

Budget Estimates 2023-24 Hearing - 24 October 2023

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

New high school for Wentworth Point

- 1. When did planning begin for a new high school for Wentworth Point?**
- 2. What date did construction begin for a new high school for Wentworth Point?**
- 3. When is construction expected to be completed for the new high school for Wentworth Point?**
- 4. What is the scope of works for the new high school at Wentworth Point?**
- 5. What is the estimated total cost for the new high school at Wentworth Point?**
- 6. What is the timeline for the new high school at Wentworth Point?**
- 7. How many students will the new high school for Wentworth Point accommodate?**
- 8. How much money was allocated for high school for Wentworth Point in the 2023/2024 budget?**
- 9. What was the funding allocation for the high school for Wentworth Point for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$67.6 million towards the delivery of a new high school for Wentworth Point.

Work is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for Gables

- 10. What date did planning begin for the new primary school for Gables?**
- 11. What is the expected commencement date for the construction of the new primary school for Gables?**
- 12. What is the estimated completion date for the new primary school for Gables?**
- 13. What is the scope of works for the new primary school for Gables?**
- 14. How many students will the new primary school for Gables accommodate?**
- 15. What is the total estimated cost of the new primary school for Gables?**
- 16. How much money was allocated for the new primary school for Gables in the 2023/2024 budget?**
- 17. What was the funding allocation for the new primary school for Gables for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$1.65 million in 2023/24 towards planning the Gables new primary school project. As part of the NSW Government's commitment to deliver expanded access to early childhood education, planning for this school will include an on-site public preschool.

The estimated total cost is currently Commercial-in-Confidence. The project scope and total cost will be published once the project has moved through formal procurement processes.

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Planning is underway and updates and timeframes will be made available as the project progresses. Updates on this project are available on the project webpage on the School Infrastructure NSW website.

Melonba Public School

18. When did planning begin for the new primary school for Melonba?
19. What date did construction begin for the new primary school for Melonba?
20. When is construction expected to be completed for the new primary school for Melonba?
21. What is the scope of works for the new primary school for Melonba?
22. What is the timeline for the new primary school for Melonba?
23. Will a new preschool be built on site as part of the new primary school for Melonba?
 - (a) If yes, will it be one of the 100 new preschools you have committed to or in addition?"
24. How many students will the new primary school for Melonba accommodate?
25. What is the total estimated cost of the new primary school for Melonba?
26. How much money was allocated for the new primary school for Melonba in the 2023/2024 budget?
27. What was the funding allocation for the new primary school for Melonba for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$14 million in 2023/24 towards the Melonba Public School project.

The estimated total cost is currently Commercial-in-Confidence. As part of the NSW Government's commitment to deliver expanded access to early childhood education, planning for this school will include an on-site public preschool.

Work is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Melonba

28. When did planning begin for the new high school for Melonba?
29. What date did construction begin for the new high school for Melonba?
30. When is construction expected to be completed for the new high school for Melonba?
31. What is the scope of works for the new high school for Melonba?
32. What is the estimated total cost for the new high school for Melonba?
33. What is the timeline for the new high school for Melonba?
34. How many students will the new high school for Melonba accommodate?
35. How much money was allocated for the new high school for Melonba in the 2023/2024 budget?

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36. What was the funding allocation for the new high school for Melonba for each year in the forward estimates?

37. What is the total estimated cost of the temporary Melonba High School?

38. What is the estimated completion date for the temporary Melonba High School?

39. How many students will the temporary Melonba High School accommodate?

An election commitment was made by the Minns Government to fast-track the building of a new public high school for Marsden Park. The school name was confirmed as Melonba High School on 13 July 2023 and online enrolments opened on 31 July 2023.

The NSW 2023-24 Budget allocated \$67.5 million in 2023/24 towards the new high school. The estimated total cost is currently Commercial-in-Confidence.

Work is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for Nirimba Fields

40. What date did planning begin for the new primary school for Nirimba Fields?

41. What date did construction begin for the new primary school for Nirimba Fields?

42. When is construction expected to be completed for the new primary school for Nirimba Fields?

43. What is the scope of works for the new primary school for Nirimba Fields?

44. What is the estimated total cost for the new primary school for Nirimba Fields?

45. What is the timeline for the new primary school for Nirimba Fields?

46. How many students will the new primary school for Nirimba Fields accommodate?

47. How much money was allocated for the new primary school for Nirimba Fields in the 2023/2024 budget?

48. What was the funding allocation for the new primary school for Nirimba Fields for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$11 million in 2023/24 towards the new Nirimba Fields primary school. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for Tallawong

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49. What date did planning begin for the new primary school for Tallawong?
50. What date did construction begin for the new primary school for Tallawong?
51. When is construction expected to be completed for the new primary school for Tallawong?
52. What is the scope of works for the new primary school for Tallawong?
53. What is the timeline for the new primary school for Tallawong?
54. Will a new preschool be built on site as part of the new primary school for Tallawong?
55. If yes, will it be one of the 100 new preschools you have committed to or in addition?
56. How many students will the new primary school for Tallawong accommodate?
57. What is the total estimated cost of the new primary school for Tallawong?
58. How much money was allocated for the new primary school for Tallawong in the 2023/2024 budget?
59. What was the funding allocation for the new primary school for Tallawong for each year in the forward estimates?
60. What is the total estimated cost of the temporary Tallawong Public School?
61. What is the estimated completion date for the temporary Tallawong Public School?
62. How many students will the temporary Tallawong Public School accommodate?

The NSW 2023-24 Budget allocated \$29 million in 2023/24 towards delivering Tallawong Public School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Schofields and Tallawong

63. What date did planning begin for the new high school for Schofields and Tallawong?
64. What date is construction forecast to begin for the new high school for Schofields and Tallawong?
65. When is construction expected to be completed for the new high school for Schofields and Tallawong?
66. What is the scope of works for the new high school for Schofields and Tallawong?
67. What is the estimated total cost for the new high school for Schofields and Tallawong?
68. What is the timeline for the new high school for Schofields and Tallawong?
69. How many students will the new high school for Schofields and Tallawong accommodate?
70. How much money was allocated for the new high school for Schofields and Tallawong in the 2023/2024 budget?

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71. What was the funding allocation for the new high school for Schofields and Tallawong for each year in the forward estimates?

72. What is the total estimated cost of the temporary Schofields and Tallawong High School?

73. What is the estimated completion date for the temporary Schofields and Tallawong High School?

74. How many students will the temporary Schofields and Tallawong High School accommodate?

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to deliver a new high school for Schofields and Tallawong. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for Gregory Hills

75. What date did planning begin for the new primary school for Gregory Hills?

76. What date did construction begin for the new primary school for Gregory Hills?

77. When is construction expected to be completed for the new primary school for Gregory Hills?

78. What is the scope of works for the new primary school for Gregory Hills?

79. What is the timeline for the new primary school for Gregory Hills?

80. Will a new preschool be built on site as part of the new primary school for Gregory Hills?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

81. How many students will the new primary school for Gregory Hills accommodate?

82. What is the total estimated cost of the new primary school for Gregory Hills?

83. How much money was allocated for the new primary school for Gregory Hills in the 2023/2024 budget?

84. What was the funding allocation for the new primary school for Gregory Hills for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$48.3 million in 2023/24 towards the delivery of a new primary school for Gregory Hills. The estimated total cost is currently Commercial-in-Confidence.

Work is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Gledswood Hills and Gregory Hills

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85. What date did planning begin for the new high school for Gledswood Hills and Gregory Hills?
86. What date is construction forecast to begin for the new high school for Gledswood Hills and Gregory Hills?
87. When is construction expected to be completed for the new high school for Gledswood Hills and Gregory Hills?
88. What is the scope of works for the new high school for Gledswood Hills and Gregory Hills?
89. What is the estimated total cost for the new high school for Gledswood Hills and Gregory Hills?
90. What is the timeline for the new high school for Gledswood Hills and Gregory Hills?
91. How many students will the new high school for Gledswood Hills and Gregory Hills accommodate?
92. How much money was allocated for the new high school for Gledswood Hills and Gregory Hills in the 2023/2024 budget?
93. What was the funding allocation for the new high school for Gledswood Hills and Gregory Hills for each year in the forward estimates?
94. What is the total estimated cost of the temporary Gledswood Hills and Gregory Hills High School?
95. What is the estimated completion date for the temporary Gledswood Hills and Gregory Hills High School?
96. How many students will the temporary Gledswood Hills and Gregory Hills High School accommodate?

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to deliver a new high school for Gledswood Hills and Gregory Hills. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning and site selection is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Leppington and Denham Court

97. What date did planning begin for the new high school for Leppington and Denham Court?
98. What date is construction forecast to begin for the new high school for Leppington and Denham Court?
99. When is construction expected to be completed for the new high school for Leppington and Denham Court?
100. What is the scope of works for the new high school for Leppington and Denham Court?
101. What is the timeline for the new high school for Leppington and Denham Court?
102. How many students will the new high school for Leppington and Denham Court accommodate?

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103. What is the total estimated cost of the new high school for Leppington and Denham Court?

104. How much money was allocated for the new high school for Leppington and Denham Court in the 2023/2024 budget?

105. What was the funding allocation for the new high school for Leppington and Denham Court for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to deliver a new high school for Leppington and Denham Court. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Edmondson Park

106. What date did planning begin for the new high school for Edmondson Park?

107. What date is construction forecast to begin for the new high school for Edmondson Park?

108. When is construction expected to be completed for the new high school Edmondson Park?

109. What is the scope of works for the new high school for Edmondson Park?

110. What is the estimated total cost for the new high school for Edmondson Park?

111. What is the timeline for the new high school for Edmondson Park?

112. How many students will the new high school for Edmondson Park accommodate?

113. How much money was allocated for the new high school for Edmondson Park in the 2023/2024 budget?

114. What was the funding allocation for the new high school for Edmondson Park for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$3.5 million in 2023/24 towards the new high school in Edmondson Park. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for Liverpool (Gulyangarri Public School)

115. When did planning begin for the new primary school for Liverpool (Gulyangarri Public School)?

116. What date did construction begin for the new primary school for Liverpool (Gulyangarri Public School)?

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117. When is construction expected to be completed for the new primary school for Liverpool (Gulyangarri Public School)?
118. What is the scope of works for the new primary school for Liverpool (Gulyangarri Public School)?
119. What is the estimated total cost for the new primary school for Liverpool (Gulyangarri Public School)?
120. What is the timeline for the new primary school for Liverpool (Gulyangarri Public School)?
121. How many students will the new primary school for Liverpool (Gulyangarri Public School) accommodate?
122. How much money was allocated for the new primary school for Liverpool (Gulyangarri Public School) in the 2023/2024 budget?
123. What was the funding allocation for the new primary school for Liverpool (Gulyangarri Public School) for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$20 million in 2023/24 to deliver Gulyangarri Public School, with work well underway.

Gulyangarri Public School is now taking enrolments and will open its doors to welcome students on Day 1, Term 1, 2024.

Updates are being made available on the School Infrastructure NSW website as the project progresses.

New primary school for Nowra

124. When did planning begin for the new primary school for Nowra?
125. What date did construction begin for the new primary school for Nowra?
126. When is construction expected to be completed for the new primary school for Nowra?
127. What is the scope of works for the new primary school for Nowra?
128. What is the timeline for the new primary school for Nowra?
129. How many students will the new primary school for Nowra accommodate?
130. What is the total estimated cost of the new primary school for Nowra?
131. How much money was allocated for the new primary school for Nowra in the 2023/2024 budget?
132. What was the funding allocation for the new primary school for Nowra for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$5.8 million in 2023/24 towards the new primary school for Nowra. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Medowie

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133. What date did planning begin for the new high school for Medowie?
134. What date is construction forecast to begin for the new high school for Medowie?
135. When is construction expected to be completed for the new high school for Medowie?
136. What is the scope of works for the new high school for Medowie?
137. What is the timeline for the new high school for Medowie?
138. How many students will the new high school for Medowie accommodate?
139. What is the total estimated cost of the new high school for Medowie?
140. How much money was allocated for the new high school for Medowie in the 2023/2024 budget?
141. What was the funding allocation for the new high school for Medowie for each year in the forward estimates?
142. Is there existing capacity at Irrawang High School and Hunter River High Schools?
(a) Are both of these schools are getting upgrades to allow for more students?"
143. Did you seek advice from School Infrastructure about building this school?

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to deliver a new high school in Medowie. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

The NSW 2023-24 Budget also allocated \$23.7 million toward the Hunter River High School upgrade and \$10.5 million toward the Irrawang High School upgrade. Further information is available on the School Infrastructure NSW website.

New primary school for Albury Thurgoona

144. When did planning begin for the new primary school for Albury Thurgoona?
145. What date did construction begin for the new primary school for Albury Thurgoona?
146. When is construction expected to be completed for the new primary school for Albury Thurgoona?
147. What is the scope of works for the new primary school for Albury Thurgoona?
148. What is the estimated total cost for the new primary school for Albury Thurgoona?
149. What is the timeline for the new primary school for Albury Thurgoona?
150. How many students will the new primary school for Albury Thurgoona accommodate?

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151. How much money was allocated for the new primary school for Albury Thurgoona in the 2023/2024 budget?

152. What was the funding allocation for the new primary school for Albury Thurgoona for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$4.2 million in 2023/24 towards the new primary school for Albury Thurgoona. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

A new high school for Googong

153. What date did planning begin for the new high school for Googong?

154. What date is construction forecast to begin for the new high school for Googong?

155. When is construction expected to be completed for the new high school for Googong?

156. What is the scope of works for the new high school for Googong?

157. What is the estimated total cost for the new high school for Googong?

158. What is the timeline for the new high school for Googong?

159. How many students will the new high school for Googong accommodate?

160. How much money was allocated for the new high school for Googong in the 2023/2024 budget?

161. What was the funding allocation for the new high school for Googong for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to deliver a new high school for Googong. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

A new high school for Bungendore

162. What date did planning begin for the new high school for Bungendore?

163. What date is construction forecast to begin for the new high school for Bungendore?

164. When is construction expected to be completed for the new high school for Bungendore?

165. What is the scope of works for the new high school for Bungendore?

166. What is the timeline for the new high school for Bungendore?

167. How many students will the new high school for Bungendore accommodate?

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168. What is the total estimated cost of the new high school for Bungendore?

169. How much money was allocated for the new high school for Bungendore in the 2023/2024 budget?

170. What was the funding allocation for the new high school for Bungendore for each year in the forward estimates?

The NSW 2023-24 budget allocated \$43.9 million in 2023/24 towards planning and delivery of a new high school for Bungendore. The estimated total cost is \$71 million. Legal proceedings have been initiated by a local action group opposed to the new high school's location. A Land and Environment Court hearing was held on 17 July 2023. A judgement is anticipated soon.

Without wishing to pre-empt the findings of the Land and Environment Court on this matter, the department is working to deliver the high school at its permanent site as soon as possible.

Other information sought can be found publicly, including on the School Infrastructure NSW website.

Stage 2 of the new high school for Jerrabomberra

171. What date did planning begin for Stage 2 of the new high school for Jerrabomberra?

172. What date is construction forecast to begin for Stage 2 of the new high school for Jerrabomberra?

173. When is construction expected to be completed for Stage 2 of the new high school for Jerrabomberra?

174. What is the scope of works for Stage 2 of the new high school for Jerrabomberra?

175. What is the timeline for Stage 2 of the new high school for Jerrabomberra?

176. How many students will Stage 2 of the new high school for Jerrabomberra accommodate?

177. What is the total estimated cost of Stage 2 of the new high school for Jerrabomberra?

178. How much money was allocated for Stage 2 of the new high school for Jerrabomberra in the 2023/2024 budget?

179. What was the funding allocation for Stage 2 of the new high school for Jerrabomberra for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards Stage 2 of Jerrabomberra High School, in addition to \$18.46 million towards the Stage 1 upgrade. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

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Gillieston Public School redevelopment

180. When did planning begin for the Gillieston Public School redevelopment?

181. What date did construction begin for the Gillieston Public School redevelopment?

182. When is construction expected to be completed for Gillieston Public School redevelopment?

183. What is the scope of works for the new Gillieston Public School redevelopment?

184. What is the estimated total cost for the new Gillieston Public School redevelopment?

185. What is the timeline for the Gillieston Public School redevelopment?

186. Will a new preschool be built on site as part of the Gillieston Public School redevelopment?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?"

187. How many students will Gillieston Public School redevelopment accommodate?

188. How much money was allocated for the Gillieston Public School redevelopment in the 2023/2024 budget?

189. What was the funding allocation for the Gillieston Public School redevelopment for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$2.99 million in 2023/24 towards the Gillieston Public School redevelopment. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Jindabyne Education Campus

190. When did planning begin for the new Jindabyne Education Campus?

191. What date did construction begin for the Jindabyne Education Campus?

192. When is construction expected to be completed for the Jindabyne Education Campus?

193. What is the scope of works for the Jindabyne Education Campus?

194. What is the timeline for the Jindabyne Education Campus?

195. Will a new preschool be built on site as part of the Jindabyne Education Campus?

196. If yes, will it be one of the 100 new preschools you have committed to or in addition?

197. How many students will the Jindabyne Education Campus accommodate?

198. What is the total estimated cost of the Jindabyne Education Campus?

199. How much money was allocated for the Jindabyne Education Campus in the 2023/2024 budget?

200. What was the funding allocation for the Jindabyne Education Campus for each year in the forward estimates?

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The NSW 2023-24 Budget allocated \$77.3 million in 2023/24 towards the new Jindabyne Education Campus. The estimated total cost will be published in future budget papers.

The purpose-built campus will include a separate primary school and high school, with modern facilities to support students, teachers, and the community.

Work is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Lennox Head Public School

201. When did planning begin for the Lennox Head Public School relocation?

202. What date did construction begin for the Lennox Head Public School relocation?

203. When is construction expected to be completed for the Lennox Head Public School relocation?

204. What is the scope of works for the Lennox Head Public School relocation?

205. What is the estimated total cost for the Lennox Head Public School relocation?

206. What is the timeline for the Lennox Head Public School relocation?

207. How many students will Lennox Head Public School relocation accommodate?

208. How much money was allocated for the Lennox Head Public School relocation in the 2023/2024 budget?

209. What was the funding allocation for the Lennox Head Public School relocation for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$1.34 million in 2023/24 for the Lennox Head Public School project. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

As part of the NSW Government's commitment to deliver expanded access to early childhood education, planning for this school will include an on-site public preschool.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Bomaderry High School upgrade

210. What date did planning begin for the Bomaderry High School upgrade?

211. What date is construction forecast to begin for the Bomaderry High School upgrade?

212. When is construction expected to be completed for the Bomaderry High School upgrade?

213. What is the scope of works for the Bomaderry High School upgrade?

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214. What is the estimated total cost for the Bomaderry High School upgrade?

215. What is the timeline for the Bomaderry High School upgrade?

216. How many students will the Bomaderry High School upgrade accommodate?

217. How much money was allocated for the Bomaderry High School upgrade in the 2023/2024 budget?

218. What was the funding allocation for the Bomaderry High School upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$1.7 million in 2023/24 for the Bomaderry High School upgrade. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Hunter River High School upgrade

219. What date did planning begin for the Hunter River High School upgrade?

220. What date is construction forecast to begin for the Hunter River High School upgrade?

221. When is construction expected to be completed for the Hunter River High School upgrade?

222. What is the scope of works for the Hunter River High School upgrade?

223. What is the estimated total cost for the Hunter River High School upgrade?

224. What is the timeline for the Hunter River High School upgrade?

225. How many students will the Hunter River High School upgrade accommodate?

226. How much money was allocated for the Hunter River High School upgrade in the 2023/2024 budget?

227. What was the funding allocation for the Hunter River High School upgrade for each year in the forward estimates?

The 2023-24 NSW Budget allocated \$23.7 million in 2023/24 to deliver the Hunter River High School upgrade. The estimated total cost is currently Commercial-in-Confidence.

A Development Application for the project is currently with the local council and construction will commence upon receipt of planning approvals.

Updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Irrawang High School upgrade

228. What date did planning begin for the Irrawang High School upgrade?

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- 229. What date is construction forecast to begin for the Irrawang High School upgrade?**
- 230. When is construction expected to be completed for the Irrawang High School upgrade?**
- 231. What is the scope of works for the Irrawang High School upgrade?**
- 232. What is the estimated total cost for the Irrawang High School upgrade?**
- 233. What is the timeline for the Irrawang High School upgrade?**
- 234. How many students will the Irrawang High School upgrade accommodate?**
- 235. How much money was allocated for the Irrawang High School upgrade in the 2023/2024 budget?**
- 236. What was the funding allocation for the Irrawang High School upgrade for each year in the forward estimates?**

The 2023-24 NSW Budget allocated \$10.5 million in 2023/24 to deliver Irrawang High School upgrade. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

A development application is currently with the local council and construction will commence upon receipt of planning approval.

Planning is underway, and updates and timeframes will be made available as the on the School Infrastructure NSW website as the project progresses.

Moruya High School upgrade

- 237. What date did planning begin for the Moruya High School upgrade?**
- 238. What date is construction forecast to begin for the Moruya High School upgrade?**
- 239. When is construction expected to be completed for the Moruya High School upgrade?**
- 240. What is the scope of works for the Moruya High School upgrade?**
- 241. What is the timeline for the Moruya High School upgrade?**
- 242. How many students will the Moruya High School upgrade accommodate?**
- 243. What is the total estimated cost of the Moruya High School upgrade?**
- 244. How much money was allocated for the Moruya High School upgrade in the 2023/2024 budget?**
- 245. What was the funding allocation for the Moruya High School upgrade for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$13.2 million in 2023/24 towards the upgrade of Moruya High School project. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Ulladulla Public School Upgrade

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- 246. What date did planning begin for the Ulladulla Public School upgrade?
- 247. What date is construction forecast to begin for the Ulladulla Public School upgrade?
- 248. When is construction expected to be completed for the Ulladulla Public School upgrade?
- 249. What is the scope of works for the Ulladulla Public School upgrade?
- 250. What is the timeline for the Ulladulla Public School upgrade?
- 251. How many students will the Ulladulla Public School upgrade accommodate?
- 252. Will a new preschool be built on site as part of the Jindabyne Education Campus?
(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?
- 253. What is the total estimated cost of the Ulladulla Public School upgrade?
- 254. How much money was allocated for the Ulladulla Public School upgrade in the 2023/2024 budget?
- 255. What was the funding allocation for the Ulladulla Public School upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$375,000 in 2023/24 towards the Ulladulla Public School upgrade project. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Milton Public School Upgrade

- 256. What date did planning begin for the Milton Public School upgrade?
- 257. What date is construction forecast to begin for the Milton Public School upgrade?
- 258. When is construction expected to be completed for the Milton Public School upgrade?
- 259. What is the scope of works for the Milton Public School upgrade?
- 260. What is the estimated total cost for the Milton Public School upgrade?
- 261. What is the timeline for the Milton Public School upgrade?
- 262. How many students will the Milton Public School upgrade accommodate?
- 263. How much money was allocated for the Milton Public School upgrade in the 2023/2024 budget?
- 265. What was the funding allocation for the Milton Public School upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$375,000 in 2023/24 towards the Milton Public School upgrade. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

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Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Yanco Agricultural High School upgrade

266. What date did planning begin for the Yanco Agricultural High School upgrade?

267. What date is construction forecast to begin for the Yanco Agricultural High School upgrade?

268. When is construction expected to be completed for the Yanco Agricultural High School upgrade?

269. What is the scope of works for the Yanco Agricultural High School upgrade?

270. What is the estimated total cost for the Yanco Agricultural High School upgrade?

271. What is the timeline for the Yanco Agricultural High School upgrade?

272. How many students will the Yanco Agricultural High School upgrade accommodate?

273. What is the total estimated cost of the Yanco Agricultural High School upgrade?

274. How much money was allocated for the Yanco Agricultural High School upgrade in the 2023/2024 budget?

275. What was the funding allocation for the Yanco Agricultural High School upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$19 million in 2023/24 towards an upgrade to Yanco Agricultural High School's boarding facilities. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for Calderwood

276. What date did planning begin for the new primary school for Calderwood?

277. What date is construction forecast to begin for the new primary school for Calderwood?

278. When is construction expected to be completed for the new primary school for Calderwood?

279. What is the scope of works for the new primary school for Calderwood?

280. What is the timeline for the new primary school for Calderwood?

281. How many students will the new primary school for Calderwood accommodate?

282. Will a new preschool be built on site as part of the new primary school for Calderwood?

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(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

283. What is the total estimated cost of the new primary school for Calderwood?

284. How much money was allocated for the new primary school for Calderwood in the 2023/2024 budget?

285. What was the funding allocation for the new primary school for Calderwood for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to plan a new primary school in Calderwood. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning and site investigation is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Cambridge Gardens Public School Upgrade

286. What date did planning begin for the Cambridge Gardens Public School Upgrade?

287. What date is construction forecast to begin for the Cambridge Gardens Public School Upgrade?

288. When is construction expected to be completed for the Cambridge Gardens Public School Upgrade?

289. What is the scope of works for the Cambridge Gardens Public School Upgrade?

290. What is the timeline for the Cambridge Gardens Public School Upgrade?

291. How many students will the Cambridge Gardens Public School Upgrade accommodate?

292. Will a new preschool be built on site as part of the Cambridge Gardens Public School Upgrade?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

293. What is the total estimated cost of the Cambridge Gardens Public School Upgrade?

294. How much money was allocated for the Cambridge Gardens Public School Upgrade in the 2023/2024 budget?

295. What was the funding allocation for the Cambridge Gardens Public School Upgrade for each year in the forward estimates?

As part of the Government's plan to rebuild essential services, the 2023-24 Budget is delivering a record \$3.5 billion for new and upgraded schools in Western Sydney. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

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Cammeray Public School Upgrade

296. What date did planning begin for the Cammeray Public School Upgrade?

297. What date is construction forecast to begin for the Cammeray Public School Upgrade?

298. When is construction expected to be completed for the Cammeray Public School Upgrade?

299. What is the scope of works for the Cammeray Public School Upgrade?

300. What is the timeline for the Cammeray Public School Upgrade?

301. How many students will the Cammeray Public School Upgrade accommodate?

302. Will a new preschool be built on site as part of the Cammeray Public School Upgrade?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

303. What is the total estimated cost of the Cammeray Public School Upgrade?

304. How much money was allocated for the Cammeray Public School Upgrade in the 2023/2024 budget?

305. What was the funding allocation for the Cammeray Public School Upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards upgrading Cammeray Public School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Dalmeny Public School Upgrade

306. What date did planning begin for the Dalmeny Public School Upgrade?

307. What date is construction forecast to begin for the Dalmeny Public School Upgrade?

308. When is construction expected to be completed for the Dalmeny Public School Upgrade?

309. What is the scope of works for the Dalmeny Public School Upgrade?

310. What is the timeline for the Dalmeny Public School Upgrade?

311. How many students will the Dalmeny Public School Upgrade accommodate?

312. Will a new preschool be built on site as part of the Dalmeny Public School Upgrade? (a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

313. What is the total estimated cost of the Dalmeny Public School Upgrade?

314. How much money was allocated for the Dalmeny Public School Upgrade in the 2023/2024 budget?

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315. What was the funding allocation for the Dalmeny Public School Upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the new Dalmeny Public School upgrade. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Dapto High School Covered Outdoor Learning Area

316. What date did planning begin for the Dapto High School Covered Outdoor Learning Area?

317. What date is construction forecast to begin for the Dapto High School Covered Outdoor Learning Area?

318. When is construction expected to be completed for the Dapto High School Covered Outdoor Learning Area?

319. What is the scope of works for the Dapto High School Covered Outdoor Learning Area?

320. What is the timeline for the Dapto High School Covered Outdoor Learning Area?

321. How many students will the Dapto High School Covered Outdoor Learning Area accommodate?

322. What is the total estimated cost of the Dapto High School Covered Outdoor Learning Area?

323. How much money was allocated for the Dapto High School Covered Outdoor Learning Area in the 2023/2024 budget?

324. What was the funding allocation for the Dapto High School Covered Outdoor Learning Area for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the new Dapto High School Covered Outdoor Learning Area project. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Dundas Public School Upgrade

325. What date did planning begin for the Dundas Public School Upgrade?

326. What date is construction forecast to begin for the Dundas Public School Upgrade?

327. When is construction expected to be completed for the Dundas Public School Upgrade?

328. What is the scope of works for the Dundas Public School Upgrade?

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329. What is the timeline for the Dundas Public School Upgrade?

330. How many students will the Dundas Public School Upgrade accommodate?

331. Will a new preschool be built on site as part of the Dundas Public School Upgrade?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition

332. What is the total estimated cost of the Dundas Public School Upgrade?

333. How much money was allocated for the Dundas Public School Upgrade in the 2023/2024 budget?

334. What was the funding allocation for the Dundas Public School Upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the project to upgrade Dundas Public School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Flinders

335. What date did planning begin for the new high school for Flinders?

336. What date is construction forecast to begin for the new high school for Flinders?

337. When is construction expected to be completed for the new high school for Flinders?

338. What is the scope of works for the new high school for Flinders?

339. What is the timeline for the new high school for Flinders?

340. How many students will the new high school for Flinders accommodate?

341. What is the total estimated cost of the new high school for Flinders?

342. How much money was allocated for the new high school for Flinders in the 2023/2024 budget?

343. What was the funding allocation for the new high school for Flinders for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards a new high school in Flinders in the Illawarra. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning and site investigation is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Greenway Park Public School Upgrade

344. What date did planning begin for the Greenway Park Public School Upgrade?

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345. What date is construction forecast to begin for the Greenway Park Public School Upgrade?

346. When is construction expected to be completed for the Greenway Park Public School Upgrade?

347. What is the scope of works for the Greenway Park Public School Upgrade?

348. What is the timeline for the Greenway Park Public School Upgrade?

349. How many students will the Greenway Park Public School Upgrade accommodate?

350. Will a new preschool be built on site as part of the Greenway Park Public School Upgrade?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

351. What is the total estimated cost of the Greenway Park Public School Upgrade?

352. How much money was allocated for the Greenway Park Public School Upgrade in the 2023/2024 budget?

353. What was the funding allocation for Greenway Park Public School Upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$3.5 billion towards delivering new and upgraded schools in Western Sydney. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for Huntlee

354. What date did planning begin for the new primary school for Huntlee?

355. What date is construction forecast to begin for the new primary school for Huntlee?

356. When is construction expected to be completed for the new primary school for Huntlee?

357. What is the scope of works for the new primary school for Huntlee?

358. What is the timeline for the new primary school for Huntlee?

359. How many students will the new primary school for Huntlee accommodate?

360. Will a new preschool be built on site as part of the new primary school for Huntlee?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

361. What is the total estimated cost of the new primary school for Huntlee?

362. How much money was allocated for the new primary school for Huntlee in the 2023/2024 budget?

363. What was the funding allocation for new primary school for Huntlee for each year in the forward estimates?

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The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to plan a new primary school and high school in Huntlee.

The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning and site investigation is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Jordan Springs

364. What date did planning begin for the new high school for Jordan Springs?

365. What date is construction forecast to begin for the new high school for Jordan Springs?

366. When is construction expected to be completed for the new high school for Jordan Springs?

367. What is the scope of works for the new high school for Jordan Springs?

368. What is the timeline for the new high school for Jordan Springs?

369. How many students will the new high school for Jordan Springs accommodate?

370. What is the total estimated cost of the new high school for Jordan Springs?

371. How much money was allocated for the new high school for Jordan Springs in the 2023/2024 budget?

372. What was the funding allocation for new high school for Jordan Springs for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$3.5 billion towards delivering new and upgraded schools in Western Sydney. The estimated total cost of this project is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Katoomba High School New Multi-Purpose Hall

373. What date did planning begin for the Katoomba High School New Multi-Purpose Hall?

374. What date is construction forecast to begin for the Katoomba High School New Multi-Purpose Hall?

375. When is construction expected to be completed for the Katoomba High School New Multi-Purpose Hall?

376. What is the scope of works for the Katoomba High School New Multi-Purpose Hall?

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377. What is the timeline for the Katoomba High School New Multi-Purpose Hall?

378. How many students will the Katoomba High School New Multi-Purpose Hall accommodate?

379. What is the total estimated cost of the Katoomba High School New Multi-Purpose Hall?

380. How much money was allocated for the Katoomba High School New Multi-Purpose Hall in the 2023/2024 budget?

381. What was the funding allocation for the Katoomba High School New Multi-Purpose Hall each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the new multipurpose hall at Katoomba High School project. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Kingswood Public School Upgrade

382. What date did planning begin for the Kingswood Public School Upgrade?

383. What date is construction forecast to begin for the Kingswood Public School Upgrade?

384. When is construction expected to be completed for the Kingswood Public School Upgrade?

385. What is the scope of works for the Kingswood Public School Upgrade?

386. What is the timeline for the Kingswood Public School Upgrade?

387. How many students will the Kingswood Public School Upgrade accommodate?

388. Will a new preschool be built on site as part of the Kingswood Public School Upgrade?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

389. What is the total estimated cost of the Kingswood Public School Upgrade?

390. How much money was allocated for the Kingswood Public School Upgrade in the 2023/2024 budget?

391. What was the funding allocation for the Kingswood Public School Upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the Kingswood Public School upgrade. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

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Kogarah Public School Upgrade

- 392. What date did planning begin for the Kogarah Public School Upgrade?**
- 393. What date is construction forecast to begin for the Kogarah Public School Upgrade?**
- 394. When is construction expected to be completed for the Kogarah Public School Upgrade?**
- 395. What is the scope of works for the Kogarah Public School Upgrade?**
- 396. What is the timeline for the Kogarah Public School Upgrade?**
- 397. How many students will the Kogarah Public School Upgrade accommodate?**
- 398. Will a new preschool be built on site as part of the Kogarah Public School Upgrade?**
 - (a) If yes, will it be one of the 100 new preschools you have committed to or in addition?**
- 399. What is the total estimated cost of the Kogarah Public School Upgrade?**
- 400. How much money was allocated for the Kogarah Public School Upgrade in the 2023/2024 budget?**
- 401. What was the funding allocation for the Kogarah Public School Upgrade for each year in the forward estimates?**

The NSW 2023-24 Budget allocated funding in 2023/24 towards the Kogarah Public School upgrade project. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Melrose Park

- 402. What date did planning begin for the new high school for Melrose Park?**
- 403. What date is construction forecast to begin for the new high school for Melrose Park?**
- 404. When is construction expected to be completed for the new high school for Melrose Park?**
- 405. What is the scope of works for the new high school for Melrose Park?**
- 406. What is the timeline for the new high school for Melrose Park?**
- 407. How many students will the new high school for Melrose Park?**
- 408. What is the total estimated cost of the new high school for Melrose Park?**
- 409. How much money was allocated for the new high school for Melrose Park in the 2023/2024 budget?**
- 410. What was the funding allocation for the new high school for Melrose Park for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to deliver a new high school at Melrose Park.

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The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Minnamurra Public School upgrade (new nature playground)

411. What date did planning begin for the Minnamurra Public School upgrade (new nature playground)?

412. What date is construction forecast to begin for the Minnamurra Public School upgrade (new nature playground)?

413. When is construction expected to be completed for the Minnamurra Public School upgrade (new nature playground)?

414. What is the scope of works for the Minnamurra Public School upgrade (new nature playground)?

415. What is the timeline for the Minnamurra Public School upgrade (new nature playground)?

416. How many students will the Minnamurra Public School upgrade (new nature playground)?

417. What is the total estimated cost of the Minnamurra Public School upgrade (new nature playground)?

418. How much money was allocated for the Minnamurra Public School upgrade (new nature playground) in the 2023/2024 budget?

419. Will Minnamurra Public School be making a financial contribution to the total cost of the upgrade (new nature playground)?

