

MINISTER FOR EDUCATION AND TRAINING

QUESTION ON NOTICE TABLED AT THE PARLIAMENTARY ESTIMATES

COMMITTEE HEARING ON 19 NOVEMBER, 2008

MENANGLE SCHOOL HALL

Question 1 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING - MENANGLE SCHOOL HALL - The Hon. R. M. Parker (Chair) to the Director-General, Education and Training –

QUESTION

- a) Another issue not far from Hurlstone is Menangle school hall. In the light of these sales, what discussions have you had with Wollondilly council about the sale of Menangle school hall?
- b) Could you also give us what the department plans to do with that site, what the future plans are and, given the department owns the land, what the department is doing to protect that heritage property?

ANSWER

- a) Departmental officers have met with officers from Wollondilly Shire Council on two occasions and have put forward proposals to deal with the Menangle site. The Department is awaiting a response from Council.
- b) The Department has proposed to sell the Menangle site with the stipulation that the purchaser is required to transfer the former school building to Wollondilly Council at no cost.

Wollondilly Council has expressed a desire to use the former school building as a community centre and in light of this the Department has granted Council ongoing access to the site to secure and protect the heritage building.

Verity Firth MP
Minister for Education and Training

MINISTER FOR EDUCATION AND TRAINING

QUESTION ON NOTICE TABLED AT THE PARLIAMENTARY ESTIMATES

COMMITTEE HEARING ON 19 NOVEMBER, 2008

TEACHER HOUSING AUTHORITY

Question 2 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING - TEACHER HOUSING AUTHORITY - The Hon. R. M. Parker (Chair) to the Director-General, Education and Training –

QUESTION

Mr. Coutts-Trotter, you indicated at the last hearing that you were happy to provide us with a list of the 70 teacher housing residents that were earmarked for sale. That list has not been provided. That has not been provided.

ANSWER

The attached list includes residences identified by the Teacher Housing Authority in recent years as being surplus to requirements

Over the past 18 months the Department has been considering the most appropriate strategy for each residence. This could result in the sale of the property, demolition, sale of the building for removal or incorporation of the building in the schools building stock. This process is ongoing.

SCHOOL	LGA
Ando	Bombala
Baan Baa	Narrabri
Bald Blair	Guyra
Barmedman	Bland
Beelbanger	Griffith
Bemboka	Bega Valley
Ben Lomond	Guyra
Bendick Murrell	Young
Berrigan	Berrigan
Bibbenluke	Bombala
Bilpin	Hawkesbury
Binalong	Yass Valley
Binya	Narrandera
Black Mountain	Guyra
Black Springs	Oberon
Bonville	Coffs Harbour
Borenore	Cabonne

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QUESTION ON NOTICE TABLED AT THE PARLIAMENTARY ESTIMATES

COMMITTEE HEARING ON 19 NOVEMBER, 2008

TEACHER HOUSING AUTHORITY (CONT'D)

Bowning	Yass Valley
Breadalbane	Upper Lachlan
Bredbo	Cooma-Monaro
Bribbaree	Young
Bungwahl	Great Lakes
Burcher	Lachlan
Burraboi	Wakool
Bylong Upper	Mid-Western Regional
Capertee	Lithgow
Captains Flat	Eastern Capital City
Cargo	Cabonne
Collins Creek	Kyogle
Coolabah	Bogan
Coorabell	Byron
Cootamundra	Cootamundra
Copmanhurst	Clarence Valley
Cullen Bullen	Lithgow
Currabubula	Tamworth
Duri	Tamworth Regional
Ebenzer	Hawkesbury
Ebor	Armidale Dumaresq
Enngonia	Bourke
Euabalong West	Cobar
Eugowra	Cabonne
Ganmain	Coolamon
Greenthorpe	Weddin
Grevillia	Kyogle
Hermidale	Bogan
Hill End	Bathurst Regional
Holbrook	Greater Hume
Illabo	Junee
Iluka	Clarence Valley
Jennings	Tenterfield
Jerangle	Cooma-Monaro
Junee	Junee
Kentucky	Uralla
Kingstown	Uralla
Kirkton	Singleton
Koorawatha	Young
Kurmond	Hawkesbury
Lue	Mid Western Regional
Maimuru	Young

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TEACHER HOUSING AUTHORITY (CONT'D)

