE 22/23 1.1 Support for the Child Care System	1.1 Support for the Child Care System	Demand Driven	Departmetnal	$13,744		No	No	No	2
Schools	DE 22/23 1.5 Early learning and Schools Support	Phase 1 - Secondary school-aged students and schools surveys on consent education	One-off/ Adhoc	Departmental	$264,000	Clare	No	No	No	1
Schools	DE 22/23 DET Output 1.5 Admin 2019-20 Early Learning and Schools Support	Sponsorship of Young Australian of the Year	Closed Non Competitive	Departmental	$990,000	Robert a/g as Edu	No	No	Yes	1
Schools	DE 22/23 DET Output 1.5 Admin 2019-20 Early Learning and Schools Support	City-Country Partnerships Grant	Open Competitive	Departmental	$27,064,400	Clare	No	No	Yes	1
Schools	DE 22/23 DET Output 1.5 Admin 2019-20 Early Learning and Schools Support	National History Challenge	Closed Non Competitive	Departmental	$468,600	Tudge	No	No	Yes	1
Schools	DE 22/23 DET Output 1.5 Admin 2019-20 Early Learning and Schools Support	Simpson Prize	Closed Non Competitive	Departmental	$1,001,000	Robert	No	No	Yes	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Health Promoting Schools Training Program	Open Competitive	Departmental	$310,200	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Embedding UniHubs in Regional Tasmanian School Collectives	Open Competitive	Departmental	$539,567	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Providing targeted wellbeing support through digital programs	Open Competitive	Departmental	$190,960	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Indigenous Youth Worker	Open Competitive	Departmental	$77,000	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Staff mentoring and training program	Open Competitive	Departmental	$110,000	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Researching school engagement of Aboriginal students and their families from regional and remote areas project	Open Competitive	Departmental	$1,008,546	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Creative writing programs in Western Sydney schools - increasing school engagement and educational outcomes for marginalised young people impacted by COVID-19.	Open Competitive	Departmental	$141,775	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	National Rollout of Liminal's Virtual Reality Platform in Australian Schools to Promote Mental Health and Wellbeing	Open Competitive	Departmental	$316,800	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Supporting primary schools of low socio-educational advantage to address student learning loss and teacher fatigue from COVID-19 with a world-leading platform, high quality lessons and professional	Open Competitive	Departmental	$2,147,640	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	The Live Life Whole Project	Open Competitive	Departmental	$438,442	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Education continuity through technology for isolated and remote learning	Open Competitive	Departmental	$129,701	Clare	No	No	No	1

Attachment A

Department of Education Granting Activity
1 July 2022 to 30 June 2023

Group	PBS Program Name	Grant Program/Title	Selection Process	Delegate for Grant Funding	Value of Grants Awarded	Minister funding was Awarded Under	Funding Awarded in Minister's Electorate	Did the Minister Approve a Non Recommended Application for Funding	Are Hub services utilised?	Total Grant Awards
Schools	DE 22/23 1.5 Early learning and Schools Support	Supporting healthy, resilient and thriving classrooms, students and school communities through the Smiling Mind Schools program	Open Competitive	Departmental	$3,655,850	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Improving teaching practice to address emerging priorities in disadvantaged schools	Open Competitive	Departmental	$792,000	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Turning students into practicing scientists	Open Competitive	Departmental	$1,720,268	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	The Mind Masters - Healthy Kids Make Better Learners. A Livestream Learning Mental Health and Wellness Toolkit for Schools	Open Competitive	Departmental	$349,800	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Recovering, reconnecting and recouping lost gains at Macquarie Primary School	Open Competitive	Departmental	$187,941	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Supporting Australian educators with free online PL on effective teaching and learning practices to maximise student engagement and mental health	Open Competitive	Departmental	$324,500	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Youth Opportunities - School Community Partnerships Across Regional Australian Communities	Open Competitive	Departmental	$1,033,675	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Better Learning, Better Lives	Open Competitive	Departmental	$950,149	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	The School to Geospatial Industry Program, Supporting Teacher Capability	Open Competitive	Departmental	$480,700	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	School Ties - Improving educational outcomes, wellbeing and school engagement for students in Foundation to year 2, their teachers and families	Open Competitive	Departmental	$344,311	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	An examination of primary student, teacher and parent experiences of arts learning online during COVID lockdown	Open Competitive	Departmental	$209,694	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Prioritising teachers' and leaders' mental health and wellbeing self-care in and beyond COVID challenges to improve their resilience and retention and better model wellbeing self-care strategies	Open Competitive	Departmental	$245,791	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Maindim Yangbala	Open Competitive	Departmental	$485,646	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Preparing for Parenting in a Post-Pandemic world - School seminars to skill parents and teachers to support the wellbeing, behaviour and self-regulation of students	Open Competitive	Departmental	$1,231,094	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Sick Kids Seen&Heard - A Pilot to Scale School Services for Seriously Sick and Absent Students	Open Competitive	Departmental	$429,661	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Preparing for Industry 5.0 and beyond in light of COVID19 - facilitating the cradle-to-career life cycle	Open Competitive	Departmental	$327,800	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Maximising Education Outcomes for Indigenous Students	Open Competitive	Departmental	$1,505,350	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Improving wellbeing of educators - Reducing barriers to access and embed authentic Aboriginal and Torres Strait Islander Perspectives Across Curriculum	Open Competitive	Departmental	$739,445	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	State-wide, online, Academic Bootcamps for Year 11 and Year 12 STEM students	Open Competitive	Departmental	$197,560	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Journey of Hope, building children's and families' resilience in COVID-19 affected communities	Open Competitive	Departmental	$2,319,988	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Student Feedback to Their Teachers - An Impactful Intervention to Improve Teachers' Effectiveness and Students' Educational Outcomes	Open Competitive	Departmental	$397,015	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Building Data Dashboard for the Aurora High School Program	Open Competitive	Departmental	$89,650	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	iPads for Enrichment	Open Competitive	Departmental	$14,404	Clare	No	No	No	1
Schools	DE 22/23 DE Output 1.5 Admin 2019-20 Early Learning and Schools Support	National Aboriginal and Torres Strait Islander Education Council	One-off/ Adhoc	Departmental	$1,877,700	Clare	No	No	Yes	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Australian Indigenous Education Foundation (AIEF) Indigenous Scholarship Grant	Closed Non Competitive	Departmental	$32,000,000	Clare	No	No	No	1
Schools	DE 22/23 DE Output 1.5 Admin 2019-20 Early Learning and Schools Support	Life Education Australia Program Improvements	Closed Non Competitive	Departmental	$6,600,000	Clare	No	No	Yes	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Secondary-aged students and schools surveys on experiences with and delivery of consent education (National Consent Survey)	Closed Non Competitive	Departmenal	$5,236,000	Clare	No	No	No	1
Schools	DE 22/23 One-Off Outcome 1	Clontarf Foundation 2023	Closed Non Competitive	Departmental	$35,891,900	Clare	No	No	No	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Strengthening teacher induction through Quality Teaching Rounds	Targeted/ Restricted Competitive	Departmental	$5,346,000	Clare	No	No	Yes - Part	1
Schools	DE 22/23 1.5 Early learning and Schools Support	Engaged Classrooms Project	Targeted/ Restricted Competitive	Departmental	$3,850,000	Clare	No	No	Yes - Part	1
Schools	DE 22/23 DE Output 1.5 Admin 2019-20 Early Learning and Schools Support	Redefining Indigenous Success in Education	One-off/ Adhoc	Departmental	$1,650,000	Clare	No	No	Yes	1
HERI	DE 22/23 DE Output 2.7 International Education Support	Destination Australia Program	Targeted/ Restricted Competitive	Departmental	$19,692,751	Clare	No	No	Yes	27
HERI	DE 22/23 DE Output 2.7 International Education Support	Cheung Kong Exchange	Demand Driven	Departmental	$1,152,000	Clare	No	No	Yes - Part	24
					$ 233,391,199					411

* These CCCF Open Competitive grants were incorrectly published as one-off/ad hocs by the Community Grants Hub (CGH), and should have been recorded as Open Competitive. The policy area is liaising with the CGH for selection process remediation.