420. What was the funding allocation for the Minnamurra Public School upgrade (new nature playground) for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the Minnamurra Public School playground project. The estimated total cost is currently Commercial-in-Confidence. Total cost will be published once the project has moved through formal procurement processes.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Northbridge Public School upgrade

421. What date did planning begin for the Northbridge Public School upgrade?

422. What date is construction forecast to begin for the Northbridge Public School upgrade?

423. When is construction expected to be completed for the Northbridge Public School upgrade?

424. What is the scope of works for the Northbridge Public School upgrade?

425. What is the timeline for the Northbridge Public School upgrade?

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- 426. How many students will the Northbridge Public School upgrade accommodate?**
- 427. Will a new preschool be built on site as part of the Northbridge Public School upgrade?**
- (a) If yes, will it be one of the 100 new preschools you have committed to or in addition?**
- 428. What is the total estimated cost of the Northbridge Public School upgrade?**
- 429. How much money was allocated for the Northbridge Public School upgrade in the 2023/2024 budget?**
- 430. What was the funding allocation for the Northbridge Public School upgrade for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$8.8 billion towards delivering new and upgraded schools. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Northmead Creative and Performing Arts High School Upgrade

- 431. What date did planning begin for the Northmead Creative and Performing Arts High School Upgrade?**
- 432. What date is construction forecast to begin for the Northmead Creative and Performing Arts High School Upgrade?**
- 433. When is construction expected to be completed for the Northmead Creative and Performing Arts High School Upgrade?**
- 434. What is the scope of works for the Northmead Creative and Performing Arts High School Upgrade?**
- 435. What is the timeline for the Northmead Creative and Performing Arts High School Upgrade?**
- 436. How many students will the Northmead Creative and Performing Arts High School Upgrade accommodate?**
- 437. What is the total estimated cost of the Northmead Creative and Performing Arts High School Upgrade?**
- 438. How much money was allocated for the Northmead Creative and Performing Arts High School Upgrade in the 2023/2024 budget?**
- 439. What was the funding allocation for the Northmead Creative and Performing Arts High School Upgrade for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$3.5 billion towards delivering new and upgraded schools in Western Sydney. This includes funding to deliver upgrades at Northmead Creative and Performing Arts High School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

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Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Northmead Public School Upgrade

440. What date did planning begin for the Northmead Public School Upgrade?

441. What date is construction forecast to begin for the Northmead Public School Upgrade?

442. When is construction expected to be completed for the Northmead Public School Upgrade?

443. What is the scope of works for the Northmead Public School Upgrade?

444. What is the timeline for the Northmead Public School Upgrade?

445. How many students will the Northmead Public School Upgrade accommodate?

446. Will a new preschool be built on site as part of the Northmead Public School Upgrade?

(a) If yes, will it be one of the 100 new preschools you have committed to or in addition?

447. What is the total estimated cost of the Northmead Public School Upgrade?

448. How much money was allocated for the Northmead Public School Upgrade in the 2023/2024 budget?

449. What was the funding allocation for the Northmead Public School Upgrade for each year in the forward estimates?

The NSW 2023-24 Budget allocated \$3.5 billion towards delivering new and upgraded schools in Western Sydney. This includes funding to deliver an upgrade at Northmead Public School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New high school for Pottsville

450. What date did planning begin for the new high school for Pottsville?

451. What date is construction forecast to begin for the new high school for Pottsville?

452. When is construction expected to be completed for the new high school for Pottsville?

453. What is the scope of works for the new high school for Pottsville?

454. What is the timeline for the new high school for Pottsville?

455. How many students will the new high school for Pottsville accommodate?

456. What is the total estimated cost of the new high school for Pottsville?

457. How much money was allocated for the new high school for Pottsville in the 2023/2024 budget?

458. What was the funding allocation for the new high school for Pottsville for each year in the forward estimates?

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The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to plan for a new high school for Pottsville. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning and site investigation is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Sutherland Public School New Multi - Purpose Hall

459. What date did planning begin for the Sutherland Public School New Multi - Purpose Hall?

460. What date is construction forecast to begin for the Sutherland Public School New Multi - Purpose Hall?

461. When is construction expected to be completed for the Sutherland Public School New Multi - Purpose Hall?

462. What is the scope of works for the Sutherland Public School New Multi - Purpose Hall?

463. What is the timeline for the Sutherland Public School New Multi - Purpose Hall?

464. How many students will the Sutherland Public School New Multi - Purpose Hall accommodate?

465. What is the total estimated cost of the Sutherland Public School New Multi - Purpose Hall?

466. How much money was allocated for the Sutherland Public School New Multi - Purpose Hall in the 2023/2024 budget?

467. What was the funding allocation for the Sutherland Public School New Multi - Purpose Hall for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the new multipurpose hall at Sutherland Public School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school near Sydney Olympic Park (Carter St Precinct)

468. What date did planning begin for the new primary school near Sydney Olympic Park (Carter St Precinct)?

469. What date is construction forecast to begin for the new primary school near Sydney Olympic Park (Carter St Precinct)?

470. When is construction expected to be completed for the new primary school near Sydney Olympic Park (Carter St Precinct)?

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- 471. What is the scope of works for the new primary school near Sydney Olympic Park (Carter St Precinct)?**
- 472. What is the timeline for the new primary school near Sydney Olympic Park (Carter St Precinct)?**
- 473. How many students will the new primary school near Sydney Olympic Park (Carter St Precinct) accommodate?**
- 474. What is the total estimated cost of the new primary school near Sydney Olympic Park (Carter St Precinct)?**
- 475. How much money was allocated for the new primary school near Sydney Olympic Park (Carter St Precinct)?**
- 476. What was the funding allocation for the new primary school near Sydney Olympic Park (Carter St Precinct) for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$767.1 million to support the planning and delivery of 14 new schools. This includes funding to deliver a new Primary School near Sydney Olympic Park.

The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

The Ponds High School Upgrade

- 477. What date did planning begin for The Ponds High School Upgrade?**
- 478. What date is construction forecast to begin for The Ponds High School Upgrade?**
- 479. When is construction expected to be completed for The Ponds High School Upgrade?**
- 480. What is the scope of works for The Ponds High School Upgrade?**
- 481. What is the timeline for The Ponds High School Upgrade?**
- 482. How many students will The Ponds High School Upgrade accommodate?**
- 483. What is the total estimated cost of The Ponds High School Upgrade?**
- 484. How much money was allocated for The Ponds High School Upgrade?**
- 485. What was the funding allocation for The Ponds High School Upgrade for each year in the forward estimates?**

The NSW 2023-24 Budget allocated funding in 2023/24 towards the project to upgrade The Ponds High School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Vincentia High School Upgrade

- 486. What date did planning begin for the Vincentia High School Upgrade?**

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- 487. What date is construction forecast to begin for the Vincentia High School Upgrade?**
- 488. When is construction expected to be completed for the Vincentia High School Upgrade?**
- 489. What is the scope of works for the Vincentia High School Upgrade?**
- 490. What is the timeline for the Vincentia High School Upgrade?**
- 491. How many students will the Vincentia High School Upgrade accommodate?**
- 492. What is the total estimated cost of the Vincentia High School Upgrade?**
- 493. How much money was allocated for the Vincentia High School Upgrade?**
- 494. What was the funding allocation for the Vincentia High School Upgrade for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$1.4 billion in 2023/24 towards delivering new and upgraded schools in regional NSW. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

New primary school for West Dapto

- 495. What date did planning begin for the new primary school for West Dapto?**
- 496. What date is construction forecast to begin for the new primary school for West Dapto?**
- 497. When is construction expected to be completed for the new primary school for West Dapto?**
- 498. What is the scope of works for the new primary school for West Dapto?**
- 499. What is the timeline for the new primary school for West Dapto?**
- 500. How many students will the new primary school for West Dapto accommodate?**
- 501. Will a new preschool be built on site as part of the new primary school for West Dapto?**
 - (a) If yes, will it be one of the 100 new preschools you have committed to or in addition?**
- 502. What is the total estimated cost of the new primary school for West Dapto?**
- 503. How much money was allocated for the new primary school for West Dapto in the 2023/2024 budget?**
- 504. What was the funding allocation for the new primary school for West Dapto for each year in the forward estimates?**

The NSW 2023-24 Budget allocated \$1.4 billion in 2023/24 towards delivering new and upgraded schools in regional NSW. This includes funding to plan for a new primary school in West Dapto. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

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Planning and site investigation is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Eagle Vale High School upgrade (selective sports stream)

505. What date did planning begin for the Eagle Vale High School upgrade (selective sports stream)?

506. What date is construction forecast to begin for the Eagle Vale High School upgrade (selective sports stream)?

507. When is construction expected to be completed for the Eagle Vale High School upgrade (selective sports stream)?

508. What is the scope of works for the Eagle Vale High School upgrade (selective sports stream)?

509. What is the timeline for the Eagle Vale High School upgrade (selective sports stream)?

510. How many students will the Eagle Vale High School upgrade (selective sports stream) accommodate?

511. What is the total estimated cost of the Eagle Vale High School upgrade (selective sports stream)?

512. How much money was allocated for the Eagle Vale High School upgrade (selective sports stream) in the 2023/2024 budget?

513. What was the funding allocation for the Eagle Vale High School upgrade (selective sports stream) for each year in the forward estimates?

The NSW 2023-24 Budget allocated funding in 2023/24 towards the selective sports stream project at Eagle Vale High School. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the project progresses.

Demountables

514. Given Mr Manning confirmed he had data from May 2023, could the minister please provide the list of demountables on school sites as of that date:

(a) Broken down by school.

(b) State electorate.

The Minns Government is delivering new schools across Western Sydney and regional NSW to reduce the reliance on demountables that grew under the former Liberals and Nationals Government. New temporary schools are being delivered as an urgent stop-gap measure in areas where the former government failed to adequately plan for growth, while permanent schools are built.

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The number of demountables at NSW public schools is publicly available on the School Infrastructure NSW website.

Vaping in Schools

515. Has there been any costings done to supply every school in the state with vape detectors in the near future?

The department has tested the market for suitable vape detectors.

516. In regard to the Vaping Roundtable set to be held in November:

(a) What date will it be held?

(b) Where will it be held?

(c) Who will be attending?

(d) Will the feedback from the roundtable be made public?

(a) Thursday, 16 November 2023.

(b) NSW Department of Education, 105 Phillip Street, Parramatta.

(c) Those invited include:

Deputy Premier, The Hon Prue Car, The Hon Ryan Park, Dr Kerry Chant, Chief Health Officer NSW Health, Carolyn Murray, Director, Tobacco and E-Cigarettes Strategy, NSW Health, Alecia Brooks, Manager, Tobacco Control Unit, Cancer Council NSW, Associate Professor Becky Freeman School of Public Health, University of Sydney, Murat Dizdar, Secretary, NSW Department of Education, NSW Department of Education staff, student representatives from the DOVES Advisor group, Secondary Principals Council and Primary Principals Association, Principals across the three education sectors of NSW, Education consultations and policy Directors from Catholic Schools NSW and the Association of Independent Schools NSW, Federation of Parents and Citizens Associations of NSW, Amber Flohm, A/Deputy President, NSW Teachers Federation, Zoë Robinson, Advocate for Children and Young People.

(d) A summary of feedback from the day and actions developed as a result of the feedback will be shared with participants. A framework of actions for department implementation will be made public.

Teacher Supply Strategy – Teach for Australia

517. What was the advice provided by the department to the Minister around the Teach for Australia Program?

As has been publicly reported, the Department had previously advised the former Minister for Education there were concerns with the model, including with teacher quality and retention.

In 2020, the then Government's response to the "Report of the Portfolio Committee no.3 – Education: Measurement and outcome-based funding in New South Wales

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schools”, signed by the former Minister, stated *“that the majority of participants transfer to teach in less disadvantaged schools, and less than half of participants are still in the profession after five years”*.

In October, the Government announced an extension of the Grow Your Own program - Local Teacher Pipeline (LTP) in four high-demand locations: Dubbo and surrounding areas, Queanbeyan, Western and South Western Sydney, and the Murray region.

The program will work with schools to identify and engage potential members of the school workforce and local community to join sponsored Initial Teacher Education (ITE) pathways.

518. Was the decision to cut the Teach for Australia program a directive solely from the Minister?

No.

519. Was the NSW Teachers Federation consulted over the cutting of the Teach for Australia Program?

Stakeholders, including the NSW Teachers Federation, were notified of the program’s discontinuation.

Teacher Wages – Productivity Measures

520. What productivity measures were identified as part of the wages deal with the union?

The Government is committed to improving the efficiency of the system and ensuring it is properly supporting teachers who, for many years, have been burdened with excessive administrative workloads.

The Minns Labor Government does not support measures proposed by Liberals and Nationals to make already overworked teachers work harder.

Measures include:

- Reviewing executive teaching time and how equity of timetabled teaching can help alleviate some of the immediate staffing pressures.
- a professional pathway for teachers to remain in the classroom and provide support and mentoring to teachers such as beginning teachers.
- a commitment to reform of the Principal Classification structure.

521. What changes to the performance development framework were considered as part of the negotiations for the wages deal?

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

522. Where changes to the performance development framework discussed with the union as part of the negotiations for the wages deal?

Specific changes to performance development frameworks have not been negotiated.

Teacher Supply Strategy – Recruitment Beyond NSW

523. Can you provide a breakdown of where the teachers recruited under the Recruitment Beyond NSW are teaching and what subjects?

As at 30 October 2023, the small number of teachers recruited under the program are teaching in both metropolitan and regional schools in subjects including business studies, software design and development, and agriculture.

524. Prior to the Government cancelling Recruitment Beyond NSW, how many applications had the program received to date?

525. How many of the Recruitment Beyond NSW applicants had teaching degrees that would be recognised in NSW?

555 applications were submitted. Less than 2.4% of those who had expressed interest had teaching degrees that would be recognised in NSW.

526. Can you provide a breakdown of the various stages of recruitment for each of the applicants that applied to the Recruitment Beyond NSW program?

The recruitment process for the Recruitment Beyond NSW program included expressions of interest, assessment and visa application processes.

527. How much of the \$13 million allocated to the Recruitment Beyond NSW program was spent?

(a) Where has the remainder of the \$13 million gone?

Approximately 23%. The remainder of the funds are being allocated to the Innovative Teacher Training Fund.

528. Are there any other programs in place to recruit or attract overseas teachers to NSW? (a) Do they have any funding allocated?

529. How many overseas or interstate teachers is the Department hoping to attract in the next three years?

The Minns Labor Government's commitment to addressing the teacher shortage crisis is by attracting more people into teaching and retaining experienced teachers by valuing the profession and lifting their salaries, not short-term responses.

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As is widely accepted, competitive pay must be an essential part of any policy response to attracting and retaining qualified professional teaching staff. That is why the Minns Government abolished the Liberal National Government's unfair wages cap that suppressed the pay of teachers and delivered the most significant uplift to teachers' salaries in a generation.

Under this Government, teachers in NSW will go from being the worst paid in the country to among the highest.

The Government is also lifting the status of teachers, reducing the excessive administrative workload and focusing on local teacher supply initiatives that work, including the expansion of the Grow Your Own program.

530. What advice did the department provide to the Minister around the Recruitment Beyond NSW program before it was cut?

The program had not delivered in line with expected targets.

Phone ban

531. What support has been provided to schools to help them implement the mobile phone ban?

A variety of resources have been developed and shared with schools via the NSW Department of Education's Universal Resource Hub.

These include a variety of templated support materials, as well as case studies of schools that have successfully implemented mobile phone management strategies.

In addition, a procurement panel has been established for schools to purchase mobile phone management solutions if required.

532. What exceptions have been identified? What will be the circumstances that students will be able to use their phones?

Principals may allow students to use mobile phones in specific circumstances, such as for educational purposes, or as part of reasonable adjustment to enable students with specific needs to participate in education on the same basis as other students.

533. What will be the disciplinary processes or procedures for students who are caught with a mobile phone at school?

This will be a decision for school leaders in accordance with their school's Student Behaviour policy.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

534. Have any principals, parents or students expressed concern to the department about the ban?

The former Liberal National Government received overwhelming feedback from school communities calling for NSW to join the majority of states in implementing a blanket ban on mobile phones in high schools.

This includes a petition signed by more than 20,000 people and correspondence from concerned parents.

The feedback to the current Government continues to be overwhelmingly positive.

535. In reference to the Minister's announcement to ban mobile phones in high schools in September last year, the Minister said "This would be part of a broader move to develop comprehensive programs focusing on ethical online behaviour data privacy and critical thinking". Can you please provide further information on these comprehensive programs, which schools they're running in and when they were introduced?

Schools have been focused on educating students on how to use technology safely, responsibly and respectfully. This includes areas of ethical online behaviour, data privacy and critical thinking. Online resources are available for schools to promote and develop these digital skills among students. Furthermore, initiatives such as the Cyber marvel program provide online learning experiences in collaboration with the eSafety Commissioner.

Further, the Minns Government announced the \$2.5 million Screen-related Addition Research Fund which will provide an evidence-base to develop programs to help students and their families and carers better support children in managing their use of devices.

536. A media release published on 9 October 2023 regarding the mobile phone ban stated "The ban is one of a number of measures the Government is putting in place to improve the classroom environment and student outcomes". How does the department intend on measuring the effect of the mobile phone ban on student outcomes?

A key impact of the mobile phone ban will be the reduction of distractions within the learning environment. Feedback from schools already indicates that there has been a significant shift in this space. Schools are also reporting a positive outcome in student engagement and social interaction during lunch and recess as a result of the mobile phone ban.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

537. Did the department provide any advice around the banning of smartwatches and tablets as part of the phone ban?

Smartwatches and tablets are not banned as part of the mobile phone ban, however advice to support schools in the management of smartwatches, tablets and other technology devices is provided via the updated Digital Devices and Online Services for Students policy.

538. Has the Minister met with any tech companies to discuss other ways that devices can be used responsibly in the classroom?

No.

539. How much of the \$2.5 million research fund into screen related addictions in young people announced by the Minister and the Premier before the election has been spent?

On 6 November, the Minns Labor Government announced the establishment of the \$2.5 million Screen-related Addiction Research Fund.

Funding of up to \$500,000 will be available to successful applications for tender grants, and up to \$200,000 will be offered to successful recipients of partnership grants.

540. To date, who has the department consulted with in regards to the \$2.5 million research fund into screen related addictions in young people?

The department has consulted the Advocate for Children and Young People (ACYP), the E-Safety Commissioner, the NSW Ministry of Health and the Commonwealth Department of Education. The department has also consulted the NSW Primary Principal's Association and the NSW Secondary Principal's Council on digital device use in schools.

541. To date, what work has the department done on the \$2.5 million research fund into screen related addictions in young people?

Refer to the answer to supplementary question 539.

The department has been developing grant guidelines and advice in accordance with Legal and Finance, identifying advertisement methods to expose the fund to appropriate potential applicants, identifying concurrent screen-related projects and researchers for the Leveraging grant and Scholarships grant streams and establishing an assessment panel to review grant EOIs.

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542. When will the research conducted by the fund into screen related addictions in young people be completed?

543. When will the research conducted by the fund into screen related addictions in young people be published?

The fund will provide grants to multiple research projects over the three-year period from 2024 to 2026.

544. To date, who has the department engaged as part of the research fund into screen related addictions in young people?

Refer to the answer to supplementary question 540.

Smart Energy Schools Pilot Project

545. When will the findings around stage one of the Smart Energy Schools Pilot Project be published?

This stage of the project is expected to run over the next year.

546. When will the findings around stage two of the Smart Energy Schools Pilot Project be published?

This stage of the project is expected to run throughout 2024.

547. Given the rising cost of electricity prices, what was the advice provided by the department to the Minister in regard to cutting the Smart Energy Schools Pilot Project?

The Smart Energy Schools Pilot Project is proceeding.

Enrolment Growth

548. How many students are currently enrolled in NSW Public Schools?

This information is available publicly.

549. What is the projected growth in enrolments in the next 5 years?

Projected enrolments are considered on an active basis.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

550. Can the department provide a breakdown of projected enrolment growth each year for the next ten years?(a) Can this be provided broken down by electorate?

Information about school enrolment numbers is available publicly on the Centre for Education Statistics and Evaluation website.

Disability Royal Commission

551. Which of the recommendations from the Disability Royal Commission has the department been instructed to implement by the Government?

The NSW Department of Education is currently considering its response to the Disability Royal Commission recommendations.

552. Has the Minister been briefed on the recommendations from the Disability Royal Commission?

Yes

553. What is the Government position on Schools for Specific Purposes (SSPs)?

The NSW Government recognises the importance of building and embedding inclusive practices in all educational settings. The Government acknowledges that there's no one-size-fits-all solution for students with disability, and offers a range of options, including Schools for Specific Purposes (SSPs), to cater to diverse student needs. SSPs meet the needs of diverse student cohorts and are part of a continuum of educational support and provide parents/carers and students a choice for education that best suits their needs.

The department offers SSPs for students facing particular challenges – such as for students with moderate to high learning and support needs; students facing disruption to their education due to ill health or injury; or students whose behaviour disrupts or disengages them from learning – to transition back into mainstream schools. They include SSPs for students with disability, hospital schools, and schools within youth justice centres.

The department also offers placement in short-term specialist settings for students with and without disability. These are generally located in a mainstream school. They include tutorial centres for students with complex and challenging behaviour and suspension centres for students who are on suspension.

554. Do the changes made recently by the Minister to suspensions defy the recommendations in the Royal Commission around inclusive education?

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No.

Brighter Beginnings

555. Is the Brighter Beginnings Initiative continuing under the current Government?

Yes.

556. Who is the lead Minister for the Brighter Beginnings initiative?

The Minister for Education and Early Learning is the lead Minister of this cross-government collaboration.

557. Will all the components of the Brighter Beginnings initiative be completed in full?

Brighter Beginnings is delivering five accelerator initiatives to support children and families through the early years (from pregnancy to age five). Agency partners are focused on delivery of these initiatives.

558. Did all initiatives under Brighter Beginnings receive funding in full this year?

\$376.5 million over four years was committed to Brighter Beginnings as part of the 2022/2023 state budget. This funding commitment remains unchanged.

559. Will the department look to partner with organisations like Life Education and Royal Far West to deliver these checks?

(a) If not, why not?

The Health and Development checks in Early Childhood Education and Care (ECEC) Services program is co-led by the Department of Education and NSW Health. Local health districts have been funded to deliver these checks and are able to use this funding to partner with non-government organisations.

560. Which Local Health Districts will be rolling out the development checks this year?

In October 2023, development checks were rolled out in early childhood education centres in six Local Health Districts: Illawarra Shoalhaven, Hunter New England, Mid North Coast, Nepean Blue Mountains, South Eastern Sydney and South Western

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Sydney. More services will join throughout 2024 as the program gradually expands to all local health districts.

561. How many services will be visited as part of the development checks?

The program is currently being rolled out in six Local Health Districts (LHDs). This is an opt in program for Early Childhood Education and Care services and families, with the statewide roll out to make the program available to over 4,000 services in NSW.

562. How many children do you anticipate reaching this year as part of the Development checks?

Health and Development Checks in Early Childhood Education and Care (ECEC) Services is opt-in for ECEC services and families. The number of children who receive a health and development check will depend on decisions of families and services to participate.

563. When will the development checks be available to all children in NSW in the year before school?

Refer to the answer to supplementary question 560.

564. How many children will you reach each year with this program once it is fully operational?

Refer to the answer to supplementary question 562.

565. Is the department of education the lead agency on Brighter Beginnings?

Yes.

566. Can you please provide an update on each of the initiatives under Brighter Beginnings?

- Pregnancy family conferencing is being delivered in partnership between NSW Health and the Department of Communities and Justice.
- Sustaining NSW families is being delivered by NSW Health.
- Digital baby book is being delivered by eHealth NSW.
- Investment in Aboriginal child and family centres is being led by the Department of Communities and Justice.
- Health and development checks in early childhood education centres is being delivered in partnership between the Department of Education and NSW Health.

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Auditor General's Report – Rural and Regional Education

567. What will the timeline be for implementing the AG reports recommendations?

The Auditor General has found that despite promises from the former Education Minister, the former Liberal National Government's Rural and Remote Education Strategy had done nothing to improve educational outcomes for kids in the bush. It found the former Government did not *"provide additional resources ... establish strong central coordination, set timeframes, set measures of success, or identify new programs to address gaps in regional and remote access and outcomes"*.

I refer to Appendix One of the Report - the Department of Education's response to the Auditor General's recommendation.

It is noted that the Auditor General found that the Strategy announced by the former Minister *"did not clarify when it expects the vision, goals, or aims to be achieved, or actions to be implemented"*. Furthermore, there was no implementation plan when the strategy was released or dedicated team in place. A renewed approach is now being pursued.

568. Have there being changes to the way the Rural and Remote unit is advising or providing policy advice to the rest of the department following the release of the report?

Yes, the Unit now reports directly to Executive.

The Auditor General found that when the former Minister announced the Unit, there was "confusion" about its role and its responsibilities were "unclear".

Furthermore, the governance arrangements for the Unit *"were not fit-for-purpose, which meant there was limited action and insufficient influence to ensure priority was given to regional, rural and remote issues"*. This meant there was poor engagement from different areas of the department with competing priorities.

The Auditor General also notes that these concerns were repeatedly raised with the former Liberal National Government with no evidence that action was taken.

569. Will all the staff in that Rural and Remote Unit continue to be based in the regions?

Yes.

570. What new policy initiatives specific to rural and remote schools are included in the budget this year?

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As the Auditor General found, the Strategy announced by the former Minister did not “*identify new programs to address gaps in regional and remote access and outcomes*” and instead “*relied on matching existing programs and activities across its business areas to meet the stated actions and goals*”.

The priority areas of the renewed approach to the Strategy are being finalised. The 2023-24 NSW Budget includes a significant investment in regional, rural and remote education including \$1.4 billion for school infrastructure, the conversion of more than 7,000 temporary teachers and support staff to permanent contracts and the biggest pay increase for teachers in a generation that will take NSW teachers from being among the lowest paid in the country to the highest.

Extended School Day

571. What advice was provided to the Minister around the trial of Extended School Hours?

That the former Liberal National Government did not provide funding beyond 2022/23.

572. What did the evaluation of the extended school day trial reveal? (a) Can a copy of the evaluation be provided?

The final report of the extended school day trial is currently being finalised.

Christopher Dawson

573. Has the Minister been briefed on the recent legal case R v Dawson [2022] NSWSC 1131, and the Department of Education’s involvement?

574. Has the Minister been briefed on the former student that is taking legal action in a civil case against the Department of Education?

Yes.

575. Does the Minister support the position that the department is taking in the civil proceedings enacted by Mr Dawson’s former student?

The NSW Government’s expectation is for the department to follow the legal process for claims in accordance with the Guiding Principles and Model Litigant Policy for all government agencies. The claim referred to has been settled by agreement and a discontinuance has been filed with the Supreme Court.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

576. Has the Premier been briefed on the civil proceedings enacted by Mr Dawson's former student?

This question is best directed to the Premier.

577. Has the Attorney General been briefed on the civil proceedings enacted by Mr Dawson's former student?

The Department of Education followed the government process for seeking Attorney General approval to engage Senior Counsel in the matter, which involves providing information about the proceedings as part of the approval process.

Temporary to Permanent teacher conversions

578. When did the department begin work on identifying eligible temporary teachers who could be converted to permanent positions?

Converting 16,000 temporary teachers and support staff was a commitment of the Minns Labor Government.

Schools were contacted at the beginning of May, when the Temporary Workforce Transition Initiative (TWTI) was announced.

Under the Liberal National Government, the number of temporary teachers grew significantly from about 11,700 in 2011, to more than 24,000 in 2023. When it left office, only about 60% of all NSW teachers in Government schools were permanently employed.

579. To date how many temporary teachers and support officers have been converted to permanent positions?

(a) Can this be broken down into:

- i. Individual schools**
- ii. Subject areas.**

As at 10 November 2023, the department has so far made more than 18,100 offers of permanent employment. Of these, 9,070 teachers and more than 7,880 school support staff have accepted the offer so far.

The Minns Government is reversing the expansion of insecure teaching work overseen by the former Liberals Nationals Government.

A breakdown of acceptances by schools is provided in the attached TAB 1.

Murwillumbah Education Campus Merger

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

580. Can the Minister advise, how much has been spent to date on the merger of Murwillumbah Education Campus?

All project expenditure is published in the Infrastructure Statement of the NSW Budget on a yearly basis.

581. What were the primary reasons or motivations behind the decision to demerge the school campuses?

The former Liberal Nationals Government comprehensively botched its forced merger of the schools in Murwillumbah, including by failing to consult with the community prior to making the decision. Guided by feedback from the community, prior to the 2023 NSW election the Minns Government committed not to proceed with the merger. The Minns Government is in the process of delivering on its commitment, in consultation with the community.

582. What was the advice from the Department of Education regarding the demerger?

Refer to the answer to Legislative Council question on notice 390.

583. What is the timeline of the demerger?

This information is available publicly.

584. How was the demerger communicated to the school community, including parents, students, and teachers?

(a) Were their opinions and concerns considered?

(b) Can you provide the documents in relation to this communication?

The Minns Government made a commitment at the recent State election that the merger would not proceed, with written communication to the community following the election to affirm this commitment. A consultation process was undertaken with staff, students and parents and carers. Further information is available publicly.

585. Given that the Murwillumbah High School site has been completely gutted, what is the timeline and estimated cost of the total refurbishment?

The NSW 2023-24 Budget allocated \$12.53 million this financial year to support immediate upgrades, including at Murwillumbah High School. Estimated total costs are currently Commercial-in-Confidence. Further information is available publicly.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

586. How much has been spent to date on new uniforms for the merged high school?

587. What will happen with the uniforms that parents have purchased?

Information in relation to the school uniform policy and school uniform assistance for these schools is available publicly.

588. What will happen with the subjects children are studying that were not offered at the previous high schools due to low numbers of students?

Information in relation to the 2024 and 2025 curriculum, and subject selection, has been made available publicly. Subject offerings will be monitored and managed against cohort need.

589. What will happen with the resources purchased for the new schools?

There were no resources purchased for the new schools as the schools were never built.

Regarding existing resources, dispersal of these will be determined by school staff and executive, in consultation with senior department educational support personnel.

590. How much has been spent on the acquisition of building supplies to date?

All project expenditure is published in the Infrastructure Statement of the NSW Budget on a yearly basis.

591. Where will the budget that was allocated for the new education campus be redirected to? Will it be spent in regional New South Wales?

All project expenditure is published in the Infrastructure Statement of the NSW Budget on a yearly basis. The Minns Government will continue to deliver funding for communities that were ignored by the former government, including by investing more than \$1.4 billion over four years into new and upgraded schools for regional communities.

Community Group Renewal

592. For the Community Group Renewal projects at Bathurst Secondary School, Dubbo Primary School and Leeton Primary School listed in the 23/24 budget:

(a) Will any further funding be made available for the projects?

(b) When will these projects start?

(c) When will the projects be completed?

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(d) Can you provide a breakdown of the specific works for each project?

The NSW 2023-24 Budget allocated \$750,000 each in 2023/24 towards the Bathurst Secondary School Community Group, Dubbo Primary School Community Group and Leeton Primary School Community Group school renewal projects. The estimated total cost is currently Commercial-in-Confidence. The project scope will be finalised through the planning process.

Planning is underway, and updates and timeframes will be made available on the School Infrastructure NSW website as the projects progress.

100 Preschools on School Sites

593. What is the timeframe of delivery for the new preschool at Nirimba Fields in North West Sydney?

594. What is the timeframe of delivery for the new preschool at Gables in North West Sydney?

595. What is the timeframe of delivery for the new preschool at Melonba in North West Sydney?

596. What is the timeframe of delivery for the new preschool at Carter Street Precinct near Sydney Olympic Park?

597. What is the timeframe of delivery for the new preschool at Melrose Park Public School near Ryde?

598. What is the timeframe of delivery for the new preschool at Gulyangarri Public School in South West Sydney?

599. What is the timeframe of delivery for the new preschool at Wilton Junction in South West Sydney?

600. What is the timeframe of delivery for the new preschool at Lennox Head Public School on the North Coast?

601. What is the timeframe of delivery for the new preschool at Nowra?

602. What is the timeframe of delivery for the new preschool at Albury Thurgoona in southern NSW?

The Department of Education is undertaking infrastructure assessments on school sites as part of the commitment by the Minns Government to deliver 100 public preschools.

The first tranche of the 100 public preschools will be built by the NSW Government alongside primary schools at:

- Nirimba Fields in north-west Sydney
- Gables in north-west Sydney
- Melonba in north-west Sydney
- Carter Street Precinct near Sydney Olympic Park
- Melrose Park Public School near Ryde
- Gulyangarri Public School in south-west Sydney
- Wilton Junction in south-west Sydney
- Nowra on the South Coast

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- Lennox Head Public School on the North Coast
- Albury Thurgoona in southern NSW

Local consultation is currently occurring with principals and Early Childhood Education and Care (ECEC) services. Timelines will be communicated via the relevant project pages of the School Infrastructure NSW website.

603. Has land been secured for all of these 10 announced preschool sites?

Long-term planning ensures the department procures adequate land for the provision of school infrastructure; this includes ensuring sufficient space is afforded for the 100 preschools being delivered by the Minns Government.

604. Were these preschools always going to have a preschool built on site as part of the new school builds?

Refer to the answer to supplementary question 593 - 602.

605. Has SI received additional capital funding to be added to the budgets for these school builds to build the preschools? (a) How much per school?

As part of the 2023-24 Budget, the Minns Government has invested \$769 million to deliver 100 new public pre-schools, including building a pre-school on the grounds of new public primary schools.

Estimated total costs for individual projects are currently Commercial-in-Confidence.

606. Will every family be able to access universal preschool for free 5 days a week once the promised 100 preschools are built?

The delivery of 100 preschools is the first step towards universal preschool for families across NSW.

In addition, the department is conducting a wide range of research, trial and consultation and economic modelling to inform the government's decisions regarding the implementation of universal preschool.

UPK

607. How much will be spent on the delivery of UPK both this year and in the subsequent years?

The NSW Government has committed to delivering universal preschool. As part of this commitment, \$829.3 million will be invested over four years, reflecting the focus on

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delivering the Government's preschool election commitments as the first tangible steps towards Universal Preschool. This includes funding to build 100 new public preschool and \$60 million to build or upgrade 50 preschools co-located with non-government schools.

The remainder of the universal preschool provision has been retained for further universal preschool reforms, with work underway to inform the delivery of this significant reform over the coming years.

608. What timeline has the Government set you for the delivery of UPK?

The NSW Government has committed to delivering universal preschool sooner than the former government.

609. In Budget Paper No 1 on page A5-14, there is a dot point which says "Reallocation and offsetting measures related to early childhood" and it states "Universal school reprofiling", can you provide an explanation and breakdown on the 'reallocation and offsetting measures'?

The universal preschool provision will deliver universal preschool, including the Government's preschool election commitments. This investment reflects the focus on delivering the Government's preschool election commitments.

ECE Workforce

610. How many additional educators will be needed to deliver UPK and new childcare services under the Fund?

The Government is undertaking necessary planning the former government did not do to inform this work, including examining workforce needs.

611. How many Early Childhood Education scholarships will be awarded this financial year?

The 2023-24 Early Childhood Education Care (ECEC) Scholarship Program is anticipated to award around 1,700 scholarships.

612. When will applications open for the scholarships?

The 2023-24 Early Childhood Education Care (ECEC) Scholarship Program opened on 9 October 2023.

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613. How do you respond to concerns from the ECE sector that the disparity of wages between school teachers and ECE teachers with the same qualification is higher than ever?

(a) How do you plan to address this?

The Government does not support the Member's inference that we must suppress the wages of all educators.

As the former Minister should be aware, most ECEC educators in NSW fall under the Commonwealth industrial relations system. As such, employers are responsible for the pay and conditions of the majority of ECEC educators in NSW and must meet the minimum standards of the Commonwealth Government's modern Awards.

The Department of Education employs approximately 2% of the NSW ECEC workforce.

The NSW Government is committed to working with the Early Childhood Education Care (ECEC) sector and the Commonwealth Government to create meaningful, long-term improvements to pay and conditions for ECEC professionals.

The NSW Government is supporting early childhood teachers and educators in NSW to upskill and earn more through scholarships, skills programs, accelerated pathways, financial aid, and other wraparound supports. The NSW Government recognises this is key to addressing ECE workforce challenges. This includes working with the Commonwealth Government to provide advocacy and support on a range of issues including pay and conditions.

In addition to the ECEC workforce election commitments, the NSW Government is designing new initiatives and rolling out programs to build workforce capability and lift professional recognition.

614. What is the spending profile for the \$9m for scholarships for each year over the 5 year period?

(a) When will the next round of ECE scholarships open?

(b) Who will be eligible to apply for the scholarships?

(c) When will those applications close?

(d) When will the successful applicants be announced

The \$12.3 million 2023-24 Early Childhood Education Care (ECEC) Scholarship Program includes scholarships to enable ECEC educators to upskill to a diploma or degree level qualification whilst they work and the extension of the scholarship offering to those not working in the sector and studying a Certificate III in ECEC, OSHC-related Certificate III or Diploma, or a post-graduate early childhood teaching qualification.

Information on eligibility and process (including assessment criteria, outcome communications and milestone payments) is available on the Department of Education's website at <https://education.nsw.gov.au/early-childhood-education/initiatives/early-childhood-careers/available-supports>.

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615. How will the \$10m to reduce burnout and workforce attrition be distributed?

(a) Who will be eligible to apply for funding?

(b) When will those applications close?

(c) What will be the criteria under which the applications will be assessed?

(d) When will the successful applicants be announced?

