



ANNUAL REPORT 2015

NSW DEPARTMENT OF EDUCATION

LETTER OF SUBMISSION TO MINISTERS

The Hon. Adrian Piccoli, MP
Minister for Education
Level 18, 52 Martin Place
Sydney NSW 2000

The Hon. Leslie Williams, MP
Minister for Early Childhood Education,
Minister for Aboriginal Affairs and
Assistant Minister for Education
Level 16, 52 Martin Place
Sydney NSW 2000

Dear Ministers

In compliance with the terms of the *Annual Reports (Departments) Act 1985*, the *Public Finance and Audit Act 1983* and Regulations under those Acts, I submit the 2015 NSW Department of Education Annual Report for your presentation to the NSW Parliament.

The report summarises our services, achievements and operational activities for 2015. This provides the NSW Parliament, the NSW Government and the community with information on our performance over the past year.

It covers our services in the areas of public schools, early childhood education and care and Aboriginal affairs. It also includes the operations of vocational education and training, volunteering, youth, and community and regional engagement until 30 June 2015.

In addition, the report contains the department's audited financial statements for the financial year ended 30 June 2015 and appendices as required by legislation.

Yours sincerely



Peter Riordan
ACTING SECRETARY
DEPARTMENT OF EDUCATION
April 2016

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SECRETARY'S FOREWORD

In 2015, the Department of Education continued to implement the most comprehensive educational reform agenda in NSW in a century, aimed at achieving a systematic change in outcomes for NSW students. We worked to advance the wellbeing of Aboriginal people through the implementation of OCHRE (opportunity, choice, healing, responsibility, empowerment), the NSW Government's community-focused plan for Aboriginal affairs. Until machinery-of-government changes commenced on 1 July 2015, we were responsible for the vocational education and training system and also worked to make it easier for people to be involved in their communities.

NSW has almost 1.2 million students in approximately 2,200 public schools and 900 non-government schools. The Department of Education operates the public education system and is one of the largest organisations in Australia, with more than 86,000 staff. In 2014–15, the department's expenses budget totalled \$14.2 billion. Funding allocated for education in 2014–15 comprised approximately one-fifth of the NSW State Budget.

We have exceeded our target for access to universal early childhood education. We give children the best possible start to education and provide support to those who need it most. The funding model for community preschools, introduced in 2014, has had a particularly positive impact on the enrolment of Aboriginal children.

The department worked with other jurisdictions to review the National Quality Framework for early childhood education and care and ensure that NSW priorities were accurately reflected in it. In consultation with sector representatives, we developed and implemented a new way of streamlining the assessment and rating of services, with more than 3,800 reports for services rated and published as at December 2015, including 73 of the department's preschools.

Public education in NSW is being transformed, with reforms targeted at four key areas: quality teaching and school leadership, devolved school authority,

needs-based school funding and bridging the achievement gap for rural and remote students. In 2015, the focus was on the implementation of these reforms, embedding them across every classroom and every school and evaluating the impact so that we are able to disseminate and share what works across all schools.

In September 2015, the NSW Premier announced a number of priorities for the state to grow the economy; deliver infrastructure; protect the vulnerable; and improve health, education and public services across NSW. Included in the Premier's Priorities is an eight per cent increase in the proportion of students in the top two National Assessment Program: Literacy and Numeracy (NAPLAN) bands by 2019. The State Priorities also include a 30 per cent increase in the proportion of Aboriginal students in the top two NAPLAN bands for reading and numeracy by 2019.

There is no single action that will improve literacy and numeracy outcomes for students in NSW schools. Overall NAPLAN achievement is expected to improve in the coming years as NSW continues to implement a comprehensive range of systemic and targeted actions across the sectors. This includes a strong focus on improving educational outcomes for Aboriginal students.

New reforms implemented in 2015 are focused on student wellbeing, increased community engagement and school excellence. From 2015, we have committed to:

- increase support for student wellbeing with additional school counsellors, student support teachers, and targeted support for refugee and Aboriginal students and families
- provide extra support for the mentoring and coaching of quality teaching in primary schools
- upgrade the quality of secondary school education with improved school facilities as well as better engagement with parents and the broader local school community

- construct new state-of-the-art schools and transform existing classrooms so we provide more opportunities for teachers and students to collaborate in flexible, technology-rich learning spaces
- drive school improvement linked to new approaches to school planning, reporting and accountability.

In December 2015, Aboriginal Affairs published its Strategic Plan 2016–19, the core vision of which is Aboriginal people in NSW determining their own futures. The plan identifies key priority areas including culture and healing, leadership in government, growing NSW's first economy, and strengthening governance and capacity.

Aboriginal Affairs and its government, industry, non-government and tertiary partners are implementing OCHRE initiatives with communities across the state. Achievements include the establishment of six Local Decision Making sites, the negotiation of three industry based agreements, and the establishment of four opportunity hubs and five Aboriginal Language and Culture Nests.