Page 2

Attachment A.1

Department of Education Granting Activity
1 July 2023 to 31 August 2023

Note:

Group	PBS Program Name	Grant Program/Title	Selection Process	Delegate for Grant Funding	Value of Grants Awarded	Minister funding was Awarded Under	Funding Awarded in Minister's Electorate	Did the Minister Approve a Non Recommended Application for Funding	Are Hub services utilised?	Total Grant Awards
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support *	One-off/Adhoc	Departmental	$33,000	Clare	No	No	Yes	1
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	Special Circumstances - Special Appropriation	One-off/Adhoc	Departmental	$2,224,717	Clare	No	No	Yes	4
ECCC	DE 21/22 1.1 Support for the Child Care System (20/21)	Collaborative and Strategic Innovative Solutions Project - Resource and Analysis	Demand Driven	Departmental	$901,877	Aly	No	No	No	1
ECCC	DE 22/23 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	$63,700	Aly	No	No	No	11
ECCC	DE 23/24 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	$268,465	Aly	No	No	No	24
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	Quality Support - Australian Childrens Education and Care Quality Authority	Closed Non-Competitive	Departmental	$52,708,000	Clare	No	No	Yes	1
Schools	DE 23/24 DE Output 1.5 Admin 2019-20 Early Learning and Schools Support	Commonwealth Regional Scholarships Program	Targeted/Restricted	Departmental	$2,645,500	Clare	No	No	Yes- Part	2
Schools	DE 23/24 1.5 Early Learning and Schools Support	Scaling Up Success in Remote Schools	Targeted/Restricted	Departmental	$11,000,000	Clare	No	No	Yes- Part	1
HERI	DE 23/24 2.6 Research Capacity	National Collaborative Research Infrastructure Strategy (NCRIS)	Closed Non-Competitive	Departmental	$563,721,735	Clare	No	No	No	17
					$ 633,566,994					62

* This CCCF Open Competitive grant was incorrectly published as a one-off/ad hoc by the Community Grants Hub (CGH), and should have been recorded as Open Competitive. The policy area is liaising with the CGH for selection process remediation.

Senate Procedural Order of Continuing Effect 16 Grants Approved for the Period 3 April 2023 to 31 August 2023 Education and Youth Granting		
Grant Title	Recipient Name Published	Value Published (Incl. GST)
CCCF Open Competitive Community Support	Oz Education Revesby Proprietary Limited	$58,219
CCCF Open Competitive Sustainability Support	Open Arms Care Incorporated	$44,000
CCCF Open Competitive Sustainability Support	The Nintirri Centre Incorporated	$33,000
Collaborative and Strategic Innovative Solutions	KU Children's Services	$158,400
Collaborative and Strategic Innovative Solutions - Resource and Analysis	KU Children's Services	$901,877
Commonwealth Regional Scholarships Program	Madalah Limited	$1,617,000
Commonwealth Regional Scholarships Program	Cape York Institute	$1,028,500
Connected Beginnings	Central Queensland Indigenous Development Limited	$1,978,350
Connected Beginnings	Maari Ma Health Aboriginal Corporation	$2,231,537
Connected Beginnings	Wuchopperen Health Service Limited	$1,801,863
Connected Beginnings	The Trustee for Port Curtis Coral Coast Aboriginal Peoples Charitable Trust	$2,238,561
Connected Beginnings	Bidgerdii Aboriginal and Torres Strait Islanders Corporation Community Health Service Central Queensland Region	$1,993,708
Cheung Kong Exchange	The University of Sydney	$48,000
Cheung Kong Exchange	Western Sydney University	$48,000
Cheung Kong Exchange	University of Wollongong	$48,000
Cheung Kong Exchange	University of the Sunshine Coast	$48,000
Cheung Kong Exchange	University of Technology Sydney	$48,000
Cheung Kong Exchange	University of South Australia	$48,000
Cheung Kong Exchange	University of New South Wales	$48,000
Cheung Kong Exchange	The University of Newcastle	$48,000
Cheung Kong Exchange	The University of Western Australia	$48,000
Cheung Kong Exchange	The University of Queensland	$48,000
Cheung Kong Exchange	University of Melbourne	$48,000

Grant Title	Recipient Name Published	Value Published (Incl. GST)
Cheung Kong Exchange	Swinburne University of Technology	$48,000
Cheung Kong Exchange	The Queensland University of Technology	$48,000
Cheung Kong Exchange	Royal Melbourne Institute of Technology	$48,000
Cheung Kong Exchange	Monash University	$48,000
Cheung Kong Exchange	Griffith University	$48,000
Cheung Kong Exchange	Flinders University	$48,000
Cheung Kong Exchange	Federation University Australia	$48,000
Cheung Kong Exchange	Edith Cowan University	$48,000
Cheung Kong Exchange	Deakin University	$48,000
Cheung Kong Exchange	Central Queensland University	$48,000
Cheung Kong Exchange	Bond University Limited	$48,000
Cheung Kong Exchange	Curtin University	$48,000
Cheung Kong Exchange	Australian National University	$48,000
Clontarf	Clontarf Foundation	$35,891,900
Destination Australia Program	University of New England	$1,089,000
Destination Australia Program	Charles Darwin University	$973,500
Destination Australia Program	Wodonga Institute of TAFE	$363,000
Emerald Inclusion	KU Children's Services	$85,337
Engaged Classrooms	Australian Education Research Organisation	$3,850,000
Innovative Solutions Support	Kidzone OSHC - Romsey	$6,985
Innovative Solutions Support	Papilio Early Learning Turner	$2,881
Innovative Solutions Support	Stepping Stone Angle Vale Childcare & Early Development Centre	$18,495
Innovative Solutions Support	Chatterbox Early Learning and Child Care - Albany Creek	$1,144
Innovative Solutions Support	Goodstart Early Learning New Lambton	$4,224