The NSW Government is developing interventions to address the immediate workforce challenges and the longer-term strategies for future sustainability of the Early Childhood Education Care (ECEC) sector, including a \$10 million commitment for improved professional development opportunities.

The Department of Education is working in partnership with the sector to develop solutions that keep early childhood teachers and educators engaged over the long term. Program design work is underway.

616. How will the \$3m for ECEC research to investigate delivery models and strengthen the workforce pipeline be distributed?

(a) Who will be eligible to apply for funding?

(b) When will those applications close?

(c) What will be the criteria under which the applications will be assessed?

(d) When will the successful applicants be announced?

Program design work is underway on this initiative, with updates to be provided as the work progresses.

617. How will the \$6.5m for leadership, management and financial capability development be distributed?

(a) Who will be eligible to apply for funding?

(b) When will those applications close?

(c) What will be the criteria under which the applications will be assessed?

(d) When will the successful applicants be announced?

Program design work is underway on this initiative, with updates to be provided as the work progresses.

618. Can you provide an update on the shortened ECE degree being undertaken in partnership with Wollongong University?

(a) Have applications opened? How many places will there be?

(b) Has funding been provided by the government to continue or expand that

The Department of Education engaged the University of Wollongong who, in partnership with the Early Learning and Care Council of Australia (ELACCA),

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co-designed an intensive degree that provides a high standard of comprehensive, evidence-based early childhood education.

As of 18 September 2023, there were 238 students enrolled in the Bachelor of Education (The Early Years) Accelerated pathway program.

Childcare and Economic Opportunity Fund – Funding Allocation

619. Will the government deliver the \$5b Childcare and Economic Opportunity Fund in full?

Yes.

620. Can you confirm that you will not be making any amendments to the Act during this term of Parliament?

The *Childcare and Economic Opportunity Fund Act 2022* was Assented on 26 October 2022.

The Act is currently being implemented. The NSW Government will consider any proposals that may improve the operation of the Fund.

621. Can you provide a breakdown of how the \$100 million allocated in the 23/24 budget will be spent?

- Up to \$17 million for the first six months of a \$64 million two-year trial expansion of Start Strong Affordable Preschool to provide fee relief to three year olds in preschool programs in long day care services.
- Up to \$20 million to support not for profit providers to build more places in communities that need them.
- Up to \$16 million to support a trial for ECEC services to offer free or low cost ECEC for the children of their ECE teachers and educators.
- Up to \$20 million to implement the Flexible Initiatives Trial to support services to offer more flexible arrangements to working families.
- Up to \$6.5 million to support services to enhance viability through business leadership capability uplift.
- Up to \$5 million to undertake research and trial partnerships in local communities.
- Up to \$5 million unallocated for contingency purposes.
- Up to \$10.5 million in administrative and labour expenses to support the operation of the Fund.

**622. Did the board provide advice to the Minister on how the \$100 million for this year should be allocated?
(a) If not, why not?**

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The Deputy Premier wrote to the Board requesting that the Board develop programs and associated guidelines before the first Strategic Investment Plan is finalised. The Board replied to the Deputy Premier with advice on how to implement programs within the identified priority areas.

School Infrastructure – Selective Schools

623. How will the selective stream work at Leppington/Denham Court?

(a) Will it be an academic stream?

The future public high school for Leppington will be a partially selective high school, which means it will include an academic selective stream.

Curriculum Review

624. Can you provide the full details of the rollout of the new curriculum, including:

(a) when each syllabus will be out for consultation,

(b) when it will be available to teachers for familiarisation

(c) when it will be taught to students.

The rushed rollout of the new curriculum established by the former Liberal National Government was unworkable and ignored the overwhelming feedback of teachers, principals, and all school sectors. It was inconsistent with the recommendations of the Masters Review and compromised the successful delivery for students.

That is why the Minns Labor Government took the decision to reprioritise the rollout of the new curriculum and ensure it could be implemented in a way that would deliver the best educational outcomes for students.

A timeline for the rollout of the new curriculum is available on the NSW Government website at <https://www.nsw.gov.au/education-and-training/nesa/about/strategies-and-reforms/curriculum-reform/timeline>. The NSW Curriculum Reform timeline is an overview of the timing of syllabus consultation, syllabus release, school planning and preparation, and syllabus implementation. Timings are indicative and subject to change.

625. Extra money was allocated to NESA by the former Government to assist with the curriculum rollout. How much of that allocation has been spent to date?

As at 30 June 2023, NESA has spent \$59.153 million on curriculum reform.

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626. What has happened to the learning resources that were to accompany the new syllabuses?

627. When will they be made available to teachers?

The NESA-developed learning resources that accompany the new syllabuses will be released alongside the new syllabuses, as they are published.

Flood impacted schools and preschools

628. What is the current status of the school and preschool rebuilds in the northern rivers?

(a) Can you provide the latest updates on each of the floods impact schools in the region, including the status of any relocated schools, preschools and rebuilds.

Refer to the answer to question on notice 34.

629. What is the current status of the school and preschool rebuilds in the central west?

(a) Can you provide the latest updates on each of the floods impact schools in the region, including the status of any relocated schools, preschools and rebuilds.

Works to support these schools are currently in procurement, underway or are being led by a local council.

630. Has the Minister visited flood impacted communities such as Lismore and Eugowra since being sworn in?

(a) If not, why not?

(b) If yes, did you visit impact schools and preschools?

Ministers' diary disclosures are publicly available.

Breakfast Program

631. Can you please provide a full list of the 1000 schools who will be taking part in the School Breakfast 4 Health program?

(a) If the full list is not yet available, can you provide a list of the schools currently funded to take part in this program?

By 2027, the School Breakfast 4 Health program will be operating at 1,000 public schools in NSW. Schools apply to be part of the program and priority is given to schools experiencing higher levels of disadvantage.

Additional schools will be added progressively as the program rolls out.

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632. When will the full list of 1000 schools be finalised?

633. Will the list of schools be publicly available?

634. Will you prioritise schools in low socioeconomic areas who wish to run breakfast programs?

Refer to the answer to question on notice 631.

635. Will you provide \$4000 in funding for Coutts Crossing Public School for their breakfast program?

Schools interested in the program can engage with Foodbank NSW & ACT directly. Some schools choose to deliver their own breakfast programs utilising other partnerships, revenue generated through fundraising or their own budget.

Teacher Supply Strategy

Competitive pay is an essential part of any policy response to attracting and retaining staff. That is why the Minns Labor Government abolished the former Liberal National Government's suppression of wages and delivered teachers the most significant increase in salaries in a generation. The Government does not believe that addressing the teacher shortage crisis should mean undermining the quality of initial teacher education.

636. Does your Government support the introduction of a shortened Masters course for teaching?

The Government supports the national policy for the retention of a minimum two-year post-graduate qualification and the view of the Teacher Education Expert Panel that a return to a one-year Graduate Diploma of Education is not academically and professionally proportionate with the complexity and status of teaching.

However, NSW does support retaining flexibility in its delivery, including employment-based Masters models, such as the Mid-Career Transition to Teaching program. Teacher education students may be eligible for Conditional accreditation if they have a degree and an offer of employment as a teacher, or have completed at least half of their Master of Teaching program.

NSW also supports 'condensed' Masters models which compress two years of full-time coursework into 15-18 months' duration.

637. Do you support changes to ITE degrees including introducing pracs earlier in the course?

The Government supports improving the quality of practical experience in teaching.

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638. What is your position on LANTITE?

(a) Do you support it continuing, and it being made available to students earlier in the degree?

The Government's position on the LANTITE has not changed.

The LANTITE is a mandatory national requirement that was introduced under the former Liberal National state and federal governments. It is administered by the Australian Council for Educational Research (ACER).

NSW is participating in a small national trial that is looking at LANTITE being available to teaching candidates prior to commencing their studies, increasing the number of permitted LANTITE attempts and providing better feedback to LANTITE candidates.

639. Figures on Page 19 of the NSW Budget Overview Document lists teacher pay for Entry Level. Can you provide a similar figure for rates of pay at other levels within the profession? Mid level and Top tier etc.

NSW Teacher Salaries (from 13 October 2023)

Classification	New Classification*	Proposed Salary \$
Band 1	Step 1 (Graduate)	85,000
	Step 2	91,413
Band 2	Step 3 (Proficient)	95,317
	Step 4	99,220
Band 2.1	Step 5	106,131
Band 2.2	Step 6	114,115
Band 2.3	Step 7	122,100
Band 3	Highly Accomplished /Lead Teacher (HALT)	129,948

640. What is the status of the work by Mark Scott in terms of ITE reform?

As the former Minister for Education would know, Professor Mark Scott OA was appointed by the Australian Government. This question should be directed to the Australian Government.

641. Have the Department or NESA made any changes in relation to ITE accreditation or support for beginning teachers?

Education Ministers will consider amendments to the current national Standards and Procedures for the accreditation of ITE programs in December this year. These

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amendments include the embedding of core content studies (as recommended by the Teacher Education Expert Panel) in all programs by the end of 2025.

NESA is working with all NSW ITE providers to make changes to existing ITE programs to support these amendments.

NESA made changes to its Professional Experience Policy for ITE program accreditation to support conditionally accredited final-year teaching students to undertake their final placement at their school of employment.

Grow your Own and Mid Career

642. How many participants are there currently in the Grow Your Own Initiative?

183.

643. Can you please provide a list of the schools where these participants are placed?

As at 1 November 2023, 164 NSW public schools are hosting a Grow Your Own Teacher Training Program participant.

Given the spread of placements and the number of participants, providing a list of schools would enable personal identification and as such cannot be provided.

644. How many participants are there currently in the Mid Career Initiative?

78.

645. Can you please provide a list of the schools where these participants are placed?

As at 1 November 2023, 72 (out of 78) on-program Mid-Career Transition to Teaching participants are currently placed as Educational Paraprofessionals or Temporary/Casual Teachers. There are 64 current host schools in total because some schools choose to host more than 1 participant at a time.

Given the spread of placements and the number of participants, providing a list of schools would enable personal identification and as such cannot be provided.

School Funding and Education Future Fund

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646. Minister during the election campaign Labor said NSW public schools reach 95 per cent of its schooling resource standard by 2025. Do you stand by that commitment?

(a) Will all schools have reached 95% by 2025?

The Minns Labor Government stands by its commitment.

647. How much will this cost over the next two years?

This commitment has been fully funded as part of the 2023/24 NSW Government budget.

648. Labor also said it would fund a shortfall to reach 100 per cent of its SRS benchmark if negotiations with the Commonwealth fall through at the end of 2024. Is this still the case?

(a) How much will this cost?

In May 2023, the Hon Jason Clare, Federal Minister for Education and I signed a pledge stating, 'We are committed to ensuring every NSW public school is on a path to reach 100% of the Schooling Resource Standard – the fair funding level.'

The NSW government remains committed to ensuring the NSW government school system is funded at 100% of the SRS within the life of the next National School Reform Agreement .

The cost will be subject to negotiations as part of the National School Reform Agreement.

649. Can you please provide a breakdown of how the \$400m fund will be allocated over the next four years?

The Education Future Fund will be used to increase the NSW SRS rates to 75 per cent by 2025. The increased SRS will then go towards funding the following initiatives:

- A permanent literacy and numeracy tutoring program in primary and secondary schools.
- 250 additional school counsellors to support students with mental health needs.
- Other school programs and workforce initiatives.

650. Can you update the committee on the current NSRA negotiations?

Negotiations for the next National School Reform Agreement, covering 2025 onwards, are expected to commence by early 2024.

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651. Will the BGAS funding be subject to the same criteria as has been in place in previous years?

Yes.

Department Changes

652. Is the Student and Parent Experience directorate going to be cut?

653. Will there be any cuts to support for students with disability?

654. Will there be any cuts to supports for Aboriginal and Torres Strait Islander students?

655. Will there be cuts in the Early Childhood directorate?

656. Will there be cuts to school infrastructure?

The Government will not be cutting services that impact the education of our children.

657. Why does the SPEX only have an acting executive director?

The role referenced is currently filled by an employee in an acting role.

658. Can you provide a timeframe of recruitment for each of the positions that are listed as acting on the current version of the Department of Education organisational chart?

Most acting arrangements are due to the substantive occupant relieving in another role. Some roles have recruitment actions underway.

Budget Paper No 1. 23/24

659. In regards to Budget Paper No. 1 - Budget Statement - Budget 2023-24 on page A5-4, can you explain in more detail what "Administration Savings within the Department of Education"

(a) Will there be personnel cuts with this? At what cost?

The NSW Government priority is to get teachers back into the classroom and to ensure they are paid fairly and to do that a number of savings has been identified to fund the teacher wage increase.

In relation to the administration savings within the Department of Education, the department is applying a savings dividend across each corporate division.

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660. Can you explain in more detail what “Removal of the duplicative digital learning, communication and change management platforms” is?

The NSW Government priority is to provide class coverage, teacher wellbeing and to ensure they are paid fairly and to do that a number of savings has been identified to fund the teacher wage increase.

In relation to the removal of the duplicative digital learning, communication and change management platforms, the department is identifying and addressing duplication across governance arrangements and service provision.

This will remove duplication and create more efficient and effective service delivery and is not expected to negatively impact the services being delivered.

661. Is this going to impact or change the digital learning, learning from homework done during COVID?

The removal of duplication will not impact student learning.

662. Can you explain in more detail what “Reduction of spend currently supporting 200 contractors and consultants” will mean in practice?

The Department of Education uses contractors and consultants, in accordance with NSW Public Service policies and commensurate with need which can go up or down as required. The reduction in contractors and consultants is part of the plan to reduce programs that don't directly support schools, saving \$410 million over four years.

As part of the department's commitment to reduce spending on contractors and consultants, communications were issued to all Public Service Senior Executive (PSSE) on 29 June 2023 regarding their responsibilities prior to undertaking procurement activities for professional advisory services.

663. What contracts and consultants are going? What are they currently working on? Are there costs with cancelling those contracts?

All contracts have the ability to terminate for convenience and all organisations will be paid for the work completed to date.

Refer to the answer to supplementary question 662.

664. What will be the impact within schools and for students with these cuts?

In 2024, schools and students are receiving record funding of \$11.8 billion through the school budget allocation report (SBAR), which is up from \$10.9 billion in 2023. This reflects the investment in teacher salaries under the historic Teacher's award

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agreement. By investing more in teachers, schools will be able to use school funding more effectively on the resources that matter most for students.

Student Outcomes

665. What specific, evidence-based metrics are you setting in terms of improved student outcomes?

Our Plan for NSW Public Education, all NSW public schools will need to set evidence-based attendance, reading and numeracy improvement measures. Schools with senior secondary students will also need to set a pathways improvement measure. Schools will continue to have the flexibility to set additional improvement measures, for example on wellbeing or writing, based on student need.

Schools are provided detailed guidance about the evidence-based metrics they should use when setting these improvement measures.

666. How will this be tracked in a transparent and accountable way?

Schools report information about their improvement measures in their school annual reports. Additionally, ACARA publicly reports on school data including NAPLAN results in MySchool.

The department also reports system-level data on the Phonics Check, attendance, and HSC.

667. Will every school continue to have outcomes targets set for them when it comes to things like NAPLAN results, school attendance and Aboriginal HSC attainment?

As part of the school planning cycle for 2024-2027, all NSW public schools will need to set attendance, reading and numeracy improvement measures and schools with senior secondary students will also need to set a pathways improvement measure. Schools will continue to have the flexibility to set additional improvement measures, for example on wellbeing or writing, and Aboriginal HSC attainment, based on student need. All schools have been provided guidance about setting aspirational, yet achievable improvement measures.

**668. Can you provide any data on the Check-in Assessments?
(a) Will that be publicly released?**

As was the case under the previous government, schools receive individual students results within two working days of completing the test. Scaled scores are made available to schools approximately 8 working weeks after completion.

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New Behaviour Policy

669. Did you consult with parent advocacy groups before announcing you were axing the previous behaviour strategy?

The NSW Government made a commitment to review the student behaviour policy and procedures, to ensure schools remained a positive environment for all students and staff.

This policy was reviewed in consultation with key stakeholders, to ensure safe and supportive education environments for all students.

The department will continue to engage with advocates and stakeholders through our Disability Strategy Reference Group and regularly scheduled stakeholder meetings. Their feedback informs the support available to schools.

670. Did you consult with the Advocate for Children and Young People to ensure the views of children who will be impacted were considered?

The proposed policy and procedures were shared with the Advocate for Children and Young People as part of the consultation process.

671. Can you confirm that under your revised policy principals will have the power to suspend a student from Kindergarten to Year 2 for up to 30 days and for Years 3-12 for up to 45 days?

Students and teachers have a right to learn and work in safe classrooms.

The former Liberal National Government's behaviour policy implemented by the former Minister for Education, left principals and teachers feeling powerless.

The former Government's policy undermined teachers' authority to maintain calm in their classrooms and impacted student learning.

The Minns Labor Government has listened to teachers and principals and is delivering a policy that supports safe and positive learning environments.

Students in Kindergarten to Year 2 can be suspended for five consecutive school days. This can be extended to six to 10 school days if required.

For Years 3-12, students can be suspended for 10 consecutive school days. This can be extended to 15 school days.

In serious circumstances, and if additional system support and resources are still required to be put in place, a principal can consider further periods of five-day

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extensions, in consultation with the Director, Educational Leadership, with each five-day period to be reviewed.

672. Do they have to tell the Department or seek permission to do this?

The revised policy provides decision-making authority to principals. Principals need to inform the Director, Educational Leadership of their decision to extend a suspension.

However, department approval must be sought for any suspension and subsequent extensions beyond 30 days for students in Kindergarten to Year 2 or 45 days for students in Years 3 to 12, within a school year.

673. Will you be recruiting more behaviour specialists?

Yes.

674. Will the Chief Behaviour Adviser be consulted on the new policy?

In her role as Chief Behaviour Advisor, Dr Cross was provided consultation drafts of the Student Behaviour Policy and Suspension and Expulsion procedures in August 2023.

The department will continue to engage with the Chief Behaviour Advisor, along with other stakeholders, during the familiarisation and implementation of the Student Behaviour policy.

It should be noted, the new behaviour policy only applies to government schools. As the former Minister would know, the Chief Behaviour Adviser was appointed to lead improvements in student behaviour and wellbeing that affects all school sectors.

675. Has the Minister met with the Chief Behaviour Adviser?

Yes

676. Why has the Chief Behaviour Adviser's remit been limited to cyberbullying only?

The Chief Behaviour Adviser's remit is not limited to cyberbullying.

On 2 March, 2023, the former Government announced that all three school sectors had agreed that addressing cyber bullying would be a priority for the Chief Behaviour Adviser.

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As such this Government has sought the advice of the Chief Behaviour Adviser on effective, evidence-based responses to the role of social media and technology in relation to bullying and violence among students.

677. Will you continue the Chief Behaviour Adviser's position when the current term expires?

Decisions regarding the Chief Behaviour Adviser will be made in consultation with the Schools Advisory Council.

678. How many behaviour specialists are currently employed by the department?

94.

679. Is there active recruitment underway for further positions?

Yes.

680. Who will be consulted on the new policy?

In Term 3, 2023 the department shared the new proposed Student Behaviour Policy with school leaders, following extensive consultation with education partners including the NSW Teachers Federation, the Primary Principals Association, the Secondary Principals Council and the Special Education Principals and Leaders Association.

The department also shared the proposed policy and procedures with the NSW Aboriginal Education Consultative Group (AECG), the Parents and Citizens Association (P&C), the Public Service Association (PSA) the Advocate for Children and Young People, and the department's Disability Strategy Reference Group.

681. Will parents be invited to contribute?

In Term 3, 2023, the department shared the proposed policy and procedures with a range of stakeholders, including the Federation of Parents and Citizens Associations NSW.

682. Will the consultation overview be made public?

No. Feedback was sought from a range of stakeholders on the proposed policy and procedures. This feedback was consolidated and incorporated into the final documents, wherever possible.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

Community Language Schools

683. Can you provide a breakdown of the funding for Community Language Schools in the Budget across the following:

(a) Improve security of tenure:

(b) Professional pathway for community language school teachers

(c) Increase the per capita grant to \$200 per student

(d) \$100 Community Languages rebate

The NSW Government's investment in Community Languages Schools includes funding for increasing the per capita grant and establishing a rebate, work for which is underway.

684. Minister, the PBO costings noted many of these initiatives could be implemented without any funding as they could be absorbed within the existing Department resources. Are you aware if Treasury confirmed this?

The PBO costings were reviewed and assessed by Treasury, with consideration given to funding required to deliver the commitment and support better education outcomes.

685. Did your office, or the Deputy Premier's office request costings for these initiatives by government departments in the lead up to the budget, or were they omitted based on PBO advice that they could be covered by existing resources?

The PBO costings were reviewed and verified by the department with consideration given to funding required to deliver the commitment and support better education outcomes.

686. The budget also says it forms part of the government's Multicultural Communities Support Package. Can you confirm that the funding therefore falls under Multicultural NSW's or DCJ's operating expenses?

687. Interestingly, the Budget also refers to "the rebuilding of our education system, with an Education Future Fund to deliver new programs, including: the Community Languages Schools Program at a cost of \$17.8 million. Are you able to explain how one program can somehow fall under two different Funds?

The 2023-24 state budget provides \$17.8 million for the Community Languages Schools Program.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

688. Are you aware of any other programs that the Government has placed under multiple “Funds or Initiatives” to make it seem like the Government is delivering more than it is?

There are no programs in the department that fall under multiple “Funds or Initiatives”.

689. The Federal Labor Government has also allocated funding, some \$15 million, for community language schools. Did your government engage with the Commonwealth at all to ensure state funding wouldn’t replicate what the Commonwealth funding is going towards?

The Department of Education’s Community Languages and International Programs unit has met with members of the Department of Home Affairs (Multicultural Affairs Branch) to discuss the NSW Community Languages Schools Program and provide feedback on the Federal Government’s commitment to support community language schools nationally. Engagement is ongoing.

690. Are you, or the Minister for Multiculturalism responsible for administering funding for Community Language Schools

(a) What is the role of the Minister for Education and Early Learning when it comes to Community Language Schools?

(b) What is the role of the Minister for Multiculturalism when it comes to Community Language Schools?

The Minister for Education and Early Learning is responsible for the Community Languages Schools Program. Multicultural NSW is represented on the Department of Education’s Community Languages Advisory Committee.

Murdoch Children’s Research Institute

691. The former Government commissioned ‘The Murdoch Children’s Research Institute’ to develop social and wellbeing initiatives for schools. What is the status of this work?

In late 2021, The Murdoch Children’s Research Institute was commissioned to undertake a Literature Review. This work was completed in March 2022.

692. Can you please provide a list of the most current data on permanent teacher vacancies:

(a) Broken down by school

(b) For high schools please provide the subject area for the vacancies

Refer to the answer to question on notice 15.

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Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

Future School Needs in Appin

693. Can the Minister advise what work is currently being undertaken by the Department of Education to meet future school needs in Appin given recent approval of 13,000 new homes?

The NSW Government is aware of the need to plan for significant forecast enrolment growth across South-Western Sydney in coming and future years. An enrolment growth audit is underway to inform school planning and to ensure our state's growing areas get the schools they need, after years of poor planning by the former NSW Liberal Nationals Government.

School Infrastructure NSW (SINSW) is providing input to precinct plans that have been developed for priority growth areas, including for Appin. SINSW is currently in the process of investigating the educational needs of communities in these precincts. Information about plans for new and upgraded schools are available on the SINSW website.

Section 83C of Education Act Investigations

694. Can the Minister advise how many investigations have taken place under Section 83C of the Education Act?

695. Can the Minister advise how many investigations are currently taking place under Section 83C of the Education Act?

696. Can the Minister advise the average time to determine an outcome for these investigations?

697. Can the Minister advise how many investigation lengths have exceed 12 months?

698. Can the Minister advise how many of these investigations are resolved with no breaches found?

699. Can the Minister advise what departmental resources are required to investigate Section 83C breaches?

Please refer to Legislative Assembly question on notice 1839.

Minister for Western Sydney resourcing

700. Can the Minister advise what resources in the Premier's department support her role as Minister for Western Sydney?

Within my portfolio responsibilities as Minister for Western Sydney, I receive advice from multiple Departments across Government.

West Invest

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Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

701. Can the Minister advise what projects from WestInvest have been cut or reallocated?

702. Can the Minister advise the value of all WestInvest projects that have been cut or reallocated?

703. Can the Minister advise if the Government is committed to all remaining WestInvest projects?

I am advised that information regarding 2023-24 budget allocations is publicly available in Budget Paper 1.

Political neutrality in schools

704. Can the Minister advise what arrangements are in place to ensure directives regarding political impartiality are addressed?

The Department of Education Code of Conduct sets out the department's expectations in relation to employees engaging in personal, political and community activities.

Employees have a right to participate in political and community activities and to pursue personal interests provided they do so in a private capacity and do not allow a conflict of interest to arise with their role in the department.

Employees must ensure that their personal views do not interfere or override the performance of their duties or department or government policy and decisions.

Employees must inform their workplace manager of any political, community or personal associations that may affect, or be perceived to affect, their work.

The NSW Government has no intention of restricting the democratic freedoms of employees participating in activities in a private capacity outside of their work and employment.

705. Can the Minister advise that these directives require teachers to not campaign at polling booths at schools in which they teach?

Refer to the answer to supplementary question 834.

706. Can the Minister advise if the Department of Education received any complaints or information concerning political impartiality of teachers during the 2023 New South Wales State Election or the 2023 Indigenous Voice to Parliament referendum?

The Department of Education's Professional and Ethical Standards Directorate received very few allegations of employee misconduct related to the 2023 NSW election and Voice Referendum. Each matter was assessed, and appropriate action taken.

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Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

Treaty Consultation

707. Can the Minister advise what is the planned involvement of the Department of Education with regards to the \$5 million treaty consultation plan?

I am advised by the Minister for Aboriginal Affairs that the NSW Government is committed to a 12-month consultation process with Aboriginal communities on Treaty, with \$5 million of funding confirmed in the recent Budget.

Aboriginal Affairs NSW is the agency responsible for leading the consultation process, with more detail on the process to be confirmed next year.

Development Partnerships

708. Can the Minister advise what schools have been constructed or are currently being constructed in partnership with private developments?

Since the formation of School Infrastructure NSW, no NSW government schools have been constructed using a Public Private Partnership model.

Rankin Springs

709. Is the Minister aware that director Karen Burke called for a school development review in 2023?

I am advised that the Executive Director recommended a School Development Review. School Development Reviews are approved by the Deputy Secretary.

710. Is the Minister aware of allegations that a member of the P and C harassed and bullied a newly graduated Rankin's Springs teacher in public and the relieving principal in a phone call and is now on a behaviour warning?

The department has established protocols to handle formal complaints. Specific allegations should be forwarded to the department.

711. Is the Minister aware of issues relating to the desire of parents to have references written for pupils about to enter High School despite it not being department policy?

712. Is the Minister aware that the P&C meet in the Rankin's Springs Hotel rather than within the school grounds?

713. Do you find this appropriate where alcohol may be consumed and where some members of the P&C will not feel comfortable and will choose not to attend ?

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714. Is the Minister aware that the P&C executive have recruited past members who have no children at the school?

Refer to the answer to supplementary question 710.

715. Are you aware that a review has been conducted by the Department into the school?

Refer to the answer to supplementary question 709.

716. Are you aware that staff and community members were able to take part in the review process through individual interviews with a member of the panel?

717. Is the Minister aware that at least 9 current and past members of staff took part in the process and there can be no doubt that they clearly expressed their concerns in regards to the behaviour of the P&C?

I am advised the Department of Education has policies and procedures for the conduct of School Development Reviews and interviewing staff and community members is a normal part of the procedures.

718. Are you aware that a considerable number of staff have left the school on account of the behaviour of some of the parents?

The department has advised that no staff members have informed the Department that they have left the school due to the behaviour of some parents.

719. Are you aware that school pupils were also interviewed?

Refer to the answer to supplementary question 716.

720. Are you comfortable with a process where children are subjected to the stress' of an interview ?

Refer to the answer to supplementary question 716.

I expect any interviews with children is done in a safe and supportive environment.

721. Are you aware that the review was conducted and the committee found that the school was indeed a happy place and a positive environment?

The department has advised a presentation provided information that students enjoy coming to school. The presentation indicated many opportunities for and a desire to improve school and community communications and relationships.

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722. Are you aware that despite the above finding ,the Principal was offered a forced transfer to another school without a right of appeal and an opportunity to farewell his staff and the pupils ,all of which he had had a very positive relationship with?

The department has advised that the principal accepted a transfer to a school approximately 120km closer to his family and home. The transfer occurred in a school holiday period.

723. Minister, does the new Principal have previous experience as a Principal and is she qualified for the role?

The Department has advised that currently the school has a relieving Principal. The Director, Educational Leadership utilised an expression of interest advertisement for the relieving principal position. The candidate is qualified and suitable. Recruitment procedures are to commence for a new substantive principal.

724. Are you aware that following the forced transfer of Mr Happer and the empowerment of the P&C ,staff and indeed pupil morale is extremely low and there is no doubt that there will be further resignations by staff?

Refer to the answer to supplementary question 710.

725. Are you aware of the very serious mental health implications due to the actions of the department and what is Department policy on duty of care towards its employees?

The department has advised staff have been supported throughout the School Development Review process and have been provided with information on how to access support if required.

726. Are you aware that the actions of the department have caused a shocking rift in the Rankin's Springs community and in all likelihood children will be taken out of the school and that some families will leave the district ?

The department has advised no students/families have left the school as at 3 November 2023.

727. How are you to address the shortage of teachers when it would appear that your department has failed to support its teacher employees when they are subjected to targeted aggression by parents?

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Aggression towards teachers should not be tolerated and specific allegations should be forwarded to the department.

The Department of Education has advised it has supported staff throughout the Review processes.

The Government is committed to addressing the teacher shortage crisis overseen by the former Liberal National Government. During its term, teacher vacancies in the Electorate of Murray increased from about 9 in 2011 to almost 46 when it left office.

Furthermore, the former Liberal National Government treated local school communities appallingly through the disastrous merger of Griffith and Wade high schools which occurred with little consultation. An independent evaluation by The University of Sydney found “staff well-being suffered” and student well-being had been impacted by this decision.

728. Will you release the summaries of all interviews conducted by the development review committee?

729. Will you release details of the process to decide what actions were to be taken and who was involved in this process ?

In line with the policy and procedures for the conduct of School Development Reviews, school staff and community members were provided with an exit presentation on 21 September 2023.

730. Would you deem it appropriate to suspend the Rankin’s Springs P&C for a period of time and to issue an apology to the current staff and any disaffected community members ?

Refer to the answer to supplementary question 725.

Finley Preschool

731. Will the Department provide a dedicated person to assist Finley Preschool with their change of Approved Provider to Finley Regional Care?

The Department of Education, as the Regulatory Authority for early childhood education and care in NSW, regulates providers and their services in accordance with the Children (Education and Care Services) National Law and National Regulations. The Regulatory Authority has legislated functions relating to assessing and determining applications for new early childhood education and care providers and services. This includes amendments to approved providers. The Regulatory Authority has a dedicated team to assess, and work with approved providers, on matters of provider approval. This team will assist Biralee Preschool Finley.

Supplementary Questions

Deputy Premier, Minister for Education and Early Learning and Minister for Western Sydney

732. Can that contact person please contact Finley Preschool as soon as possible to assist them?

I can confirm that an officer of the NSW Regulatory Authority has contacted a representative of Biralee Preschool Finley. At this time, the application contact person from Biralee Preschool Finley was on leave. The Regulatory Authority will ensure it remains contactable and proactively work with the Biralee Preschool Finley application key person with management or control in relation to their application.

Early Childhood Support

733. What funding is currently available for Early Childhood Sector support?

734. Which organisations are receiving funding?

735. When was this announced?

736. Will this support continue over the forward estimates?

The NSW Budget 2023-24 Overview: Our Plan for NSW outlines key features of early childhood funding for this financial year.

737. How many invoices to suppliers or contactors from your portfolio agency were not paid on time since 28 March 2023, broken down by agency?

738. How many invoices to suppliers or contactors from your portfolio agency were paid over 30 days late on time since 28 March 2023, broken down by agency?

739. How many invoices to suppliers or contactors from your portfolio agency were paid over 60 days late on time since 28 March 2023, broken down by agency?

(a) What was the penalty for paying suppliers or contactors late, broken down by agency?

The Department of Education's performance in payment of accounts is detailed in its annual reports.

Car/Driver

740. Has your Ministerial car been subject to any traffic or parking fines?

(a) If so, please provide details of each fine?

(b) Who was driving the car at the time of each incident?

(c) Who paid any of the fines?

I am advised;

Where a fine is incurred, the payment of the fine is the responsibility of the driver of the vehicle.

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741. Has your Ministerial Car been pulled over by the police?

(a) If so, who was driving the car?

I am advised;

The Department does not record these types of events.

Complaints

742. Has the Minister been the subject of any workplace complaints, including bullying, harassment, and sexual harassment?

I am advised;

Any complaint or disclosure made under the Respectful Workplace Policy is confidential. The Respectful Workplace Policy applies to all Ministerial Offices and staff and is published on the Cabinet Office's Website. As noted in the Goward review, a key aspect of effective workplace complaint policies is confidentiality in the complaint and investigation process. Confidentiality ensures that staff feel safe about raising concerns and confident that action will be taken in response.

743. How much did the Department/agencies within your portfolio responsibilities spend in legal costs since 28 March 2023?

(a) For what specific purposes or matters was legal advice sought?

744. Have any Department/agencies within your portfolio responsibilities engaged any consultants to provide the following services or advice since 28 March 2023:

(a) Social media?

745. Since 28 March 2023, how many consultancy contracts have been signed in your portfolio agencies, broken down by agency?

(a) What was the individual amount of each contract?

(b) What is the purpose of each contract?

(c) Who was the contract with?

(d) Did the contract go to a competitive tender?

Financial Statements, including legal, consulting and any other general costs from third party service providers, are available in agency annual reports.

746. For each department, statutory agency and/or other body in the Minister's portfolio please report:

(a) How many credit cards are currently on issue for staff?

i. Please provide a break-down of this information by grade.

(b) What was the value of the largest reported purchase on a credit card for the last year?

(c) What was each largest reported purchase for?

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- (d) What was the largest amount outstanding on a single card at the end of a payment period and what was the card holder's employment grade?**
- (e) How many credit cards have been reported lost or stolen?**
 - i. What was the cost to replace them?**
- (f) How many credit card purchases were deemed to be illegitimate or contrary to agency policy?**
 - i. What was the total value of those purchases?**
 - ii. How many purchases were asked to be repaid on the basis that they were illegitimate or contrary to agency policy and what was the total value thereof?**
 - iii. Were all those amounts repaid?**
 - iv. If no, how many were not repaid, and what was the total value thereof?**
- (g) What was the largest purchase that was deemed illegitimate or contrary to agency policy and asked to be repaid, and what was the cardholder's employment grade?**
 - i. What amount was repaid, in full?**
 - ii. What amount was left unpaid?**
- (h) Are any credit cards currently on issue connected to rewards schemes?**
 - i. Do staff receive any personal benefit as a result of those reward schemes?**
- (i) Can a copy of the staff credit card policy please be provided?**

Cards are issued to staff according to business need and are managed in accordance with Treasury Policy TPP 21-02 Use and Management of NSW Government Purchasing Cards.

747. How many senior executive service employees were employed by each Department/agency within your portfolio responsibilities on:

(a) 28 March 2023?

(b) 23 October 2023?

748. What is the expenditure on senior executive service employees employed by each Department/agency within your portfolio responsibilities since 28 March 2023?

Public Service Senior Executive numbers and remuneration details are published in agency annual reports.

749. How many individuals were employed as internal legal counsel by each Department/agency within your portfolio responsibilities on:

(a) 28 March 2023?

(b) 23 October 2023?

750. What is the expenditure on internal legal counsel employees employed by each Department/agency within your portfolio responsibilities 28 March 2023?

Staff numbers are included in agency annual reports. Staff numbers employed as internal legal counsel are commensurate with need and can go down or up as required.

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All employees under the *Government Sector Employment Act 2013* within the Department of Education are paid in accordance with the relevant Acts and Awards.

751. How many redundancies were processed by each Department/agency within your portfolio responsibilities since 28 March 2023?

(a) Of these redundancies, how many were:

i. Voluntary

ii. Forced

(b) What was the total cost of all redundancies in each Department/agency within your portfolio responsibilities?

All redundancies are managed in accordance with M2011-11 Changes to the Management of Excess Employees. Redundancy information is included in agency annual reports.

752. Is any former employee from your ministerial office now employed by any Department/ agency within your portfolio responsibilities?

I am advised;

The employment of former Ministerial office staff is not tracked.

Ministerial office staff must comply with their ethical obligations under the NSW Office Holder's Staff Code of Conduct, including after the cessation of the employment.