Until machinery-of-government changes in June 2015, when State Training Services transferred to the Department of Industry, Skills and Regional Development, the department was responsible for vocational education and training (VET). The Smart and Skilled Reforms to the NSW VET system commenced on 1 January 2015, providing eligible students with government-subsidised training in courses on the NSW Skills List to gain the skills they need to get a job and advance their career.

Until June 2015, the department also had responsibility for the Office of Communities. The department led community engagement initiatives such as Timebanking, an innovative volunteering program; Tackling Violence, aimed at stopping domestic violence; and Youth Frontiers, a youth mentoring program – programs aimed at increasing opportunities for communities to be involved in planning, influencing and implementing local actions.

While we still have much to achieve, we can be proud of our progress so far and can celebrate our achievements. NSW is recognised nationally and internationally for our reforms and evidence base. I would like to thank our staff for their leadership and commitment and our students, parents and communities for their engagement and support in 2015.

Peter Riordan
ACTING SECRETARY
DEPARTMENT OF EDUCATION

ABOUT US

The Department of Education provides, funds and regulates education services for NSW students from early childhood to secondary school. We regulate and support the early childhood education and care sector. We deliver a world-class education to more than 772,000 students each year through our public schools and provide funding support to more than 409,000 students in non-government schools. We employ, develop and support teachers, leaders and other staff in public schools to deliver the best outcomes for students.

Through Aboriginal Affairs, we work with Aboriginal communities to promote social, economic and cultural wellbeing. Through OCHRE (opportunity, choice, healing, responsibility, empowerment), the NSW Government's community-focused plan for Aboriginal affairs, we establish partnerships for economic prosperity, support effective Aboriginal community governance, and strengthen cultural identity and language.

OUR VISION

A highly skilled, educated, vibrant and inclusive NSW where all students are achieving their potential and contributing as informed citizens to our society.

Aboriginal people are determining their own futures.

OUR OUTCOMES

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

All primary and secondary students receive the teaching and support they need to learn, achieve and progress.

Aboriginal people have improved social, cultural and economic outcomes.

OUR PRIORITIES

We have high expectations for all and focus on closing gaps in achievement in areas of disadvantage. In September 2015, the NSW Premier announced a number of priorities for the state to grow the economy; deliver infrastructure; protect the vulnerable; and improve health, education and public services across NSW. Included in the Premier's Priorities is an eight per cent increase in the proportion of students in the top two National Assessment Program: Literacy and Numeracy (NAPLAN) bands for reading and numeracy. The State Priorities also include a 30 per cent increase in the proportion of Aboriginal students in the top two NAPLAN bands for reading and numeracy.

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

Aboriginal Affairs focuses on culture and healing, leadership in government, growing NSW's first economy and strengthening governance and capacity.

We improve customer satisfaction with our services and find new and better ways of doing business. We innovate and respond to the changing needs of the people of NSW. We develop our staff and support them in delivering excellence. We form strong partnerships with parents and families, industry and community groups, education, training and other providers. We are open and accountable both in our day-to-day business and in delivering our strategic objectives.

OUR STUDENTS

Preschool children

In the year before school, educational programs are provided in a range of settings including community preschools, Department of Education preschools and preschool programs within long day care services.

The department provides funding for 751 community-based preschools, 2,411 long day care services, 49 mobile preschools and 175 vacation care services. As at December 2015, the department was responsible for regulating 5,402 early childhood services. These services included 100 department-operated preschools.

Primary and secondary students

Our public schools provide an education for students from preschool through to Year 12. In 2015, more than 772,000 students were enrolled in 2,209 public schools. This represents about two-thirds of all NSW school students.

Our students reflect a diversity of cultural, linguistic and socioeconomic backgrounds from the inner city, outer suburbs of Sydney, regional centres, and rural and isolated communities across NSW.

Apprentices and trainees

The department was responsible for the apprenticeship and traineeship system in NSW until 30 June 2015 when that responsibility moved to the Department of Industry, Skills and Regional Development. Until then, we supported 91,598 apprentices and trainees as well as approximately 30,613 employers. The department approved 25,478 new training contracts and an additional 4,680 re-commencements of apprentices and trainees who had previously cancelled their training contracts, while 21,318 apprentices and trainees successfully completed their formal training.

Apprenticeships and traineeships, 2015

25,478
APPROVALS

21,318
COMPLETIONS

Source: Department of Education, State Training Services.

OUR COMMUNITIES

A diverse population of 7.5 million people call NSW home. More than a third of these (around 2.4 million people) have parents who were both born overseas and one in four people speak a language other than English at home. In 2015, more than 225,300 Aboriginal people resided in NSW, representing three per cent of the NSW population and 30.9 per cent of the Aboriginal population in Australia. NSW has the largest Aboriginal population compared to all other Australian states and territories and this is expected to grow to more than 282,900 by 2026.