Mallan	Wakool
Mallanganee	Kyogle
Manildra	Cabonne
Maroota	Baulkham Hills
Meadow Flat	Lithgow
Monteagle	Young
Mullaley	Gunnedah
Mumbil	Wellington
Mummulgum	Kyogle
Murrami	Leeton
Nangus	Gundagai
Nevertire	Warren
Nimmitabel	Cooma-Monaro
Numeralla	Cooma-Monaro
Nymboida	Clarence Valley
Oaklands Central	Urana
Pleasant Hills	Lockhart
Rand	Urana
Rankin Springs	Carrathool
Rappville	Richmond Valley
Red Range	Severn
Reids Flat	Boorowa
Rugby	Boorowa
Savernake	Corowa
Stokers Siding	Tweed
Tabulam	Kyogle
Tallimba	Bland
Tambar Springs	Gunnedah
Tarcutta	Wagga Wagga
Tharbogang	Griffith
Trangie	Narromine
Ulan	Mid Western Regional
Ulong	Coffs Harbour
Walbundrie	Greater Hume
Wallendbeen	Cootamundra
Wamoon	Leeton
Whitton	Leeton
Wiangaree	Kyogle
Windeyer	Mid Western Regional
Wollombi	Cessnock
Wongwibinda	Armidale Dumaresq
Woolbrook	Walcha

MINISTER FOR EDUCATION AND TRAINING

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COMMITTEE HEARING ON 19 NOVEMBER, 2008

TEACHER HOUSING AUTHORITY (CONT'D)

Wooli	Clarence Valley
Woolomin	Tamworth
Yanco	Leeton
Yarrowitch	Walcha
Yerong Creek	Lockhart

Verity Firth MP
Minister for Education and Training

SENIOR EXECUTIVE SERVICE POSTIONS

Question 3 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING- SENIOR EXECUTIVE SERVICE POSITIONS – The Hon R. Parker (Chair) to the Director-General, Education and Training –

QUESTION

Would you be able to provide for us that correspondence you had with the Premier's Department about that?

ANSWER

A copy of the advice from the Department of Premier and Cabinet and a copy of the response from the Department of Education and Training are attached.

Verity Firth MP
Minister for Education and Training

 **COPY**

NEW SOUTH WALES
DEPARTMENT
OF EDUCATION
AND TRAINING



Early Childhood and Primary Education
Secondary Education
Technical and Further Education
Vocational Education and Training
Higher Education
Adult and Community Education

Ms Leanne Wallace
Deputy Director-General
Department of Premier and Cabinet
Public Sector Workforce Office
GPO Box 5341
SYDNEY NSW 2001

DGS08/1660


Dear Ms Wallace

**Reduction of Senior Executive Positions – Request for
Preliminary Advice**

I refer to your letter of 7 November 2008 concerning the reduction of senior executive positions.

I note that the Department of Education and Training is categorised as Category F, distributed workforce.

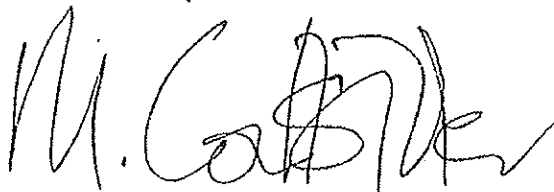
The Department currently has 99 senior executive service positions (this includes one chief executive service position) and 214 (permanent and temporary) senior officer positions.

I note the benchmarks are senior executive service and senior officer positions to total agency headcount. Based on the Department's total staff headcount of 120,330 as at 30 June 2008, (Source: Workforce Profile) the Department's ratio of senior executive service and senior officer positions to the total staff headcount is 0.26%.

Given that the Department is already well below the minimum of the range for Category F agencies no reductions are proposed at this time.

Should you wish to discuss this further please contact me on 9561 8411.

Yours sincerely



Michael Coultts-Trotter
DIRECTOR-GENERAL OF EDUCATION AND TRAINING
MANAGING DIRECTOR TAFE NSW



New South Wales Government

Department of Premier and Cabinet
Public Sector Workforce Office

Mr Michael Coutts-Trotter
Director General
Department of Education and Training

Level 16 Bligh House
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SYDNEY NSW 2000
Mailing Address: GPO Box 5341 SYDNEY NSW 2001
Telephone: 9228 3584
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E-mail: jennifer.perry@dpc.nsw.gov.au
ABN 34 945 244 274

File no: PSM/13921

Dear Mr Coutts-Trotter

Reduction of senior executive positions – request for preliminary advice

As advised at the agency briefing held on 29 October 2008, Mercer has now undertaken updated benchmarking of the senior executive as a proportion of total staff for different categories of agencies. The agency category descriptions and benchmarks are attached.