753. How many staff were dismissed from each Department/agency under your portfolio responsibilities since 28 March 2023?

(a) Without identifying individuals, what were the reason(s) for each dismissal?

The latest information about teacher conduct and performance, including dismissals, can be found on the Department of Education's website at

<https://data.cese.nsw.gov.au/data/dataset/teacher-conduct-and-performance>

754. What was the total amount each of the Departments/agencies under your portfolio responsibilities spent on stationery since 28 March 2023?

Stationery purchases by the department and other portfolio agencies are made in accordance with the applicable policies and procedures on procurement.

755. How many employees in each Department/agency within your portfolio responsibilities are working in an 'acting' capacity?

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The number of staff working in an acting capacity is commensurate with need and can go down or up as required. Staff numbers are published in agency annual reports.

756. What is the average number of days worked from home by employees in each Department/Agency within your portfolio responsibilities?

The Department of Education does not centrally hold this data.

757. What was the total expenditure since 28 March 2023 by each Department/agency within your portfolio responsibilities on:

- (a) Taxi hire?**
- (b) Ridesharing services?**
- (c) Limousine/private car hire?**
- (d) Hire car rental?**

Agency travel is conducted in accordance with relevant NSW Government policies and guidelines including Premier and Cabinet Circular C2022-08 and ATO determinations.

758. Do any senior executive service employees in any of the Departments/agencies under your portfolio responsibilities have a driver that is paid for by the Department/agency?

- (a) If so, what is the number of senior executive service employees that have a driver, and which senior executive service employees have a driver?**
- (b) How much was spent on these drivers since 28 March 2023?**

No senior executives in the Department of Education are provided drivers.

759. Since 28 March 2023, how much has been spent on charter air flights by your portfolio agencies, broken down by agency?

760. Since 28 March 2023, how much has been spent on domestic flights by your portfolio agencies, broken down by agency?

- (a) Of these, how many flights were taken in business class?**
- (b) Of these, how many flights were taken in first class?**

761. Since 28 March 2023, how much has been spent on overseas flights by your portfolio agencies, broken down by agency?

- (a) Of these, how many flights were taken in business class?**
- (b) Of these, how many flights were taken in first class?**

Agency travel is conducted in accordance with relevant NSW Government policies and guidelines including Premier and Cabinet Circular C2022-08 and ATO determinations. Details on overseas travel is reported in the annual report.

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762. Was an efficiency dividend applied to any Department/agency within your portfolio responsibilities in the 2023-24 NSW Budget?

- (a) If so, what was the efficiency dividend applied to each Department/agency?**
(b) What measures are being considered to achieve this efficiency dividend?

All agencies are expected to operate efficiently, and within available resources. Budget efficiencies have been applied to the agency budgets as published in the NSW Budget Papers.

763. How many GIPA Applications have been received by your ministerial office since 28 March 2023?

- (a) How many of these Applications have been accepted?**
(b) How many of these Applications have been rejected?
(c) If so, what were the reasons provided?
(d) How many of these Applications were re-assigned?
(e) How many of these Applications had fees waived/reduced?
(f) Please provide in table form the following details of each Application received by your office:

- i. Date received.**
- ii. Date acknowledged.**
- iii. Date responded.**
- iv. The description provided for the information sought.**

764. How many GIPA Applications have been received by each Department/agency within your portfolio responsibilities since 28 March 2023?

- (a) How many of these Applications have been accepted?**
(b) How many of these Applications have been rejected?
i. If so, what were the reasons provided?
(c) How many of these Applications were re-assigned?
(d) How many of these Applications had fees waived/reduced?
(e) Please provide in table form the following details of each Application received by your office:

- i. Date received.**
- ii. Date acknowledged.**
- iii. Date responded.**
- iv. The description provided for the information sought.**

I am advised;

The information concerning the obligations of a Minister's office as an agency under the Government Information (Public Access) Act 2009 (the Act) is required to be submitted to the Attorney General in accordance with section 125(2) of the Act.

The information is included in the annual report of the Department of Communities and Justice in accordance with sections 125(3) and (5) of the Act.

Hospitality

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765. How much has your ministerial office spent on hospitality, including catering and beverages, since 28 March 2023?

I am advised;

Catering provided for official purposes may be funded from the Ministerial office budget.

As Members of Parliament, the Ministers have credit facilities extended to them for dining and hospitality at Parliament House. The facilities may be used for business or private purposes.

766. How much have Departments/agencies within your portfolio responsibilities spent on hospitality, including catering and beverages, since 28 March 2023?

All departmental expenditure, including on hospitality, must be made in compliance with the *Government Sector Finance Act 2018* (GSF Act). The GSF Act sets out provisions for managing public finances and applies to a range of government decision makers, including Ministers, agency heads and government officers.

**767. Have you been the recipient of any free hospitality?
(a) What was the total value of the hospitality received?**

I am advised;

Ministers are required to declare to the Secretary of TCO certain gifts and hospitality with a market value of more than \$500 under Part 4 of the Schedule to the Ministerial Code. This is a continuous obligation for which Ministers are personally responsible.

I comply with my obligations under Part 4 of the Schedule to the Ministerial Code.

768. Have any staff members in your office been the recipient of any free hospitality?

(a) What was the total value of the hospitality received?

(b) Are these gifts of hospitality declared publicly?

(c) Do staff declare their gifts publicly?

All Ministerial staff are required to comply with their disclosure obligations under the Gifts, Hospitality and Benefits Policy for Office Holder Staff and I expect them to do so.

I am advised;

A breach of Policy may be a breach of the Office Holder's Staff Code of Conduct.

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The policy includes disclosure obligations for Ministerial staff in respect of gifts, hospitality and benefits over \$150. These disclosures are kept on the Office Holder's Register of Gifts and Benefits.

If a Ministerial staff member is required by their role to accompany their Office Holder at an event that the Office Holder is attending as the State's representative, or where the Office Holder has asked the staff member to attend, then attendance at that event would not constitute a gift or benefit for the purposes of the Policy.

Labour Hire Firms

769. Have any Departments/agencies within your portfolio responsibilities utilised the services of Labour Hire Firms since 28 March 2023? If yes, please advise in table form:

- (a) The names of the firms utilised.**
- (b) The total amount paid to each firm engaged.**
- (c) The average tenure period for an employee provided by a labour hire company.**
- (d) The longest tenure for an employee provided by a labour hire company.**
- (e) The duties conducted by employees engaged through a labour hire company.**
- (f) The office locations of employees engaged through a labour hire company.**
- (g) The highest hourly or daily rate paid to an employee provided by a labour hire company.**

The Department of Education uses labour hire firms, in accordance with NSW Public Service policies, to cover temporary vacancies, as required.

Media and Public Relations

770. How much has your ministerial office spent on advertising or sponsored posts since 28 March 2023 on the following social media platforms:

- (a) Facebook**
- (b) Instagram**
- (c) LinkedIn**
- (d) TikTok**
- (e) YouTube**
- (f) WhatsApp**
- (g) X (formerly known as Twitter)**

I am advised;

No money has been spent from the Ministerial office on advertising or sponsored posts on the social media platforms.

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771. How much has each Department/agency within your portfolio responsibilities spent on advertising or sponsored posts since 28 March 2023 on the following social media platforms:

- (a) Facebook**
- (b) Instagram**
- (c) LinkedIn**
- (d) TikTok**
- (e) YouTube**
- (f) WhatsApp**
- (g) X (formerly known as Twitter)**

Where appropriate, social media is used by agencies alongside other forms of advertising as a cost-effective medium of communication.

772. Have you had media training or public speaking training?

- (a) If yes, who paid for it?**
- (b) If paid by taxpayers, what was the amount paid since 28 March 2023?**

No

773. How many media or public relations advisers are employed for each of your portfolio agencies and what is the total cost to employ these advisers?

774. What is the forecast for the current financial year for the number of media or public relations advisers to be employed in each Department/agency within your portfolio responsibilities and their total cost?

Staff numbers are included in the department's Annual Report each year. Staff numbers undertaking media or public relations activities are commensurate with need and can go up or down as required.

775. What is the total cost of media monitoring services used by each Department/agency within your portfolio responsibilities?

Media monitoring services for the department are managed as an all of government contract by Premier's Department.

776. Please provide a list of all transactions where customers need to pay a merchant fee on credit and/or debit card payments in each Department/agency within your portfolio responsibilities.

777. Please provide the percentage and/or amount of the merchant fees applied to all credit and/or debit card payments/transactions payments in each Department/agency within your portfolio responsibilities.

The Department of Education is exempt from the requirement to recoup merchant fees. Detail on merchant fees is not centrally held for the Education portfolio.

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778. What was the total amount paid in merchant fees on credit and/or debit card payments made by each Department/agency within your portfolio responsibilities since 28 March 2023?

Detail on merchant fees is not centrally held for the education portfolio.

Ministerial disclosures

779. Did you make any updates to your Ministerial disclosure on or after 2 August 2023?

(a) If yes, what prompted this update to your disclosure?

I am advised;

Disclosure obligations for Ministers under Part 2 (Standing disclosure of interests), Part 3 (Conflict of Interest) and Part 4 (Gifts and Hospitality) of the Schedule to the Ministerial Code are continuous, Ministers are required to:

- Notify the Premier of a change to their pecuniary and other interests as soon as practicable after the change has occurred
- Notify the Premier of a change to pecuniary and other interests held by their immediate family members, as soon as practicable after the change has occurred
- Notify the Premier promptly of conflicts of interest
- Disclose gifts and hospitality promptly to the TCO Secretary.

I make continuous disclosures of the matters that are covered by the Ministerial Code.

Office Administration

780. How many staff members were employed in your ministerial office at the MS6 grade for the following months:

- (a) April
- (b) May
- (c) June
- (d) July
- (e) August
- (f) September
- (g) October

781. How many staff members were employed in your ministerial office at the MS5 grade for the following months:

- (a) April
- (b) May
- (c) June

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- (d) July
- (e) August
- (f) September
- (g) October

782. How many staff members were employed in your ministerial office at the MS4 grade for the following months:

- (a) April
- (b) May
- (c) June
- (d) July
- (e) August
- (f) September
- (g) October

783. How many staff members were employed in your ministerial office at the MS3 grade for the following months:

- (a) April
- (b) May
- (c) June
- (d) July
- (e) August
- (f) September
- (g) October

784. How many staff members were employed in your ministerial office at the MS2 grade for the following months:

- (a) April
- (b) May
- (c) June
- (d) July
- (e) August
- (f) September
- (g) October

785. How many staff members were employed in your ministerial office at the MS1 grade for the following months:

- (a) April
- (b) May
- (c) June
- (d) July
- (e) August
- (f) September
- (g) October

786. What is the average salary for staff members in your ministerial office since 28 March 2023?

I am advised;

Ministerial staff numbers and grades are published on the NSW Government Website:

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<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers>

787. How many DLOs were seconded to your ministerial office for the following months:

- (a) April**
- (b) May**
- (c) June**
- (d) July**
- (e) August**
- (f) September**
- (g) October**

I am advised that information relating to Department Liaison Officers is available on the Disclosure Log: Government Information (Public Access) Act 2009 (the GIPA Act), Reference number PD_A5833715

<https://www.nsw.gov.au/sites/default/files/2023-09/PD%20A5833715%20-%20Disclosure%20log%20-%2020230913.pdf>

788. How many people are employed in your ministerial office as at 1 October 2023?

Refer to the answer to supplementary question 780.

789. How many women are employed in your Ministerial office as at 1 October 2023?

790. How many staff employed in your ministerial office identify as culturally and linguistically diverse (CALD) as at 1 October 2023?

791. How many staff employed in your ministerial office identify as Aboriginal or Torres Strait Islander as at 1 October 2023?

We aim for an inclusive and diverse workforce across Ministerial offices that reflects the communities that we serve.

792. How many staff in your office are employed as media advisers or have responsibility for media/social media/communications?

793. How many staff in your office are employed as policy advisers or have responsibility for policy work?

I am advised:

All staff are employed to assist the Deputy Premier in accordance with the Members of Parliament Staff Act 2013.

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I am advised that Ministerial staff numbers and grades are published on the NSW Government Website:

<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers>

794. How many staff in your office are employed as 'caucus liaison officers'?

(a) What are the responsibilities allocated to 'caucus liaison officers'?

(b) Have 'caucus liaison officers' been directed to only work with Government MPs?

(c) Do 'caucus liaison officers' contact members of the Australian Labor Party as part of their regular work duties?

I am advised:

All staff are employed to assist the Deputy Premier in accordance with the Members of Parliament Staff Act 2013 and staff are expected to comply with the NSW Office Holder's Staff Code of Conduct.

795. How many staff members employed in your office under the Members of Parliament Staff Act 2013 have been seconded from a NSW Government Department/agency?

(a) Please list each Department/agency staff members have been seconded from.

I am advised:

NSW Government sector employees may be seconded from agencies to Ministers' offices in accordance with clause 35 of the Government Sector Employment Regulation 2014 (GSE Regulation).

Ministerial staff numbers and grades are published on the NSW Government Website:

<https://www.nsw.gov.au/departments-and-agencies/the-cabinet-office/access-to-information/premier-and-ministers-staff-numbers>

796. What is your ministerial office budget for 2023-24?

(b) How much of this budget is allocated to staff?

I am advised that Minister's office budgets are drawn from the Premier's Department annual financial allocation to cover employee related expenses, accommodation, and other operating expenses. Further information relating to Ministers' Office Budgets is available in the Ministers Office Handbook.

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797. How many iPhones/Smart Phones are assigned to staff in your ministerial office?

(a) For each phone, how much was each bill in 2022-23?

(b) How many phones have been lost or replaced due to damage in your office?

i. What is the cost of replacing those phones?

I am advised:

Ministers' Staff Acceptable Use of Communication Devices Policy provides guidance on the use, loss, theft, and return of communication devices provided for business purposes.

Minister's staff may use mobile telephones for business and (reasonable use) private purposes.

Under the current mobile plans all local and Australia-wide call to land line/ mobiles and texts are included in the plan. Premium service calls, international calls and global roaming services are outside of the plan and may be still chargeable based on the principles below.

Ministers' staff mobile phone charges are paid from the Ministers' office budget except for the items listed below, which need to be paid as a private expense:

- Personal international calls from within Australia
- Personal travel related global roaming charges
- Personal premium number service calls

Any personal calls which are outside the plan need to be declared and paid for monthly.

Declarations are not required otherwise.

The purchasing of technology items is in accordance with standard procurement arrangements.

The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual report 2022-23.

798. How many iPads or tablets are assigned to your ministerial office and to whom have they been issued?

(a) What was the cost of providing iPads or tablets to your ministerial office in 2022-23?

(b) How many iPads or tablets have been replaced due to lost or damage in 2022-23?

i. What was the cost of replacing these devices?

799. How many laptops has the Premier's Department or The Cabinet Office assigned to your ministerial office and to whom have they been issued?

(a) What was the cost of providing laptops to your ministerial office in 2022-23?

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**(b) How many laptops have been replaced due to lost or damage in 2022-23?
i. What was the cost of replacing these devices?**

I am advised:

Ministers Staff Acceptable Use of Communication Devices Policy provides guidance on the use, loss, theft, and return of communication devices provided for business purposes.

The purchasing of technology items is in accordance with standard procurement arrangements.

The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet Annual Report 2022-23.

800. Has any artwork been purchased or leased for display in your ministerial office since 28 March 2023?

(a) What is the cost of this?

I am advised:

The purchase or lease of artwork for official purposes is in accordance with standard procurement arrangements.

The costs of purchasing or leasing artwork for official purposes are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet 2022-23.

801. Have any floral displays or indoor plants been hired or leased for display in your ministerial office since 28 March 2023?

(a) If so, what was the cost of these items?

I am advised:

The hire or lease of floral displays or indoor plants is in accordance with standard procurement arrangements.

The costs of hiring or leasing floral displays or indoor plants are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet 2022-23.

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802. What was the total amount your office spent on stationery since 28 March 2023?

(a) What brand of paper is used in your office?

(b) Is it recycled paper?

(c) Is it Australian made paper?

I am advised:

Spending on office stationery is in accordance with standard procurement arrangements.

The costs of stationery are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet 2022-23.

803. What was the total cost of all subscriptions by you and your staff to online news services, newspapers, magazines, journals, and periodicals since 28 March 2023?

(a) What are these services/newspapers/magazines/journals/periodicals?

I am advised:

The total cost of all subscriptions is in accordance with standard procurement arrangements.

The costs of subscriptions are contained within the other expenses category in the Other Operating Expenses note of the audited financial statements within the Premier's Department Annual Report. The costs for the period 28 March 2023 to 30 June 2023 form part of the Department of Premier and Cabinet 2022-23.

804. What was the total value of all gifts purchased for use by you and your office since 28 March 2023?

(a) What were the gifts purchased?

i. Who were they gifted to?

I am advised:

The Ministers' Office Handbook outlines that the decision to present a gift is at the discretion of the Minister, having regard to both appropriateness and economy. Gifts may be appropriate, for example, where given as a memento of an official visit or as a small token of appreciation. However, gifts should not be given with the purpose, or in circumstances where they could be perceived as having the purpose, of inducing favourable treatment.

In accordance with the Premier's Department and The Cabinet Office's Gifts and Hospitality Policy, a register of official gifts presented by the Premier will be reported

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by the Premier's Department at the end of each financial year as required under the provisions of Treasurer's Direction TD21-04 and TD22-27.

805. What non-standard features are fitted to your ministerial vehicle?

(a) What is the cost of each non-standard feature?

I am advised:

Non-standard accessories fitted to Ministerial vehicles are for business, security, and safety related reasons, in accordance with the NSW Government Motor Vehicle Operations guidelines.

806. What is the total spend for your office since 28 March 2023 for:

(a) Taxi hire?

(b) Ridesharing services?

(c) Hire car rental?

(d) Limousine/private car hire?

I am advised:

The Ministers' Office Handbook outlines that taxies or ride share services are an option for business trips, including trips:

- Home after evening duty (e.g., when Parliament is sitting, when required to perform duties of the job, etc.) where public transport is not reasonable available or where it may be unsafe to use public transport. Generally, use of taxis for these purposes would occur after 8:00pm.
- To or from the airport in connection with early morning or late-night flights on official trips.
- To meetings when it would be unsafe or uneconomical to use public transport.

Costs are managed within Ministerial office budgets.

807. Were any planes or helicopters chartered by you or your office and paid for with public money since 28 March 2023?

(a) If yes, please provide details of the trip including the date of the trip, purpose of the trip, the method of transport and the cost?

I am advised:

All domestic and international travel bookings for official business must be made through the NSW Government's approved travel management supplier, this is currently FCM Travel Solutions.

Travel covered by the NSW Government contracts includes:

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- Commercial and charter air travel,
- Accommodation,
- Ground transport (car hire, rail, coach, and ferry)

Financial commitments for travel expenditure from the Ministers' office budget need to be made within office arrangements approved by the Chief of Staff as an authorised financial delegate.

Where a Minister, or employee of the Minister's office undertakes travel, travel is taken in accordance with the NSW government travel policy and the Ministers' Office Handbook. The Premier's Department website also details PD_A5842315, "Domestic and international travel of NSW Ministers and their offices" that has been released under the *Government Information (Public Access) Act 2009*.

Overseas Trips

808. Have you had any overseas trips paid for using public funds since 28 March 2023?

(a) If yes, did any of your relatives or friends accompany you on these trips?

I am advised:

In line with the M2015-05-Publication of Ministerial Diaries and Release of Overseas Travel Information, Minister's overseas travel is published on the Premier's Department Website.

809. Have you undertaken any official overseas travel that was privately funded since 28 March 2023?

(a) If yes, what was the nature of these trips?

(b) Who paid for these trips?

I am advised:

In accordance with M2014-02 Ministerial Arrangements During Absences, Ministers who travel overseas are generally required to seek the Governor's authorisation for another Minister to act on their behalf. All acting arrangements approved by the Governor are published in the NSW Government Gazette.

Gifts and Hospitality, including contributions to travel are managed in accordance with the NSW Ministerial Code of Conduct.

Parliamentary Secretary

810. Does your Parliamentary Secretary have pass access to your ministerial office?

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I am advised:

Security passes for 52 Martin Place are required to be issued in accordance with the 52 Martin Place security procedures and the associated Privacy and Surveillance Statement.

811. Does your Parliamentary Secretary have a desk in your ministerial office?

No.

812. Has your Parliamentary Secretary spoken on any pieces of legislation on your behalf? If so which legislation?

Please refer to the NSW Parliament Hansard.

813. What event/meetings has your Parliamentary Secretary attended on your behalf?

(a) Please provide in table form the date and the purpose of the event/meeting.

A Parliamentary Secretary shall have and may perform such functions as the Deputy Premier may, from time to time, determine in respect of him or her, pursuant to section 38C of the Constitution Act 1902.

The general duties of a Parliamentary Secretary are outlined in the Ministers' Office Handbook available on the Premier's Department Website.

814. How often do you meet with your Parliamentary Secretary?

I regularly meet or speak with my Parliamentary Secretary.

815. Has your Parliamentary Secretary travelled overseas since 28 March 2023?

(a) If so, when, and where?

(b) If so, what was the cost of:

i. Airfares?

ii. Accommodation?

iii. Food and beverage?

iv. Transportation?

v. Entertainment?

816. Has your Parliamentary Secretary travelled domestically since 28 March 2023?

(a) If so, when, and where?

(b) If so, what was the cost of:

i. Airfares?

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- ii. Accommodation?
- iii. Food and beverage?
- iv. Transportation?
- v. Entertainment?

I am advised that all Parliamentary Secretaries are subject to the same travel rules as Ministers when travelling on official business as a Parliamentary Secretary. Further information is available in the NSW Minister's Office Handbook.

817. Has your Parliamentary Secretary received training?

(c) If so, was it speech, voice, or media training?

i. If yes, who provided this training, on what date and at what cost?

Members of Parliament have a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal.

Probity Auditor

818. Has your office or department used a Probity Auditor or Probity Advisors, or similar, since 28 March 2023?

(a) If so please list the company and/or individual, the project, the engagement dates, and their total remuneration in tabular format.

In accordance with the NSW Government Procurement Policy Framework, the Department of Education has internal mechanisms in place to ensure that probity considerations are routinely taken into account in its procurement decisions, and the use of external probity advisers and auditors is the exception rather than the rule.

Qantas

819. Are you a Member of the Qantas Chairmans Club?

(a) Have you ever previously been a member? When did you cease to be a member?

(b) When did you initially become a member?

(c) When was this declared on the Ministerial gifts register?

Refer to the answer to LC question on notice 114.

Training

820. Have you received any training since becoming a Minister?

(a) If yes, please provide the details of what the training was.

I am advised:

All Cabinet Ministers have undertaken a program of Ministerial induction training.

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Ministers will undertake Respectful Workplace Policy Training that will commence in December.

Members of Parliament have a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal.

821. Have you received any speech, vocal or performance training?

(a) If so, what was the cost?

(b) Was this cost covered by the taxpayer?

I am advised:

Members of Parliament have a Skills Development Allowance that may be used in a manner consistent with the Parliamentary Remuneration Tribunal.

Website Usage

822. What were the top 20 most utilised (by data sent and received) unique domain names accessed by your ministerial office since 28 March 2023?

823. What were the top 20 most accessed (by number of times accessed) unique domain names accessed by your ministerial office since 28 March 2023?

I am advised:

All acceptable use of network services must be lawful, appropriate, and ethical.

The Ministers' Staff Acceptance Use of Network Services Policy is available in the Ministers' Office Handbook.

Cyber security

824. How many suspected data breaches have occurred within NSW schools across the following calendar years?

(a) 2021

(b) 2022

(c) 2023

The answers below are for suspected data breaches reported for the whole department, which includes NSW schools.

(a) 2021 = 327

(b) 2022 = 317

(c) 2023 = 190 (as at 3 November 2023)

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825. For the data breaches which were identified, how many were within the specified calendar years?

- (a) 2021**
- (b) 2022**
- (c) 2023**

- (a) 2021 = 107
- (b) 2022 = 78
- (c) 2023 = 58 (as at 3 November 2023)

826. How many data breaches required compensation within the specified calendar years?

- (a) 2021**
- (b) 2022**
- (c) 2023**

- (a) 2021 = 4
- (b) 2022 = Nil
- (c) 2023 = 1 (as at 3 November 2023)

827. What was the total amount of compensation paid by the NSW Department of Education to individuals that had their data compromised within the specified calendar years?

- (a) 2021**
- (b) 2022**
- (c) 2023**

- (a) 2021 = \$36,210
- (b) 2022 = Nil
- (c) 2023 = \$8,500 (as at 3 November 2023)

828. Which third-party education apps or external websites are used in NSW schools?

- (a) Has the NSW Department of Education established cyber-security guidelines for third-party apps and external websites used by schools, such as SeeSaw, Class Dojo, Mathletics etc?**
- (b) Please provide the documentation.**

Third-party products available for schools via the Administration Marketplace Panel for Schools and the Online Learning Tools marketplace have been assessed rigorously to ensure they comply with the NSW Government contractual terms and meet t cyber and data security requirements. Examples of department-endorsed apps include Compass, Hero, School Bytes and Sentral.

(a-b)

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The department has a comprehensive Cyber Application Assessments Framework. For security reasons, this is not released publicly.

829. How is the data of third-party education apps and external websites stored, and is it stored within Australia?

(a) What are the mandatory security and compliance conditions required by the NSW Department of Education that third-party education platforms must comply with?

(b) Please provide the documentation.

Data must be encrypted, stored securely and only be accessible to authorised people (that is, by the relevant students, teachers, other appropriate staff or parents).

The department requires sensitive personal data to be stored within Australia, preferably within NSW.

(a)-(b) Mandatory security and compliance conditions are set out in the department's Standalone Information Security Requirements.

830. Do the third-party education apps and external websites share personal parent or student information with other third-party companies?

(a) If so, which third-party platforms?

(b) What safeguards does the NSW Department of Education have in place to ensure that third-party platforms do not inappropriately access personal data?

(c) How much funding has been allocated in the 2023-24 Budget to ensure that parents' and students' privacy is protected, with respect to third-party software?

Most third-party education applications share data with other third parties. This can be for the purpose of taking payments, analysing app usage, providing user support or sending appropriate correspondence to parents, teachers or students.

(a) This varies for each application.

(b) Contract requirements relating to security and privacy extend to any external services used by the vendors.

(c) Privacy requirements are part of the contract.

831. How many schools use third-party administration software Sentral?

(a) Is Sentral compatible with departmental software platforms or does it require duplication of software uploads?

1,651 NSW public schools are currently subscribed to the Sentral product. Sentral is a cloud-based platform that integrates with department systems.

832. What was the total cost of the LMBR project?

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The total expenditure was \$751 million.

Political Activity Within Schools

833. Were specific guidelines, protocols, emails/correspondence issued to teachers and staff regarding political activism prior to the 2023 NSW State Election and the 'Voice to Parliament' referendum?

(a) Please provide copies of all documentation and communication issued.

Yes.

(a) See attachments at Tabs 1-15.

834. Are teachers permitted to hand out political material or campaign on election day at their school of employment?

(a) If yes, why are teachers not restricted from campaigning at their school of employment, given parents and students are more likely to vote at their respective schools?

There is a long-standing tradition of schools being used as polling places in NSW, as is custom across Australian jurisdictions. Electoral authorities have an overriding entitlement to use school facilities for electoral events.

Every Australian has a right to participate in political and community activities. This includes teachers provided they do so in a private capacity and it does not conflict with their role in the department.

The NSW Government does intend to restrict the democratic freedoms of teachers participating in activities outside of their work or employment.

If there is a specific incident that has caused concern, this can be raised with the Secretary for Education.

School Psychologists

835. How many K-12 students within NSW are on a waiting list to visit a psychologist?

(a) Please specify according to the following regions?

- i. Central and Northern Sydney Region**
- ii. Hunter & Central Coast Region**
- iii. Illawarra & South East NSW Region**
- iv. New England Region**
- v. North Coast and Mid North Coast Region**
- vi. Riverina/Murray Region**
- vii. Southern and South Western Sydney Region**
- viii. Western NSW Region**
- ix. Western Sydney and Blue Mountains Region**

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- (b) Within the NSW Budget, how much has been funded for school psychologists in the following financial years?**
- i. 2021-22**
 - ii. 2022-23**
 - iii. 2023-24**
- (c) In total, how many FTE school psychologist positions are currently available?**
- (d) How many FTE school psychologist positions are currently vacant?**
- (e) How many external psychologists are contracted by the NSW Department of Education for the purposes of assisting students?**

- (a) This information is not collected by the Department of Education.
- (b) The estimated costs for the school counselling service were
- i. \$169,379,799 for 2021-2022
 - ii. \$173,200,076 for 2022-2023
- The committed costs for the school counselling service are
- iii. \$178,384,013 for 2023-2024
- (c) The School Counselling Service is made up of both school counsellors and school psychologists. The service has 1,249 FTE currently available.
- (d) As of the 31 October 2023 there are currently 55.6 FTE positions vacant in the School Counselling Service.
- (e) The department currently has 13 external psychologists providing a service allocation of 4.2 FTE. These psychologists are engaged through approved providers.

Covid-19 Vaccination Mandate

- 836. How many NSW Department of Education staff were impacted by the Covid-19 vaccination mandate, and forced to leave their place of employment?**
- (a) How many have since elected to return?**

In 2022, 295 permanent employees, including executives and school-based non-teaching staff were dismissed from their employment following proven allegations of misconduct as a result of non-compliance with COVID-19 vaccination requirements.

The requirement for all employees to be vaccinated against COVID-19 has now been removed. As a result, contact was made with all current and former employees, subject to Professional and Ethical Standards Directorate investigations for non-compliance with the previous vaccination mandate, to advise of the individual impact of that change.

Employees who separated or were dismissed were eligible to apply for roles and have their approval to teach reinstated if they had active accreditation with NSW Education Standards Authority, a current Working with Children Check Clearance, and there were no other issues or concerns being managed in relation to their performance or conduct at the time of separation from the department. There is no available data on which of these eligible employees were re-employed by the department.

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837. How many teachers employed by the NSW Department of Education were impacted by the Covid-19 vaccination mandate, and forced to leave their place of employment?

(a) How many have since elected to return?

(b) What additional counselling programs are available to affected teachers, given the trauma they experienced in losing their employment?

(c) What career assistance is available to teachers returning?

(a) Refer to the answer to supplementary question 836.

(b) The Employee Assistance Program is available to all staff and their immediate family members and provides independent and confidential counselling services for both personal and work-related matters.

(c) Full approval to teach was reinstated with advice provided regarding eligibility for employment, including the possibility of matching to a permanent position via a central appointment. Teachers were also advised of additional support available through the Employee Assistance Program and the NSW Teachers Federation. In addition, the Department offers a range of opportunities for all teachers to enhance their careers. Information is available on Teach NSW: <https://education.nsw.gov.au/teach-nsw/enhance-your-career>

Indigenous Education

838. With respect to NESA's syllabus K-6, which historical sources have been relied upon for the additional content on Aboriginal culture and perspectives?

839. With respect to NESA's syllabus 7-10, which historical sources have been relied upon for the additional content on Aboriginal culture and perspectives?

NESA draws on evidence-based research when developing all syllabuses. A comprehensive bibliography with references to historical sources used will be released alongside the final Human Society and its Environment (HSIE) Kindergarten to Year-6 syllabus, as is practice for all syllabuses released as part of curriculum reform.

840. Which Aboriginal culture and intellectual property protocols form the new Aboriginal content?

(a) Please provide these protocols.

NESA continues to advise schools to seek out local Aboriginal community protocols when teaching Aboriginal perspectives and content in the new syllabuses, in line with the [Working with Aboriginal Communities: A Guide to Community Consultation and Protocols](#) (2008) guide.

841. What has been the cost of the inclusion of the new Indigenous content within the K-10 syllabuses?

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All costs are met through the regular syllabus development budget allocations.

842. Which organisations or individuals have been engaged with in the creation of the indigenous HSIE and history syllabuses?

NESA has engaged a number of Aboriginal and non-Aboriginal organisations, including the Aboriginal Education Consultative Group, and Aboriginal peoples during the development of Aboriginal content in the HSIE K–6 and History 7–10 syllabuses, as is practice for all syllabuses developed as part of curriculum reform. NESA engaged with Aboriginal stakeholders in a range of locations across NSW including Grafton, Newcastle, Moree, Dubbo, Broken Hill, Wagga Wagga, Batemans Bay, Goulburn, Berkeley Vale, and Redfern.

843. How many students are studying an Aboriginal language in 2023, in:

(a) Year 10

(b) Year11

(c) Year12

(d) For each school year, which schools were the students enrolled in?

In 2023, there are nine students enrolled in Aboriginal Languages for Year 10, two students for Year 11 and 13 students for Year 12.

The names of schools are not included as providing the name of a school that has a student/s enrolled in any given course may identify individual students.

Special Religious Instruction

844. How many students in NSW are enrolled in ethics classes?

The Department of Education does not centrally collect participation statistics for Special Religious Education/Special Education in Ethics.

845. Which schools are currently offering students ethics classes, as an alternative to SRE?

(a) Please specify the name of the schools.

(b) Please specify the number of students enrolled in ethics classes at each school.

Refer to the answer to supplementary question 844.

Teacher's Federation

846. Has the Minister, any ministerial staff, senior Departmental executives, or Departmental staff participated in any social drink gatherings with Teachers

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Federation officials during any stage of the negotiations regarding the NSW teachers' pay dispute?

(a) Please specify the date and location of all such social occasions since the State Election.

(b) Was there a social gathering between union officials and senior executive staff the day prior to the agreement being finalised?

I refer to answer provided to the Portfolio Committee No.3 Hearing on 24 October 2023.

Land Audit

847. Given 300 hectares of NSW Department of Education land has been identified as vacant and potentially offered for the purposes of future housing, can the Minister indicate:

(a) How many hectares of land has been identified as vacant for such purposes within each of the following regions?

i. Central and Northern Sydney Region

ii. Hunter & Central Coast Region

iii. Illawarra & South East NSW Region

iv. New England Region

v. North Coast and Mid North Coast Region

vi. Riverina/Murray Region

vii. Southern and South Western Sydney Region

viii. Western NSW Region

ix. Western Sydney and Blue Mountains Region

(b) How many parcels of vacant land are adjacent to a school site? Please specify.

(c) How many parcels of vacant land form part of the grounds of a school? Please specify.

This work is being led by the Minister for Lands and Property. The Department of Education is contributing to the government land audit to identify potentially vacant government land. The department has provided information to the relevant agencies to enable a thorough audit to take place.

300 hectares of land currently owned by the department were identified as being vacant under previous governments and are likely being further reviewed as part of the audit process.

Suspension and expulsions

848. In disaggregated data for each school year from K-12, from 2014 to 2023:

(a) How often has the same student been suspended?

(b) Can you provide a regional or district breakdown of students with disability being suspended?

i. Can you provide statistics on the total number of children corresponding to

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these regions?

(c) How many First Nations students have been suspended from school?

(d) How many students from Out of Home Care have been suspended?

(e) How many students with disability from mainstream schools have been suspended?

(f) How many students with disability from support units have been suspended?

(g) How many students with disability from special schools have been suspended?

(h) How many kids with disability are homeschooled as a result of suspension, exclusion or expulsion?