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

Government-funded vocational education and training students, 2014

407,912

ALL GOVERNMENT-FUNDED STUDENTS

211,645

WOMEN

76,356

STUDENTS WITH A LANGUAGE BACKGROUND OTHER THAN ENGLISH

35,305

STUDENTS WITH DISABILITY

30,324

ABORIGINAL STUDENTS

Source: National Centre for Vocational Education Research, Government-funded Students and Courses. Notes: Government-funded activity includes Commonwealth and state funding. Figures for 2015 are not yet available.

NSW public schools, 2015

2,209

TOTAL NUMBER OF SCHOOLS

1,606

PRIMARY SCHOOLS

401

SECONDARY SCHOOLS

113

SCHOOLS FOR SPECIFIC PURPOSES

66

CENTRAL SCHOOLS

23

ENVIRONMENTAL EDUCATION CENTRES

Notes: The total number of schools differs from figures published by the Australian Bureau of Statistics (ABS), which only counts schools that have permanent enrolments for four or more continuous weeks, and therefore environmental education centres, some schools for specific purposes and the Open High School are excluded. A multi-campus college is reported by the ABS as one school, but campuses are reported individually in the above table.

NSW public school enrolments, 2015

772,794

TOTAL FULL-TIME AND PART-TIME
PRIMARY AND SECONDARY STUDENTS

770,574

FULL-TIME PRIMARY AND SECONDARY STUDENTS

467,815

FULL-TIME PRIMARY STUDENTS

302,759

FULL-TIME SECONDARY STUDENTS

4,278

PRESCHOOL STUDENTS

2,220

PART-TIME SECONDARY STUDENTS

710

CHILDREN IN EARLY INTERVENTION CLASSES

Note: The number of preschool students and children in early intervention classes is not included in the full-time primary and secondary enrolments total, consistent with Schools Australia 2015.

Student-to-teacher ratios in NSW public schools, 2015

14.3

OVERALL STUDENT-TO-TEACHER RATIO

15.8

PRIMARY STUDENT-TO-TEACHER RATIO

12.5

SECONDARY STUDENT-TO-TEACHER RATIO

Note: The number of preschool students and children in early intervention classes is not included in the full-time equivalent total, consistent with Schools Australia.

NSW public school student profile, 2015

396,203

MALE STUDENTS

375,775

FEMALE STUDENTS

251,336

STUDENTS WITH A LANGUAGE
BACKGROUND OTHER THAN ENGLISH

54,150

ABORIGINAL STUDENTS

17,068

STUDENTS IN SUPPORT CLASSES

5,340

STUDENTS IN SCHOOLS FOR SPECIFIC PURPOSES

Notes: Student numbers for the student profile are counted as full-time equivalent (FTE), with the exception of students with a language background other than English, which is counted as the number of students (headcount). All Kindergarten to Year 10 students in NSW government schools are counted as full-time students, hence there is no difference between headcounts and FTEs when counting these students. Some students in years 11 and 12 are classed as part-time students, based on the total number of units studied.

Source: Department of Education mid-year census.

Note: Figures, except for total number of schools, are consistent with ABS Schools Australia (cat. 4221.0) counting rules and ratios are expressed as full-time equivalents.