Grant Title	Recipient Name Published	Value Published (Incl. GST)
Innovative Solutions Support	Water St Kids	$7,920
Innovative Solutions Support	Toowong Outside School Hours Care Centre 1	$13,244
Innovative Solutions Support	Goodstart Early Learning South Nowra	$10,827
Innovative Solutions Support	Community Kids Murray Bridge Early Education Centre	$36,606
Innovative Solutions Support	Community Vision Family Day Care Service	$39,369
Innovative Solutions Support	Kiddo's OSHC & Vacation Care	$15,180
Innovative Solutions Support	Mother's Love Early Education & Childcare Service	$6,336
Innovative Solutions Support	Goodstart Early Learning Bendigo	$7,106
Innovative Solutions Support	Panania Preschool - Kindergarten	$6,336
Innovative Solutions Support	Mosman Kinderland	$5,104
Innovative Solutions Support	Clarence City Council - Howrah OSHC (After School)	$3,520
Innovative Solutions Support	The Rumpus Room	$3,432
Innovative Solutions Support	Goodstart Early Learning	$2,893
Innovative Solutions Support	Guardian Childcare & Education	$6,188
Innovative Solutions Support	Balamara Preschool	$6,336
Innovative Solutions Support	Platypus Playground Children's Centre	$6,980
Innovative Solutions Support	Hocking Stars Early Learning Centre - Gungurru	$8,844
Innovative Solutions Support	Kids Club OSHC at Abbotsleigh	$3,828
Innovative Solutions Support	Guardian Childcare & Education Macquarie Park	$6,336
Innovative Solutions Support	Young Discoverers Highland Reserve	$2,790
Innovative Solutions Support	Blayney Early Learners	$5,267
Innovative Solutions Support	Berrimba Child Care Centre	$25,383
Innovative Solutions Support	Outside School Hours Care	$1,492
Innovative Solutions Support	Milestones Early Learning	$3,610

Grant Title	Recipient Name Published	Value Published (Incl. GST)
Innovative Solutions Support	Nido Early School	$20,259
Innovative Solutions Support	Goodstart Early Learning	$3,828
Innovative Solutions Support	Galilee Catholic School	$11,268
Innovative Solutions Support	Cub Bee House Early Learning Centre	$8,749
Innovative Solutions Support	Kidz Castle Early Learning Centre	$9,570
Innovative Solutions Support	Goodstart Early Learning Capalaba	$9,350
Innovative Solutions Support	Explore and Develop North Ryde Public School	$6,633
Innovative Solutions Support	Connie Benn Early Learning Centre	$13,162
Innovative Solutions Support	Chelmsford Drive Early Learning Centre	$6,534
Innovative Solutions Support	Keiki Early Learning Edgewater	$1,435
Innovative Solutions Support	Macquarie Park Montessori Academy	$7,920
Innovative Solutions Support	Jubilee Childcare	$6,325
Innovative Solutions Support	Best Foot Forward Early Learning Centre	$6,600
Innovative Solutions Support	Numdaji Kwei Childrens Centre	$2,750
Innovative Solutions Support	Out of School Hours Care	$2,750
Innovative Solutions Support	Confident Kids Child Care & Early Learning	$1,062
Innovative Solutions Support	Goodstart Early Learning	$8,190
Innovative Solutions Support	St Thomas More School OSHC	$11,026
Innovative Solutions Support	The Learning Sanctuary	$9,240
Innovative Solutions Support	Goodstart Early Learning	$1,100
Innovative Solutions Support	Konomi Kindergarten International	$5,902
Innovative Solutions Support	Nurture One Children's Centre	$9,666
Innovative Solutions Support	Stepping Stones-Ranfurly OSHC	$5,972
Innovative Solutions Support	Montessori By - The - Bay	$6,359

Grant Title	Recipient Name Published	Value Published (Incl. GST)
Innovative Solutions Support	Stuart Park Child Care Centre	$5,400
Innovative Solutions Support	Goodstart Early Learning Banksia Grove	$15,502
Innovative Solutions Support	Carnes Hill Montessori Academy	$9,109
Innovative Solutions Support	Reynolds Street Community Preschool 0-5	$2,940
Innovative Solutions Support	Nido Early School Eyre Village	$1,001
Innovative Solutions Support	Coburg Childrens Centre	$3,110
Innovative Solutions Support	Surry Hills Neighbourhood Centre - Crown Street OSHC After School Care	$6,584
Innovative Solutions Support	Forestville Early Learning Centre	$6,155
Innovative Solutions Support	ST John's Outside School Hours Care	$10,343
Innovative Solutions Support	Little Troopers	$9,988
Innovative Solutions Support	POOSH Care Inc	$5,335
Innovative Solutions Support	Guardian Childcare & Education Bruce	$496
Innovative Solutions Support	Teenie Weenies Learning Centre	$8,938
Innovative Solutions Support	Rachel's Place	$3,300
Innovative Solutions Support	Goodstart Early Learning	$4,923
Innovative Solutions Support	Springs Early Education	$12,375
Innovative Solutions Support	Gatehouse Montessori	$1,821
Innovative Solutions Support	Carmichael College OSHC	$2,662
Innovative Solutions Support	Barring Djinang Kindergarten	$3,520
Innovative Solutions Support	Toddlers Ink Childcare	$5,808
Innovative Solutions Support	Goodstart Early Learning Cessnock	$4,198
Innovative Solutions Support	United Early Learning	$2,668
Innovative Solutions Support	Kidz Place Early Learning Centre	$7,244
Innovative Solutions Support	Seeds Montessori Mawson Lakes Proprietary Limited	$15,507

Grant Title	Recipient Name Published	Value Published (Incl. GST)
Innovative Solutions Support	Possum's Corner Child Care Centre	$8,109
Innovative Solutions Support	Noarlunga Community Children's Centres - Windsong Court	$31,825
Innovative Solutions Support	Smithfield Child Care Centre	$6,920
Innovative Solutions Support	Essex Street Kindy	$3,241
Innovative Solutions Support	Montessori Early Education Taringa	$5,245
Innovative Solutions Support	Eastwood Occasional Child Care Centre	$6,758
Innovative Solutions Support	St Therese's School - Outside School Hours Care	$1,210
Innovative Solutions Support	Goodstart Early Learning Nuriootpa	$15,677
Innovative Solutions Support	Kiewa Valley Kids	$7,270
Innovative Solutions Support	Scally Waggs Kindergarten	$7,828
Innovative Solutions Support	Mallee COGS - Pinnaroo	$28,778
Innovative Solutions Support	Willow Cottage Early Learning Centre	$8,282
Innovative Solutions Support	Nature Alliance Family Day Care Service	$37,864
Innovative Solutions Support	O'Briens Montessori Centre	$6,687
Innovative Solutions Support	Curry Kids Early Learning Centre	$26,629
Innovative Solutions Support	Handprints Killara	$4,752
Innovative Solutions Support	Bethany Lutheran Outside School Hours Care	$14,080
Innovative Solutions Support	Penrith Early Learning Centre	$11,442
Innovative Solutions Support	Bondi Before and After Care	$446
Life Education Australia Program Improvements	Life Education Australia	$6,600,000
National Collaborative Research Infrastructure Strategy (NCRIS) - Australian National Fabrication Facility (ANFF) project	Australian National Fabrication Facility Limited	$82,962,337
National Collaborative Research Infrastructure Strategy (NCRIS) - Bioplatforms Australia (BPA) project	Bioplatforms Australia Limited	$93,989,741
National Collaborative Research Infrastructure Strategy (NCRIS) - National Science Facilities (NSF) project	Australian Nuclear Science and Technology Organisation	$39,984,409
National Collaborative Research Infrastructure Strategy (NCRIS) - National Deuteration Facility (NDF) project	Australian Nuclear Science and Technology Organisation	$3,693,385