Number of students suspended more than once in the calendar year by grade:

Grade	2015	2016	2017	2018	2019	2020	2021	2022
Kindergarten	168	160	220	284	275	217	132	158
Year 1	302	299	352	332	397	279	212	207
Year 2	412	410	452	489	491	351	257	273
Year 3	560	563	593	643	687	471	366	382
Year 4	699	674	737	744	721	574	472	441
Year 5	763	787	809	881	849	645	567	524
Year 6	790	877	985	1,028	1,058	859	710	691
Year 7	2,089	2,168	2,432	2,513	2,655	2,384	2,112	2,301
Year 8	2,739	2,736	2,898	2,895	3,270	2,925	2,683	2,850
Year 9	2,720	2,663	2,728	2,791	3,023	2,660	2,515	2,698
Year 10	2,277	2,137	2,210	2,058	2,325	1,949	1,801	1,915
Year 11	773	705	627	598	571	555	546	523
Year 12	137	164	137	132	149	97	139	145

Number of students with disability being suspended by remoteness and grade:

ABS Remoteness	Grade	2015	2016	2017	2018	2019	2020	2021	2022
Major Cities	Kindergarten	157	158	200	239	262	232	149	213
	Year 1	243	244	280	319	334	290	283	201
	Year 2	314	307	372	356	414	330	285	327
	Year 3	374	460	448	446	448	390	387	354
	Year 4	491	461	515	556	552	495	428	422
	Year 5	491	542	555	628	643	574	468	510
	Year 6	506	586	662	612	744	619	607	568
	Year 7	1070	1226	1239	1295	1412	1345	1215	1376
	Year 8	1297	1455	1502	1526	1671	1659	1583	1497
	Year 9	1209	1303	1325	1378	1503	1397	1486	1527
	Year 10	983	1091	1062	1114	1142	1127	1073	1158
	Year 11	372	416	420	378	424	404	417	384
Year 12	147	150	173	146	141	139	156	157	
Inner Regional	Kindergarten	70	90	93	121	93	92	93	87
	Year 1	147	158	179	161	202	157	123	135

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	Year 2	213	215	229	230	230	205	180	151
	Year 3	269	281	310	280	307	278	238	232
	Year 4	304	334	355	369	368	308	299	242
	Year 5	327	335	375	410	446	343	354	305
	Year 6	352	371	413	433	469	419	422	376
	Year 7	650	659	762	753	853	726	826	728
	Year 8	791	797	756	889	909	936	903	952
	Year 9	750	767	767	805	815	822	840	872
	Year 10	550	494	587	612	608	541	604	589
	Year 11	198	199	169	214	208	174	183	193
	Year 12	54	71	61	58	64	67	68	74
Outer Regional /Remote/Very Remote	Kindergarten	29	26	30	28	24	23	22	23
	Year 1	60	57	61	55	62	38	32	38
	Year 2	71	83	81	92	71	74	51	41
	Year 3	143	125	133	103	127	107	88	78
	Year 4	133	161	169	158	113	128	106	111
	Year 5	147	158	174	166	189	138	137	114
	Year 6	155	161	186	207	189	183	145	164
	Year 7	286	252	297	299	305	240	273	265
	Year 8	325	341	344	321	333	300	320	323
	Year 9	257	279	304	304	287	255	277	291
	Year 10	221	265	219	233	239	175	205	183
	Year 11	73	98	89	73	83	77	65	61
	Year 12	21	34	31	31	24	20	18	17

Number of NSW government students enrolled by remoteness and grade:

ABS Remoteness	Grade	2015	2016	2017	2018	2019	2020	2021	2022
Major Cities	Kindergarten	52,682	53,315	54,463	55,548	54,438	53,908	52,514	51,082
	Year 1	51,478	52,564	53,226	53,946	55,236	53,973	52,794	51,242
	Year 2	52,173	51,642	52,632	53,085	54,073	55,035	53,111	51,928
	Year 3	50,148	51,856	51,517	52,176	52,932	53,698	53,966	51,848
	Year 4	47,823	50,088	51,987	51,479	52,352	52,711	52,928	53,127
	Year 5	45,339	47,242	49,570	51,222	50,758	51,553	51,179	51,111
	Year 6	44,322	45,102	47,197	49,417	51,064	50,598	50,856	50,425
	Year 7	37,536	38,144	39,046	40,603	42,595	44,029	42,156	41,707
	Year 8	37,368	38,006	38,721	39,425	41,043	42,874	43,555	41,975
	Year 9	38,873	38,205	38,920	39,403	40,248	41,525	42,582	43,626
	Year 10	40,232	40,363	39,594	39,662	40,446	40,758	41,306	42,674
	Year 11	36,917	36,908	36,629	35,553	35,687	36,137	35,536	35,577
Year 12	31,326	30,941	31,417	31,042	30,186	30,841	30,819	30,246	
Inner Regional	Kindergarten	13,290	13,594	13,336	13,533	13,329	13,179	12,747	12,629
	Year 1	13,650	13,349	13,640	13,370	13,492	13,329	13,045	12,615
	Year 2	13,602	13,880	13,448	13,737	13,421	13,476	13,323	12,887
	Year 3	13,735	13,743	13,901	13,461	13,730	13,396	13,393	13,118

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	Year 4	13,342	13,883	13,758	13,916	13,459	13,666	13,309	13,205
	Year 5	12,732	13,388	13,973	13,740	13,961	13,362	13,531	13,111
	Year 6	12,827	12,810	13,328	13,999	13,693	13,832	13,262	13,330
	Year 7	10,795	11,011	11,018	11,515	12,115	11,548	11,385	10,592
	Year 8	11,009	10,938	11,156	11,067	11,486	12,049	11,428	11,248
	Year 9	11,252	11,225	11,090	11,180	11,159	11,413	11,877	11,273
	Year 10	11,538	11,289	11,117	10,968	10,983	10,818	10,984	11,339
	Year 11	10,017	9,663	9,258	8,862	8,702	8,578	8,073	7,883
	Year 12	7,817	7,599	7,472	6,978	6,634	6,548	6,237	5,858
Outer Regional /Remote/Very Remote	Kindergarten	4,522	4,419	4,326	4,357	4,165	3,869	3,887	3,812
	Year 1	4,433	4,470	4,420	4,278	4,255	4,050	3,853	3,870
	Year 2	4,684	4,405	4,454	4,354	4,222	4,207	3,985	3,806
	Year 3	4,501	4,645	4,349	4,395	4,302	4,111	4,197	3,909
	Year 4	4,403	4,469	4,643	4,354	4,299	4,255	4,115	4,154
	Year 5	4,170	4,366	4,463	4,583	4,309	4,215	4,215	4,083
	Year 6	4,201	4,124	4,330	4,423	4,476	4,286	4,152	4,155
	Year 7	3,608	3,652	3,523	3,747	3,766	3,766	3,557	3,364
	Year 8	3,746	3,580	3,563	3,512	3,690	3,682	3,699	3,540
	Year 9	3,641	3,620	3,536	3,512	3,407	3,601	3,567	3,631
	Year 10	3,667	3,577	3,557	3,430	3,419	3,317	3,417	3,431
	Year 11	3,027	3,042	2,877	2,802	2,610	2,572	2,394	2,350
Year 12	2,366	2,312	2,308	2,143	2,119	1,940	1,842	1,674	

Source: National Schools Statistic Collection 2015-2022

Number of First Nations students who have been suspended:

Grade	2015	2016	2017	2018	2019	2020	2021	2022
Kindergarten	118	116	149	182	189	128	97	117
Year 1	217	205	233	246	279	213	174	178
Year 2	308	278	318	323	336	282	237	223
Year 3	396	413	416	438	447	384	343	349
Year 4	496	527	572	550	515	447	420	378
Year 5	512	559	617	648	669	547	512	485
Year 6	605	605	729	755	811	744	610	625
Year 7	1,229	1,204	1,342	1,454	1,623	1,484	1,417	1,484
Year 8	1,326	1,394	1,461	1,490	1,747	1,695	1,622	1,679
Year 9	1,283	1,307	1,374	1,339	1,529	1,470	1,537	1,548
Year 10	1,114	1,065	1,134	1,095	1,148	1,099	1,159	1,203
Year 11	502	452	460	457	435	414	462	441
Year 12	112	136	163	124	126	124	125	149

Data on Out of Home Care students suspended is not available as it would require manual processing to link individual student data.

Number of students with disability enrolled in mainstream schools who have been suspended:

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Grade	2015	2016	2017	2018	2019	2020	2021	2022
Kindergarten	232	249	281	350	337	306	232	286
Year 1	407	401	449	453	509	395	363	299
Year 2	518	523	576	563	581	471	383	390
Year 3	672	703	745	657	699	607	536	502
Year 4	792	772	819	843	815	704	629	565
Year 5	760	806	846	903	968	827	723	688
Year 6	771	835	943	934	1,065	902	912	834
Year 7	1,593	1,707	1,771	1,826	2,002	1,770	1,804	1,907
Year 8	1,890	2,019	2,008	2,071	2,287	2,238	2,173	2,187
Year 9	1,684	1,789	1,803	1,908	1,980	1,887	2,031	2,082
Year 10	1,363	1,379	1,395	1,466	1,533	1,394	1,450	1,490
Year 11	467	491	439	429	453	467	447	413
Year 12	127	148	142	115	129	132	151	157

Notes:

- Shared students and students that move schools during a calendar year can be suspended both at a mainstream school as well as a special school.
- Assigning a school setting uses a combination of the school type of the suspension school and the enrolment type (mainstream v support) recorded as part of NCCD.

Number of students with disability enrolled in support units that have been suspended:

Grade	2015	2016	2017	2018	2019	2020	2021	2022
Kindergarten	24	24	35	31	39	37	32	37
Year 1	48	50	61	72	83	86	67	64
Year 2	80	74	92	103	122	120	125	115
Year 3	121	149	130	156	168	144	166	151
Year 4	140	159	185	204	199	201	173	185
Year 5	189	185	204	256	261	195	192	197
Year 6	194	216	246	247	266	259	202	207
Year 7	366	355	431	436	470	451	445	387
Year 8	429	472	473	534	511	553	538	500
Year 9	404	424	445	462	492	448	456	490
Year 10	294	329	328	367	321	356	323	317
Year 11	141	166	176	176	200	152	155	174
Year 12	67	79	89	84	68	67	69	69

Notes:

- Shared students and students that move schools during a calendar year can be suspended both at a mainstream school as well as a special school.
- Assigning a school setting uses a combination of the school type of the suspension school and the enrolment type (mainstream v support) recorded as part of NCCD.

Number of students with disability enrolled in Schools for Specific Purposes that have been suspended:

Grade	2015	2016	2017	2018	2019	2020	2021	2022
Kindergarten	≤ 5	≤ 5	7	6	≤ 5	≤ 5	≤ 5	

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Year 1	≤ 5	10	12	13	7	6	8	11
Year 2	9	9	14	12	19	20	13	21
Year 3	14	15	24	28	22	30	16	15
Year 4	32	35	40	41	22	29	31	25
Year 5	56	59	72	59	65	43	49	53
Year 6	76	83	95	87	88	75	63	71
Year 7	72	83	103	91	102	97	68	78
Year 8	127	116	120	141	127	125	109	91
Year 9	150	149	157	134	142	151	123	126
Year 10	110	142	162	133	141	99	111	122
Year 11	42	58	74	60	65	43	68	56
Year 12	31	28	35	37	35	31	22	23

Notes:

- Some students move between schools during a calendar year.
- ≤ 5: number of students with a disability from schools for specific purposes that have been suspended that are 5 or fewer are suppressed.

Under the Education Act 1990, the education of a child is primarily the responsibility of the child's parents. Parents have an option to choose home schooling registration, which is overseen by NESAs.

Data on homeschooling held by NESAs is available on their website at <https://educationstandards.nsw.edu.au/wps/wcm/connect/7281cfd6-b3e4-4346-ae2c-33e63e8e6106/home-schooling-data-reports-relating-to-2022.pdf?MOD=AJPERES&CVID=>.

Following the expulsion of a student from a NSW public school, for serious behaviour/s of concern, the principal and Director, Educational Leadership are obligated to arrange an alternative educational placement appropriate to the needs of the student. If a student over 17 years of age is expelled from a NSW public school for unsatisfactory participation in learning, it is the student's and parents' or carers' responsibility to find a suitable alternative placement.

Gatekeeping

849. How many students have been outright refused enrolment on the basis of their disability?

850. How many parents have been encouraged to seek other options, including enrolment in a special school or home schooling?

851. How many schools permit enrolment subject to resourcing restraints, such as teachers' aide hours, without physical modifications to improve accessibility, offers of part-time enrolment only or encouragement to reduce hours?

Section 34A of the *Education Act 1900* affirms the right of all students, including students with disability, to enrol at the local school within the designated intake area which the child is eligible to attend.

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The department is committed to ensuring that all students, regardless of disability, ethnicity, socio-economic status, nationality, language, gender, sexual orientation or faith, can access and fully participate in learning, alongside their similar aged peers, supported by reasonable adjustments and teaching strategies tailored to meet their individual needs.

Restrictive practices

852. How many students have an authorised restrictive practice in NSW schools?

853. How many students have an unauthorised restrictive practice in NSW schools?

854. Can you list the categories of restrictive practices used in NSW schools, and how many were applied in each category over the past 5 years?

The Department of Education is committed to the national goal to reduce and eliminate the unnecessary or inappropriate use of restrictive practices in our schools, wherever possible.

The department does not currently hold centralised data on the use of restrictive practices in NSW public schools. A future program of work is planned to ensure alignment of the departments policies and practices with accepted recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Number of students with disability in NSW schools

855. In NSW schools, how many students with disability are there in mainstream classes?

In 2022, there were 115,314 students with a disability in NSW government mainstream classes.

856. In NSW schools, how many students with disability are there in support units?

In 2022, there were 20,066 students with a disability in NSW government support units.

857. In NSW schools, how many students with disability are there in schools for specific purposes?

In 2022, there were 5,850 students with a disability in NSW government schools for specific purposes.

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Spending on special schools and support units

858. How much was spent in the last 5 financial years on special schools?

Total funding for all NSW public Schools for Specific Purposes for the last five years is:

- 2019 - \$302.6 million
- 2020 - \$363.2 million
- 2021 - \$375.7 million
- 2022 - \$398.3 million
- 2023 - \$414.0 million

859. How much was spent in the last 5 financial years on support units?

Support classes are specialist classes in some NSW government mainstream schools or Schools for Specific Purposes that meet the needs of eligible students who have a confirmed disability and moderate to high support needs.

Total funding specific to support classes in NSW government schools (mainstream or Schools for Specific Purposes) for the last five years is:

- 2019 - \$498.3 million
- 2020 - \$560.0 million
- 2021 - \$619.1 million
- 2022 - \$680.6 million
- 2023 - \$740.4 million

People with disability working in NSW schools

860. How many people with disability are currently employed as principals?

The Department of Education collects data on diversity via a voluntary 'Equal Employment Opportunity' survey, which is then published in the department's Annual Report. Employees are provided assurances in the information collection statement that the data is not to be made available where there is a possibility of individuals being identifiable, for example when the population size is small, or the overall characteristics of that population make it possible to identify individuals.

As such, school Principals identifying as having disability falls into the criteria where the number is too low to provide.

861. How many people with disability are currently employed as teachers?

The department collects data on diversity via a voluntary 'Equal Employment Opportunity' survey.

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As at June 2023, 1,176 classroom teachers and non-Principal teaching executives identified as having a disability.

862. How many people with disability are currently employed as administrators?

The department collects data on diversity via a voluntary 'Equal Employment Opportunity' survey.

As at June 2023, 475 non-teaching school support staff identified as having a disability.

863. How many people with disability are currently employed as teachers aides?

The department collects data on diversity via a voluntary 'Equal Employment Opportunity' survey.

As at 06 November 2023, 236 Student Liaison School Support Officers identified as having a disability.

864. How many people with disability are currently employed within the Department of Education?

(a) Can you break this down into different pay grades and job titles?

As at June 2023, 1,817 Department of Education employees identified as having a disability.

The department collects data on diversity via a voluntary 'Equal Employment Opportunity' survey. Employees are provided assurances in the information collection statement that the data is not to be made available where there is a possibility of individuals being identifiable, for example when the population size is small, or the overall characteristics of that population make it possible to identify individuals.

Even at an aggregated salary band level, employees identifying as having a disability falls into the criteria where the numbers are too low to provide.

Training in legal obligations and Disability Standards for Education

865. How many employees of the NSW Department of Education receive training in regards to legal obligations in relation to the Disability Standards of Education?

(a) Can you break this down by number of:

ii. Principals?

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iii. Teachers?

iv. Learning support

The department provides staff with professional learning in the form of Disability Standards of Education professional learning courses, which are specific to different educational environments.

The Disability Standards for Education Leaders is mandatory training for staff who are substantive, active or relieving as a Director Educational Leadership, Principal, Deputy Principal, Assistant Principal or Head Teacher. This training must be completed on commencement and revisited every three years.

2017 Inquiry into Education of students with a disability or special needs in NSW

866. Which of the recommendations from this final report have been implemented to date?

The Department of Education has implemented 38 of the 39 recommendations of the inquiry. Recommendation 4, that “the NSW Government works with the Commonwealth Government to increase the overall funding available to ensure that adequate funding is provided to government schools to meet the needs of students with disabilities and special needs”, is ongoing.

867. Is there an intention to implement Recommendation 30, “That the NSW Education Standards Authority investigate the feasibility of making training in legal obligations and the Disability Standards for Education part of the accreditation process for all teachers and principals”? (a) Has there been any steps taken by the Department of Education to ensure that NESA implement this recommendation?”

Since November 2020, NESA has required teachers who are accredited at Proficient Teacher and above to complete professional development courses in four prescribed priority areas, one area being students/children with disability.

Synthetic surfaces in education settings in relation to bushfire safety

868. The recently released CSE study on Synthetic Turf, did not include any data on synthetic turf and rubberised surfaces in education settings, as they were not part of the scope. From our information we are hearing that there is unabated installation of the fields in all education, (see 1) settings from preschool to high schools and universities, with no safety data. What percentage of schools and education settings have artificial turf surfaces?

I have sought clarification and advice from the Department of Education on this matter and I am advised of the following:

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The percentage of schools and education settings with artificial turf surfaces is not held centrally.

The department is committed to ensuring health and safety standards are upheld when catering to the needs of individual schools.

The Educational Facilities Standards and Guidelines recommend consideration of synthetic turf in high use zones, shaded areas and other spaces where the growth of natural turf is problematic. The specification of this is to Australian Standards.

The Department of Planning & Environment (DPE) commissioned Ethos Urban to help gain a better understanding of the social, environmental, and economic impacts, benefits, and limitations of using synthetic turf as a replacement for natural grass in public open spaces.

As part of the *Synthetic Turf Study in Public Open Space*, Ethos Urban undertook a literature review as well as consulted with stakeholders and communities over the period of May-June 2021 on the use of synthetic alternatives to natural turf in public open spaces.

The NSW Government is building on the *Synthetic Turf Study in Public Open Space* report, with the preparation of guidelines for the use of synthetic surfaces in public open space.

Further investigation by the NSW Chief Scientist and Engineer with research in environmentally responsible synthetic surface methods will also inform the preparation of the guidelines.

DPE will be presenting a cross-government response in response to this report, and the department welcomes the opportunity to work with DPE on this, given the implications for the management of existing school sites and planning for future sites.

869. According to the 'Cool Schools' document (2018) the surface of direct sun on rubberised soft fall can be 50 degree hotter than the ambient temperature (page 3 of this document #2). According to Kids Safe, via Westmead Hospital, a shoeless toddler can suffer from 3rd degree burns on a 50 deg C surface. Is there any intention to create guidelines for schools in relation to dealing with the dangers associated with synthetic turf during bushfire season?

The department maintains an up to date Bushfire Risk Register based on a wide range on inputs.

The Department for Planning and Environment has commenced the preparation of the *Synthetic surfaces in public open space: Guidelines for Decision Makers* (the Guidelines). I am advised that the Guidelines will be complete in 2024 following public exhibition of the draft.

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870. Can the minister advise what safety documentation, training, and advice schools, including sports teachers, educators and community users have been given around the heat issues with rubberised and artificial grass surfaces?

(a) Has the DoE been provided with any data on the heat issues, to ensure the safety of preschool to high school students?

(b) Have low cost infrared thermometres been provided to test the heat of artificial and/ or rubberised surfaces?

Refer to the answer to supplementary question 868.

871. Is the Minister aware of heat-related death of US high school students while using artificial turf sports fields?

The health and safety of students and staff is the Department of Education's priority. Refer to answer to supplementary question 868.

872. Further, with the updating of bush fire ratings for schools, have those with artificial turf surfaces, which are more flammable and toxic (NSW Chief Scientist review of Synthetic Turf 2022 - 5) been assessed and briefed on the dangers of embers on these surfaces? For example Nagamay Public School in Mulgoa and Mt Riverview Public School & Kurrajong East in the Blue Mountains, as well as Lindfield Learning Village close to Lane Cove National Park.

Refer to the answer to supplementary question 869.

873. Is there any increased insurance risk with such flammable surfaces in an education setting?

The department's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for government entities.

874. When will guidelines be developed for installing artificial turf in school and education settings?

Refer to the answer to supplementary question 868.

Assisted School Travel Program (ASTP)

875. How much money was spent on the Assisted School Travel Program (ASTP), for each financial year from 2014 to 2023?

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- (a) How much of this was spent to transport children to mainstream schools?**
(b) How much of this was spent to transport children to non-mainstream schools?

Expenditure on the Assisted School Travel Program, encompassing transport for children enrolled in both mainstream schools and Schools for Specific Purposes is as below:

Financial Year	Total Expenditure
2013/2014	\$141,119,764
2014/2015	\$154,653,336
2015/2016	\$170,368,672
2016/2017	\$170,067,590
2017/2018	\$172,117,358
2018/2019	\$179,074,739
2019/2020	\$190,611,143
2020/2021	\$191,381,870
2021/2022	\$193,704,492
2022/2023	\$210,394,105

876. How much money was spent on building new disability support units in mainstream schools, for each financial year from 2014 to 2023?

877. How much money was spent on upgrading existing disability support units/classes in mainstream schools, for each financial year from 2014 to 2023?

Prior to 2019, the majority of support classes were housed in demountables and no specific cost for these are recorded. There are also no specific costs recorded for the conversion of existing teaching spaces to be used specifically for support units.

The department is committed to the support of students with disability. The department spends up to \$65 million per year on integration projects. Integration projects are unique to each students' requirements and provide a much more inclusive educational environment.

Historical integration funding:

Year	Integration funding (rounded to nearest million)
2013-14	\$26 million
2014-15	\$28 million
2015-16	\$27 million
2016-17	\$26 million
2017-18	\$30 million
2018-19	\$44 million
2019-20	\$52 million
2020-21	\$61 million

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2021-22	\$53 million
2022-23	\$65 million

878. How many mainstream government schools in NSW have support units/classes for students with disability?

(a) How many mainstream government schools in NSW do not have any support units for students with disability?

(b) What are the costs associated with building and setting up support units/classes in a mainstream school?

As at October 2023, there were more than 840 mainstream government schools with support units/classes for students with disability leaving approximately 1,230 mainstream government schools without support units/classes for students with disability. It should be noted that most students with a disability are integrated into mainstream settings.

Costs associated with the establishment of a support class is dependent on the support class category, the existing facilities, the age of the facilities, the needs of the students, accessibility requirements and the location on the site.

879. There are fewer graduates coming out of Certificate, Diploma, and Bachelor programs for ECEC than there are people leaving the sector. Does the government have any strategies for paying placements to make training more possible?

Practicum supports are available through the 2023-24 Early Childhood Education Care (ECEC) Scholarship Program.

Under this program, scholars can decide how best to use their allocated funding, including offsetting costs associated with practicum placements if they choose.

The majority of ECEC Vocational Education Training (VET) scholars are also likely to be eligible for Smart and Skilled Fee Free Training, meaning course fees are not a barrier.

Early Childhood Teaching scholars may receive up to \$25,000, of which up to \$5,000 is available for practicum units of study.

880. TAFE NSW provides the highest standard of training for Certificate and Diploma programs in early childhood education & care, and is a provider of TVET courses that allow HSC students to begin learning about the sector. Is the NSW government going to change the current funding model to explicitly expand and preference TAFE's provision of training in this area?

The NSW Education Standards Authority (NESA) has endorsed the Certificate III in Early Childhood Education and Care as a vocational education and training (VET)

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course that contributes to the HSC. This qualification is available for delivery to school students under the Department of Education's Externally Delivered VET (EVET) program.

Under the current funding model for the EVET program, TAFE NSW has 98.5 per cent of the market share for the delivery of this qualification. In 2023, there are 326 enrolments in this qualification, of these 321 were with TAFE NSW and 5 enrolments with one other Registered Training Organisation.

There are no plans to explicitly expand or preference TAFE NSW under the current EVET funding model, noting the NSW VET Review may make recommendations as part of their work.

881. Does the government have any plans of ensuring that ECEC Certificate and Diploma programs are available in every LGA through TAFE given the proposed closure of the ECEC training at Petersham TAFE?

No changes will be made to ECEC training at TAFE NSW Petersham campus.

882. What commitments is the NSW government making to fund and require the ongoing provision of early learning centres at universities, both to support women re-entering the workforce and also for the training of degree level early childhood educators?

The Childcare and Economic Opportunity Fund is the NSW Government's 10-year strategic investment program to increase women's economic participation through improving accessibility and affordability of quality Early Childhood Education and Care (ECEC). The Fund also has an objective to support the ECEC workforce. Fund investment priorities are currently being developed as part of a Strategic Investment Plan that is due to be finalised by mid-2024.

883. Noting the provision of scholarships by teach.nsw to education support workers to re-train as school teachers, is there any plan to lift the requirement for them to enrol at CSU and WSU?

The NSW Department of Education offers a range of scholarships for aspiring teachers to complete initial teacher education degrees. Scholarships including the Teacher Education Scholarship, enables individuals to study an accredited teaching degree with their preferred university.

The Grow Your Own programs partner with Charles Sturt University and Western Sydney University as the initial teacher education providers. There are no plans to alter university enrolment requirements while the partnership is under contract until December 2025. Both universities offer flexible initial teacher education degrees with wrap around supports to program participants, including School Administrative Support Staff.

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884. What funding will be provided to TAFE NSW to provide Diploma level training for education support workers so that they have a recognised pathway of credit for when they re-train? And extending similar scholarships to those of early childhood educator

Until 30 June 2024, the Department of Education is offering 25,000 fee free training places for anyone seeking to gain a Certificate III or Diploma in Early Childhood Education and Care (ECEC). The scholarships for Certificate III and Diploma ECEC qualifications will provide scholars funding to offset costs associated with study.

The proposed \$9 million election commitment scholarships will be open to ECEC workers studying a Bachelor of Early Childhood Teaching (ECT) or a Diploma in ECEC (Diploma).

An additional \$3.28 million is proposed to be allocated from the department's existing workforce budget, for scholarships cohorts outside the election commitment such as those studying:

- A Certificate III in ECEC (scholarships of up to \$3,000 will be available to those studying a Certificate III to complement the department's fee free VET qualifications and offset costs associated with study).
- A Diploma or Bachelor qualification, where students are not currently working in the sector.
- A post graduate ECT qualification, for example, an ECT Masters degree.
- Other ECEC sector qualifications, including for Outside School Hours Care (OSHC).

ECE support for Aboriginal families

885. A key part of closing the gap for Aboriginal peoples is the provision of early childhood education & care. There is now an extension of the Childcare Subsidy for Aboriginal families, but gap fees remain. What will be done to support Aboriginal families?

The NSW Government has committed over \$23 million to the first phase of the First Steps strategy to support the strategy's 5 initial targets, aligned with Closing the Gap targets:

- 95% of Aboriginal children will be enrolled in the year before school starts by 2025.
- 55% of Aboriginal Children will be assessed as developmentally on track in all five domains of the Australian Early Development Census by 2031.
- 50% of Aboriginal children in ECE will have access to an Aboriginal language program by 2025.
- 3% of staff working in the department's ECE directorates will be Aboriginal and/or Torres Strait Islander.
- 100% of staff working in the department's ECE directorates will have completed or commenced cultural awareness/safety training by 2025.

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The department's Start Strong programs provide fee relief to families of eligible children, including Aboriginal and Torres Strait Islander children. This fee relief will continue in 2024. Families may save up to:

- \$4,220 a year for eligible children aged 3 and above in eligible community and mobile preschools.
- \$2,110 a year for eligible children aged 4 and above in eligible long day cares and Multifunctional Aboriginal Children's Service (MACS). This fee relief can be used to reduce gap fees.

Start Strong also provides equity loadings for Aboriginal and Torres Strait Islander children aged 3 years and above. Services can use this program funding on functional or educational resources, to develop quality early childhood educational programs and to reduce non-fee related barriers that families may face when accessing early childhood education.

Cultural sensitivity

886. Cultural sensitivity is vital for the delivery of essential services. Is the government funding any initiatives to extend development in the public sector, particularly in education and health, on Aboriginal culture, engagement and inclusion?

The department places a strong emphasis on engagement and inclusion, and is focused on a number of initiatives to achieve positive outcomes for Aboriginal and Torres Strait Islander students, communities, and staff, including:

The Cultural Responsiveness Framework supports and builds the culturally-responsive capabilities of non-school-based staff within the Early Childhood Outcomes division.

- The department has a mandatory training module in Aboriginal Education, focused on culturally-responsive and safe practice. Titled *Let's take the first step together*, it has been completed by more than 138,000 staff.
- In 2023, the department held the first school development day focused on Aboriginal Education, with a concentrated effort on improving outcomes for Aboriginal and/or Torres Strait Islander learners P-12.
- In partnership with the NSW Education Standards Authority (NESA), the department has also focused on curriculum change to ensure Aboriginal histories and Cultures are embedded, and that universal resources on Aboriginal education, partnership with communities and families, and educational practice are informed by advice from Aboriginal and/or Torres Strait Islander stakeholders and partners.

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Professional development

887. The previous Liberal government de-registered hundreds of mandatory teacher development courses, including courses delivery by trade unions delivered free of charge to members which allowed them to maintain their accreditation. Will the Labor government be reversing this decision?

Under the current professional development policy, teachers can access free professional development courses that have been accredited by NESA or an authorised provider.

The NSW Government will not be making participation of a course delivered by a trade union a condition of any teachers' accreditation.

Chaplaincy

888. How much funding will the government be committing to the chaplaincy program in schools?

The NSW Government does not provide any funding to National Student Wellbeing Program (formally the National School Chaplaincy Program). The Department of Education passes Commonwealth funding on to the school sectors.

For the total period of the program, NSW will receive \$56.34m from the Commonwealth (2022-2027).

Consultants

889. How much was spent on consultants by the NSW Department of Education between 1 July 2022 and 25 March 2023?

This information is publicly available.

890. Were public tendering processes undertaken for the scope of works for all successful consulting contracts between 1 July 2022 and 25 March 2023?

The Department of Education has advised that all procurement activities for consultant engagements are undertaken in line with the Department's procurement processes and accreditation.

For engagements less than \$150,000 ex GST procurement processes allow are direct engagement of a service provider. Depending on the procurement methodology, engagements from categories 1 – 13 of the Performance and Management Services Scheme allow direct engagements of one supplier up to \$250,000 ex GST that comply with the Standard Commercial Framework.

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891. Who were the consultants employed by the NSW Department of Education between 1 July 2022 and 25 March 2023?

The Department of Education has provided the following list:

- Nous Group Pty Ltd
- Deloitte Touche Tohmatsu
- PwC
- KPMG
- Ernst & Young

892. How much was spent on consultants by the NSW Department of Education between 25 March 2023 to 25 September 2023?

The Department of Education has advised that the total spend between 1 Apr 2023 and 25 September 2023 is \$464,036 (Excl GST).

893. Were public tendering processes undertaken for the scope of works for all successful consulting contracts between 25 March 2023 to 25 September 2023?

The Department of Education has advised that all procurement activities for consultant engagements are undertaken in line with the Departments procurement processes and accreditation.

894. 14. Who were the consultants employed by the NSW Department of Education between 25 March 2023 to 25 September 2023?

The Department of Education has provided the following list:

- Semann Slattery & Associates Pty Ltd
- WSP Australia Pty Ltd
- Publicis Sapien Australia Pty Ltd
- Deloitte Touche Tohmatsu
- Protivity Pty Ltd
- Peopebench Pty Ltd

NSW Chief Scientist and Engineer (NSW CSE), Independent Review into the design, use and impacts of synthetic turf in Public Open Spaces, (CSE Report)

895. What progress has the Government made in addressing the concerns raised within the CSE Report generated by synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials relevant to the impacts to human health

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896. Can the Minister provide documented evidence that synthetic turf does not impact human health and the environment in the long term and is safe to use within educational facilities throughout NSW given that CSE Report identified that there is insufficient information and a lack of standards about the materials and chemical composition of synthetic turf?

897. In light of the fact that the CSE Report identified significant knowledge gaps, insufficient information, lack of standards with both the materials and chemical composition of synthetic turf, what scientific data, research papers, academic literature or sound reasoning can the Minister provide that warrants the continued utilisation of synthetic surfacing materials within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW?

898. The CSE Report states “increased heat effects are also a concern, as synthetic turf lacks the cooling and latent heat loss of natural turf: and high surface temperatures have been recorded”. How is the Minister addressing this concern given the continued utilisation of synthetic surfacing materials within educational facilities given the identified increased risks and concerns?

899. With the impacts of Climate Change increasing the severity and longevity of extreme weather and severe heat events throughout NSW, can the Government clarify what it is doing to address this given that indicated within the CSE Report synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials exacerbate the heat impacts derived from severe weather?

900. Synthetic surfacing materials heavily contribute to the creation of extreme microclimates and increased urban heating (CSE Report). Given this, can the Government indicate how they intend to address this given the intensification and high utilisation of synthetic surfacing materials within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW?

(a) What reporting or investigations has the NSW Government undertaken to rectify or mitigate the concerns identified by the NSW CSE?

(b) Will the Minister provide additional funding to Early Childcare Centres, Educational Facilities and Tertiary Institutions to ensure that synthetic turf fields and other synthetic ground covering materials can be maintained for safety's sake and upgrades or removal managed when resources permit?

(c) Will the Minister investigate the benefits of best practise natural turf fields and grassed areas for use within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW?

i. If yes, how is this intended to be done?

ii. What funding and assistance will be provided to Early Childcare Centres, Educational Facilities and Tertiary Institutions to facilitate this?

901. What investigations have been made by the Education Minister in improving the safety of synthetic turf installations within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW given the human health and environmental risks?

902. What is the NSW Government doing to support Urban and Regional Early Childcare Centres, Educational Facilities and Tertiary Institutions not in a position to maintain the ongoing degradation and deterioration of synthetic turf fields, as identified within the CSE Report, leading to the potential for greater environmental risks?

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903. Given the increased potential risks to participants and community groups utilising synthetic surfacing, as identified within the CSE Report, what is the NSW Government doing to inform, educate, train and review these risks for Early Childcare Centres, Educational Facilities and Tertiary Institutions relevant to the synthetic turf fields installed within their premises?

Refer to the answer to supplementary question 868.

904. What are the annual costs associated with the assessment and certification of synthetic surfacing within Early Childcare Centres, Educational Facilities and Tertiary Institutions for the following financial years:

- (a) 2012-13
- (b) 2014-15
- (c) 2016-17
- (d) 2018-19
- (e) 2020-21
- (f) 2022-23

905. What are the annual costs associated with the assessment and certification of natural turf or grass within Early Childcare Centres, Educational Facilities and Tertiary Institutions for the following financial years:

- (a) 2012-13
- (b) 2014-15
- (c) 2016-17
- (d) 2018-19
- (e) 2020-21
- (f) 2022-23

The Department of Education has advised that it does not hold this information centrally.

906. What are the relevant Australian Standards being utilised to certify and assess the ongoing degradation of synthetic surfacing installed within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW?

The Department of Education has advised that the Australian Standard AS3745:2010 — Planning for Emergencies in Facilities is the non-mandatory industry benchmark for planning for emergencies in businesses and other facilities. This Standard lists the types of emergency procedures that businesses and facilities, such as education and care services, can incorporate into their emergency plan in response to identified risks.

907. What are the assessment criteria, framework, proforma or protocols utilised to assess, evaluate and review the potential risks associated with synthetic surfacing materials; artificial turf, Sofffall™ and other synthetic

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ground covering materials relevant to the potential human health and environmental risks as identified within the CSE Report?

Refer to the answer to supplementary question 868.

908. Does the Department, DSI or other relevant delegated agency ensure that they engage independent reviewers or assessors who have no connections to the synthetic turf industry, are separate entities to synthetic turf installation companies and as such are assessment agencies or organisations with no conflicting interests to analyse and assess the synthetic turf fields installed within Early Childcare Centres, Educational Facilities and Tertiary Institutions?

(a) If yes:

i. How much funding is utilised annually in the assessment and certification of synthetic turf fields within Early Childcare Centres, Educational Facilities and Tertiary Institutions within NSW?

ii. Is any of this funding allocated to organisations with consultancy connections to the synthetic turf industry?

iii. Does the Department engage Smart Connection Consultancy Pty Ltd ABN 48 600 404 359, in its assessment, review, planning and/or certification of synthetic turf fields?

iv. Does any funding go to Fédération internationale de football association (FIFA)?

(1) If so, what are the costs associated with maintaining FIFA compliance and certification?

(2) Does any of this funding go to international companies based outside of Australia?

v. What is the amount of funding required to ensure compliance with appropriate safety standards for synthetic turf, the Government utilises annually across NSW?

vi. Does Natural turf or grass require similar assessment, certification of compliance?

ii. What is the amount of funding the NSW Government utilises annually to ensure compliance with appropriate safety standards for natural turf, if required?

viii. Can the Government provide the Business names, ABN and relevant certification and accreditation for the Government approved assessors engaged to undertake the certification works for synthetic turf?

ix. Can the Government provide the Business names, ABN and relevant certification and accreditation for the certified assessors engaged to undertake the assessment works for natural grass?