OUR ORGANISATION

The department

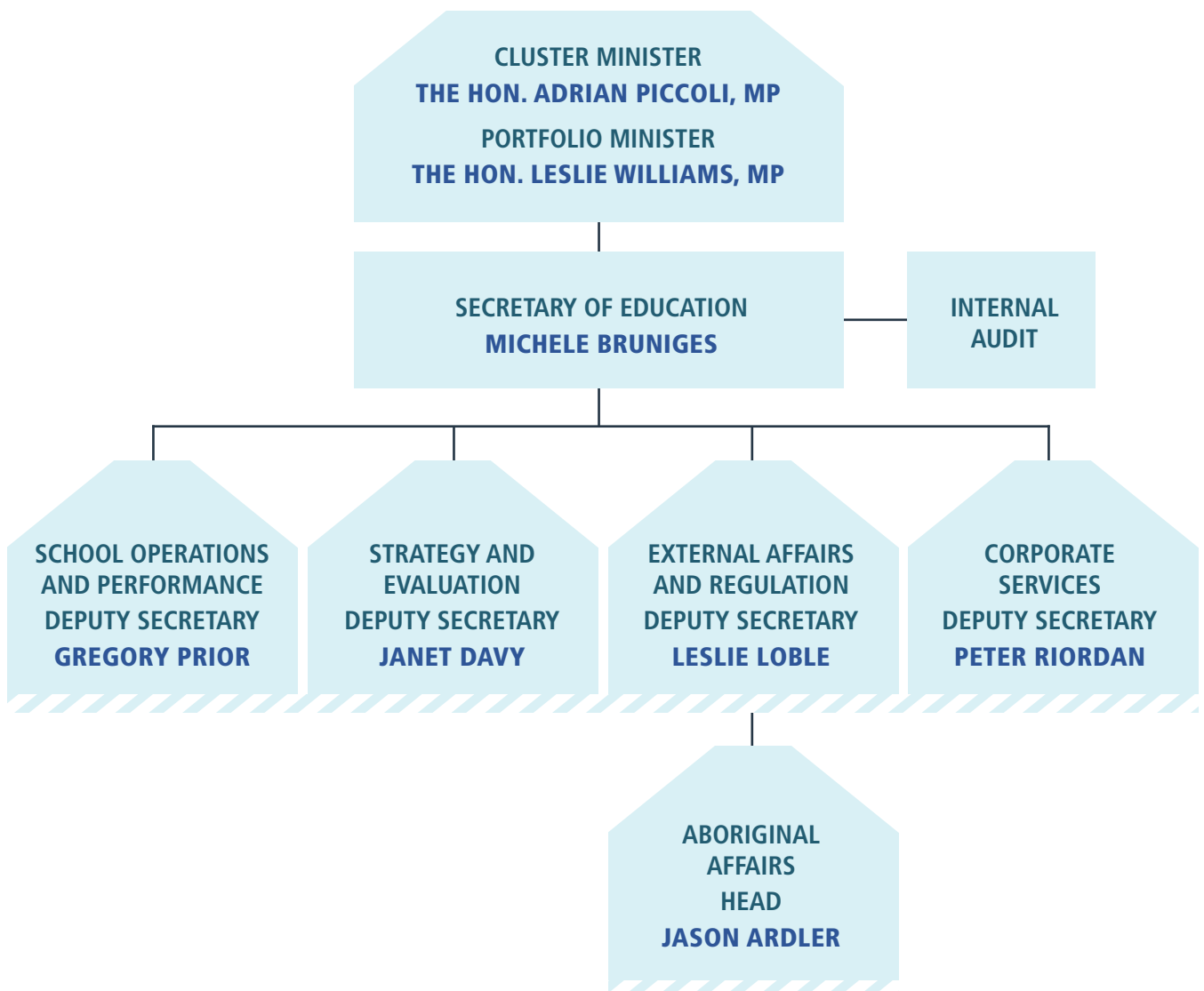
As a result of machinery-of-government changes, there were changes to the structure of the department, effective as at 1 July 2015:

- State Training Services transferred to the Department of Industry, Skills and Regional Development
- the Office of Communities (except Aboriginal Affairs) transferred to the Department of Family and Community Services.

As a result, this annual report includes the financial statements and operations of State Training Services and the Office of Communities up to 30 June 2015 only. State Training Services will be included in Industry, Skills and Regional Development's 2015–16 annual report and the Office of Communities (except Aboriginal Affairs) will be included in Family and Community Services' 2015–16 annual report.

As at the end of December 2015, the department consists of the following divisions. The latest organisation chart is available on the NSW Department of Education website.

Organisational structure, Department of Education, December 2015



School Operations and Performance

School Operations and Performance runs the 2,209 public schools across NSW, helping young people grow into literate, numerate and well-educated citizens. The division also operates 100 preschools attached to primary and central schools. Government preschools provide an educational preschool program for children in the year before they are enrolled in Kindergarten, with a particular focus on services for disadvantaged communities.

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

The division supports students with disability, those learning English as a second language, Aboriginal education and training, regional communities and early childhood education. It works closely with key stakeholders, including principals' associations, the Aboriginal Education Consultative Group, parents and citizens' associations, the Disability Council, and other organisations with interests in equity and access to education.

External Affairs and Regulation

External Affairs and Regulation strengthens educational and community outcomes by leading strategic reform initiatives, securing national and state funding for education services, distributing funding to non-government schools and preschool providers, advising on strategic policy in higher education and promoting high-quality standards for early childhood education.

The division supports ministers in strategic discussions with the Commonwealth and other jurisdictions and leads negotiations over funding arrangements. In early childhood, it regulates services across the state and is responsible for funding preschool service providers as well as advising on early childhood policies and projects.

Aboriginal Affairs

Aboriginal Affairs works with Aboriginal communities to promote social, economic and cultural wellbeing through opportunity, choice, healing, responsibility and empowerment.

Aboriginal Affairs leads policy debate and reform within government to address complex cross-sectoral issues. As the NSW Government agency focused on Aboriginal community wellbeing, it provides Aboriginal communities with a voice into government. It has a unique role in bringing together the full range of Aboriginal peoples' interests and supporting a deeper understanding of Aboriginal culture and aspirations within government, business, non-government and tertiary sectors.

Strategy and Evaluation

Strategy and Evaluation supports the work of divisions and schools through leadership of major education reforms, education research and evaluation, program management, and communication and engagement.

It is the central point of contact for the department's divisions and ministers, providing consistent, high-quality and timely advice, briefings, correspondence and support of parliamentary operations. It monitors and shares research on emerging educational trends from early childhood through to higher education and is responsible for corporate planning, performance reporting and enterprise risk management.