Categorisation of your agency

Mercer has categorised your agency as: "F".

The executive total includes chief and senior executive service (CES and SES) positions and senior officer positions. Senior officers have been included to more accurately reflect the executive positions within each agency. However, the reduction target arising from the benchmarking exercise will only apply to the SES positions within your agency.

Please note that indicative targets for each agency will now be developed based on the benchmark data. Also note that to achieve the reduction target of 171 positions it may be necessary to set agency targets below the benchmark range. The indicative targets will be discussed with agencies in the week commencing Monday, 17 November 2008.

Preliminary advice required

As requested in the Department of Premier and Cabinet Circular 2008-41: "*Reduction of Senior Executive Positions*" agencies are to provide preliminary advice on their SES reduction target by **Friday, 14 November 2008**. It would be appreciated if this advice could be emailed to me: leanne.wallace@dpc.nsw.gov.au

The preliminary advice on your proposed SES reduction strategy should include:

- The indicative number of positions for deletion where this is known.
- The rationale for selecting the positions for deletion.
- When the positions will be deleted.
- Whether the deletion of the positions will require realignment of functions or a significant restructure within your agency.

If you have any queries regarding the above, please contact Jennifer Perry on 9228-3584 or via email: jennifer.perry@dpc.nsw.gov.au or myself on 9228-3053.

Yours sincerely

Leanne Wallace
Deputy Director General



NSW Government - Department of Premier and Cabinet Mercer SES Reduction Benchmarking Exercise 2008

Category		Brief Description	Benchmark Range (includes SES and SO numbers as % of total agency headcount)
A	Central	Central Agency operating with whole of government focus.	5.8% to 8.8%
B	Professional	Professional advice and/or service delivery; or whole of government representation.	5.1% to 7.7%
C	Policy/Program	Significant focus on policy and program development, particularly in areas of emerging government policy priority.	3.0% to 4.5%
D	Diverse Policy & Delivery	Diversity of policy and/or program delivery. Typically broad range of accountabilities.	2.2% to 3.3%
E	Program Delivery	Focus on effective and efficient program delivery, either centrally focused or less substantial workforce.	0.9% to 1.5%
F	Distributed Workforce	Large scale program or operational delivery. Typically substantial workforce and geographically distributed.	0.6% to 1.0%

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COMMITTEE HEARING ON 19 NOVEMBER, 2008

TEACHER NUMBER PROJECTIONS

Question 4 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING - TEACHER NUMBER PROJECTIONS - Dr John Kaye to the Director-General, Education and Training –

QUESTION

Will you provide the committee with the raw data, that is to say, your projections of the various numbers of teachers at the various salary levels over the next ten years?

ANSWER

The Department of Education and Training develops teacher supply and demand projections for permanent teachers for schools over a seven year period through a comprehensive workforce planning process

The Department estimates the number of teacher appointments (i.e. recruitments) that will be required in future years on the basis of projected student enrolments, student–teacher ratios, projected teacher separations (resignations, retirements, medical retirements, terminations, and deaths), and known government policies.

The Department’s projections do not show the numbers of teachers at the various salary levels.

Verity Firth MP
Minister for Education and Training

MINISTER FOR EDUCATION AND TRAINING

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COMMITTEE HEARING ON 19 NOVEMBER, 2008

EDUCATION EXPENDITURE - 2007-08

Question 5 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING - EDUCATION EXPENDITURE - 2007-08 - The Hon. Catherine Cusack to the Director-General, Education and Training –

QUESTION

Did Education overspend its 2007-08 budget? What was the amount?

ANSWER

On a Net Cost of Services basis the Department of Education & Training overspent its 2007-08 budget by \$124.3M.

Of this amount the Department was provided with approved supplementation of \$79.0M.

The remaining over expenditure of \$45.3M is within the allowable Net Cost of Services variation of 0.5% of the original budget.