(b) If no:

i. For every agency, department or state-owned corporation associated with the assessment and certification of synthetic surfacing materials; artificial turf, Softfall™, rubber matting, rubber or synthetic tiling, and other synthetic ground covering materials within your portfolio, please provide the following:

(1) A list of all third-party contractor or consultancies engaged in communications services for synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials, including:

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- a) Contractor name,
 - b) Contractor ABN,
 - c) Service provided,
 - d) Total cost paid
- (2) A list of all third-party contractor or consultancies engaged in PR services for synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials, including:
- a) Contractor name,
 - b) Contractor ABN,
 - c) Service provided,
 - d) Total cost paid
- (3) A list of all third-party contractor or consultancies engaged in marketing services for synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials, including:
- a) Contractor name,
 - b) Contractor ABN,
 - c) Service provided,
 - d) Total cost paid
- (4) A list of all third-party contractor or consultancies engaged in Government relations or lobbying services related to synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials, including:
- a) Contractor name,
 - b) Contractor ABN,
 - c) Service provided,
 - d) Total cost paid
- (5) A list of all third-party contractor or consultancies engaged in synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials industry and/or body peak membership, including:
- a) Contractor name,
 - b) Contractor ABN,
 - c) Service provided,
 - d) Total cost paid
- (6) A list of all third-party contractor or consultancies engaged in policy or strategy development, project management, accounting and audit, legal services and any other services for synthetic surfacing materials; artificial turf, Softfall™ and other synthetic ground covering materials, and they're installation within Early Childcare Centres, Educational Facilities and Tertiary Institutions, including:
- a) Contractor name,
 - b) Contractor ABN,
 - c) Service provided,
 - d) Total cost paid

In accordance with the NSW Government Procurement Policy Framework, the Department of Education has advised that it has internal mechanisms in place to ensure that probity considerations are routinely taken into account in its procurement decisions.

- (a)
 - i. The department does not hold this information centrally.

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- ii. The department is not aware of any consultancy connections to the synthetic turf industry.
- iii. The department has engaged Smart Connection Consultancy, but they are not engaged in the assessment, review, planning and/or certification of synthetic turf fields.
- iv. The Department of Education has not engaged FIFA for the development or accreditation of school sports fields.
 - (1) Not applicable.
 - (2) Not applicable.
- v. Reactive Maintenance funding is used, on a case-by-case basis, to address any immediate issues with synthetic turf.
- vi. No.
- vii. Reactive Maintenance funding is used, on a case-by-case basis, to address any immediate issues with natural turf.
- viii + ix. Businesses contracted to provide these services are procured under the NSW Government's prequalification scheme, for general construction works, T8, landscaping, valued up to \$1 million.
- i. Not applicable.

909. What is the regulatory timeframe by which synthetic surfacing and ground covering materials are required to be assessed, certified or reviewed for synthetic turf fields installed within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW?

910. What are the assessment process/es and/or standards of testing required by the DSI or delegated party to assess synthetic turf ground covering materials; artificial turf, Softfall™, rubber matting and other synthetic ground covering materials, relevant to concussion risks to young children as these surfaces age and degrade?

911. What are the assessment process/es and/or standards of testing required by the DSI or delegated party to assess synthetic turf ground covering materials; artificial turf, Softfall™, rubber matting and other synthetic ground covering materials, relevant to the increased exertional heat risks to young children as these surfaces age and degrade?

912. What is the timeframe in which synthetic surfacing and ground covering materials, utilised within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW, are required to be assessed, certified or reviewed by independent assessors for safety risks?

913. What is the timeframe in which natural turf, utilised within Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW, are required to be assessed, certified or reviewed by independent assessors?

Information about the Education Facilities Standards & Guidelines the department follows is available on its website.

914. How much money is allocated to Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW to address the recommendations detailed by the CSE?

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915. What Government agencies have been engaged by the Minister to investigate the recommendations of the NSW CSE?

916. What non-Government agencies and independent experts have been engaged by the Minister to investigate the recommendations of the NSW CSE?

917. Have Early Childcare Centres, Educational Facilities and Tertiary Institutions throughout NSW been advised of the recommendations of the CSE?

(a) If yes; by what means?

(b) If no; why not?

918. What investigations has the Minister, NSW Government, Department or School Infrastructure NSW carried out in relation to the human health impacts generated from synthetic surfacing installed within Early Childcare centres, Educational Facilities and Tertiary Institutions relevant to chemical emission such as PAHS, PFAS and PFOS as identified by the CSE Report?

(a) What was the outcome of those investigations?

(b) What is intended to mitigate the potential PAHS, PFAS and PFOS emissions identified as a risk to human health within the CSE Report?

(c) Excessive heat and the associated increased surface temperatures is identified as the main contributing factor for PAHS, PFAS and PFOS emissions. How does the Minister intend to mitigate these emissions given the identified increased temperatures predicted?

Refer to the answer to supplementary question 868.

919. Will the Minister or Department establish a ban on synthetic surfacing materials; artificial turf, Softfall™, rubberised matting etc given the significant knowledge gaps present and lack of understanding of the potential long term health risk to vulnerable populations, principally children?

Information about the Education Facilities Standards & Guidelines the department follows is available on its website.

920. Please provide the manufacturing details marked on all equipment and surfacing, including ABN, equipment reference, year of manufacture, and conformance with the Australian Standards for the infrastructure works undertaken at the following schools:

(a) Endeavour Sports High

(b) Ferncourt Primary School

(c) Kogarah Public School

(d) Kurrajong East Public School

(e) New Hope School, Dural

(f) Trinity Catholic College Auburn

(g) Burraneer Bay Public School

The department is guided by the Educational Facilities Standards and Guidelines in all infrastructure works undertaken at schools. Information about the Education Facilities Standards & Guidelines the department follows is available on its website.

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School Name	Offers accepted under the Minns Government's temporary to permanent employment initiative
Bourke High School	3
Coonamble High School	6
Walgett Community College High	2
Narooma High School	10
Airds High School	6
Moree Secondary College Albert St	3
Moree Secondary College Carol Ave	2
Kempsey High School	7
Melville High School	6
Shoalhaven High School	16
Gunnedah High School	6
Peel High School	14
Menindee Central School	4
Wilcannia Central School	2
Coomealla High School	2
Dareton Public School	3
Taree High School	31
Taree Public School	4
Boggabilla Central School	2
Toomelah Public School	6
Bowraville Central School	16
Kempsey South Public School	12
Kempsey West Public School	16
Bourke Public School	8
Brewarrina Central School	8
Coonamble Public School	16
Walgett Community College Primary	5
Curran Public School	2
Bidwill Public School	10
Lethbridge Park Public School	13
Moree East Public School	17
Nowra East Public School	26
Gunnedah Public School	6
Hillvue Public School	22
Claremont Meadows Public School	12
Jordan Springs Public School	2
Kurrambee School	9
Llandilo Public School	4
Penrith Valley Learning Centre	2
Putland School	12
St Marys Public School	10
St Marys Senior High School	3
Werrington County Public School	7
Werrington Public School	17
Braddock Public School	7
Cambridge Gardens Public School	8
Cambridge Park High School	6
Cambridge Park Public School	19
Cranebrook High School	16
Henry Fulton Public School	7
Kingswood Park Public School	5
Kingswood Public School	6
Penrith Lakes EEC	7

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Samuel Terry Public School	12
Burnside Public School	3
Carlingford High School	10
Carlingford Public School	11
Carlingford West Public School	23
Cumberland High School	9
Epping West Public School	18
James Ruse Agricultural High School	9
Karonga School	6
Muirfield High School	5
Murray Farm Public School	13
North Rocks Public School	16
Oatlands Public School	4
Roselea Public School	6
Telopea Public School	3
Yates Avenue Public School	4
Dundas Public School	5
Ermington West Public School	4
Rydalmere Public School	3
Eastwood Public School	16
Beaumont Road Public School	6
Killara Public School	10
Lindfield Learning Village	1
Lindfield Public School	12
Epping North Public School	7
Epping Public School	7
Lane Cove West Public School	12
Eastwood Heights Public School	5
Epping Boys High School	20
Kent Road Public School	12
Gordon West Public School	10
Turrumurra High School	15
Turrumurra Public School	8
West Pymble Public School	12
Artarmon Public School	15
Chatswood High School	8
Chatswood Public School	20
Mowbray Public School	8
Aurora College	3
Beecroft Public School	12
Cheltenham Girls High School	6
Epping Heights Public School	5
Asquith Boys High School	9
Asquith Girls High School	4
Asquith Public School	7
Clarke Road School	8
Hornsby North Public School	18
Hornsby South Public School	6
West Pennant Hills Public School	12
Hornsby Girls High School	9
Normanhurst Boys High School	4
Normanhurst Public School	4
Normanhurst West Public School	6
Pennant Hills High School	13
Pennant Hills Public School	11

OFFICIAL

Thornleigh West Public School	4
Wahroonga Public School	14
Waitara Public School	9
Warrawee Public School	6
Chifley College Dunheved Campus	6
Ropes Crossing Public School	5
Blackett Public School	6
Chifley College Bidwill Campus	7
Chifley College Mt Druitt Campus	3
Chifley College Senior Campus	7
Chifley College Shalvey Campus	4
Dawson Public School	8
Emerton Public School	6
Halinda School	8
Hassall Grove Public School	12
Hebersham Public School	11
Madang Avenue Public School	14
Niland School	4
Noumea Public School	6
Shalvey Public School	10
Tregear Public School	3
Whalan Public School	11
Willmot Public School	12
Greenwich Public School	6
Lane Cove Public School	11
Beauty Point Public School	7
Cammeraygal High School	5
Middle Harbour Public School	12
Mosman High School	7
Mosman Public School	11
Neutral Bay Public School	10
North Sydney Boys High School	2
North Sydney Girls High School	11
North Sydney Public School	10
Anzac Park Public School	7
Cammeray Public School	9
Castle Cove Public School	9
Naremburn School	4
Northbridge Public School	8
Willoughby Girls High School	8
Willoughby Public School	20
Ku-ring-gai High School	8
Sir Eric Woodward Memorial School	5
St Ives North Public School	9
St Ives Park Public School	1
Turrumurra North Public School	6
Avalon Public School	7
Barrenjoey High School	12
Bilgola Plateau Public School	9
Elanora Heights Public School	10
Mona Vale Public School	9
Narrabeen Lakes Public School	10
Narrabeen North Public School	10
Narrabeen Sports High School	12
Newport Public School	6

OFFICIAL

Pittwater High School	5
Terrey Hills Public School	4
Collaroy Plateau Public School	14
Cromer Public School	6
Fisher Road School	6
Wheeler Heights Public School	3
Crawford Public School	11
Doonside High School	7
Doonside Public School	6
Glendenning Public School	12
Marayong Heights Public School	5
Marayong Public School	4
Marayong South Public School	7
Quakers Hill Public School	4
William Dean Public School	3
Barnier Public School	13
Hambledon Public School	14
Quakers Hill East Public School	4
Quakers Hill High School	4
Riverstone High School	4
Wyndham College	6
Caddies Creek Public School	17
Kings Langley Public School	6
Parklea Public School	12
Seven Hills High School	4
Arndell School	3
Boronia Park Public School	8
Field of Mars EEC	6
Gladesville Public School	6
Hunters Hill High School	8
Hunters Hill Public School	8
Putney Public School	3
Riverside Girls High School	12
Ryde East Public School	6
Ryde Secondary College	3
Truscott Street Public School	7
Melrose Park Public School	8
Denistone East Public School	19
Ermington Public School	10
Marsden High School	19
Meadowbank Public School	4
North Ryde Public School	10
Smalls Road Public School	1
West Ryde Public School	4
Balgowlah Heights Public School	17
Balgowlah North Public School	5
Curl Curl North Public School	15
Harbord Public School	14
Manly Vale Public School	13
Manly Village Public School	14
Manly West Public School	17
Nth Beaches Sec Col Balgowlah Boys	19
Nth Beaches Sec Col Mackellar Girls	18
Nth Beaches Sec College Freshwater	5
Nth Beaches Sec College Manly	8

OFFICIAL

Royal Far West School	1
Seaforth Public School	14
Stewart House School	1
Beacon Hill Public School	7
Brookvale Public School	8
Dee Why Public School	17
Narraweena Public School	18
Nth Beaches Sec College Cromer	12
The Beach School	7
Belrose Public School	5
Cromehurst School	11
Davidson High School	16
Frenchs Forest Public School	6
Gordon East Public School	8
Killara High School	17
Lindfield East Public School	7
Mimosa Public School	12
Roseville Public School	1
St Ives High School	15
St Ives Public School	17
Wakehurst Public School	10
Pymble Public School	12
Allambie Heights Public School	16
Arranounbai School	7
Forestville Public School	12
Killarney Heights High School	6
Killarney Heights Public School	8
The Forest High School	13
Baulkham Hills High School	11
Baulkham Hills North Public School	15
Castle Hill High School	9
Castle Hill Public School	9
Dural Public School	8
Excelsior Public School	9
Glenhaven Public School	3
Jasper Road Public School	9
Model Farms High School	15
Oakhill Drive Public School	8
Samuel Gilbert Public School	6
Cherrybrook Public School	8
Cherrybrook Technology High School	19
John Purchase Public School	14
Bella Vista Public School	1
Crestwood High School	6
Crestwood Public School	9
Matthew Pearce Public School	18
Glenwood High School	7
Winston Heights Public School	2
Winston Hills Public School	8
Beaumont Hills Public School	11
Ironbark Ridge Public School	14
Kellyville High School	11
Kellyville Public School	12
North Kellyville Public School	3
Rouse Hill High School	2

OFFICIAL

Rouse Hill Public School	13
Sherwood Ridge Public School	14
Tallowood School	11
Northbourne Public School	1
Casuarina School	8
John Palmer Public School	11
Kellyville Ridge Public School	2
Riverbank Public School	8
Riverstone Public School	7
Schofields Public School	4
South Creek School	5
The Ponds High School	10
The Ponds School	13
Vineyard Public School	3
Auburn Girls High School	8
Auburn North Public School	15
Auburn Public School	14
Auburn West Public School	12
Chester Hill North Public School	8
Carramar Public School	10
Chester Hill High School	7
Old Guildford Public School	20
Rowland Hassall School	5
Verona School	1
Villawood North Public School	5
Yennora Public School	10
Blaxcell Street Public School	28
Granville East Public School	5
Granville South Public School	19
Granville Sth Creative & PA High	9
Guildford Public School	15
Merrylands East Public School	1
Newington Public School	13
Wentworth Point Public School	7
Beverly Hills North Public School	7
Wiley Park Girls High School	9
Wiley Park Public School	6
Belmore South Public School	3
Clemton Park Public School	14
Earlwood Public School	7
Kingsgrove North High School	9
Lakemba Public School	9
Beverly Hills Public School	13
Kingsgrove High School	11
Kingsgrove Public School	16
Beverly Hills Girls High School	8
Hannans Road Public School	4
Narwee Public School	6
Riverwood Public School	3
Athelstane Public School	7
Bardwell Park Infants School	1
Bexley North Public School	8
Bexley Public School	13
Bronte Public School	4
Centennial Park School	1

OFFICIAL

Clovelly Public School	4
Coogee Public School	15
Kensington Public School	8
Rainbow Street Public School	5
Randwick Boys High School	1
Randwick Girls High School	10
Randwick Public School	9
Waverley Public School	4
Bellevue Hill Public School	19
Bondi Beach Public School	14
Bondi Public School	1
Double Bay Public School	8
Rose Bay Public School	5
Rose Bay Secondary College	15
Vaucluse Public School	7
Wairoa School	5
Woollahra Public School	11
South Coogee Public School	5
Eastlakes Public School	4
J J Cahill Memorial High School	3
Mascot Public School	5
Yudi Gunyi School	4
Banksmeadow Public School	11
Botany Public School	6
Chifley Public School	10
Daceyville Public School	6
John Brothie Nursery School	7
La Perouse Public School	8
Malabar Public School	7
Maroubra Bay Public School	4
Maroubra Junction Public School	12
Matraville Public School	3
Matraville Soldiers Settlement	7
Matraville Sports High School	15
Pagewood Public School	5
South Sydney High School	5
Belmore Boys High School	7
Belmore North Public School	2
Campsie Public School	17
Canterbury Girls High School	11
Canterbury Public School	15
Canterbury South Public School	8
Lewisham Public School	5
Croydon Park Public School	9
Harcourt Public School	5
Wangee Park School	1
Ashbury Public School	8
Ashfield Boys High School	9
Ashfield Public School	18
Canterbury Boys High School	8
Dulwich High	8
Dulwich Hill Public School	12
Edgeware School	1
Summer Hill Public School	16
Yeo Park Infants School	2

OFFICIAL

Berala Public School	10
Birrong Boys High School	5
Birrong Girls High School	19
Birrong Public School	7
Chester Hill Public School	16
Karningul School	2
Lidcombe Public School	23
Regents Park Public School	10
Sefton High School	5
Sefton Infants School	7
Banksia Road Public School	13
Bankstown North Public School	8
Greenacre Public School	19
Mount Lewis Infants School	6
Punchbowl Boys High School	8
Punchbowl Public School	10
Yagoona Public School	11
Canterbury Vale School	1
Hampden Park Public School	20
Carlton Public School	13
Georges River College Hurstville	3
Hurstville Public School	30
Sydney Technical High School	5
Woniora Road School	4
Carinya School	9
Georges River Coll Penshurst	8
Georges River College Oatley	9
Georges River College Peakhurst	10
Hurstville Grove Infants School	2
Hurstville South Public School	10
Lugarno Public School	9
Mortdale Public School	16
Oatley Public School	9
Oatley West Public School	11
Peakhurst Public School	10
Peakhurst South Public School	11
Peakhurst West Public School	1
Penshurst Public School	15
Penshurst West Public School	9
Palm Avenue School	4
Beresford Road Public School	8
Girraween High School	6
Girraween Public School	19
Greystanes High School	6
Greystanes Public School	6
Holroyd High School	12
Pendle Hill Public School	8
Ringrose Public School	5
Wentworthville Public School	5
Widemere Public School	2
Darcy Road Public School	3
Northmead Creative and PA High	21
Northmead Public School	10
Pendle Hill High School	5
The Hills School	19

OFFICIAL

Toongabbie East Public School	5
Toongabbie Public School	3
Toongabbie West Public School	3
Annandale North Public School	3
Annandale Public School	10
Balmain Public School	5
Birchgrove Public School	9
Forest Lodge Public School	6
Kegworth Public School	5
Leichhardt Public School	11
Nicholson Street Public School	4
Orange Grove Public School	4
Rozelle Public School	6
Sydney Secondary College Balmain	10
Sydney Secondary College Leichhardt	15
Sydney Secy College Blackwattle Bay	6
Abbotsford Public School	9
Drummoyne Public School	13
Five Dock Public School	11
Russell Lea Public School	5
Bridge Road School	2
Dobroyd Point Public School	5
Haberfield Public School	14
Bald Face Public School	7
Blakehurst High School	17
Blakehurst Public School	7
Carlton South Public School	15
Kogarah High School	8
Kogarah Public School	17
St George Girls High School	6
St George Hospital School	2
Connells Point Public School	10
Arncliffe Public School	13
Arncliffe West Infants School	4
Brighton-Le-Sands Public School	9
Cairnsfoot School	8
James Cook Boys High School	3
Kyeemagh Public School	2
Moorefield Girls High School	10
Ramsgate Public School	15
Rockdale Public School	10
Sans Souci Public School	14
St George School	20
Undercliffe Public School	2
St Peters Public School	3
Tempe High School	8
Tempe Public School	5
Australia Street Infants School	5
Camdenville Public School	5
Erskineville Public School	3
Fort Street High School	9
Newtown High Performing Arts	10
Newtown Public School	7
NSW School of Languages	19
Petersham Public School	8

OFFICIAL

Stanmore Public School	9
Taverners Hill Infants School	1
Ferncourt Public School	10
Marrickville High School	10
Marrickville Public School	7
Marrickville West Public School	22
Wilkins Public School	12
Fowler Road School	6
Granville Boys High School	6
Granville Public School	15
Guildford West Public School	8
Hilltop Road Public School	13
Holroyd School	23
Merrylands High School	10
Merrylands Public School	10
Sherwood Grange Public School	4
Westmead Public School	18
Arthur Phillip High School	8
Bayanami Public School	7
Macarthur Girls High School	1
Parramatta East Public School	4
Parramatta High School	4
Parramatta North Public School	8
Parramatta Public School	10
Parramatta West Public School	13
Rosehill Public School	14
The Childrens Hospital School	1
Glebe Public School	6
Ultimo Public School	3
Alexandria Park Community School	18
Central Sydney IE High	5
Darlington Public School	4
Newtown North Public School	4
Bourke Street Public School	9
Conservatorium High School	3
Crown Street Public School	8
Darlinghurst Public School	3
Fort Street Public School	5
Glenmore Road Public School	8
Inner Sydney High School	3
Observatory Hill EEC	1
Paddington Public School	3
Plunkett Street Public School	4
Sydney Boys High School	16
Sydney Distance Education High	49
Sydney Distance Education Primary	6
Sydney Girls High School	3
Concord High School	7
Concord Public School	7
Concord West Public School	6
Mortlake Public School	6
Rivendell School	6
Strathfield North Public School	11
Victoria Avenue Public School	4
Burwood Girls High School	13

OFFICIAL

Burwood Public School	13
Croydon Public School	10
Enfield Public School	5
Homebush Boys High School	7
Homebush Public School	4
Homebush West Public School	21
Marie Bashir Public School	10
Strathfield Girls High School	7
Strathfield South High School	18
Strathfield South Public School	16
Bankstown Girls High School	5
Bankstown Hospital School	1
Bankstown Public School	21
Bankstown Senior College	34
Bankstown South Infants School	4
Broderick Gillawarna School	5
Caroline Chisholm School	7
Condell Park High School	8
Condell Park Public School	8
Padstow Heights Public School	4
Padstow North Public School	3
Padstow Park Public School	10
Panania North Public School	12
Panania Public School	11
Picnic Point High School	11
Picnic Point Public School	9
Revesby Public School	10
Revesby South Public School	10
Sir Joseph Banks High School	17
Tower Street Public School	4
Blacktown Boys High School	5
Blacktown Girls High School	3
Blacktown North Public School	4
Blacktown South Public School	16
Blacktown West Public School	11
Coreen School	4
Evans High School	13
Mitchell High School	9
Shelley Public School	6
Walters Road Public School	3
Bert Oldfield Public School	5
Metella Road Public School	12
The Hills Sports High School	7
The Meadows Public School	9
Lalor Park Public School	9
Lynwood Park Public School	4
Seven Hills North Public School	6
Seven Hills Public School	1
Seven Hills West Public School	2
Vardys Road Public School	7
William Rose School	10
Bankstown West Public School	8
Bass Hill Public School	14
East Hills Boys High School	13
East Hills Girls Tech HS	8

OFFICIAL

East Hills Public School	2
Georges Hall Public School	11
Milperra Public School	14
Wattawa Heights Public School	3
Bass High School	14
George Bass School	8
Villawood East Public School	9
Chipping Norton Public School	7
Georges River EEC	2
Hammondville Public School	17
Holsworthy High School	14
Holsworthy Public School	9
Moorebank High School	7
Newbridge Heights Public School	8
Nuwarra Public School	12
Wattle Grove Public School	12
Horsley Park Public School	3
Bonnyrigg High School	25
Bonnyrigg Public School	10
Bossley Park High School	8
Bossley Park Public School	13
Edensor Park Public School	11
Governor Philip King Public School	16
Prairievale Public School	12
St Johns Park High School	20
St Johns Park Public School	15
Hoxton Park Public School	11
Middleton Grange Public School	7
Bonnyrigg Heights Public School	22
Cecil Hills High School	38
Cecil Hills Public School	12
Green Valley Public School	15
Hinchinbrook Public School	12
Hoxton Park High School	8
Prairiewood High School	7
William Stimson Public School	16
Banks Public School	5
Blackwell Public School	15
Clairgate Public School	10
Erskine Park High School	4
James Erskine Public School	6
St Clair High School	8
St Clair Public School	7
Bennett Road Public School	13
Colyton High School	8
Oxley Park Public School	9
St Marys North Public School	17
St Marys South Public School	3
Colyton Public School	4
Eastern Creek Public School	9
Minchinbury Public School	15
Mount Druitt Public School	20
Plumpton High School	9
Plumpton House School	1
Plumpton Public School	8

OFFICIAL

Rooty Hill High School	9
Rooty Hill Public School	3
Cabramatta High School	35
Cabramatta Public School	24
Cabramatta West Public School	11
Canley Vale High School	19
Canley Vale Public School	24
Harrington Street Public School	11
Lansvale East Public School	2
Lansvale Public School	23
Mount Pritchard Public School	11
Canley Heights Public School	12
Fairfield Heights Public School	27
Fairfield High School	22
Fairfield Public School	18
Fairfield West Public School	14
Fairvale High School	11
Fairvale Public School	26
King Park Public School	8
Westfields Sports High School	41
Smithfield Public School	14
Smithfield West Public School	11
Casula Public School	20
Lurnea High School	15
Lurnea Public School	22
Prestons Public School	13
Austral Public School	7
Dalmeny Public School	8
Greenway Park Public School	11
John Edmondson High School	5
Leppington Public School	2
Ajuga School	4
Bardia Public School	8
Campbell House School	4
Casula High School	6
Glenfield Park School	4
Glenfield Public School	9
Glenwood Public School	3
Guise Public School	5
Hurlstone Agricultural High School	10
Les Powell School	5
Mount Pritchard East Public School	11
Ashcroft High School	8
Ashcroft Public School	7
Busby Public School	13
Busby West Public School	4
Cartwright Public School	4
Heckenberg Public School	8
James Busby High School	16
Lawrence Hargrave School	7
Liverpool Boys High School	5
Liverpool Girls High School	6
Liverpool Public School	15
Liverpool West Public School	25
Mainsbridge School	8

OFFICIAL

Marsden Road Public School	9
Miller High School	15
Miller Public School	5
Sadleir Public School	7
Warwick Farm Public School	9
Fernhill School	6
Glenmore Park High School	19
Glenmore Park Public School	16
Regentville Public School	21
Surveyors Creek Public School	5
Glenbrook Public School	11
Lapstone Public School	1
Orchard Hills Public School	2
Emu Heights Public School	5
Emu Plains Public School	9
Jamison High School	18
Jamisontown Public School	11
Kingswood High School	11
Kingswood South Public School	13
Leonay Public School	8
Nepean Creative and PA High School	12
Penrith High School	2
Penrith Public School	16
Penrith South Public School	14
York Public School	9
Burraneer Bay Public School	6
Caringbah High School	9
Caringbah North Public School	11
Caringbah Public School	9
Cronulla High School	11
Cronulla Public School	19
Cronulla South Public School	3
Grays Point Public School	6
GyMEA Bay Public School	6
Kamay Botany Bay EEC	3
Kurnell Public School	8
Laguna Street Public School	7
Lilli Pilli Public School	6
Woolooware High School	12
Woolooware Public School	14
Yowie Bay Public School	8
Bundeena Public School	7
Miranda Public School	14
Port Hacking High School	5
Sutherland Hospital School	3
Gledswood Hills Public School	4
Leumeah High School	11
Leumeah Public School	9
Eschol Park Public School	7
Kearns Public School	3
Robert Townson High School	6
Robert Townson Public School	12
Campbellfield Public School	7
Ingleburn High School	7
Ingleburn Public School	5

OFFICIAL

James Meehan High School	6
Macquarie Fields High School	10
Macquarie Fields Public School	17
Minto Public School	4
Passfield Park School	3
Sackville Street Public School	9
Sarah Redfern High School	8
Sarah Redfern Public School	12
St Andrews Public School	10
The Grange Public School	5
Kirrawee High School	4
Sutherland North Public School	5
Bates Drive School	4
Bonnet Bay Public School	10
Como Public School	3
Como West Public School	8
Endeavour Sports High School	15
GyMEA North Public School	9
GyMEA Technology High School	5
Jannali East Public School	13
Jannali Public School	5
Kareela Public School	10
Kirrawee Public School	7
Miranda North Public School	12
Oyster Bay Public School	10
Sylvania Heights Public School	14
Sylvania High School	8
Sylvania Public School	2
Taren Point Public School	7
The Jannali High School	21
Cook School	4
Engadine High School	19
Engadine Public School	16
Engadine West Public School	10
Heathcote East Public School	5
Heathcote High School	14
Heathcote Public School	8
Loftus Public School	9
Marton Public School	2
Minerva School	9
Sutherland Public School	8
Woronora River Public School	3
Yarrawarra Public School	1
Alfords Point Public School	2
Bangor Public School	11
Lucas Heights Community School	11
Menai Public School	6
Illawong Public School	1
Menai High School	19
Tharawal Public School	10
Blackheath Public School	7
Blaxland East Public School	8
Blaxland High School	14
Blaxland Public School	3
Ellison Public School	7

OFFICIAL

Faulconbridge Public School	5
Hazelbrook Public School	7
Katoomba High School	13
Katoomba North Public School	5
Katoomba Public School	6
Lawson Public School	8
Leura Public School	2
Mount Riverview Public School	6
Mount Victoria Public School	1
Springwood High School	13
Springwood Public School	5
Warrimoo Public School	2
Wentworth Falls Public School	10
Winmalee High School	8
Winmalee Public School	9
Brisbane Water Sec College Woy Woy	13
Brisbane Water Secondary Col Umina	22
Ettalong Public School	13
Umina Beach Public School	17
Woy Woy Public School	21
Woy Woy South Public School	5
Avoca Beach Public School	6
Brisbania Public School	9
Chertsey Primary School	5
Copacabana Public School	3
Empire Bay Public School	7
Erina Heights Public School	5
Erina High School	9
Holgate Public School	4
Kincumber High School	6
Kincumber Public School	14
Pretty Beach Public School	3
Terrigal High School	10
Terrigal Public School	26
Woodport Public School	10
Callaghan College Waratah Campus	21
Hamilton North Public School	2
Islington Public School	2
Mayfield East Public School	9
Mayfield West Public School	7
Tighes Hill Public School	12
Awabakal EEC	2
Callaghan College Jesmond Snr Campus	19
Callaghan College Wallsend Campus	18
Glendore Public School	20
Heaton Public School	3
Jesmond Public School	8
Maryland Public School	9
Minmi Public School	3
Plattsburg Public School	5
Shortland Public School	3
Wallsend Public School	10
Waratah Public School	13
Waratah West Public School	7
Gosford East Public School	7

OFFICIAL

Narara Valley High School	24
North Gosford Learning Centre	4
Rumbalara EEC	1
Berkeley Vale Public School	11
Lisarow High School	10
Lisarow Public School	4
Narara Public School	14
Niagara Park Public School	22
Ourimbah Public School	13
Tuggerah Public School	17
Valley View Public School	8
Wyoming Public School	13
Chittaway Bay Public School	7
HopeTown School	7
Jilliby Public School	2
Tacoma Public School	10
Tuggerawong Public School	7
Wyang Creek Public School	2
Wyang High School	15
Wyang Public School	22
Abermain Public School	15
Bellbird Public School	10
Cessnock East Public School	16
Cessnock High School	11
Cessnock Public School	14
Cessnock West Public School	12
Congewai Public School	2
Ellalong Public School	6
Kearsley Public School	4
Kitchener Public School	5
Kurri Kurri High School	13
Kurri Kurri Public School	17
Laguna Public School	5
Millfield Public School	4
Mount View High School	21
Mulbring Public School	2
Nulkaba Public School	7
Paxton Public School	1
Pelaw Main Public School	5
Stanford Merthyr Infants School	4
Weston Public School	13
Belair Public School	7
Charlestown East Public School	7
Charlestown Public School	8
Charlestown South Public School	8
Dudley Public School	8
Hunter Sports High School	25
Kahibah Public School	11
Kotara High School	10
Kotara School	2
Kotara South Public School	6
Lakeside School	5
Mount Hutton Public School	4
New Lambton South Public School	8
Whitebridge High School	4

OFFICIAL

Windale Public School	7
Wiripaang Public School	7
Adamstown Public School	4
Merewether Heights Public School	4
John Hunter Hospital School	2
Bilpin Public School	5
Colo Heights Public School	4
Colo High School	10
Comleroy Road Public School	2
Ebenezer Public School	6
Freemans Reach Public School	6
Glossodia Public School	5
Grose View Public School	6
Hawkesbury High School	8
Hobartville Public School	13
Kurmond Public School	2
Kurrajong East Public School	2
Kurrajong North Public School	1
Kurrajong Public School	3
Richmond High School	7
Richmond North Public School	4
Richmond Public School	7
Wilberforce Public School	5
Castlereagh Public School	2
Londonderry Public School	5
Wye Public School	5
Belmont High School	17
Belmont North Public School	7
Belmont Public School	7
Blacksmiths Public School	3
Caves Beach Public School	10
Floraville Public School	7
Gwandalan Public School	9
Jewells Primary School	4
Lake Munmorah High School	16
Lake Munmorah Public School	10
Mannering Park Public School	3
Marks Point Public School	5
Nords Wharf Public School	2
Pelican Flat Public School	4
Redhead Public School	5
Swansea High School	15
Swansea Public School	5
Valentine Public School	11
Barnsley Public School	6
Edgeworth Heights Public School	8
Edgeworth Public School	15
West Wallsend High School	9
West Wallsend Public School	5
Cardiff High School	4
Cardiff Public School	4
Cardiff South Public School	9
Eleebana Public School	10
Garden Suburb Public School	5
Hillsborough Public School	7

OFFICIAL

Warners Bay High School	11
Warners Bay Public School	8
Argenton Public School	3
Biddabah Public School	9
Wakefield School	3
Cardiff North Public School	7
Elermore Vale Public School	7
Glendale East Public School	6
Glendale High School	13
Arcadia Vale Public School	3
Awaba Public School	5
Biraban Public School	8
Blackalls Park Public School	11
Bonnells Bay Public School	20
Boolaroo Public School	5
Booragul Public School	8
Coal Point Public School	6
Cooranbong Public School	8
Dora Creek Public School	2
Fassifern Public School	2
Fennell Bay Public School	5
Five Islands School	1
Lake Macquarie High School	16
Morisset High School	11
Morisset Public School	3
Rathmines Public School	10
Speers Point Public School	5
Teralba Public School	5
Toronto High School	17
Toronto Public School	7
Wangi Wangi Public School	4
Central Mangrove Public School	2
Glensvale School	14
Gosford High School	3
Gosford Public School	9
Henry Kendall High School	8
Kariong Mountains High School	16
Kariong Public School	10
Kulnura Public School	1
Point Clare Public School	10
Somersby Public School	2
Berowra Public School	6
Cowan Public School	3
Gibberagong EEC	5
Hornsby Heights Public School	10
Mount Colah Public School	7
Mount Kuring-gai Public School	5
Wideview Public School	6
Merewether Public School	6
New Lambton Public School	10
Newcastle Junior School	6
Carrington Public School	4
Hamilton Public School	11
Hamilton South Public School	14
Hunter School of Performing Arts	17

OFFICIAL

Merewether High School	9
Newcastle East Public School	6
Newcastle High School	18
Stockton Public School	3
The Junction Public School	15
Lambton High School	11
Lambton Public School	3
New Lambton Heights Infants School	1
Newcastle Middle School	5
Newcastle Senior School	1
Wallsend South Public School	10
Fern Bay Public School	2
Anna Bay Public School	10
Bobs Farm Public School	2
Grahamstown Public School	5
Hunter River High School	4
Irrawang High School	16
Irrawang Public School	18
Karuah Public School	9
Medowie Public School	7
Raymond Terrace Public School	11
Salt Ash Public School	2
Shoal Bay Public School	11
Soldiers Point Public School	4
Tanilba Bay Public School	12
Tea Gardens Public School	7
Tomaree High School	20
Tomaree Public School	9
Wirreanda Public School	15
Budgewoi Public School	11
Northlakes High School	22
Northlakes Public School	14
Wamberal Public School	13
Bateau Bay Public School	14
Brooke Avenue Public School	13
Killarney Vale Public School	7
The Entrance Public School	18
Tuggerah Lakes Sec Co Berkeley Vale	21
Tuggerah Lakes Sec Col The Entrance	4
Tuggerah Lakes Sec Col Tumbi Umbi	22
Blue Haven Public School	11
Gorokan High School	13
Gorokan Public School	14
Kanwal Public School	12
Toukley Public School	4
Wadalba Community School	20
Warnervale Public School	13
Woongarra Public School	7
Kenthurst Public School	4
Bligh Park Public School	3
Brewongle EEC	1
Cattai Public School	3
Hillside Public School	2
Longneck Lagoon EEC	3
Macdonald Valley Public School	3