The Centre for Education Statistics and Evaluation, an innovative education data hub in the division, provides education research and evaluation to improve the effectiveness, efficiency and accountability of education in NSW.

The division delivers strategic communications, media relations, school and department websites, public school promotion and community engagement. It is also responsible for monitoring savings, benefits management, efficiency targets and related reforms.

Corporate Services

Corporate Services supports the work of divisions and the delivery of high-quality teaching in schools by ensuring a skilled, productive workforce and efficient operating environment. The division is responsible for:

- recruiting and placing teachers, school administrative and support staff, and corporate staff
- developing and negotiating industrial awards and agreements as well as providing industrial relations advice

- providing legal support and advice to schools and the wider department
- investigating and managing employee conduct and performance issues
- coordinating the allocation, monitoring, reporting and management of financial resources across the department
- planning and delivering capital works, maintenance and infrastructure projects across the state
- ensuring value and efficiency in purchasing and compliance with procurement requirements
- providing information and communication technologies to students, teachers and staff in schools
- supporting schools and workplaces to achieve safe working and learning environments for students, staff and visitors
- providing support to schools to protect our assets and manage security-related incidents.
- strategic management of the department's performance
 - monitoring performance against the department's fiscal strategy
 - monitoring the department's service delivery, including its whole-of-government priorities for policy and strategic direction
 - monitoring, identifying and controlling risks that may impact on the achievement of departmental objectives
 - considering evaluation findings
 - ensuring adequate processes are in place to comply with legislative and financial management requirements
 - fostering an appropriate corporate culture consistent with the NSW Public Service Commission's Ethical Framework and Code of Ethics and Conduct
- strategic oversight of key projects.

Internal Audit

Internal Audit provides an independent and objective review and advisory service to the Secretary and the Audit and Risk Committee. It provides assurance that the department's financial and operational controls, designed to manage the organisation's risks and achieve its objectives, are operating in an efficient, effective and ethical manner.

Internal Audit assists management to improve the business performance of the department. It advises on fraud and corruption risks as well as on internal controls over business functions and processes.

Our governance structure

The executive is the strategic governing forum for the department and supports the Secretary's responsibilities as the accountable officer.

The executive has three main functions:

- determine the strategic direction of the department
 - defining, guiding and reviewing corporate strategy related to election commitments, departmental and whole-of-government priorities
 - ensuring the department is responsive to changing community needs and government priorities

Members of the executive team

In 2015, the executive consisted of seven members who met on a fortnightly basis:

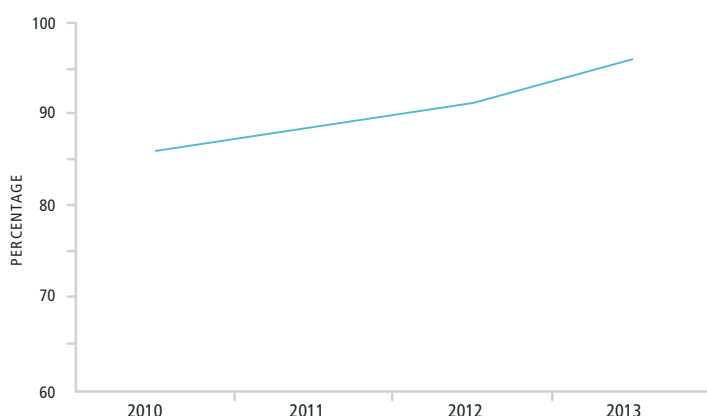
- Michele Bruniges, Secretary (Chair) (PhD Ed Measurement, MEd, Dip Ed Studies, Dip Teach)
- Gregory Prior, Deputy Secretary, School Operations and Performance (MEd, BEd, Dip Teach)
- Janet Davy, Deputy Secretary, Strategy and Evaluation (MEd, BEd)
- Leslie Loble, Deputy Secretary, External Affairs and Regulation (MPA, BSc)
- Peter Riordan, Deputy Secretary, Corporate Services (MBA, MLLR, BCom)
- Jason Ardler, Head of Aboriginal Affairs (BEd)
- Philip West, Chief Financial Officer (MCom, Grad Dip Bus, Dip Bus).