Verity Firth MP
Minister for Education and Training

MINISTER FOR EDUCATION AND TRAINING

QUESTION ON NOTICE TABLED AT THE PARLIAMENTARY ESTIMATES

COMMITTEE HEARING ON 19 NOVEMBER, 2008

VOLUNTARY REDUNDANCIES

Question 6 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING – VOLUNTARY REDUNDANCIES - The Hon. Catherine Cusack to the Minister for Education and Training –

QUESTION

Can you estimate the number of voluntary redundancies this year, and what it cost last year and what it will cost this year.

ANSWER

The number of voluntary redundancies estimated for the 2008/2009 financial year is 48.

The cost of voluntary redundancies during the 2007/2008 financial year was \$3,284,977.

It is estimated that the cost of voluntary redundancies during the 2008/2009 will be \$3,500,193.

**Verity Firth MP
Minister for Education and Training**

MINISTER FOR EDUCATION AND TRAINING

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COMMITTEE HEARING ON 19 NOVEMBER, 2008

SPECIAL EDUCATION INITIATIVE

Question 7 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING - SPECIAL EDUCATION INITIATIVE - Dr John Kaye to the Director-General, Education and Training –

QUESTION

Leaving aside Nimbin and Hunter Sports, you say the remaining 15 are getting funding from the special education initiative?

ANSWER

Of the 17 schools retiring from the Priority Action Schools program after 2008, 15 are included in the 265 schools to be supported through the School Learning Support Coordinator initiative. These 15 schools are:

Belmore Boys High School
Blairmount Primary School
Bowraville Central School
Cartwright Primary School
Dawson Primary School
Doonside High School
Eagle Vale High School
Lake Cargelligo Central School
Liverpool West Primary School
Sarah Redfern High School
Sarah Redfern Primary School
Shalvey Primary School
The Entrance Primary School
Warrawong Primary School
William Bayldon Primary School

Verity Firth MP
Minister for Education and Training

MINISTER FOR EDUCATION AND TRAINING

QUESTION ON NOTICE TABLED AT THE PARLIAMENTARY ESTIMATES

COMMITTEE HEARING ON 19 NOVEMBER, 2008

PRIORITY ACTION SCHOOLS FUNDING TO DROUGHT AFFECTED AREAS

Question 8 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING - PRIORITY ACTION SCHOOLS FUNDING - Dr John Kaye to the Director-General, Education and Training –

QUESTION

I have a list of the 27 schools that came back on and apart from Mount Austin High School, which is in the Riverina, and Wellington Public School, which other school in the list of 27 is drought affected?

ANSWER

Following the announcement of additional support to the Priority Action Schools Program in the November mini-budget, a total of 57 schools will now continue in the program, and 44 schools will be new to the program from 2009.

Of the schools that will be new to the program from 2009 Mt Austin High School, Tolland and Trangie Central Schools, Broken Hill and Broken Hill North Public Schools and Coonamble High School are listed by the NSW Department of Primary Industries as being in areas *in drought*.

Goulburn Public School and Ashford Central School are listed by the NSW Department of Primary Industries in areas *in marginal drought*.

Verity Firth MP
Minister for Education and Training

MINISTER FOR EDUCATION AND TRAINING

QUESTION ON NOTICE TABLED AT THE PARLIAMENTARY ESTIMATES

COMMITTEE HEARING ON 19 NOVEMBER, 2008

Question 1,2 and 3 -- The Hon. Catherine Cusack to the Minister for Education and Training, and Minister for Women –

QUESTION

1. What was the allocation and actual expenditure for each of the 6 regions for teacher mentoring programmes during 2007-2008?
2. What is the allocation for each of the 6 regions for teacher mentoring programmes during 2008-2009?
3. What was the allocation for each of the schools funded in terms 1 2008?

ANSWER

Questions (1) & (3)

The 2007-2008 Teacher Mentor Program features 50 full time equivalent teacher (FTE) mentors at Assistant Principal/Head Teacher level supporting permanent beginning teachers in 6 regions of the state.