OFFICIAL

Maraylya Public School	1
Oakville Public School	7
Pitt Town Public School	7
Windsor High School	3
Windsor Park Public School	8
Windsor Public School	5
Windsor South Public School	7
Wisemans Ferry Public School	3
Arcadia Public School	4
Galston High School	7
Galston Public School	6
Glenorie Public School	5
Middle Dural Public School	2
Bathurst Public School	10
Bathurst South Public School	6
Bathurst West Public School	16
Blayney High School	5
Blayney Public School	8
Carcoar Public School	4
Carenne School	4
Denison Sec College Bathurst	24
Denison Sec College Kelso	13
Eglinton Public School	9
Kelso Public School	8
Oberon High School	5
Oberon Public School	7
O'Connell Public School	5
Perthville Public School	5
Raglan Public School	5
Rockley Public School	2
Trunkey Public School	1
Glenreagh Public School	2
Boambee Public School	12
Bonville Public School	5
Coffs Harbour High School	11
Coffs Harbour Learning Centre	2
Coffs Harbour Public School	18
Coffs Harbour Senior College	12
Coramba Public School	1
Karangi Public School	1
Kororo Public School	12
Nana Glen Public School	5
Narranga Public School	23
Orara High School	19
Orara Upper Public School	1
Sawtell Public School	9
Toormina High School	14
Toormina Public School	6
Tyalla Public School	2
Ulong Public School	3
William Bayldon Public School	3
Bulahdelah Central School	11
Coolongolook Public School	5
Forster Public School	17
Great Lakes College Forster Campus	14

OFFICIAL

Great Lakes College Senior Campus	5
Great Lakes College Tuncurry Campus	15
Hallidays Point Public School	7
Krambach Public School	4
Nabiac Public School	4
Pacific Palms Public School	9
Tuncurry Public School	14
Barrington Public School	4
Booral Public School	2
Gloucester High School	5
Gloucester Public School	8
Stratford Public School	2
Stroud Public School	1
Telegraph Point Public School	2
Camden Haven High School	40
Coopernook Public School	2
Hannam Vale Public School	2
Hastings Public School	15
Hastings Sec College Pt Macqu Camp	13
Hastings Sec College Westport Camp	12
Hérons Creek Public School	3
Kendall Public School	6
Lake Cathie Public School	8
Laurieton Public School	4
Moorland Public School	4
North East SODE	6
North Haven Public School	8
Port Macquarie Public School	11
Tacking Point Public School	11
Westport Public School	16
Black Hill Public School	1
Francis Greenway High School	10
Hunter River Community School	7
Millers Forest Public School	5
Thornton Public School	19
Woodberry Learning Centre	2
Woodberry Public School	9
Mount Kanwary Public School	3
Seaham Public School	6
Clarence Town Public School	7
Dungog High School	10
Dungog Public School	8
Glen William Public School	3
Gresford Public School	4
Martins Creek Public School	1
Paterson Public School	1
Vacy Public School	4
Beresfield Public School	7
Tarro Public School	4
Capertee Public School	2
Cooerwull Public School	11
Cullen Bullen Public School	3
Glen Alice Public School	3
Ilford Public School	4
Kandos High School	5

OFFICIAL

Kandos Public School	13
Lithgow High School	7
Lithgow Public School	9
Portland Central School	5
Rylstone Public School	2
Sofala Public School	1
Wallerawang Public School	9
Wattle Flat Public School	3
Zig Zag Public School	6
Hargraves Public School	1
Lue Public School	2
Aldavilla Public School	11
Beechwood Public School	1
Bellbrook Public School	1
Crescent Head Public School	10
Eungai Public School	2
Frederickton Public School	4
Gladstone Public School	1
Green Hill Public School	3
Huntingdon Public School	2
Kempsey East Public School	7
Kinchela Public School	3
Long Flat Public School	5
Rollands Plains Upper Public School	2
Smithtown Public School	3
South West Rocks Public School	4
Wauchope High School	14
Wauchope Public School	20
Willawarrin Public School	2
Greta Public School	8
Ashtonfield Public School	10
Gillieston Public School	7
Lochinvar Public School	5
Maitland East Public School	9
Maitland Grossmann High School	14
Maitland High School	14
Maitland Public School	6
Metford Public School	10
Morpeth Public School	8
Rutherford Public School	30
Rutherford Technology High School	5
Telarah Public School	20
Tenambit Public School	7
Hinton Public School	2
Iona Public School	2
Bolwarra Public School	11
Branxton Public School	7
Largs Public School	6
Nillo Infants School	2
Dundurrabin Public School	3
Hernani Public School	1
Crossmaglen Public School	2
Bellingen High School	11
Bellingen Public School	13
Cascade EEC	1

OFFICIAL

Dorrigo High School	4
Dorrigo Public School	4
Frank Partridge VC Public School	9
Macksville High School	9
Macksville Public School	7
Nambucca Heads High School	19
Nambucca Heads Public School	11
Orama Public School	1
Raleigh Public School	3
Repton Public School	1
Scotts Head Public School	6
Stuarts Point Public School	5
Urunga Public School	4
Binnaway Central School	5
Coolah Central School	8
Dunedoo Central School	14
Gilgandra High School	7
Gilgandra Public School	11
Cudgegong Valley Public School	14
Gulgong High School	5
Gulgong Public School	11
Mudgee High School	9
Mudgee Public School	13
Red Hill EEC	4
Wellington High School	7
Wellington Public School	35
Cassilis Public School	2
Merriwa Central School	1
Chatham High School	15
Chatham Public School	7
Cundletown Public School	10
Elands Public School	3
Lansdowne Public School	1
Manning Gardens Public School	10
Mitchells Island Public School	4
Mount George Public School	2
Old Bar Public School	23
Taree West Public School	18
Tinonee Public School	8
Upper Lansdowne Public School	1
Wingham Brush Public School	9
Wingham High School	13
Wingham Public School	7
Harrington Public School	5
Aberdeen Public School	5
Belltrees Public School	1
Blandford Public School	1
Broke Public School	1
Denman Public School	7
Ellerston Public School	2
Jerrys Plains Public School	3
King Street Public School	11
Martindale Public School	1
Mount Pleasant Public School	2
Murrurundi Public School	3

OFFICIAL

Muswellbrook High School	6
Muswellbrook Public School	22
Muswellbrook South Public School	15
Scone High School	5
Scone Public School	10
Singleton Heights Public School	13
Singleton High School	14
Singleton Public School	10
Buninyong Public School	22
Dubbo College Delroy Campus	14
Dubbo College Senior Campus	6
Dubbo College South Campus	11
Dubbo North Public School	13
Dubbo Public School	26
Dubbo School of Distance Education	9
Dubbo South Public School	15
Dubbo West Public School	11
Mian School	1
Narromine High School	8
Narromine Public School	10
Orana Heights Public School	15
Trangie Central School	9
Wambangalang EEC	1
Wongarbon Public School	1
Yawarra Community School	2
Batemans Bay Public School	23
Bega High School	11
Bega Valley Public School	14
Bermagui Public School	9
Bodalla Public School	4
Bournda EEC	2
Broulee Public School	11
Central Tilba Public School	2
Cobargo Public School	6
Mogo Public School	4
Moruya High School	11
Moruya Public School	6
Narooma Public School	12
Quaama Public School	3
Sunshine Bay Public School	11
Tanja Public School	2
Tathra Public School	10
Wolumla Public School	1
Camden High School	8
Camden Public School	9
Camden South Public School	13
Mawarra Public School	10
Spring Farm Public School	4
Ambarvale High School	11
Appin Public School	3
Mary Brooksbank School	9
Rosemeadow Public School	13
St Helens Park Public School	7
Thomas Acres Public School	23
Camden Park EEC	2

OFFICIAL

Cawdor Public School	3
Douglas Park Public School	5
Mount Hunter Public School	1
Oakdale Public School	6
The Oaks Public School	6
Wooglemai EEC	2
Ambarvale Public School	10
Beverley Park School	6
Blairmount Public School	9
Bradbury Public School	6
Briar Road Public School	7
Campbelltown East Public School	13
Campbelltown North Public School	15
Campbelltown Performing Arts High	10
Campbelltown Public School	2
Claymore Public School	12
Dorchester School	2
John Warby Public School	8
Kentlyn Public School	5
Lomandra School	4
Ruse Public School	6
Thomas Reddall High School	4
Woodland Road Public School	9
Eagle Vale High School	8
Bradfordville Public School	7
Bundanoon Public School	6
Exeter Public School	2
Goulburn East Public School	2
Goulburn High School	6
Goulburn North Public School	7
Goulburn Public School	3
Goulburn South Public School	5
Goulburn West Public School	4
Marulan Public School	4
Moss Vale High School	12
Moss Vale Public School	11
Mulwaree High School	6
Penrose Public School	2
Tallong Public School	1
The Crescent School	5
Tirranna Public School	3
Wingello Public School	1
Wollondilly Public School	5
Farmborough Road Public School	5
Figtree Heights Public School	8
Figtree High School	16
Figtree Public School	10
Mount Kembla Public School	4
Unanderra Public School	10
Koonawarra Public School	4
Berkeley Public School	15
Berkeley West Public School	8
Cringila Public School	9
Five Islands Secondary College	11
Hayes Park Public School	17

OFFICIAL

Illawarra Sports High School	17
Kanahooka High School	11
Kemblawarra Public School	6
Lake Heights Public School	4
Port Kembla Public School	10
Primbee Public School	3
Warrawong High School	17
Warrawong Public School	9
Albion Park High School	12
Albion Park Public School	18
Albion Park Rail Public School	10
Tullimbar Public School	13
Balarang Public School	10
Barrack Heights Public School	8
Dapto High School	12
Dapto Public School	21
Lake Illawarra High School	22
Lake Illawarra South Public School	3
Lakelands Public School	13
Mount Brown Public School	11
Mount Warrigal Public School	10
Oak Flats High School	11
Oak Flats Public School	11
Peterborough School	11
Warilla High School	23
Warilla North Public School	13
Warilla Public School	14
Windang Public School	4
Bringelly Public School	7
Luddenham Public School	2
Mulgoa Public School	4
Oran Park High School	5
Oran Park Public School	10
Wallacia Public School	3
Cobbitty Public School	6
Currans Hill Public School	5
Elderslie Public School	7
Elizabeth Macarthur High School	9
Harrington Park Public School	17
Mount Annan High School	15
Mount Annan Public School	11
Narellan Public School	3
Narellan Vale Public School	11
Yandelora School	8
Kemps Creek Public School	1
Warragamba Public School	8
Berry Public School	8
Bomaderry High School	11
Bomaderry Public School	16
Cambewarra Public School	10
Gerringong Public School	15
Havenlee School	12
Illaroo Road Public School	12
Jamberoo Public School	4
Kangaroo Valley Public School	4

OFFICIAL

Kiama High School	13
Kiama Public School	14
Minnamurra Public School	13
Mount Terry Public School	20
North Nowra Public School	7
Shoalhaven Heads Public School	4
Flinders Public School	12
Illawarra EEC	1
Shell Cove Public School	13
Shellharbour Public School	6
Terara Public School	2
Falls Creek Public School	2
Nowra Hill Public School	3
Budawang School	1
Callala Public School	7
Culburra Public School	7
Greenwell Point Public School	3
Huskisson Public School	5
Milton Public School	12
Nowra High School	17
Nowra Public School	19
Sanctuary Point Public School	12
St Georges Basin Public School	11
Sussex Inlet Public School	4
Tomerong Public School	8
Ulladulla High School	27
Ulladulla Public School	17
Vincentia High School	44
Vincentia Public School	13
Berrima Public School	8
Burrawang Public School	2
Kangaloon Public School	2
Robertson Public School	3
Bargo Public School	3
Bowral High School	9
Bowral Public School	3
Buxton Public School	3
Colo Vale Public School	9
Glenquarry Public School	1
Highlands School	4
Hill Top Public School	3
Mittagong Public School	4
Picton High School	15
Picton Public School	9
Tahmoor Public School	8
Tangara School	3
Thirlmere Public School	7
Wilton Public School	7
Yanderra Public School	1
Balgownie Public School	6
Fairy Meadow Public School	8
Keira High School	1
Keiraville Public School	5
Lindsay Park Public School	6
Mount Keira Public School	6

OFFICIAL

Mount Ousley Public School	5
Nareena Hills Public School	4
Pleasant Heights Public School	8
Wollongong High Performing Arts	13
Gwynneville Public School	8
Illawarra Hospital School	1
Mount St Thomas Public School	8
Para Meadows School	11
Smiths Hill High School	9
Towradgi Public School	7
Wollongong Public School	9
Wollongong West Public School	6
Austinmer Public School	3
Bulli High School	8
Bulli Public School	6
Coledale Public School	4
Helensburgh Public School	6
Oxford Public School	2
Stanwell Park Public School	2
Thirroul Public School	6
Waniora Public School	2
Bellambi Public School	6
Corrimal Public School	4
Russell Vale Public School	7
Tarrawanna Public School	9
Woonona East Public School	6
Woonona High School	13
Woonona Public School	10
Corrimal East Public School	9
Corrimal High School	11
Batemans Bay High School	27
Boorowa Central School	12
Murrumburrah High School	6
Murrumburrah Public School	10
Berimba Public School	7
Bigga Public School	1
Binalong Public School	1
Binda Public School	2
Bowning Public School	1
Breadalbane Public School	2
Crookwell High School	5
Crookwell Public School	5
Dalton Public School	1
Gunning Public School	4
Yass High School	10
Yass Public School	8
Armidale City Public School	13
Armidale Secondary College	31
Ben Venue Public School	9
Chandler Public School	2
Drummond Memorial Public School	12
Ebor Public School	1
Kentucky Public School	2
Martins Gully Public School	6
Newling Public School	4

OFFICIAL

Rocky River Public School	1
Sandon Public School	3
Thalgarrah EEC	1
Uralla Central School	11
Walcha Central School	6
Woolbrook Public School	2
Yarrowitch Public School	3
Bendemeer Public School	1
Niangala Public School	3
Bellata Public School	1
Burren Junction Public School	1
Collarenebri Central School	6
Croppa Creek Public School	1
Gravesend Public School	3
Mallawa Public School	1
Moree Public School	10
Mungindi Central School	3
North Star Public School	2
Pallamallawa Public School	1
Casino High School	12
Casino Public School	19
Casino West Public School	17
Chatsworth Island Public School	4
Gulmarrad Public School	7
Harwood Island Public School	1
Iluka Public School	3
Lawrence Public School	5
Leeville Public School	2
Maclean High School	12
Maclean Public School	8
Palmers Island Public School	4
Rappville Public School	1
Stratheden Public School	5
Yamba Public School	16
Bonalbo Central School	6
Mummulgum Public School	4
Old Bonalbo Public School	2
Tabulam Public School	6
Baryulgil Public School	1
Copmanhurst Public School	8
Coutts Crossing Public School	3
Cowper Public School	3
Gillwinga Public School	8
Grafton High School	17
Grafton Public School	30
Nymboida Public School	2
South Grafton High School	11
South Grafton Public School	23
Tucabia Public School	2
Ulmarra Public School	2
Westlawn Public School	9
Wooli Public School	3
Corindi Public School	8
Mullaway Public School	11
Sandy Beach Public School	7

OFFICIAL

Woolgoolga High School	8
Woolgoolga Public School	11
Alstonville High School	12
Alstonville Public School	7
Ballina Coast High School	10
Ballina Public School	18
Bangalow Public School	8
Byron Bay High School	11
Byron Bay Public School	10
Cabbage Tree Island Public School	3
Empire Vale Public School	2
Fernleigh Public School	2
Lennox Head Public School	10
Newrybar Public School	2
Rous Public School	3
Southern Cross Public School	7
Southern Cross Sch of Distance Ed	73
Teven-Tintenbar Public School	7
Wardell Public School	3
Wollongbar Public School	5
Broadwater Public School	2
Coraki Public School	1
Evans River Community School	23
Woodburn Public School	6
Albert Park Public School	11
Bexhill Public School	4
Caniaba Public School	3
Clunes Public School	1
Corndale Public School	3
Eltham Public School	2
Eureka Public School	4
Goonellabah Public School	15
Lismore Heights Public School	6
Lismore Public School	14
Lismore South Public School	9
Rosebank Public School	1
The Rivers Sec Col Kadina C	12
The Rivers Sec Col Lismore C	14
The Rivers Sec Col Richmond River C	15
Tregeagle Public School	5
Wilson Park School	5
Wyrallah Public School	1
Wyrallah Road Public School	14
Boggabri Public School	4
Blackville Public School	4
Carroll Public School	2
Curlewis Public School	4
Currabubula Public School	4
Duri Public School	3
G S Kidd Memorial School	8
Gunnedah South Public School	11
Mullaley Public School	2
Quirindi High School	9
Quirindi Public School	6
Somerton Public School	2

OFFICIAL

Spring Ridge Public School	2
Walhallow Public School	2
Wallabadah Public School	3
Werris Creek Public School	2
Willow Tree Public School	4
Narrabri High School	5
Narrabri Public School	11
Wee Waa High School	6
Wee Waa Public School	2
Bingara Central School	9
Bundarra Central School	2
Delungra Public School	1
Gilgai Public School	2
Gum Flat Public School	1
Inverell High School	10
Inverell Public School	21
Kingstown Public School	2
Macintyre High School	11
Ross Hill Public School	21
Tingha Public School	1
Warialda High School	7
Warialda Public School	10
Barraba Central School	5
Manilla Central School	14
Tenterfield High School	4
The Sir Henry Parkes Memorial	3
Ashford Central School	8
Bald Blair Public School	1
Ben Lomond Public School	2
Black Mountain Public School	3
Bonshaw Public School	1
Deepwater Public School	2
Emmaville Central School	6
Glen Innes High School	7
Glen Innes Public School	14
Glen Innes West Infants School	2
Guyra Central School	13
Red Range Public School	7
Yetman Public School	5
Attunga Public School	2
Bullimbal School	12
Farrer Agricultural High	8
Kootingal Public School	5
Moonbi Public School	5
Nemingha Public School	9
Nundle Public School	2
Oxley High School	13
Oxley Vale Public School	12
Parry School	3
Tamworth High School	7
Tamworth Public School	22
Tamworth South Public School	18
Tamworth West Public School	10
Timbumburi Public School	6
Tintinhull Public School	6

OFFICIAL

Westdale Public School	17
Woolomin Public School	4
Barkers Vale Public School	3
Blakebrook Public School	2
Coffee Camp Public School	2
Collins Creek Public School	2
Dunoon Public School	2
Jiggi Public School	1
Kyogle High School	11
Kyogle Public School	14
Modanville Public School	2
Nimbin Central School	6
The Channon Public School	7
The Risk Public School	2
Tuntable Creek Public School	2
Urbenville Public School	1
Whian Whian Public School	1
Wiangaree Public School	3
Woodenbong Central School	13
Dungay Public School	2
Banora Point High School	11
Banora Point Public School	8
Bilambil Public School	10
Bogangar Public School	13
Caldera School	5
Carool Public School	2
Centaur Public School	17
Condong Public School	7
Cudgen Public School	6
Duranbah Public School	2
Fingal Head Public School	4
Kingscliff High School	19
Kingscliff Public School	8
Pottsville Beach Public School	7
Terranora Public School	8
Tumbulgum Public School	1
Tweed Heads Public School	14
Tweed Heads South Public School	9
Tweed River High School	19
Baradine Central School	5
Carinda Public School	1
Coonabarabran High School	5
Coonabarabran Public School	8
Goodooga Central School	8
Gulargambone Central School	8
Gwabegar Public School	2
Lightning Ridge Central School	9
Pilliga Public School	3
Quambone Public School	1
Tooraweenah Public School	2
Brunswick Heads Public School	4
Coorabell Public School	3
Main Arm Upper Public School	4
Mullumbimby High School	16
Mullumbimby Public School	7

OFFICIAL

Ocean Shores Public School	6
The Pocket Public School	8
Chillingham Public School	2
Crystal Creek Public School	2
Goonengerry Public School	3
Murwillumbah East Public School	5
Murwillumbah High School	34
Murwillumbah Public School	9
Tyalgum Public School	4
Uki Public School	9
Upper Coopers Creek Public School	2
Wilsons Creek Public School	1
Burringbar Public School	5
Crabbes Creek Public School	3
Albury High School	14
Albury North Public School	15
Albury Public School	17
Albury West Public School	6
Glenroy Public School	12
Holbrook Public School	4
Hume Public School	16
James Fallon High School	18
Jindera Public School	6
Kandeer School	2
Khancoban Public School	2
Lavington East Public School	11
Lavington Public School	11
Murray High School	11
Rosewood Public School	1
Springdale Heights Public School	13
Table Top Public School	2
Thurgoona Public School	11
Tumbarumba High School	13
Tumbarumba Public School	13
Wewak Street School	5
Cowra High School	8
Cowra Public School	11
Gooloogong Public School	3
Greenethorpe Public School	3
Holman Place School	3
Holmwood Public School	2
Koorawatha Public School	1
Mulyan Public School	10
Canowindra High School	3
Canowindra Public School	5
Cargo Public School	1
Cudal Public School	1
Eugowra Public School	3
Forbes High School	5
Forbes North Public School	15
Forbes Public School	8
Manildra Public School	4
Balranald Central School	7
Barham High School	4
Barham Public School	2

OFFICIAL

Blighty Public School	1
Clare Public School	1
Conargo Public School	1
Deniliquin High School	12
Deniliquin North Public School	9
Deniliquin South Public School	10
Edward Public School	9
Finley High School	15
Finley Public School	7
Jerilderie Public School	2
Mathoura Public School	2
Moama Public School	3
Moulamein Public School	3
Tooleybuc Central School	6
Bemboka Public School	4
Eden Marine High School	11
Eden Public School	8
Merimbula Public School	6
Pambula Public School	6
Towamba Public School	3
Wyndham Public School	2
Adaminaby Public School	3
Berridale Public School	5
Bombala High School	9
Bombala Public School	7
Bredbo Public School	2
Cooma North Public School	8
Cooma Public School	4
Delegate Public School	1
Jindabyne Central School	1
Jindabyne High School	5
Jindabyne Public School	5
Michelago Public School	1
Monaro High School	6
Nimmitabel Public School	4
Alma Public School	11
Broken Hill High School	8
Broken Hill North Public School	10
Broken Hill Public School	8
Burke Ward Public School	5
Morgan Street Public School	5
Railway Town Public School	5
School of the Air	3
Tibooburra Outback Public School	1
White Cliffs Public School	1
Willyama High School	3
Buronga Public School	6
Euston Public School	3
Gol Gol Public School	7
Pomona Public School	2
Pooncarie Public School	1
Wentworth Public School	4
Ivanhoe Central School	3
Binya Public School	2
Beelbangera Public School	8

OFFICIAL

Goolgowi Public School	1
Griffith East Public School	20
Griffith North Public School	8
Griffith Public School	19
Hanwood Public School	4
Hay Public School	7
Hay War Memorial High School	3
Hillston Central School	2
Kalinda School	8
Lake Wyangan Public School	6
Murrumbidgee Regional High School	19
Yenda Public School	6
Yoogali Public School	1
Bongongo Public School	4
Eurongilly Public School	3
Gundagai High School	7
Gundagai Public School	4
Gundagai South Public School	2
Illabo Public School	5
Jugiong Public School	1
Junee High School	2
Junee North Public School	7
Junee Public School	5
Nangus Public School	3
Adelong Public School	1
Batlow Technology School	5
Brungle Public School	2
Franklin Public School	8
Humula Public School	2
Snowy Valleys School	5
Tarcutta Public School	4
Tumut High School	10
Tumut Public School	8
Billabong High School	7
Brocklesby Public School	3
Burrumbuttock Public School	1
Corowa High School	7
Corowa Public School	8
Corowa South Public School	2
Culcairn Public School	8
Gerogery Public School	3
Henty Public School	4
Howlong Public School	6
Mulwala Public School	3
Rand Public School	1
Walbundrie Public School	3
Walla Walla Public School	1
Barooga Public School	5
Berrigan Public School	3
Tocumwal Public School	6
Pleasant Hills Public School	2
The Rock Central School	9
Yerong Creek Public School	1
Cobar High School	3
Cobar Public School	4

OFFICIAL

Girilambone Public School	2
Hermidale Public School	2
Nyngan High School	4
Nyngan Public School	9
Tottenham Central School	5
Wanaaring Public School	1
Warren Central School	6
Cumnock Public School	6
Middleton Public School	6
Parkes East Public School	8
Parkes High School	5
Parkes Public School	6
Peak Hill Central School	2
Trundle Central School	1
Tullamore Central School	4
Yeoval Central School	5
Boree Creek Public School	2
Oaklands Central School	2
Urana Public School	2
Coolamon Central School	9
Ganmain Public School	1
Marrar Public School	1
Matong Public School	3
Narrandera East Infants School	3
Narrandera High School	16
Narrandera Public School	11
Coleambally Central School	5
Darlington Point Public School	4
Gralee School	7
Leeton High School	6
Leeton Public School	6
Parkview Public School	23
Wamoon Public School	2
Whitton-Murrumbidgee Public School	2
Yanco Agricultural High School	5
Yanco Public School	2
Lockhart Central School	9
Millthorpe Public School	7
Mumbil Public School	1
Stuart Town Public School	1
Anson Street School	7
Bletchington Public School	19
Borenore Public School	3
Bowen Public School	20
Calare Public School	15
Canobolas Public School	3
Canobolas Rural Technology High	17
Clergate Public School	4
Glenroi Heights Public School	11
Molong Central School	12
Mullion Creek Public School	5
Nashdale Public School	5
Orange East Public School	14
Orange High School	12
Orange Public School	20

OFFICIAL

Spring Hill Public School	5
Spring Terrace Public School	4
Sutton Public School	4
Braidwood Central School	5
Bungendore Public School	11
Captains Flat Public School	1
Finigan School Of Distance Ed	6
Jerrabomberra Public School	14
Karabar High School	4
Queanbeyan East Public School	4
Queanbeyan High School	6
Queanbeyan Public School	8
Queanbeyan South Public School	13
Queanbeyan West Public School	5
Bribbaree Public School	2
Cootamundra High School	5
Cootamundra Public School	7
E A Southee Public School	1
Grenfell Public School	8
Maimuru Public School	1
Monteagle Public School	2
Murringo Public School	3
Quandialla Public School	4
Stockinbingal Public School	3
Temora High School	15
Temora Public School	8
Temora West Public School	5
The Henry Lawson High School	11
Wallendbeen Public School	1
Wombat Public School	1
Young High School	16
Young North Public School	7
Young Public School	17
Ashmont Public School	16
Forest Hill Public School	1
Kapooka Public School	2
Koorringal High School	10
Koorringal Public School	9
Ladysmith Public School	2
Lake Albert Public School	15
Mount Austin High School	19
Mount Austin Public School	15
North Wagga Public School	6
Red Hill Public School	17
Shepherds Park School	2
South Wagga Public School	5
Sturt Public School	8
The Bidgee School	7
Turvey Park Public School	15
Uranquinty Public School	3
Wagga Wagga High School	20
Wagga Wagga Public School	15
Willans Hill School	1
Condobolin High School	8
Condobolin Public School	9

OFFICIAL

Euabalong West Public School	3
Lake Cargelligo Central School	3
Tullibigeal Central School	11
Ardlethan Central School	7
Ariah Park Central School	10
Barellan Central School	2
Naradhan Public School	1
Tallimba Public School	1
Ungarie Central School	7
West Wyalong High School	6
West Wyalong Public School	7
Wyalong Public School	11
Bedgerabong Public School	4
Bogan Gate Public School	3
	16962

Internal Communication

From: Kristian Holz, Executive Director, Government Business
Sent: Tuesday, 15 November 2022 12:04 PM
To: Internal Communication
Subject: Conventions for caretaker and pre-election periods

[View this email in your browser](#)

To: Corporate staff



Education

Dear colleagues

On Friday the Premier issued updated information on the caretaker conventions and other pre-election practices that guide the NSW public sector in the lead up to a state election:

[M2022-11 2023 State Election - Caretaker Conventions](#)

To help you understand how this applies to your work, we will produce a practical guide to applying the conventions in an Education context in the pre-election and caretaker periods. We will share the guide through Staff Noticeboard when available.

Pre-election and caretaker periods

The pre-election period will begin after the last Legislative Assembly sitting day (late November 2022) and applies until the commencement of the caretaker period. The practices that apply in the pre-election period help reinforce the political neutrality of the public service.

The caretaker period begins on Friday 3 March 2023. As a general rule, no significant new decisions or initiatives, appointments, or contractual undertakings should be made during this time. Routine government business should continue as usual.

Ethical framework for employees

In NSW, the *Government Sector Employment Act 2013* establishes an [ethical framework](#) for a merit-based, apolitical and professional public sector that is able to serve the government of the day. It is important that in the course of our work as NSW Government employees we remain apolitical and non-partisan, and are not influenced by party political considerations or by personal political allegiances.

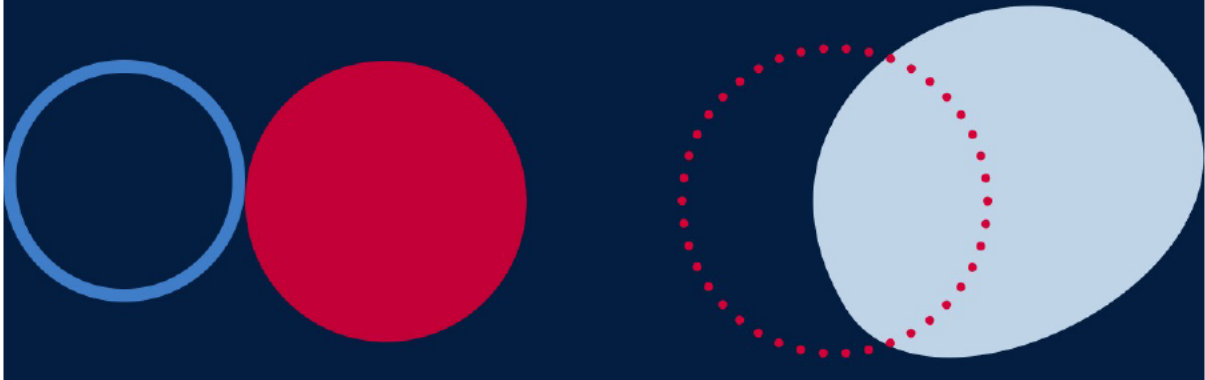
The caretaker conventions should be used as a guide, and their application to individual cases requires judgment and common sense. As we transition to the pre-election period and beyond we will communicate advice and practical guidance on matters and emerging themes and issues as they arise. In the meantime guidance may be sought from Government Business at parliament@det.nsw.edu.au.

Regards

Kristian Holz
Executive Director, Government Business

We recognise the Ongoing Custodians of the lands and waterways where we work and live. We pay respect to Elders past and present as ongoing teachers of knowledge, songlines and stories. We strive to

ensure every Aboriginal and Torres Strait Islander learner in NSW
achieves their potential through education.



Contesting the 2023 State General Election

Frequently Asked Questions

Background

This advice is based on the [C2202-07 Contesting Elections](#) circular published by DPC on 11 November 2022 and other official sources. It summarises key information as it applies to NSW Education and clarifies the rules relating to teaching staff who wish to contest the 2023 State General Election.

1. Are you required to resign to contest the election?

No. All Corporate, School Administration and Support Staff (SASS), Non-School Based Teaching Staff (NSBTS) and Teaching Staff who stand for election are not required to resign until declared elected.

2. Are you required to take leave if nominated as a candidate?

If any employee is nominated for election to the Legislative Assembly or Legislative Council, the person is to be granted a leave of absence until the election is declared.

To avoid potential conflict between political interests and public employment, it is recommended that staff who contest the election take leave from and including the day of nomination for the election.

Leave is to be taken based on the employee's preference and entitlements available. Any employee can take Leave Without Pay and Extended or Long Service Leave (if accrued and available). Only Corporate and NSBTS can take Recreation Leave to contest the election. Recreation Leave is not available to SASS and Teaching Staff given the standard leave arrangements connected to student vacation periods.

3. Is pre-selection by a political party as a candidate the same as nominating a candidate?

No. The Electoral Commissioner will give notice of the day of nomination once a writ for an election has been issued. Nominations cannot be made before the date specified in the writ and the Electoral Commissioner will give public notice of the nomination date.

Pre-selection means you are the party's choice for nomination as a candidate. Preselection may occur several months before an election is called.

4. What if you are elected?

If elected, you are required to resign.

This is provided for in section 71(2) of the Government Sector Employment Act 2013 and includes all Corporate, SASS, NSBTS and Teaching Staff. Additionally, section 13B of the Constitution Act 1902 (NSW) provides that a person cannot hold an office of profit under the Crown and be capable of sitting in either House of Parliament. This means government sector employees, including teachers, cannot remain employed in the government sector if elected to State Parliament.

5. What obligations do I have if I wish to start campaigning prior to nominating as a candidate?

There are no specific legislative requirements about Corporate, SASS, NSBTS or Teaching Staff campaigning for election at any level of government, including teachers.

To avoid any potential conflict between political interests and public employment however it is asked that all Corporate, SASS, NSBTS or Teaching Staff take leave of absence for election campaigning purposes from the day of nomination for election (see above).

Government sector employees are not permitted to engage in activities of a party-political nature whilst on duty. The Ethical Framework for the government sector (Part 2 of the Government Sector Employment Act 2013), both in sections 6(b) and 7(e) (under the heading of Trust) states that government sector employees must give apolitical and non-partisan advice.

Any candidate or person intending to stand should also ensure that, when making any political comments whilst not on duty, they are not identified in any way as acting or speaking in their capacity as a government sector employee. Government sector employees should also consider any specific provisions of their agency's Code of Conduct affecting employment.

Similar duties are set out in the professional and legal responsibilities of teachers (Part 5.1.2 in the Teacher's Handbook) which require all teachers to implement the priorities of the Department and the school and ensure their professional actions reflect Government and Departmental policy.

Sources

Government Sector Employment Act 2013

Constitution Act 1902 (NSW)

DPC Circular C2202-07 Contesting Elections

NSW Department of Education Code of Conduct

NSW Teachers Handbook

Practical Guide: Caretaker Conventions and Pre-Election Practices

The **pre-election period** is the period from after the Legislative Assembly ceases to sit until the commencement of the caretaker period.

The **caretaker period** runs from the beginning of **3 March 2023** (when the Legislative Assembly expires) until either the election result is clear (if the current Government is returned) or the new Premier is commissioned to form Government (if there is a change in Government).

The application of caretaker conventions to individual cases requires judgment and common sense. More information is available in [this](#) Guidance Note.

If you have any questions, please contact Government Business in the first instance at parliament@det.nsw.edu.au.

Matter	Pre-election period	Caretaker period
Decisions, appointments, and contracts	No change.	<p>The general rule is that <u>no significant new, decisions, appointments or contractual commitments should be made.</u></p> <p>Tender processes committed to and commenced prior to the caretaker period can continue.</p> <p>Routine business of government continues.</p>
Operation of agencies, including policy advice, development and costings	<p>No change.</p> <p>As always, care should be taken to avoid compromising the neutrality of the public service.</p>	<p>Ministers <u>may request factual information</u> or information about the <u>day-to-day business of government</u>, but should <u>not generally request policy advice</u></p> <p><u>Agencies must not respond to requests for information that are inherently political.</u></p>

Matter	Pre-election period	Caretaker period
Correspondence	No change.	Ministers usually avoid signing correspondence except where required and may wish to leave correspondence for actioning by agencies.
Requests to visit premises and facilities	<p>No change.</p> <p>Requests by any State or Federal MPs to visit premises, including schools, should be initiated through the Minister's Office.</p> <p>State or Federal MPs in their own electorate and local candidates for election may communicate directly with schools to arrange visits.</p> <p>Principals should ensure the Director, Educational Leadership is notified as soon as practical before any proposed official visit.</p>	As per pre-election period.
Hospitality	<p>No change.</p> <p>Agencies should always exercise care in hosting official functions, including on school premises, to avoid any perception it is party political.</p>	For official functions involving the use of agency resources, including school premises, where a Minister will be present, it may be appropriate for the Opposition spokesperson to also be given an opportunity to be present.
Requests to use agency facilities for electioneering purposes	<p>Agencies may grant permission to allow candidates and others to hand out election material, generally in 'unpaid areas' – provided this will not interfere with usual operations.</p> <p>Information about the use of schools as election sites is available on the Staff Noticeboard.</p>	As per pre-election period.
Government advertising	Government advertising campaigns generally prohibited after 26 January 2023, with limited exceptions.	See pre-election period.