Grant Title	Recipient Name Published	Value Published (Incl. GST)
National Collaborative Research Infrastructure Strategy (NCRIS) - Population Health Research Network (PHRN) project	The University of Western Australia	$26,411,663
National Collaborative Research Infrastructure Strategy (NCRIS) - Therapeutic Innovation Australia (TIA) project	Therapeutic Innovation Australia Limited	$24,783,297
National Collaborative Research Infrastructure Strategy (NCRIS) - National Imaging Facility (NIF) project	The University of Queensland	$18,121,252
National Collaborative Research Infrastructure Strategy (NCRIS) - Astronomy Australia (AAL) project	Astronomy Australia Limited	$58,819,471
National Collaborative Research Infrastructure Strategy (NCRIS) - Terrestrial Ecosystem Research Network (TERN) project	The University of Queensland	$36,654,901
National Collaborative Research Infrastructure Strategy (NCRIS) - Phenomics Australia (PA) project	The Australian National University	$27,018,130
National Collaborative Research Infrastructure Strategy (NCRIS) - Heavy Ion Accelerators (HIA) project	The Australian National University	$9,642,837
National Collaborative Research Infrastructure Strategy (NCRIS) - Australian Urban Research Infrastructure Network (AURIN) project	University of Melbourne	$12,863,180
National Collaborative Research Infrastructure Strategy (NCRIS) - Australian Plant Phenomics Facility (APPF) project	The University of Adelaide	$22,754,665
National Collaborate Research Infrastructure Strategy (NCRIS) - Atlas of Living Australia (ALA) project	Commonwealth Scientific and Industrial Research Organisation	$28,479,716
National Collaborative Research Infrastructure Strategy (NCRIS) - Australian Centre for Disease Preparedness (ACDP) project	Commonwealth Scientific and Industrial Research Organisation	$8,987,851
National Collaborative Research Infrastructure Strategy (NCRIS) - Marine National Facility (MNF) project	Commonwealth Scientific and Industrial Research Organisation	$33,488,948
National Collaborative Research Infrastructure Strategy (NCRIS) - Pawsey Supercomputing Centre (Pawsey) project	Commonwealth Scientific and Industrial Research Organisation	$35,065,953
Special Circumstances - Special Appropriation	Ewin Early Learning Centre Incorporated	$995,000
Special Circumstances - Special Appropriation	Greater Hume Shire Council	$211,649
Special Circumstances - Special Appropriation	One Tree Community Services Incorporated	$418,000
Special Circumstances - Special Appropriation	One Tree Community Services Incorporated	$423,500
Special Circumstances - Special Appropriation	One Tree Community Services Incorporated	$478,500
Special Circumstances - Special Appropriation	Mini Gems Children's Centre	$904,717
Quality Support - ACECQA	Australian Children's Education and Care Quality Authority	$52,708,000
Redefining Indigenous Success in Education	Aurora Education Foundation Limited	$1,650,000
Scaling Up Success in Remote Schools	Western Australia Department of Education	$11,000,000
Secondary-aged students and schools surveys on experiences with and delivery of consent education (National Consent Survey)	Australian Human Rights Commission	$5,236,000
Strengthening teacher induction through Quality Teaching Rounds	The University of Newcastle	$5,346,000

Issue: **HR Facts and Figures**
Contact: **Marcus Markovic**
Ph: s 22
Corporate and Enabling Services
Deputy Secretary

Key Points

Organisation Chart

- The Department of Education organisation chart, as published on the department's website in October 2023, is provided at **Attachment A**.

Key Workforce Statistics at 31 August 2023

- **Headcount** (HC) was 1,616 (compared to 1,400 at 31 July 2022 and 1,497 at 30 June 2023).

- For the financial year 2023–24 the department's approved **Average Staffing Level** (ASL) is 1,431 (page 20, PBS tabled on 9 May 2023).

- The department's SES cohort reporting number for 2023–24 is 66. At 31 August 2023, the SES staffing level was 67.8.

- Consistent with the Department of Education Portfolio Guide, as at 30 June 2023, the ***Education Portfolio*** employed 1,761 staff under the *Public Service Act 1999*. Of this,1,611 are employed in Canberra, central Melbourne and Sydney (91.5 per cent), 115 in other capital cities (6.5 per cent) and 25 (1.4 per cent) in regional areas across Victoria, Queensland, New South Wales, South Australia, Tasmania, Western Australia with 10 staff located overseas.

Gender pay gap

- The APS Remuneration Survey Report 2022 (released August 2023) for the department covering the period 1 January 2022 to 31 December 2022 indicated a gender pay gap of 3.8 per cent. This was less than the APS gender pay gap of 5.2 per cent in the APS Remuneration Report 2022.

- As at 31 August 2023, departmental data shows a pay gap of 1.0 per cent.

APS Service-Wide Bargaining (Part A)

- The department's Agency Lead Negotiator (ALN) represents the department's position on common terms and conditions at bargaining meetings with the Australia Public Service Commission (APSC), Unions and Employee Bargaining Representatives. APS service-wide bargaining (Part A) commenced on 30 March 2023.

- The department's Enterprise Bargaining Taskforce comprises three staff and reports to the ALN.

- The department received one nomination as an individual Employee Bargaining Representative for Part A and B.

- Most common terms and conditions within the statement released by the APSC retain existing provisions under the current enterprise agreement.

- The CPSU wrote to the department on 17 May 2023 requesting Agency bargaining (Part B) negotiations commence by 26 June 2023.

- To date, 12 bargaining meetings have occurred for Part B negotiations.

Diversity and inclusion

- The department's commitment to diversity and inclusion includes the People Strategy 2023–2025 (People Strategy), and the Reconciliation Action Plan 2023–25 (RAP).

- The department's RAP was launched in September 2023 with endorsement from Reconciliation Australia. The RAP incorporates feedback from consultation with staff and stakeholders, reflects the National Agreement on Closing the Gap and aligns with the *Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24*.

- The department is working with staff to revise its Inclusion and Diversity Strategy with an anticipated launch by the end of 2023.

- The *Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy (2020–24)* includes targets by classification level noted in Table 1 below along with the proportion of departmental employees that identify in HR systems as having First Nations heritage.

Table 1:

Classification	Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24 targets (per cent)	Percentage of First Nations staff at 31 Aug 2023
APS4-6	5.0%	4.3%
EL1-2	5.0%	1.6%
SES	3.0%	6.8%

- The *Australian Public Service Disability Employment Strategy (2020–25)* aims to increase employment of people with disability across the APS to 7 per cent by 2025. Table 2 includes the comparison of employment target for people with disability in the APS by 2025 and the proportion of the departmental employees that identify in the HR system as having disability at 31 Aug 2023.

Table 2:

Employment target for people with disability in the APS by 2025 (per cent)	Percentage of departmental staff with Disability at 31 Aug 2023
7.0%	6.2%

- The department has five employee-led networks which are each supported by SES Champions.
    - Ability and Carers
    - Aboriginal and Torres Strait Islander
    - CALD
    - Gender Equity
    - Pride

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Table 3: General Staffing Information

Type	31 Jul 2022	30 Jun 2023	31 Aug 2023	Change Jun 23 - Aug 23
Headcount	**1,400**	**1,497**	**1,616**	**119**
Ongoing	1,334	1,401	1,502	101
Non-Ongoing	66	96	114	18
Full Time	1,162	1,245	1,332	87
Part Time	238	252	284	32
TPL/TT	**211**	**242**	**239**	**-3**
Temporary Performance	191	209	205	-4
Temporary Transfer	20	33	34	1
FTE	**1,297.2**	**1,391.3**	**1,499.2**	**108**
Ongoing	1,249.6	1,313.9	1,407.4	94
Non-Ongoing	47.6	77.4	91.8	14
Full Time	1,132.0	1,218.0	1,304.0	86
Part Time	165.2	173.3	195.2	22

Note: Headcount excludes inactive employees, casuals, contractors, Public Office Holders, and the Secretary. FTE excludes LWOP >90 days. Data based on actual positions. Includes individuals in acting arrangements in system at the time of reporting. Totals may not equal the sum of components due to rounding.