PERFORMANCE REPORT: IN EARLY CHILDHOOD

OUR PERFORMANCE TARGETS

Support all children to access quality early childhood education in the year before school, including Aboriginal children and disadvantaged children

Figure 1: Proportion of children enrolled in a preschool program in the year before full-time school, 2010 to 2013

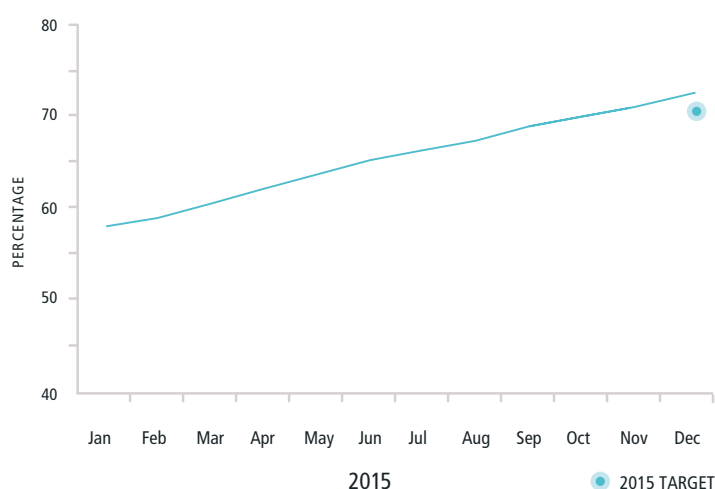


Source: NSW annual reports on implementing the Bilateral Agreement under the National Partnership Agreement on Early Childhood Education. Notes: 2013 is the latest agreed figure for this measure. Under the bilateral agreement, performance was measured by the proportion of children accessing an early childhood education program in the year before school. The universal access target is associated with a 95 per cent benchmark, which was chosen because attendance at a preschool program is not compulsory.

As part of the National Partnership on Universal Access to Early Childhood Education, the NSW Government has committed that children in the year before school have access to high-quality early childhood education and care. In 2013, 96.2 per cent of children were enrolled in a preschool program in the year before school, up from 91.5 per cent in 2012. Children from disadvantaged backgrounds represented a quarter of all children enrolled in a preschool program in NSW. There was also a 15 per cent increase in the number of Aboriginal children enrolled in a quality preschool program in the year before school, from 3,606 in 2011 to 4,164 in 2013.

Ensure that 70 per cent of early childhood education and care services are assessed against the National Quality Standard by the end of 2015

Figure 2: Percentage of early childhood education and care services assessed against the National Quality Standard by end 2015



Source: National Quality Agenda Information Technology System, January 2016. Notes: Under the National Quality Framework, services can be rated at one of five levels ranging from 'Significant improvement required' to 'Exceeding'. A sixth level, 'Excellent', is available on application to the national body, Australian Children's Education and Care Quality Authority.

As part of the department's commitment to the National Partnership Agreement on the National Quality Agenda for Early Childhood Education and Care, 70 per cent of education and care services were to be assessed against the National Quality Standard by the end of 2015.

This target was exceeded, with 70.7 per cent of NSW early childhood education and care services having been quality-rated as at 31 December 2015.

OUR PRIORITIES: IN EARLY CHILDHOOD

HIGH EXPECTATIONS, CLOSING THE GAPS

Increasing access to preschool

Consistent with the National Partnership on Universal Access to Early Childhood Education, children are supported to access high-quality early childhood education for 600 hours in the year before school.

The Preschool Funding Model (PFM), which came into effect in 2014, introduced increased base rates for children in the year before school, as well as for Aboriginal children and children from low-income families.

The PFM One Year On Report, published in 2015, showed the funding model had a positive impact on enrolments. Overall, enrolments of children in their year before school increased by two per cent following the introduction of the funding model and enrolments of Aboriginal children and children from low-income families increased by five per cent. In rural and remote areas, these figures increased by two and three per cent, respectively.

During 2015, in recognition that long day care is the preferred option for many working families, the department made up to \$20 million available through the Long Day Care National Partnership Grants Program. This provided funding to support a preschool program in more than 2,000 long day care services across NSW.

The new Preschool Disability Support Program, rolled out in 2015, has provided targeted funding for more than 3,000 children with disability.

In 2015, the department provided more than \$1.3 million to preschools in rural and remote communities with a high level of need for more preschool places. The grants are used to extend existing buildings or construct new, purpose-built facilities. In total, the program will deliver 362 new preschool places across rural and remote areas of the state.

Giving young children the best start at school

The Best Start initiative is an ongoing commitment in all government schools. It is designed to identify the literacy and numeracy skills and understanding that each child brings to Kindergarten. In 2015, the Best Start Kindergarten Assessment was conducted in all NSW public schools, involving 70,774 children and more than 3,700 teachers. The department's Planning Literacy and Numeracy software enables Kindergarten to Year 8 teachers to track student learning throughout the school years against the literacy and numeracy continuums. In 2015, 89 per cent of Kindergarten students achieved Level 1 or higher on at least one aspect of the numeracy assessment and 79 per cent achieved Level 1 or higher on at least one aspect of the literacy assessment.

Early learning initiatives were supported through reading recovery, provided to more than 10,000 students who experienced serious difficulty in learning to read and write; continued implementation of the Targeted Early Numeracy intervention program, which aims to support students experiencing substantial difficulty in numeracy in the early years; and the continued implementation of Language, Learning and Literacy, which supports teachers of students at risk of not achieving expected literacy levels in the early years.