Matter	Pre-election period	Caretaker period
Internet and social media	<p>No change.</p> <p>As always, employees should take care to avoid compromising the neutrality of the public service and their role within it when posting on personal social media.</p>	<p>Agencies should generally not add new material (including Ministerial media releases) to their websites or social media, except where clearly in the public interest (e.g., publishing term start and end dates).</p> <p>As always, employees should take care to avoid compromising the neutrality of the public service and their role within it when posting on personal social media.</p>
Consultation with non-Government Members of Parliament	<p>No change to usual requirement for MPs and their staff to contact the appropriate Minister's Office when seeking information – see C2018-05 (Provision of Information to Members of Parliament).</p> <p>Ministers should notify Premier of any request and whether it is granted.</p> <p>Agencies should not initiate any consultation, discuss Government policies or offer opinions on matters of a party political nature.</p>	As per pre-election period.
GIPA applications	No change.	No change.
Official Cabinet records	No change.	<p>Official Cabinet records that have been printed out from eCabinet are returned to DPC Cabinet Branch by no later than Friday 23 March for safekeeping.</p> <p>Access to eCabinet is suspended for the duration of the caretaker period.</p> <p>If Government is returned, the copies will be returned to the relevant offices and agencies as required, and the department can continue to request access to preelection Cabinet records as required on a business-as-usual basis.</p> <p>If there is a change of Government, special arrangements will apply to limit access to previous Official Cabinet records.</p> <p>Staff can seek advice from the department's Cabinet Business team at CLO.Mail@det.nsw.edu.au</p>

NSW Department of Education

Administration and management

Archived

Caretaker conventions practical guide – 2023 NSW State election

01 Dec 2022 ([Term 4 Week 8](#))

This item may no longer be current.

This practical guide summarises key information about the caretaker conventions ahead of the 2023 state election as they relate to NSW Education.

Submitted by: [Government Business](#)



Important information for: All corporate staff, Principals and school leaders

The **pre-election period** is the period from after the Legislative Assembly ceases to sit until the commencement of the caretaker period.

The **caretaker period** runs from the beginning of 3 March 2023 (when the Legislative Assembly expires) until either the election result is clear (if the current Government is returned) or the new Premier is commissioned to form Government (if there is a change in Government).

The application of caretaker conventions to individual cases requires judgment and common sense. [NSW Education Caretaker Conventions Practical Guide - 2023 State General Election \(PDF 132 KB\)](#) summarises key information relevant to the department. More information is available in the **guidance note** from the Premier published on 11 November.

If you have any questions, please contact Government Business in the first instance at parliament@det.nsw.edu.au

More information

- [M2022-11 2023 State Election - Caretaker Conventions](#)
- [NSW Education Caretaker Conventions Practical Guide - 2023 State General Election \(PDF 132 KB\)](#)

Contact: Government Business
Email: parliament@det.nsw.edu.au
Call: [1300 679 332](tel:1300679332)

Last updated: 07-Dec-2022

| NSW Department of Education

Staff information

Archived

2023 caretaker conventions – NSW State election

25 Jan 2023 ([Summer holidays](#))

This item may no longer be current.

Make sure you're aware of the pre-election and caretaker period conventions that apply to the department, including our schools.

Submitted by: [Government Business](#)



Important information for: All corporate staff, All school-based staff

With the NSW State election to be held on Saturday 25 March, it's important that all staff are aware of the [pre-election and caretaker period conventions](#) that apply to the department, including our schools. It's also important to review the department's policies and procedures that apply in schools in relation to political activities.

Pre-election and caretaker periods

The pre-election period is the period from after the Legislative Assembly ceases to sit until the commencement of the caretaker period. The caretaker period runs from the beginning of 3 March 2023 (when the Legislative Assembly expires) until either the election result is clear (if the current government is returned) or the new Premier is commissioned to form government (if there is a change in government).

The application of caretaker conventions to individual cases requires judgment and common sense. [NSW Education Caretaker Conventions Practical Guide - 2023 State General Election \(PDF 132 KB\)](#) summarises key information relevant to the department. More information is available in the guidance note link from the Department of Premier and Cabinet published on 11 November.

If you have any questions, please contact Government Business in the first instance at parliament@det.nsw.edu.au

Policies and procedures that apply to schools

Schools are neutral places for rational discourse and objective study. In line with the [Code of Conduct](#), staff can participate in political and community activities and pursue personal interests, provided any conflict that arises is recognised and managed properly.

All staff need to ensure that their involvement in any political party, industrial organisation, community and/or personal activity, is understood to represent their own views or those of the organisation they represent - not those of the department.

Contemporary publications, signage or industrial notices containing material of a political nature must not be distributed to students and/or parents/guardians at school or displayed on school grounds. Distribution or display of such material by staff could be seen as a school or departmental position on a particular matter of contemporary political debate.

Staff commenting on official, professional and personal matters using digital media also need to comply with the [Code of Conduct](#) and the [Social Media Policy](#).

Department staff who are candidates in the NSW State election should refer to the Department of Premier and Cabinet [Contesting Elections](#) as well as the [Contesting State Elections FAQ](#) document prepared by the department which sets out the specific additional rules applicable to teachers and other school based staff.

More information

- [2023 caretaker conventions](#)

Contact: Government Business

Email: parliament@det.nsw.edu.au

Last updated: 25-Jan-2023



This information is current as at "3/11/2023 5:25:00 pm", Australian Eastern Time. For the most up-to-date information, go to <https://education.nsw.gov.au/noticeboard/2023/01/2023-caretaker-conventions-nsw-state-election>

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Internal Communication

From: Secretary, Premier and Cabinet
Sent: Thursday, 2 March 2023 1:21 PM
To: Internal Communication
Subject: A message from the Secretary of DPC: Commencement of Caretaker period

[View this email in your browser](#)

To: All corporate staff



Commencement of Caretaker period

Dear Colleagues,

The caretaker period before the 2023 NSW State General Election begins at midnight tonight and runs until there's a new or returned Government.

Caretaker is triggered by the dissolution of the Legislative Assembly and, by convention, imposes certain constraints on the Executive Government, including public servants.

These constraints exist because during caretaker the Government can't be held accountable by Parliament. They also recognise that every election offers the prospect of a change of government, so action that would bind an incoming Government should be avoided.

The routine business of government should continue.

However, in general, no significant new decisions, appointments, or contractual commitments should be made during the caretaker period.

Public servants shouldn't provide Ministers with policy advice unless it's clearly in the public interest to do so. Ministers may continue to ask agencies to provide factual information.

Whether you've worked through an election before or not, I strongly encourage you to make sure you understand what's expected of you during this period.

You can find detailed information on the caretaker conventions in the [Premier's Memorandum, M2022-11 2023 State Election - Caretaker Conventions](#), and accompanying [Guidance Note](#).

At the time when the number of full democracies in the world is falling, let's take pride in our own democratic process and demonstrate the integrity of the NSW public service.

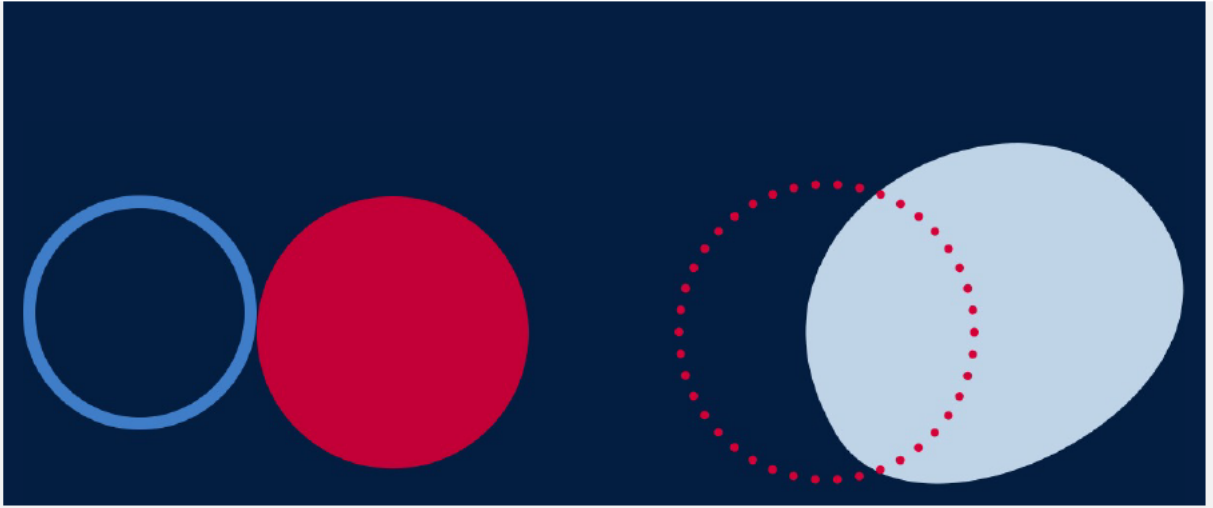
Many of you have done a lot of work preparing for caretaker. Thank you for your efforts. I'd especially like to thank DPC's Election Project Management Office and Legal Branch.

We'll keep you informed throughout the caretaker period and following the election.

With my best regards,

Michael Coutts-Trotter
Secretary
Department of Premier and Cabinet

We acknowledge the homelands of all Aboriginal people and pay our respects to Country.



[View this email in your browser](#)

Internal Communication

From: Georgina Harrison, Secretary
Sent: Friday, 3 March 2023 9:00 AM
To: Internal Communication
Subject: Conventions to follow in the lead up to the State election

[View this email in your browser](#)

To: All corporate staff



Education

What you need to know:

- The caretaker period before the State Election starts today and will run until the election result is clear or a new Premier is commissioned to form government.
- All staff need to follow **caretaker conventions** regarding new work and appointments, engagement with Ministers and Members of Parliament, hosting functions and updating external-facing webpages.
- Staff should also follow advice about **Cabinet records and record-keeping**.
- The sector-wide ban on government advertising will continue through the caretaker period, including on the use of paid-for electronic mail services to external audiences.
- Official department social media accounts will be inactive during caretaker unless posts are in the public interest.

Dear colleagues

With the start of the official caretaker period today, Friday 3 March

2023, there are some things we all need to keep in mind in the lead up to the State election.

As shared yesterday by the Secretary for the Department of Premier and Cabinet, Michael Coutts-Trotter, the caretaker period will run until either the election result is clear (if the current government is returned) or a new Premier is commissioned to form government (if there is a change in government).

It is especially important all staff are, and are seen to be, impartial and apolitical throughout the official caretaker period.

Caretaker conventions

There are specific conventions all staff, especially line managers and Executive, must familiarise themselves with and observe throughout the caretaker period, while still continuing the routine business of the department:

- No significant new decisions, initiatives, appointments, or contractual undertakings should be made (routine government business exceptions apply).
- No policy advice should be provided to Ministers. Factual information can be provided but should be assessed on a case-by-case basis.
- Ministers will avoid signing correspondence (other than that which it is necessary for them personally to sign). Some correspondence that would ordinarily be signed by Ministers may need to be prepared for signature by agency officials, rather than be left to accumulate.
- All Members of Parliament should continue to make formal requests to the Minister before visiting agency facilities, including schools (excluding local members).
- Serious care should be taken when hosting functions (or deciding whether or not to host a function at all) to avoid any perception that the function is for electioneering or party-political purposes.
- No changes will be made to public-facing pages of Education websites, unless in exceptional circumstances.

For more information about caretaker conventions and other pre-election practices that affect the department, refer to [Caretaker conventions practical guide – 2023 NSW State election](#).

Other caretaker advice

Advice about Cabinet record and record-keeping obligations throughout the caretaker period was [circulated earlier this week](#). Please familiarise yourself with these rules if you haven't already done so.

The sector-wide ban on paid government advertising commenced on 26 January 2023 and continues throughout the caretaker period. This includes the use of paid-for electronic direct mail services to external audiences.

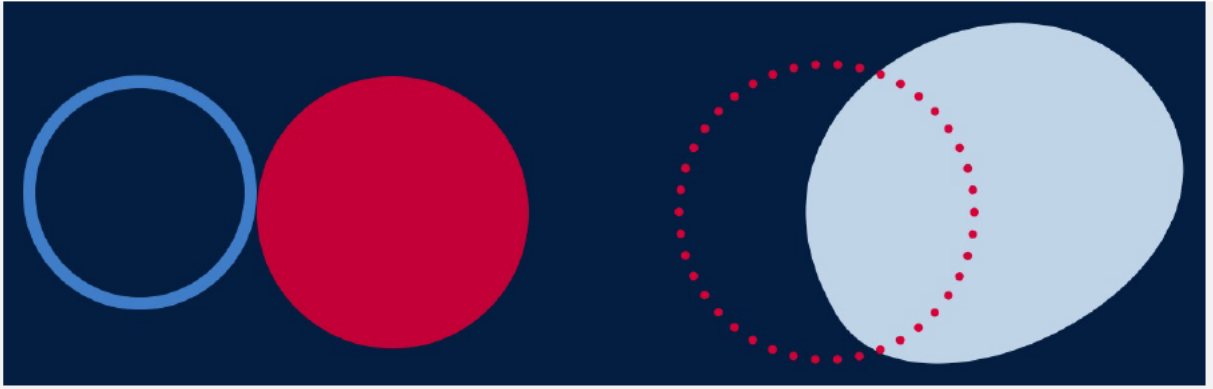
During the caretaker period, official department social media accounts will be inactive except when a post is clearly in the public interest and there is no risk that the material could be interpreted as promoting a particular party or its policies.

Questions about the application of caretaker conventions should be raised with Directors and Executive Directors in the first instance. Divisions can contact the Government Business team for further advice on the interpretation of the caretaker conventions.

Regards

Georgina Harrison
Secretary

We acknowledge the homelands of all Aboriginal people and pay our respects to Country.



[View this email in your browser](#)

NSW Department of Education

Administration and management

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Caretaker school guidance

07 Mar 2023 ([Term 1 Week 7](#))

This item may no longer be current.

Guidance for schools on publishing content to external communication channels during caretaker.

Submitted by: [Communication and Engagement](#)



Important information for: Principals and school leaders, School administrative staff

What are the caretaker conventions?

- The caretaker period commenced on 3 March 2023 and will continue until either the election result is clear (if the current government is returned) or the new Premier is commissioned to form government (if there is a change of government).
- Many of the caretaker conventions are directed toward protecting the political neutrality of the public service and ensuring that public resources are not misused for party political purposes.

What does this mean for the department's communications during caretaker?

- During this period, the department will generally not be adding new material to our websites or social media pages, except where it is clearly in the public interest to do so and there is no risk that the material could be interpreted as promoting a particular party or its policies.
- No new ministerial press releases or related information issued by the Government will be available on the education.nsw.gov.au website.
- More information on the caretaker conventions [is available on Staff Noticeboard](#).

What can schools communicate during this period?

Schools are still permitted to post on their social media channels and school website during caretaker, with some restrictions. These restrictions include **not** publishing:

- any content relating to funding or grants for new programs, initiatives or infrastructure (for example, avoid posting content regarding recently completed building works or new facilities)
- any content that could reasonably be perceived to affect political neutrality
- any paid promotions or boosted social media posts.

Some examples of content that are acceptable to publish

- Posts containing essential information in the best interest of the public (for example, school closures, timetable changes or other important operational updates).
- Information about school events (e.g. disco, fete, after school activities etc).

Similarly, all schools should exercise restraint and discretion regarding the content included in school newsletters in the lead up to the election on 25 March 2023. Generally speaking, schools should avoid any politically contentious topics or non-essential information for parents.

Need help?

For any questions, please contact the DoE Social Media Team at socialmedia@det.nsw.edu.au.

More information

- [Government Caretaker Guidance 2023 \(PDF 154 KB\)](#)

Contact: Social Media Team

Email: socialmedia@det.nsw.edu.au

Last updated: 09-Mar-2023



This information is current as at "3/11/2023 5:24:58 pm", Australian Eastern Time. For the most up-to-date information, go to <https://education.nsw.gov.au/noticeboard/2023/03/caretaker-school-guidance>

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Curriculum and co-curricular

Voice to Parliament – advice for teachers

07 Aug 2023 (Term 3 Week 4)

A resource to support teachers planning to discuss the Voice to Parliament referendum in the classroom.

Submitted by: [Curriculum and Reform](#)



Important information for:

Non-school-based teaching staff, Principals and school leaders, Teaching staff

The Australian Government will hold a referendum about making a change to the Australian Constitution to establish an Aboriginal and Torres Strait Islander Voice to Parliament.

[Voice to Parliament – advice to teachers](#) is a resource created to support and guide teachers planning to use the referendum as an example in the classroom setting. This historical referendum is an event that teachers may consider an engaging example to discuss in relation to several syllabuses in the K-12 curriculum. This should be done with care and consideration in line with the department's [Controversial Issues in Schools](#) policy and procedures.

Further information for teachers is available on the [Voice to Parliament – advice to teachers webpage](#).

Contact us

If you have any questions or would like more information, please email contactcurriculumreform@det.nsw.edu.au

More information

Contact: Curriculum and Reform

Email: contactcurriculumreform@det.nsw.edu.au

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Say hello



We recognise the Ongoing Custodians of the lands and waterways where we work and live. We pay respect to Elders past and present as ongoing teachers of knowledge, songlines and stories. We strive to ensure every Aboriginal and Torres Strait Islander learner in NSW achieves their potential through education.



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Multicultural education

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[Professional support](#) ←

Responding to racism during the proposed Aboriginal and Torres Strait Islander Voice to Parliament referendum

Responding to racism during the proposed Aboriginal and Torres Strait Islander Voice to Parliament referendum

This advice has been created to support all staff, including school leaders and Anti-Racism Contact Officers (ARCOs), in supporting Aboriginal and/or Torres Strait Islander students and staff who experience racism linked to the referendum on the Voice.

On this page

[Support for students and community experiencing racism](#) →[Support for staff experiencing racism](#) →[Voice to Parliament – Advice for teachers](#) →

Later this year, the Australian Government will hold a referendum about making a change to the Australian Constitution to establish an Aboriginal and Torres Strait Islander Voice to Parliament.

The Voice referendum has opened up debate in Australia and this debate, as well as broader discussions about Aboriginal and/or Torres Strait Islander peoples, may be occurring within our school communities and work environments. The debate is also leading to an increased cultural load for Aboriginal and/or Torres Strait Islander people, who are often expected to respond to questions around the Voice referendum within both personal and professional settings. Many people may prefer to keep their views private, so should not be put in a position where they are forced to share their perspectives.

While it is important to recognise the diversity of opinions on the proposed Voice to Parliament that exists within all communities, the respectful expression of these opinions is essential to ensure Aboriginal and/or Torres Strait Islander students, staff and community members feel safe and supported while at school or at work.

Eliminating racism and ensuring cultural safety for Aboriginal and/or Torres Strait Islander peoples are key department priorities. Racist behaviour and the expression of racism in any form are not tolerated in NSW public education.

Support for students and community experiencing racism

Any student, parent, carer or community member who has experienced racism at school or in other work areas may make a [report of racism](#).

All reports of racism must be taken seriously, and the issue and resolution should be recorded.

Reports of racism in schools can be made to any member of staff and are best supported by the Anti-Racism Contact Officer (ARCO) who is trained in supporting the processes to address racism in schools. Reports may be made verbally or put in writing. The ARCO can support the person making the report to put it in writing if necessary.

Students can also call the [Kids Helpline](#) on 1800 55 1800.

Support for staff experiencing racism

Reports of racism may be made verbally or in writing to any workplace manager.

Staff who need support are encouraged to talk to someone who makes them feel safe such as a colleague, friend, or family member. The Anti-Racism Contact Officer (ARCO) in schools can also provide support to school staff experiencing racism.

Alternatively, staff may access the [Employee Assistance Program \(EAP\)](#) by calling 1800 060 650.

Staff can also call Lifeline on 13 11 14 or 13 YARN, the Aboriginal and Torres Strait Islander specific national crisis line: 13 92 76.

Anti-Discrimination NSW has launched a new resource, [6 ways to look after yourself and mob during The Voice referendum debate](#). This pocket-sized guide contains information about Anti-Discrimination NSW services and mental health tips.

The Australian Human Rights Commission has produced a support document on [minimising harm during conversations about the referendum](#).

Voice to Parliament – Advice for teachers

[Voice to Parliament – advice for teachers](#) is a resource created to support and guide teachers planning to use the referendum as an example in the classroom setting. This historical referendum is an event that teachers may consider an engaging example to discuss in relation to several syllabuses in the K-12 curriculum. This should be done with care and consideration in line with the department's [Controversial Issues in Schools](#) policy and procedures.

Contact us

If you have any questions or would like more information, please email antiracismeducation@det.nsw.edu.au

Category:

DoE

Business Unit:

Educational Standards

Last updated: 22-Aug-2023

Say hello



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Internal Communication

From: Shaun Ruming - Chief People Officer
Sent: Friday, 8 September 2023 12:59 PM
To: Internal Communication
Subject: The Voice referendum

[View this email in your browser](#)

To: Education support staff



Education

The Voice referendum



Dear colleagues

As you will be aware, the Australian Government is holding a referendum on 14 October 2023 on whether to alter the Australian Constitution to recognise the First Peoples of Australia by establishing an Aboriginal and Torres Strait Islander Voice.

This is a truly important vote for all Australians and I encourage you all to review the official [referendum question and wording of the proposed Constitutional amendment](#). The Australian Government's [The Voice website](#) also contains helpful information about how a referendum works, and who can and must vote in it.

Our responsibilities as public sector employees

Our department's [Code of Conduct](#) makes it clear that we have the right to participate in political and community activities and to pursue personal interests, provided we each do so in a private capacity. I encourage you to get involved and get passionate about matters that are important to you in your personal lives, because that is what makes for great communities.

However, we need to be conscious that our work delivering and supporting educational outcomes for our learners and communities across NSW gives us a position of particular influence in our communities. Any time we are identified as representing the department, we need to be politically neutral. This includes not campaigning or being seen to campaign for a particular result in our workplaces. By being apolitical in our work, we help ensure public confidence and trust in the department.

I urge you to read the NSW Public Service Commission's short [Guidance for NSW Government sector employees on conduct related to the referendum](#). It contains guidance on using social media and managing conflict of interest while balancing your role as a government employee with your right to participate in the referendum in a personal capacity. It also contains details on cultural load and safety, racism, and support services for all staff, including dedicated services for Aboriginal and Torres Strait Islander people.

Caring for our colleagues

We know that the public debate around this referendum has, and will continue to have, a heavy impact on many Aboriginal and Torres Strait Islander peoples. Let's be especially supportive and kind to our colleagues during this process.

While it is important to recognise the diversity of opinions on the referendum, the respectful expression of these opinions is essential to ensure Aboriginal and Torres Strait Islander staff feel safe and supported while at work.

Eliminating racism and ensuring cultural safety for Aboriginal and Torres Strait Islander peoples are key department priorities. Racism in any form is not tolerated in NSW public education. If you would like advice on supporting Aboriginal and/or Torres Strait Islander staff who experience racism linked to the referendum, please refer to our new [responding to racism during the referendum](#) webpage.


As always, the [Employee Assistance Program \(EAP\)](#) is available for all staff and their immediate family members. EAP provides free, independent, and confidential counselling services to support your health and wellbeing in both work-related and personal matters.

Please take care, and look out for one another.

Kind regards

Shaun Ruming
Chief People Officer

If you need support or assistance, the department's confidential Employee Assistance Program can be accessed at any time by calling **1800 060 650** to speak to a qualified and independent clinician. You can also access staff wellbeing support and resources on the department's [Being Well hub](#).



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to ensure every Aboriginal and/or Torres Strait Islander learner in NSW achieves their potential through education.



Internal Communication

From: Deputy Secretaries - School Performance North and South
Sent: Friday, 8 September 2023 1:31 PM
To: Internal Communication
Subject: Advice for staff on the Voice referendum

[View this email in your browser](#)

To: All school staff

CC: DELs, School Performance EDs, selected School Performance staff



Education

Advice for staff on the Voice referendum



What you need to know

- In the course of our work all staff need to be and be seen to be politically neutral – schools are neutral places for rational discourse and objective study.
- Advice is available for [providing support to Aboriginal and Torres Strait Islander staff and students](#) experiencing racism linked to the referendum on the Voice.

- Advice is available for [using the referendum for classroom discussions](#).
- Proposed visits to your school relating to the referendum need to be considered under the [Controversial Issues in Schools policy](#) and cannot be seen to be favouring one perspective.
- Applications for use of school facilities for referendum-related events should be considered under the [Shared use of school facilities policy](#) and cannot be seen to be favouring one perspective.
- Information about use of schools as voting centres is available on [Staff Noticeboard](#).

Good afternoon colleagues

We are writing to you about the Australian Government's upcoming referendum on establishing an Aboriginal and Torres Strait Islander Voice and its impact on our staff and students, as well as the use of schools for campaigning. We want to provide clear advice to support you in the lead up to the vote on 14 October.

This is a truly important vote for all Australians and we encourage you all to review the official [referendum question and wording of the proposed Constitutional amendment](#). The Australian Government's [The Voice website](#) also contains helpful information about how a referendum works, and who can and must vote in it.

Guidelines for staff

Many feel strongly about the referendum and it can be difficult to balance that passion with the need to remain politically neutral on school grounds. As outlined in the Code of Conduct, all staff have the right to participate in political and community activities and to pursue personal interests provided we do so in a private capacity. In the course of our work and any time we are identified as representing a school or the department, we need to be politically neutral. Schools must be neutral places for rational discourse and objective study.

We urge you to read the NSW Public Service Commission's short [Guidance for NSW Government sector employees on conduct related to the referendum](#). It contains guidance on using social media and managing conflict of interest while balancing your role as a government employee with your right to participate in the referendum in a personal capacity..

Supporting Aboriginal and Torres Strait Islander staff, students and community members

We know that the public debate around this referendum has, and will continue to have, a heavy impact on many Aboriginal and Torres Strait

Islander colleagues, students and community members. It is essential they feel safe and supported while at school or at work, and that we are mindful of the cultural load they may be experiencing.

Eliminating racism and ensuring cultural safety for Aboriginal and Torres Strait Islander peoples are key department priorities. Racist behaviour and the expression of racism in any form are not tolerated in NSW public education.

Staff can access [advice in supporting Aboriginal and Torres Strait Islander students and staff](#) who experience racism linked to the referendum on the Voice.

Classroom discussions on the referendum

Teachers may consider the referendum an engaging and pertinent example to discuss in relation to several syllabuses in the K–12 curriculum. This should be done with care and consideration in line with the [Controversial Issues in Schools policy](#) and procedures. Staff can access [advice about the use of the Voice referendum for discussion](#) in the classroom setting.

School visits from individuals or groups

Any proposed school visits from people with a declared alliance needs to be considered under the Controversial Issues in Schools [policy](#) and [procedures \(PDF 331KB\)](#).

Use of school facilities for Voice referendum events

If you are approached by an external party (other than the Australian Electoral Commission) wishing to use your school facilities for a Voice referendum-related event, the [Shared Use of School facilities](#) policy and procedures apply. In addition, also in line with the Controversial Issues in Schools policy, these events need to represent multiple perspectives. Schools should not be used for rallies or events supporting one perspective of the referendum.

Use of school facilities as voting centres

As advised through [Staff Noticeboard](#), many schools will be contacted by the Australian Electoral Commission to be used as voting centres for the referendum. We have worked closely with School Infrastructure NSW to minimise the impact on your school.

Separate advice for designated HSC exam centres who may be contacted to also be voting centres was issued to those schools on Wednesday 6 September. We recognise the importance of the HSC, and the impact HSC exams can have on students and their families. As such the department is ensuring appropriate measures are taken to closely manage the process

and environment of the HSC exams so that each of our students can thrive and succeed.

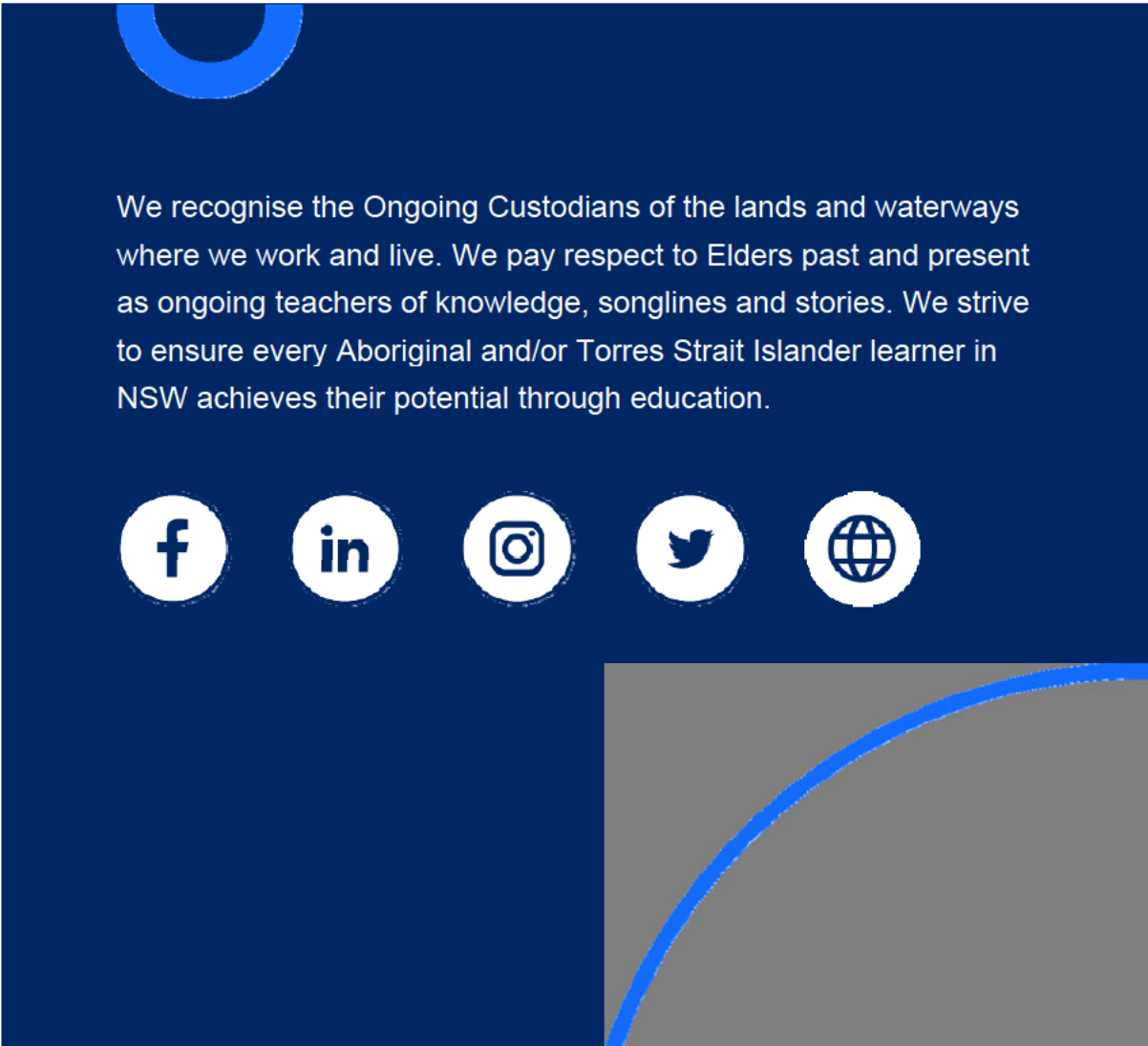
As always, the [Employee Assistance Program \(EAP\)](#) is available for all staff and their immediate family members. EAP provides free, independent, and confidential counselling services to support your health and wellbeing in both work-related and personal matters.

If you have any questions about this information in your school context, please speak to your principal. If principals have any further questions, they should contact their Director, Educational Leadership in the first instance.

We thank you for your support in the lead up to this historic vote.

Regards

Deb Summerhayes – A/Deputy Secretary, School Performance – South
Martin Graham – R/Deputy Secretary, School Performance – North



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Internal Communication

From: Murat Dizdar - Secretary
Sent: Tuesday, 10 October 2023 9:01 AM
To: Internal Communication
Subject: Important reminder ahead of the Voice referendum

[View this email in your browser](#)

To: All staff



Education

Reminder:
Voice
referendum



Dear colleagues

As the Australian Government's referendum on establishing an Aboriginal and Torres Strait Islander Voice approaches this weekend, it's timely that we remember our responsibilities as staff in our schools, colleagues in the workplace and as members of the wider community.

On this day in particular, [World Mental Health Day](#), I am mindful of the impact the public debate around the Voice referendum has had on many

Aboriginal and Torres Strait Islander colleagues, students and community members. It is important to remember our collective and individual responsibility to promote cultural safety and intercultural understanding.

Although many feel strongly about the referendum, it is our obligation to balance that passion with our duty to remain politically neutral in our work. We cannot campaign, or be seen to campaign, for a particular vote in the course of our work. The need to remain politically neutral, as government employees, should not interfere with our responsibility to address racism and practice cultural safety.

It is our duty and a legal requirement to ensure staff and students are working and learning in an environment that is not perceived to tolerate racism. Particularly in the lead up to the referendum, but at all times, we must take action to prevent or respond to racism.

For more information about balancing your role as a government employee with your right to participate in the referendum in a personal capacity, refer to [Guidance for NSW Government sector employees on conduct related to the referendum](#) along with the [Anti-Racism Policy](#) and the [NSW Anti-Discrimination Act 1977](#).

Please remember counselling services are available for department employees. 13YARN offers a free confidential one-on-one yarning opportunity for Aboriginal and/or Torres Strait Islander employees and their families, with a Lifeline-trained Aboriginal and Torres Strait Islander Crisis Supporter who can provide crisis support 24 hours a day, 7 days a week.

[Employee Assistance Program \(EAP\)](#) is available for all staff and their immediate family members. EAP provides free, independent, and confidential counselling services to support your health and wellbeing in both work-related and personal matters.

Thank you for your consideration and support. Please look after each other and take care.

Regards

Murat Dizdar
Secretary

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Internal Communication

From: Murat Dizdar - Secretary
Sent: Monday, 16 October 2023 8:01 AM
To: Internal Communication
Subject: After the referendum on The Voice

[View this email in your browser](#)

To: All staff



Education

Sharing
respect and
understanding



Dear colleagues

Over the weekend the Australian people voted 'no' to the referendum question on whether the Constitution should be altered to recognise the First Peoples of Australia by establishing an Aboriginal and Torres Strait Islander Voice.

I know this result will be met and felt differently across our community. It's important to remember our collective and individual responsibility to promote

respect and understanding of cultural and social differences. Please be conscious of this, look out for your colleagues and be mindful of what they may be experiencing.

We must continue to balance our personal opinions with our NSW public service requirement to remain politically neutral in our work. No matter the diversity of our views, we come together to do the great work of transforming lives through learning.

In partnership with the NSW Aboriginal Education Consultative Group, the important work of supporting Aboriginal and Torres Strait Islander learners will continue as we work together to achieve the best outcomes for our Aboriginal staff, students and communities.

This shared partnership approach recognises and celebrates the strength, leadership and resilience of Aboriginal communities and reflects that we must listen and respond to their voices and aspirations if we are to improve outcomes.

Look after each other and take care.

Regards

Murat Dizdar
Secretary

Mental health and wellbeing support and resources

- [Employee Assistance Program](#): 1800 060 650
- 13YARN: free, confidential one-to-one yarning opportunity for Aboriginal and Torres Strait Islander employees and their families
- Brother-to-Brother: 1800 435 799, Aboriginal-specific service for men
- Lifeline: 13 11 14
- Kids helpline: 1800 55 1800
- Relationships Australia: 1300 364 277
- SANE Australia: 1800 187 263

- Beyond Blue: 1300 22 46 36
- [WellMob](#): digital mental health resources for Aboriginal communities
- [Aboriginal Health and Medical Research Council](#): peak body for the Aboriginal Community Controlled Health Services in NSW
- [Black Dog Institute](#): resources for First Nations people
- [Headspace Yarn Safe](#)

We encourage staff and community members to engage with their local Aboriginal Community Controlled Health Service for additional support.

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Internal Communication

From: Murat Dizdar - Secretary
Sent: Monday, 16 October 2023 8:31 AM
To: Internal Communication
Subject: Supporting your community after the referendum

[View this email in your browser](#)

To: Principals
CC: DELs, School Performance EDs



Education

Supporting
your
community



Dear colleagues

We know that the outcome of the weekend's referendum may be weighing heavily on some of our staff today.

We want to reinforce to you that you have our absolute backing to do what feels right to support your staff and your community as they work through the outcome.

This could include connecting staff more directly with the resources available, giving staff the space to reflect together, letting staff take time to be with their friends and family together throughout the week.

Every school and community will be responding differently to the weekend's outcome and we trust that you will make the right judgement call as to how best to support your team in your context.

We have re-shared the resources available below for ease of access.

Please continue to liaise with your DELs for any assistance and do reach out directly if there is more we can be doing to support you, as you lead your school communities through this time.

Regards

Murat Dizdar
Secretary

Mental health and wellbeing support and resources

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- 13YARN: free, confidential one-to-one yarning opportunity for Aboriginal and Torres Strait Islander employees and their families
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