Table 4: Average Staffing Level (ASL)

	30 Jun 2023	31 Aug 2023	Variance Jun 23–Aug 23
Total	**1,248**	**1,405**	**157**
Outcome 1	768	874	106
Outcome 2	480	531	51

Table 5: Department Headcount by Group

Group	31 Jul 2022	30 Jun2023	31 Aug 2023	Change Jun 23 – Aug 23
Total	**1,400**	**1,497**	**1,616**	**119**
Executive Group	16	21	18	-3
Corporate and Enabling Services	252	330	337	7
Early Childhood and Youth	307	389	414	25
Higher Education, Research and International	452	433	479	46
Schools	373	324	368	44

Note: Headcount excludes inactive employees, casuals, contractors, Public Office Holders, and the Secretary. Data based on actual positions. Includes individuals in acting arrangements in system at the time of reporting.

Table 6: Department FTE by Group

Group	31 Jul 2022	30 Jun 2023	31 Aug 2023	Change Jul 23 – Aug 23
Total	**1,297.2**	**1,391.3**	**1,499.2**	**107.9**
Executive Group	16.0	21.0	18.0	-3.0
Corporate and Enabling Services	236.7	306.2	316.0	9.8
Early Childhood and Youth	289.5	368.7	390.2	21.5
Higher Education, Research and International	412.0	400.2	437.6	37.4
Schools	343.0	295.1	337.4	42.3

Note: Data based on actual FTE. FTE excludes LWOP >90 days, inactive employees, casuals, contractors, Public Office Holders, contractors, and the Secretary. Data includes individuals in acting arrangements in the system at the time of reporting. Totals may not equal the sum of components due to rounding.

Table 7: Employee Classification by Headcount and Gender at 31 August 2023

Classification	Female		Male		Uses a different term**		Total Workforce	
Total	**1,088**	**67.3%**	**524**	**32.4%**	**4**	**0.2%**	**1,616**	**100%**
APS2	10	47.6%	11	52.4%			21	1.3%
APS3*	36	47.4%	40	52.6%			76	4.7%
APS4	78	66.7%	39	33.3%			117	7.2%
APS5	140	71.1%	57	28.9%			197	12.2%
APS6	257	72.2%	99	27.8%			356	22.0%
GOVLWR1 (APS 5/6)	4	57.1%	3	42.9%			7	0.4%
EXEC1	346	68.1%	162	31.9%			508	31.4%
GOVLWRS1 (EXEC1)	16	80.0%	4	20.0%			20	1.2%
EXEC2	146	64.6%	80	35.4%			226	14.0%
GOVLWRP2 (EXEC2)	8	80.0%	2	20.0%			10	0.6%
SESB1	36	66.7%	18	33.3%			54	3.3%
SESB2	8	53.3%	7	46.7%			15	0.9%
SESB3	3	60.0%	2	40.0%			5	0.3%

Note: Data based on actual classification. Data includes individuals in acting arrangements in the system at the time of reporting. Totals may not equal due to rounding.

*The APS 3 cohort includes APS 3 Graduates and the AGAP (Australian Government Apprenticeship Program) and/or IAGDP employees (Indigenous Australian Government Development Program).

**To protect employees who identify with gender other than male or female have been reported in category "uses a different term" as per Department of Finance guidelines, and these headcount numbers are included in the total figure only.

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Table 8: Employee headcount by Location at 31 August 2023

Location	Total Workforce	
Total	**1,616**	**100%**
ACT	1,351	83.6%
New South Wales *(Sydney, Newcastle)*	44	2.7%
Victoria *(Melbourne)*	60	3.7%
Queensland *(Brisbane, Mackay, Townsville, Cairns)*	58	3.6%
South Australia *(Adelaide)*	46	2.8%
Tasmania *(Hobart)*	12	0.7%
Northern Territory *(Alice Springs, Darwin)*	8	0.5%
Western Australia *(Perth)*	27	1.7%
Overseas (Beijing, Brazil, Delhi, Hanoi, Jakarta, Kuala Lumpur, Mexico, Tokyo)	10	0.6%

Table 9: Current international staff

Location	Classification	Commence	Cease	*New proposed ceased date
Beijing	EXEC1	1/08/2021	May-2025	
	SEB1	1/08/2021	Aug-2024	
Brazil	EXEC2	9/09/2021	Nov-2024	
Delhi	EXEC1	9/01/2023	Jan-2026	
	SEB1	19/11/2021	Nov-2024	Jan-2025
Hanoi	EXEC2	05/12/2020	Nov-2024	
Jakarta	EXEC2	17/11/2021	Nov-2024	Sept-2025
Kuala Lumpur	EXEC2	31/10/2020	Dec-2024	
Mexico City	EXEC2	04/08/2021	Aug-2024	Jan-2025
Tokyo	EXEC2	15/09/2021	Sep-2024	Jun-2025

Note: *New proposed ceased dates are based on in principle First Assistant Secretary approval at the time of reporting.

Table 10: SES Staffing (FTE and Headcount (HC))

	Band 3	Band 2	Band 1	Total SES (FTE)	SES as % of Staff (HC)	Female (HC)	Female as % of SES (HC)
31 Jul 2022	4	12	39.7	55.7	3.9%	30	54.4%
30 Jun 2023	4	12.9	45.0	61.9	4.1%	38	61.4%
31 Aug 2023	4	14.9	48.9	67.8	4.2%	42	61.9%

Note: Figures are calculated in line with APSC SES Cohort reporting requirements. Includes substantive SES staff and staff acting in an SES role for greater than three months and excludes SES on leave for three months or greater.

Table 11: SES Recruitment

1 July 2023 to 31 August 2023	Female	Male	Total
Internal Promotion	0	0	0
External Promotion	3	1	4
External Engagement	2	0	2
External Transfer	2	1	3
Total SES commencements	**7**	**2**	**9**

Table 12: Vacancies advertised

1 July 2023 to 31 August 2023	Internal	External	Total
Vacancies advertised	31*	38	69

* This includes internal opportunities that were also advertised as an APS Mobility Expression of Interest (Advertised on APSJobs – targeting ongoing APS employees for temporary transfer opportunities only).

- The recruitment of staff is managed by groups within their allocated budgets and staffing levels.

- At 31 August 2023, the department had 14 external recruitment processes advertised on APS Jobs.

- 56 new staff are due to commence from 1 September 2023.

Table 13: Commencements by Reason

1 July 2023 to 31 August 2023	Non-SES	SES	Total
Engagement – Ongoing	66	1	67
Engagement – Non-Ongoing	31		31
Transfer/Promotion	77	8	85
Transfer – Temporary	2		2
Total Commencements	**176**	**9**	**185**

Table 14: Commencements from Outside the APS by headcount

	Ongoing	Non-Ongoing	Total	Per cent out of total commencements
FYTD 31 August 2023	67	31	98	53.0%

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Table 15: Separation Rates (%)

	1 July 2022 – 30 June 2023	1 July 2023 – 31 August 2023
All separations	24.3	3.9
Organisation Initiated	2.9	0.1
Employee Initiated	21.4	3.9

Note: The separation rate at 31 August 2023 is a two-month rate based on financial year and headcount.