A positive transition to school is important for children. To support NSW public schools in this, the department provided professional development opportunities for staff in early childhood settings and schools. These included the Talking Transitions Conference, involving more than 400 participants from across NSW; and the Conversations: Transition to School Project, in which teachers in early childhood settings and schools engaged in professional learning, reciprocal shadowing and reflection on practice and planning to ensure a successful and positive transition process.

The Transition to School Statement also provides a common format for early childhood educators and families to provide information to schools. The statement summarises a child's strengths, identifies their interests and approaches to learning, and suggests ways they can be supported.

In 2015, the Centre for Education Statistics and Evaluation completed an evaluation of the statement's first year of operation, with the key findings overwhelmingly positive:

- Eighty-six per cent of parents agreed that having a statement provided better support to help their child's transition to school.
- Eighty-seven per cent of school principals and 90 per cent of teachers said they would use the statements, if received, for Kindergarten students starting in 2016.
- Ninety-five per cent of parents said they would like to have a statement if they had another child starting school in the future.

The evaluation recommended simplifying the statement and supporting its further implementation across NSW. It also highlighted the need for ongoing support strategies to strengthen connections between early childhood settings and schools.

Implementing the National Quality Framework

The National Quality Framework aims to improve the quality and consistency of early childhood education and care across Australia through an integrated approach to the approval, quality assessment and compliance of services within a national framework. It applies to around 5,200 services in NSW, including long day care, preschool, family day care and outside school hours care services.

In 2015, the department worked with other jurisdictions to review the National Quality Framework and ensure that NSW priorities were accurately reflected in it.

The department, in consultation with sector representatives, developed and implemented a new way of streamlining the assessment and rating of services. This included an integrated technological system to improve the collection of evidence, which increased efficiency and consistency of the assessment and rating process.

As of December 2015, the department had rated and published reports for more than 3,800 services. This included 73 of the department's preschools.

The department also monitors compliance with legislative requirements, investigates complaints and responds to incidents. In 2015, these activities involved some 3,300 visits to service providers, 28,800 telephone enquiries, 13,500 email enquiries and dealing with 13,000 service provider matters.

QUALITY TEACHING AND LEADERSHIP

Building the knowledge and skills of early childhood educators

The department continues to support early childhood educators to improve their skills and qualifications and to elevate the standing of early childhood teachers as professionals in their field.

Throughout 2015, the department worked with the Board of Studies, Teaching and Educational Standards (BOSTES) to include early childhood teachers within the accreditation system, recognising their professionalism and standing. It has worked to ensure that the unique service settings of the sector are reflected in the policies developed by BOSTES to support early childhood education and care teachers in achieving the recognition they deserve.

In 2015, the department established the Rural and Remote Early Childhood Teaching Scholarship program. The scholarships provide financial assistance to early childhood educators in regional and remote areas to upgrade diploma qualifications to a four-year bachelor's degree. Scholarships were awarded to 30 scholars who are due to start their studies in 2016.

In 2013 and 2014, the department awarded 102 teaching scholarships to early childhood educators. Three scholars graduated during 2014 and 2015, with a further 10 expected to graduate in 2016. In 2015, 12 scholarships were awarded to teachers to undertake an appropriate graduate certificate or master's degree program to support the inclusion of children with disability in preschool education.

NEW AND BETTER WAYS OF DOING BUSINESS

Reforming the funding of early childhood education and care

The NSW Government's priority is to support children to access quality early childhood education for 600 hours in the year before school, in line with the National Partnership on Universal Access to Early Childhood Education.

During 2015, the department worked with the sector towards the shared goal of universal access to high-quality early childhood education. This included the Community Preschool Operational Support program, which helps eligible community preschools develop effective business skills with the aim of ensuring their sustainability over the longer term. This followed the successful introduction of the needs-based Preschool Funding Model for community preschools in 2014, which targets funding to those children who need it most.

In November 2015, the Minister for Early Childhood Education announced that the NSW Government would invest \$83.5 million in the sector over the next four years. To support 600 hours of access to preschool education, a number of initiatives were developed for introduction in 2016. These include:

- Preschools for Sustainable Communities Program
- Community Preschool 600 Hours Incentive
- 2.5 per cent increase in base funding and loadings
- community outreach grants
- local partnerships to enhance preschool participation of low-income and Aboriginal families
- improved data collection
- capital works grants to increase preschool places.

In 2015, as part of the National Partnership, the Long Day Care National Partnership Grants program made available \$20 million in funding to long day care services for preschool programs in the year before school. The program provided funding to support a preschool program in more than 2,000 long day care services across NSW.

Preschool partnership pilot

In 2015, the NSW Government announced a Preschool Partnership Pilot to provide additional support for public schools to partner with early childhood providers in two geographical locations – Tamworth (Hillvue) and the inner west of Sydney.