The teacher mentor allocations for the 6 regions participating in the 2007-2008 teacher mentor program are:

Region	Teacher Mentor Allocation
Hunter/Central Coast	<ul style="list-style-type: none">• 2 x 1.0 FTE• 3 x 0.5 FTE• 2 x 0.33 FTE
New England	<ul style="list-style-type: none">• 2 x 0.5 FTE• 1 x 0.33 FTE
Riverina	<ul style="list-style-type: none">• 1 x 1.0 FTE• 2 x 0.5 FTE• 2 x 0.33 FTE
South Western Sydney	<ul style="list-style-type: none">• 7 x 1.0 FTE• 12 x 0.5 FTE• 15 x 0.33 FTE <p>(Note: This includes two teacher mentors supporting new temporary teachers)</p>
Western NSW	<ul style="list-style-type: none">• 5 x 1.0 FTE• 8 x 0.5 FTE• 1 x 0.33 FTE
Western Sydney	<ul style="list-style-type: none">• 6 x 1.0 FTE• 11 x 0.5 FTE• 9 x 0.33 FTE

The 2007-2008 NSW Government Budget provided funding of \$263 million over four years to support teacher quality and supply initiatives. This included funding for the

Teacher Mentor Program.

A budget of more than \$5 million was allocated for the Teacher Mentor Program in 2007 and 2008.

Question (2)

The 2009-2011 Teacher Mentor Program will feature 50 full time equivalent teacher (FTE) mentors supporting beginning teachers in 8 regions of the state.

The teacher mentor allocation for the 8 regions who will participate in the 2009-2011 teacher mentor program are:

Region	Teacher Mentor Allocation
Hunter/Central Coast	<ul style="list-style-type: none">• 1 x 1.0 FTE• 6 x 0.5 FTE• 2 x 0.33 FTE (Note: This includes one teacher mentor supporting new temporary teachers)
Illawarra/South East	<ul style="list-style-type: none">• 3 x 0.5 FTE• 1 x 0.33 FTE
New England	<ul style="list-style-type: none">• 1x 0.33 FTE
Northern Sydney	<ul style="list-style-type: none">• 1 x 1.0 FTE• 2 x 0.5 FTE• 1 x 0.33 FTE
Riverina	<ul style="list-style-type: none">• 2 x 1.0 FTE• 1 x 0.33 FTE
South Western Sydney	<ul style="list-style-type: none">• 11 x 1.0 FTE• 14 x 0.5 FTE• 8 x 0.33 FTE (Note: This includes one teacher mentor supporting new temporary teachers)
Western NSW	<ul style="list-style-type: none">• 1 x 1.0 FTE• 6 x 0.5 FTE• 5 x 0.33 FTE
Western Sydney	<ul style="list-style-type: none">• 8 x 1.0 FTE• 8 x 0.5 FTE

Verity Firth MP
Minister for Education and Training

MINISTER FOR EDUCATION AND TRAINING

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COMMITTEE HEARING ON 19 NOVEMBER, 2008

AGENCY EFFICIENCY PROGRAMME

Question 4 – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING – AGENCY EFFICIENCY PROGRAMME - The Hon. Catherine Cusack to the Minister for Education and Training –

QUESTION 4

Please provide the committee with a copy of the August 2006 agency efficiency programme and the subsequent quarterly reports to the premiers department.

ANSWER

A copy of the August 2006 agency efficiency program and the subsequent quarterly reports to the Department of Premier and Cabinet are attached.

Verity Firth MP
Minister for Education and Training



New South Wales
Government

Carmel Tebbutt MP

Minister for Education and Training

The Hon M Costa MP
Treasurer
Minister for Infrastructure
Minister for the Hunter
Level 31 Governor Macquarie Tower
1 Farrer Place
SYDNEY NSW 2000

RML 06/4247

Michael
Dear Minister

I refer to your letter dated 14 July 2006, regarding the Department of Education and Training's Efficiency Improvement Strategies for 2006-07.

I am pleased to provide the Department's Efficiency Improvement Plan for the period 23 February 2006 to 30 June 2008.

The quarterly progress report for the period 23 February 2006 to 30 June 2006 has been forwarded to the Premier's Department.

If you require any further information, please contact Mr Ken Dixon, A/Deputy Director-General (Corporate Services) on telephone number (02) 9561 8425.