Table 16: Separations by Reason – FYTD 31 August 2023

Separations		Total
Employee Initiated	Transfer/Promotion to another department	38
	Resignation	19
	Retirement	2
	Other (Includes invalidity and deceased)	1
	Total Employee Initiated	**60**
Organisation Initiated	Voluntary Redundancy (HR records not HR system data)	0
	Transfer Machinery of Government	0
	Non-ongoing contract cessation	1
	Other (dismissal, failing to meet a condition of engagement, end of temporary transfer)	0
	Total Organisation Initiated	**1**
Total number of employee separations		**61**

Table 17: Entry Level Employment Programs at 31 August 2023

Program	Number	Notes
Graduate Program	35	35 graduates engaged in the 2023 Graduate Program commenced on 9 February 2023. Graduates commence as an APS3 and complete a Graduate Certificate in Public Administration facilitated by the University of Canberra, advancing to an APS5 on successful completion of the program.
Indigenous Australian Government Development Program (IAGDP)	1	One participant engaged in the 2022-23 program commenced on 31 October 2022. This whole-of-government 12-month program is coordinated by the Department of Employment and Workplace Relations. Participants commence as an APS3 and complete a Diploma of Government, advancing to an APS4 upon successful completion of the program. The IAGDP will cease to exist following completion of the 2022-23 program, however Services Australia will manage a similar program, the Indigenous Apprenticeship Program (IAP) as described below.
Indigenous Apprenticeship Program (IAP)	4	Four apprentices engaged in the 2023-24 program commenced on 31 July 2023. This whole-of-government 12-month program is coordinated by Services Australia. Candidates commence as an APS2 or APS3 and complete a Certificate IV or Diploma. Candidates advance to an APS3 or APS4 on successful completion. Education apprentices have been engaged as APS3 employees and will complete a Diploma of Government.
Australian Government Apprenticeship Program (AGAP)	1	One apprentice engaged in the 2022-23 program commenced on 31 October 2022. This whole-of-government 12-month program is coordinated by the Department of Employment and Workplace Relations. Candidates commence as an APS3 and complete a Diploma of Government. Candidates advance to an APS4 upon successful completion. Three apprentices engaged in the 2023-24 program are due to commence on 30 October 2023.
Science Policy Fellowship	2	Two Fellows engaged in the 2023-24 program commenced on 3 July 2023. An initiative of the Chief Scientist, candidates are employed for 12 months as an APS6 non-ongoing Policy Officer.

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Human Resources (HR) School Leaver Program	0	This whole-of-government 12-month program is coordinated by the Department of Finance and open to candidates who have graduated high school in the two years prior to the program commencing. Participants commence as an APS1 and complete a Certificate IV in HR Management, advancing to an APS2 on successful completion of the program. The department has opted into the program seeking 1 participant to commence February 2024.
Carer Starter Program	0	This whole-of-government 12-month program is coordinated by the Department of Finance and open to candidates who have graduated high school in the two years prior to the program commencing. Participants commence as an APS1 and complete a Certificate IV in Government, advancing to an APS2 on successful completion of the program. The department has opted into the program seeking 2 participants to commence February 2024.
Data Internship Program	0	This whole-of-government program is coordinated by the Australian Public Service Commission (APSC) within the Career Pathways stream. The program aims to attract data talent currently studying in a data related field. Participants commence as an APS2 for up to 3 months. Interest from business areas is being sought for future placements.
Stepping Into Internship Program	12	12 interns engaged in the winter intake commenced between late July – mid August. This program is offered through the Australian Network on Disability. It offers university students or recent graduates with disability the opportunity to gain practical experience and gain confidence in the workplace through a temporary paid internship at the APS2 classification, giving them an advantage to step into a career.

Table 18: Employee Diversity Representation (Headcount) at 31 August 2023

Diversity Group	Ongoing	Non-Ongoing	Total	Per cent of Department's Workforce	Overall APS proportion of employees*
Aboriginal and Torres Strait Islander	48	2	**50**	3.1%	3.6%
People with disability	96	4	**100**	6.2%	4.9%
Non-English-Speaking Background	109	11	**120**	7.4%	5.4%
Female	1,022	66	**1,088**	67.3%	60.3%
Mature Age 55+	191	13	**204**	12.6%	19.2%
Part Time	239	45	**284**	17.6%	12.9%

Note: Excludes inactive employees, casuals, contractors, Public Office Holders, and the Secretary.
*APS data sourced from the APSED Employment Data 31 December 2022 release.

- APS employment data has historically been collected to inform metrics labelled 'Non-English speaking background (NESB)'. These metrics are split into two components: NESB 1 refers to people born overseas who arrived in Australia after the age of five and whose first language was not English. The department does not collect NESB 2 (children of migrants) data.

Table 19a: Aboriginal and Torres Strait Islander employees by Location at 31 August 2023

Location	Headcount
Total	**50**
ACT	31
New South Wales (*Sydney*)	1
Victoria (*Melbourne*)	1
Queensland (*Brisbane, Mackay, Townsville, Cairns*)	11
South Australia (*Adelaide*)	2
Tasmania (*Hobart*)	-
Northern Territory (*Darwin*)	2
Western Australia (*Perth*)	2
Overseas	-

Note: Excludes inactive employees, casuals, contractors, Public Office Holders, and the Secretary.

Table 19b: Aboriginal and Torres Strait Islander employees by actual classification at 31 August 2023

Classification	Total workforce	
Total	**50**	**100%**
APS3*	4	8.0%
APS4	8	16.0%
APS5	9	18.0%
APS6	12	24.0%
EXEC1	10	20.0%
EXEC2	2	4.0%
SESB1	5	10.0%

Note: Data based on actual classification. Data includes individuals in acting arrangements in the system at time of reporting.
*The APS 3 cohort includes AGAP (Australian Government Apprenticeship Program), IAGDP employees (Indigenous Australian Government Development Program).
Totals may not equal due to rounding. Excludes inactive employees, casuals, contractors, Public Office Holders, and the Secretary.

Table 20: Unscheduled Absence Rates*

	FYTD 31 Aug 2023
Unscheduled absence days per FTE	8.8

Note: Rolling 12-month period of unscheduled absence days per FTE includes personal, carers and miscellaneous leave (bereavement, compassionate and emergency leave). It includes instances of these leave types with or without a supporting medical certificate, paid or unpaid.

Media

- NIL

Date Last Cleared	10 October 2023

Australian Government
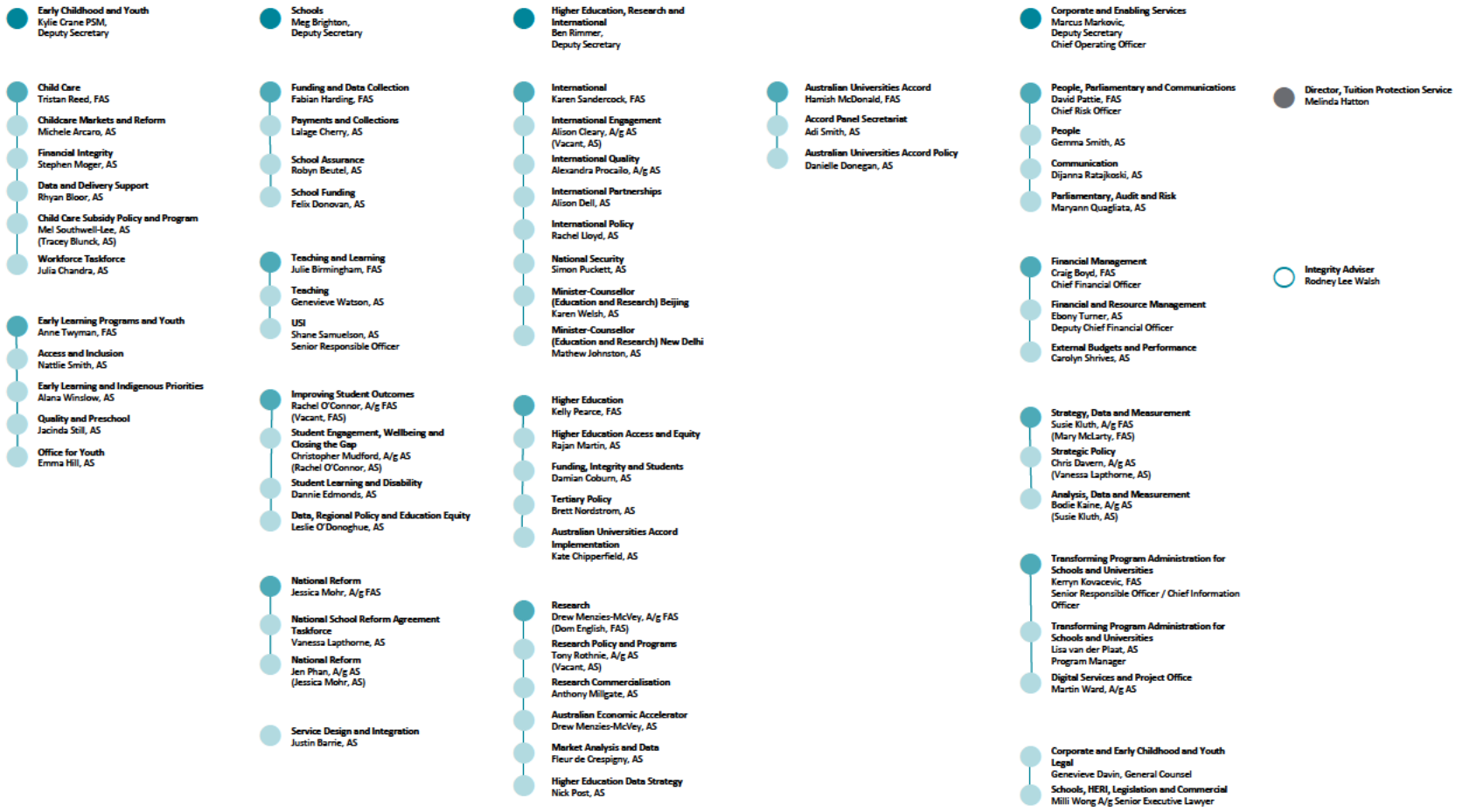**Department of Education**

Secretary
Mr Tony Cook PSM

Executive Assistant to the Secretary
Vanessa Jordan

Executive Officer to the Secretary
Lucy Vangelatos

Organisational Chart
Effective 9 October 2023

Early Childhood and Youth
Kylie Crane PSM,
Deputy Secretary

Schools
Meg Brighton,
Deputy Secretary

Higher Education, Research and International
Ben Rimmer,
Deputy Secretary

Corporate and Enabling Services
Marcus Markovic,
Deputy Secretary
Chief Operating Officer

Child Care
Tristan Reed, FAS

Childcare Markets and Reform
Michele Arcaro, AS

Financial Integrity
Stephen Moger, AS

Data and Delivery Support
Rhyan Bloor, AS

Child Care Subsidy Policy and Program
Mel Southwell-Lee, AS
(Tracey Blunck, AS)

Workforce Taskforce
Julia Chandra, AS

Early Learning Programs and Youth
Anne Twyman, FAS

Access and Inclusion
Nattlie Smith, AS

Early Learning and Indigenous Priorities
Alana Winslow, AS

Quality and Preschool
Jacinda Still, AS

Office for Youth
Emma Hill, AS

Funding and Data Collection
Fabian Harding, FAS

Payments and Collections
Lalage Cherry, AS

School Assurance
Robyn Beutel, AS

School Funding
Felix Donovan, AS

Teaching and Learning
Julie Birmingham, FAS

Teaching
Genevieve Watson, AS

USI
Shane Samuelson, AS
Senior Responsible Officer

Improving Student Outcomes
Rachel O'Connor, A/g FAS
(Vacant, FAS)

Student Engagement, Wellbeing and Closing the Gap
Christopher Mudford, A/g AS
(Rachel O'Connor, AS)

Student Learning and Disability
Dannie Edmonds, AS

Data, Regional Policy and Education Equity
Leslie O'Donoghue, AS

National Reform
Jessica Mohr, A/g FAS

National School Reform Agreement Taskforce
Vanessa Lapthorne, AS

National Reform
Jen Phan, A/g AS
(Jessica Mohr, AS)

Service Design and Integration
Justin Barrie, AS

International
Karen Sandercock, FAS

International Engagement
Alison Cleary, A/g AS
(Vacant, AS)

International Quality
Alexandra Procailo, A/g AS

International Partnerships
Alison Dell, AS

International Policy
Rachel Lloyd, AS

National Security
Simon Puckett, AS

Minister-Counsellor (Education and Research) Beijing
Karen Welsh, AS

Minister-Counsellor (Education and Research) New Delhi
Mathew Johnston, AS

Higher Education
Kelly Pearce, FAS

Higher Education Access and Equity
Rajan Martin, AS

Funding, Integrity and Students
Damian Coburn, AS

Tertiary Policy
Brett Nordstrom, AS

Australian Universities Accord Implementation
Kate Chipperfield, AS

Research
Drew Menzies-McVey, A/g FAS
(Dom English, FAS)

Research Policy and Programs
Tony Rothnie, A/g AS
(Vacant, AS)

Research Commercialisation
Anthony Millgate, AS

Australian Economic Accelerator
Drew Menzies-McVey, AS

Market Analysis and Data
Fleur de Crespigny, AS

Higher Education Data Strategy
Nick Post, AS

Australian Universities Accord
Hamish McDonald, FAS

Accord Panel Secretariat
Adi Smith, AS

Australian Universities Accord Policy
Danielle Donegan, AS

People, Parliamentary and Communications
David Pattie, FAS
Chief Risk Officer

People
Gemma Smith, AS

Communication
Dijanna Ratajkoski, AS

Parliamentary, Audit and Risk
Maryann Quagliata, AS

Financial Management
Craig Boyd, FAS
Chief Financial Officer

Financial and Resource Management
Ebony Turner, AS
Deputy Chief Financial Officer

External Budgets and Performance
Carolyn Shrives, AS

Strategy, Data and Measurement
Susie Kluth, A/g FAS
(Mary McLarty, FAS)

Strategic Policy
Chris Davern, A/g AS
(Vanessa Lapthorne, AS)