Yours sincerely

Carmel Tebbutt MP
Minister for Education and Training

EFFICIENCY IMPROVEMENT PLAN 23 FEBRUARY 2006 – 30 JUNE 2008

Context

The Department of Education and Training has an ongoing record of streamlining services, and continually reshaping our structures to more effectively meet educational needs, as evidenced by:

- Commencing in January 2004, a new structure for the Department was released which resulted in a reduction of almost 650 positions in non front line areas.
- In 2004/2005 323 staff accepted offers of voluntary redundancy and exited the Department and in 2005/2006 32 staff accepted offers of voluntary redundancy and exited the Department.
- During 2006 as at 30 June 2006, the Department reduced a further 201 non front line positions.
- Progressive reduction of Senior Executive Service numbers from:
 - 123 in 2003;
 - 113 as at 30 June 2004 as a result of the implementation of the new structure for the Department; and
 - 101 as at 30 June 2006.
- The Learning Management and Business Reform program, replacing the current HR/payroll, finance and student administrative systems, with a modern integrated suite of information systems along with other key initiatives including: main stream enrolments via the internet; DET performance reporting data system; school student data compliance and enrolments across calendar years will result in significant streamlining and efficiencies to facilitate and support the Department's strategic directions for the promotion of public education.

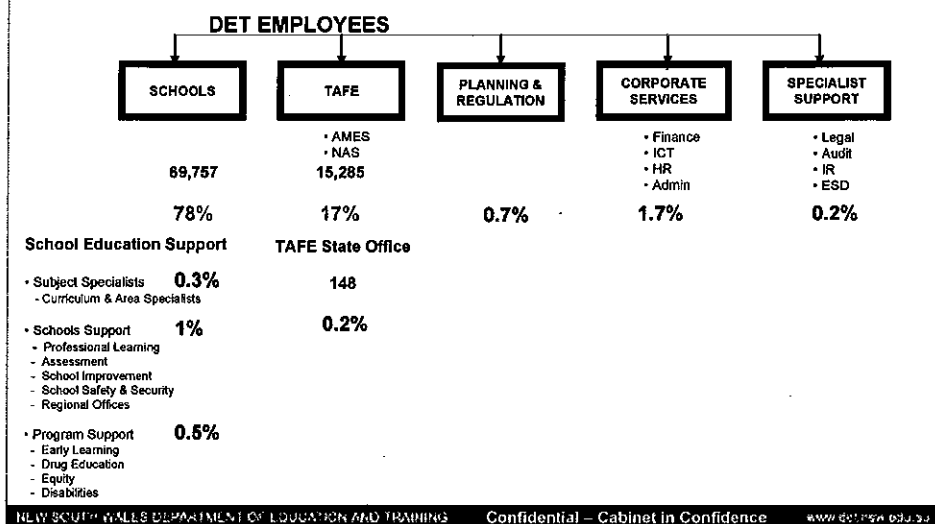
Any reduction in budget will cause these programs of work to be delayed and negate the associated efficiency gains.

- Maximising opportunities for savings by natural attrition through the implementation of processes that require all requests to advertise a vacant position to be submitted to the relevant Deputy Director-General for approval.
- 95% of the agencies workforce is in front line service delivery to schools and TAFE – see below:

OPERATING CONTEXT

Frontline services are provided in 10 Regions between Schools and TAFE

- 95% of the workforce is in frontline service delivery
- 67% DET senior executive staff provide direct support to Schools and TAFE



- Data from the Ministerial Council on Employment Education Training and Youth Affairs (MCEETYA) tells us that for out-of-school administrative costs, New South Wales has the lowest expenditure on administration of all jurisdictions.
- Based on Department of Commerce shared corporate services analysis, the Department continues to demonstrate the greatest administrative efficiency of any large NSW Government Sector agency.
 - In 2003/2004, the Department ranked as the lowest corporate services provider of all large agencies, spending only 2.1% of its operating budget on corporate services.
 - In 2004/2005, the Department continued to rank as the lowest cost corporate services provider of all large agencies, spending only 2.14% of its operating budget on corporate services.
- Our corporate services staff support 2.5 times the median number of agency staff supported by the large agencies (Health, Police and Rail) and more than three times the median number of staff supported across the sector.
- TAFE has significantly improved its efficiency and performance to be one of the most competitive TAFE organisations in Australia. Since 1997, TAFE has reduced costs by over 21 per cent and still increased enrolments by 15 per cent
 - TAFE achieved the highest employer satisfaction rating (96%) of all TAFE systems for nationally recognised training.
 - TAFE has substantially reduced other operating costs, such that NSW has the third lowest costs per contact hour (\$14.03) and the second lowest cost for successful completion of a course / module, at \$18.56.

- TAFE has significantly increased its revenue base and is not unduly reliant on Government funding – revenue from commercial sources and fees was \$278M or 20% of total revenue in 2005.
- TAFE has reconfigured courses, qualifications, and delivery approaches to match the changing pattern of employment in NSW.
- The Department has an active case management system in place to manage its displaced and excess staff, and is currently in discussions with the Premier's Department regarding the implementation of even more rigorous management strategies.
- In 2006/2007 implementation of further voluntary redundancy and voluntary redundancy swap programs.

Efficiency Improvement Plan

In line with the Director General of Premier's Department's letter of 18 July 2006, the key strategy for reducing staff will be through natural attrition and voluntary redundancy.

A program of voluntary redundancies is currently implemented in TAFE and the Department will seek funding for a voluntary redundancy program in the corporate area of the Department to further reduce staff during 2006/2007.

- Voluntary redundancy funding is available to all TAFE Institutes where they can demonstrate a continued benefit arising from productivity efficiencies in non-delivery areas, such as shared corporate services. These efficiencies will not impact upon meeting frontline delivery targets. TAFE will also consider service delivery efficiencies in low demand, non-skill shortage areas with an aim of not impacting upon course delivery.

In relation to natural attrition, the Department has implemented a rigorous process of assessing the need for positions when they become vacant and requiring the approval of the relevant Deputy Director-General to fill a position.

However, not filling positions that support front line service positions would impact on:

- Student Welfare Services, such as special education, drug prevention programs, child protection, special transport.
- Aboriginal Education and Development Programs.
- Professional development programs for teachers.
- VET in schools – apprenticeships, trade schools.
- School buildings including maintenance, delivering new classrooms and replacement of demountables.
- Computers in schools and support of technology.
- Curriculum support including online and distance education.
- School staffing, teacher pay and entitlements.
- Other corporate service support to schools and TAFE.

- Rural employment, particularly in those communities that rely very heavily on government employment to ensure the continuity and viability of the community.

AGENCY NAME:

**Department of
Education and Training**

DATE OF RETURN:

September 2006

**Reduction in Funded Positions
February 2006 – June 2008**

	Feb 06 – June 06 Forecast	July 06- Dec 06 Forecast	Jan 07 – June 07 Forecast	July 07 – Dec 07 Forecast	Jan 08- June 08 Forecast	Total
Forecast Reduction	Delete 201 funded Positions* 6 Redundancies	67** Redundancies	70** Redundancies	30*** Redundancies	30*** Redundancies	203
Expected Saving	Part of existing efficiency improvement planned savings measures	Part of existing efficiency improvement planned savings measures	Part of existing efficiency improvement planned savings measures	Part of existing efficiency improvement planned savings measures	Part of existing efficiency improvement planned savings measures	Part of existing efficiency improvement planned savings measures
Expected Redundancy Costs	\$397,459	\$4,615,824	\$4,822,503	\$2,170,126	\$2,170,126	\$14.1m

Note: *Actually achieved in this period

**This includes estimated exits in TAFE and the corporate area of the Department. While funding is available in TAFE, estimates are subject to funding for a voluntary redundancy program in the corporate areas of the Department.

***This includes estimated exits in TAFE and the corporate area of the Department. Estimates are subject to funding for a voluntary redundancy program in TAFE and the corporate areas of the Department.

In addition to the Voluntary Redundancy Program the Department will continue to scrutinise all positions that become vacant with a view to deleting positions which will not impact on the support of our front line services as outlined earlier.

	Feb 06 - June 06 Actual	July 06- Dec 06 Actual	Jan 07 - June 07 Actual	July 07 - Dec 07 Actual	Jan 08- June 08 Actual	July 08 - September 08 Forecast
Actual or Expected Redundancy Costs	\$389,164.52	\$4,415,444.82 for period July 06 - Dec 06. <ul style="list-style-type: none"> \$3,134,223.82 for period July 06 - Sept 06 (previously reported). \$1,281,221.00 for period Oct 06 to Dec 06. (\$4,615,824.30 forecast for period July 06 - Dec 06)	\$4,929,774.31 for period Jan 07 - June 07. <ul style="list-style-type: none"> \$2,353,604.06 for period Jan 07 - March 07 (previously reported). \$2,576,170.25 for period April 07 to June 07. (\$4,822,503.00 forecast for period Jan - June 2007)	\$751,933.09 for period July 07 - Dec 07. <ul style="list-style-type: none"> \$455,817.96 for period July 07 to Sept 07 (previously reported). \$296,115.13 for period Oct 07 to December 07. (\$2,170,126.50 forecast for period July 07 - Dec 07)	\$2,533,043.57 for period Jan 08 - June 08. <ul style="list-style-type: none"> \$191,006.22 for period Jan 08 - March 08 (previously reported). \$2,342,037.35 for period April 08 to June 08. (2,170,126.50 forecast for period Jan 08 - June 08)	\$152,145.49 for period July 08 - Sept 08 (\$235,398 forecast for period July 08 - September 08)