Analysis, Data and Measurement
Bodie Kaine, A/g AS
(Susie Kluth, AS)

Transforming Program Administration for Schools and Universities
Kerryn Kovacevic, FAS
Senior Responsible Officer / Chief Information Officer

Transforming Program Administration for Schools and Universities
Lisa van der Plaat, AS
Program Manager

Digital Services and Project Office
Martin Ward, A/g AS

Corporate and Early Childhood and Youth Legal
Genevieve Davin, General Counsel

Schools, HERI, Legislation and Commercial
Milli Wong A/g Senior Executive Lawyer

Director, Tuition Protection Service
Melinda Hatton

Integrity Adviser
Rodney Lee Walsh

Staff on long term leave are not reflected on the Organisational Chart

Statutory Office Holder

Issue:	**Notifiable Data Breaches**
Contact:	**Marcus Markovic**
	Ph: s 22
	Deputy Secretary

Key Points

- In the 12 months to 31 August 2023, the department was impacted by one incident, involving a cyber attack on a contracted service provider, that was determined to be an eligible data breach for the purposes of the *Privacy Act 1988*.

- The provider was HWL Ebsworth, one of the department's legal services providers, and the cyber attack affected a number of Australian Government agencies and private sector entities that were clients of the firm.

- HWL Ebsworth will continue to work with the department and other affected Australian Government agencies and private sector entities on the management of ongoing consequences. HWL Ebsworth will also continue to engage with the Office of the Australian Information Commissioner (OAIC) on notifications to affected individuals, in consultation with the department.

Media

- This incident impacted multiple Australian Government entities and private sector clients of the firm, and the Australian Government response was coordinated by the National Cyber Security Coordinator.

- The National Cyber Security Coordinator has released several statements on the incident.

Date Last Cleared	25 September 2023

BACKGROUND

Eligible Data Breach – HWL Ebsworth

- In May this year, legal firm HWL Ebsworth alerted the Australian Government to a cyber attack involving ransomware and claims of data exfiltration, including publication of the firm's data to the dark web.

- As of 18 September 2023, a total of 65 Australian Government entities have been impacted, as direct clients of the firm through its legal and consulting services. A large number of private sector clients were also affected.

Notifiable Data Breaches Scheme

- The Scheme came into effect on 22 February 2018 and increased penalties came into effect on 13 December 2022.

- The Scheme requires mandatory notification to affected individuals and OAIC where there has been an 'eligible data breach'.

    o An 'eligible data breach' is unauthorised access to, or unauthorised disclosure of, personal information that would be likely to result in 'serious harm' to an individual.

    o 'Serious harm' includes serious physical, psychological, emotional, financial, or reputational harm.

- Serious or repeated non-compliance with the Scheme may attract penalties of up to $2.5 million for non-corporate entities and for corporate entities, an amount not more than the greater of the following:

    o $50 million

    o if the court can determine the value of the benefit that the body corporate, and any related body corporate, have obtained directly or indirectly and that is reasonably attributable to the conduct constituting the contravention—three times the value of that benefit

    o if the court cannot determine the value of that benefit—30 per cent of the adjusted turnover of the body corporate during the breach turnover period for the contravention.

- The Scheme applies to all APP entities, including the department. Two or more entities may hold personal information jointly.

    o An eligible data breach of one of the department's contracted service providers will generally be a joint breach with the department. The entity with the most direct relationship with the individuals affected by the data breach should generally carry out the notification.

Issue:	**Questions on Notice from 2023-24 Budget Estimates**
Contact:	**Marcus Markovic**
	Ph: s 22
	Corporate and Enabling Services
	Deputy Secretary

Key Points

- The Department of Education and related portfolio entities appeared at the 2023–24 Budget Estimates hearing on 1 and 2 June 2023.

- A total of 553 Questions on Notice (QoNs) resulted from the hearing—106 were requested during the hearing and 447 were received in writing after the hearing. The last written QoN was received by the department on 18 July 2023.

- During the hearing the Committee set 16 June 2023 as the date for Senators to submit written QoNs to the Committee and 14 July 2023 as the tabling date.

- Due to the number of QoNs received in the department after 16 June 2023, various tabling dates were applied. See tabling due dates in Table 2 of Background.

- A number of QoNs received late were similar or the same as QoNs received earlier from other Senators. There was a need to review all QoNs to ensure consistency.

- The department tabled all QoNs on 25 August 2023.

- The department authors and finalises responses to QoNs, which are noted by the relevant portfolio Minister's office.

- Of the total, 334 QoNs were provided to Ministers' offices between 27 June and 10 July 2023. The remaining 219 QoNs were provided between 11 and 31 July 2023.

Procedural order of continuing effect No. 21: Estimates hearings – Unanswered Questions on Notice (Senate Order 21)

- Letters to the President of the Senate to comply with Senate Order 21 for QoNs taken at the 2023–24 Budget Estimates hearing on 1 and 2 June 2023 were tabled by:

  o the Hon Jason Clare MP, Minster for Education, on 13 October 2023.

  o the Hon Dr Anne Aly MP, Minister for Early Childhood Education and Minister for Youth, on 13 October 2023.

- There were no unanswered QoNs to report.

Media

- NIL

Date Last Cleared	17 October 2023

BACKGROUND

2023–24 Budget Estimates hearing – 1 and 2 June 2023

- **Table 1:** Distribution of QoNs from the hearing:

Entity	QoNs	
	Spoken	**Written**
Department of Education	**96**	**218**
o Cross Portfolio	17	73
o Higher Education Research and International	27	31
o Early Childhood and Youth	24	45
o Schools	27	58
o Ministers	1	11
Australian Curriculum, Assessment and Reporting Authority (ACARA)	**1**	**59**
Australian Institute for Teaching and School Leadership (AITSL)	**3**	**61**
Australian Research Council (ARC)	**6**	**52**
Tertiary Education Quality and Standards Agency (TEQSA)	**0**	**57**
Sub total	**106**	**447**
TOTAL	**553**	

- **Table 2:** Tabling dates for QoNs:

Senator and Date Received	Number of QoNs	Tabling Due Date
Spoken and written QoNs on or before 16 June	156	14 July 2023
Senator Hume, 19 June	94	18 July 2023
Senator Lambie, 21 June	45	19 July 2023
Senator Faruqi, 22 June	11	20 July 2023
Senator O'Sullivan, 26 June	27	24 July 2023
Senators O'Sullivan and Henderson, 4 July	217	2 August 2023
Senator O'Sullivan, 18 July	3	17 August 2023

2023 - 2024 Supplementary Budget Estimates
SB23-000330

Previous hearing: 2022–23 Supplementary Budget Estimates hearing (February 2023)

- The Department of Education and related portfolio entities appeared at the 2022–23 Budget Estimates hearing on 16 February 2023

- A total of QoNs resulted from the hearing—48 were requested during the hearing and 211 were received in writing after the hearing.

- QoNs were due for tabling by 31 March 2023.

- The department tabled all QoNs on 2 May 2023.

- The distribution of QoNs from the hearing:

Entity	QoNs
Department of Education	133
Australian Curriculum, Assessment and Reporting Authority (ACARA)	28
Australian Institute for Teaching and School Leadership (AITSL)	32
Australian Research Council (ARC)	27
Tertiary Education Quality and Standards Agency (TEQSA)	39
TOTAL	**259**