Note: *This includes estimated exits in TAFE and the corporate area of the Department. Estimates are subject to funding for a voluntary redundancy program in TAFE and the corporate areas of the Department.

**Previously reported - Department of Commerce 2006 Corporate Services Annual Data Collection Report - Released February 2007.

*** This figure was assisted by the implementation of the Department's revised *Managing Displaced and Excess Staff* policy and procedures in March 2008.

****Department of Commerce 2007 Corporate Services Annual Data Collection Report - Released February 2008.

MINISTER FOR EDUCATION AND TRAINING

QUESTION ON NOTICE TABLED AT THE PARLIAMENTARY ESTIMATES

COMMITTEE HEARING ON 19 NOVEMBER, 2008

PRIORITY ACTION SCHOOLS

Question – SUPPLEMENTARY BUDGET ESTIMATES – EDUCATION AND TRAINING - MENANGLE SCHOOL HALL – Dr John Kaye to the Director-General, Education and Training –

QUESTION

Are you prepared to provide us with a list of those?

ANSWER

The 27 new schools on the Priority Action Schools program are:

Canley Vale High School
Claymore Public School
Lurnea High School
Fairfield Heights Public School
Warwick Farm Public School
Canley Vale Public School
Miller Technology High School
Wiley Park Girls High School
Fairvale High School
Granville South High School
Ashcroft High School
Merrylands High School
Braddock Public School
Noumea Public School
Callaghan College Waratah
Raymond Terrace Public School
Cessnock East Public School
East Berkeley West Public School
Koonawarra Public School
Warrawong High School
Ballina Public School
Bonalbo Central School
Coffs Harbour Public School
Westport Public School
Matraville Sports High School
Mt Austin High School
Wellington Public School

Verity Firth MP
Minister for Education and Training

**MONITORING OF SCHOOLS AND THE TEACHING OF CREATIONISM
AND INTELLIGENT DESIGN**

Dr Kaye to the General Manager of the Office of the Board of Studies:

Question:

With respect to monitoring, how many schools are monitored each year?

Answer:

Every non-government school is inspected at least once within a five-year period for renewal of registration/accreditation. Schools that are adding new years of schooling are additionally inspected each year that they further develop.

Beyond this regular program of registration renewal the Board of Studies conducts a program of monitoring of schools. This consists of the following elements:

- The routine monitoring of every school that has its first cohort of Year 12 students sitting the Higher School Certificate examinations (6 schools monitored in 2008).
- Schools where the Board of Studies Registration Committee has approved monitoring following a Board of Studies Inspector identifying specific areas for improvement (19 schools monitored in 2008).

The Board also selects schools outside of the year of renewal for two further forms of monitoring. In 2008 this process involved the selection of:

- 2 schools for complete inspection
- 8 schools selected randomly and monitored at short notice in relation to a limited range of registration requirements.

Verity Firth MP
Minister for Education and Training

INSPECTIONS OF NON-GOVERNMENT SCHOOLS

Dr Kaye to the General Manager of the Office of the Board of Studies the following in regard to schools outside the guidelines in respect of science teaching with evolution, creationism and intelligent design.

(1) Are there any other schools (besides Pacific Hills Christian School) that have been investigated specifically with respect to that complaint?

Answer:

No.

Verity Firth MP
Minister for Education and Training

EDUCATION AND TRAINING – INSPECTIONS OF NON-GOVERNMENT SCHOOLS

Dr Kaye to the General Manager of the Office of the Board of Studies the following in regard to schools outside the guidelines in respect of science teaching with evolution, creationism and intelligent design.

How many schools have been identified as being outside of the guidelines in respect of science teaching with evolution, intelligent design and creationism?

Answer:

None.

Verity Firth MP
Minister for Education and Training