The establishment of the Hillvue Public School Early Learning Engagement Centre will encourage professional collaboration and connection between early childhood and primary school teachers and a range of community services.

The Inner West Virtual Community of Practice will encourage professional collaboration and connection between a range of early childhood and community services. A project coordinator will work directly with parents/carers, preschool providers and other community stakeholders to trial resources or strategies. It will also include a web presence.

These multi-agency collaborations will support transition to preschool and school in NSW and facilitate the use of the NSW Transition to School Statement. The Inner West Virtual Community of Practice will also facilitate information sharing between families, services and preschools/schools.

In 2015, both pilots were in the development phase with implementation planned for Term 4, 2016.

Before and after school care fund

The NSW Government created the \$20 million Before and After School Care Fund in 2015 to help establish up to 45,000 additional out of school hours care (OSHC) places in government and non-government schools. The fund is administered by the department and guided by a cross-sectoral steering committee, which includes representatives from the Catholic Education Commission NSW and the Association of Independent Schools of NSW.

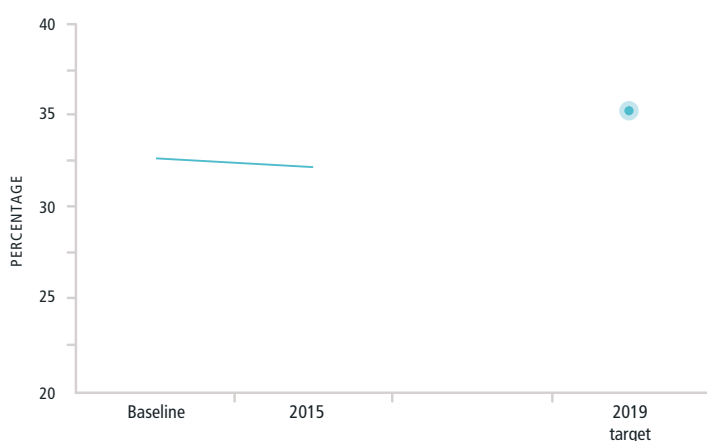
Principals and providers used funding to increase the number of approved OSHC places by creating a new service. NSW schools were successful in their grant applications when there was a demonstrated community demand supporting the establishment of an OSHC service, where an appropriate site meeting requirements was available and when they could demonstrate progress in securing an approved OSHC provider. Funds were used for site modification and fit-out costs, project management (including tendering or regulatory costs), or to pay for necessary equipment to support additional places.

PERFORMANCE REPORT: AT SCHOOL

OUR PERFORMANCE TARGETS

Increase the proportion of NSW students in the top two NAPLAN bands by eight per cent by 2019

Figure 3.1: Overall proportion of students in the top two NAPLAN bands in reading and numeracy, 2015 compared to 2013–14 baseline

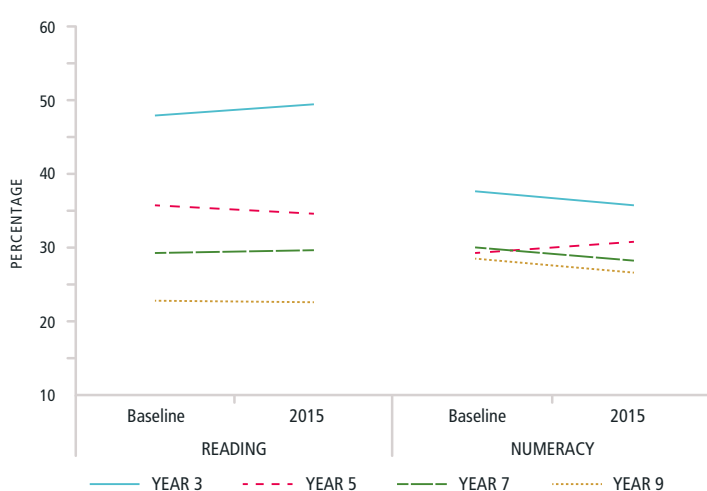


Source: Australian Curriculum, Assessment and Reporting Authority (ACARA), NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2015. Note: The baseline is an average of 2013 and 2014.

This target is included in the Premier's Priorities.

The overall proportion of students in the top two National Assessment Program: Literacy and Numeracy (NAPLAN) bands represents an average across years 3, 5, 7 and 9 reading and numeracy. In 2015, the overall proportion of NSW students achieving in the top two performance bands across reading and numeracy was 32.2 per cent. The 2015 result is consistent with previous years' results and reflects the volatility in the underlying measures. The target for 2019 is still achievable.

Figure 3.2: Proportion of NSW students in years 3, 5, 7 and 9 in the top two performance bands for reading and numeracy, 2015 compared to 2013–14 baseline



Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2015. Note: The baseline is an average of 2013 and 2014.

In 2015, the proportion of students in the top two reading bands was very similar to the 2013–14 baselines for all year groups. The greatest change was an increase of 1.7 percentage points for Year 3 reading.

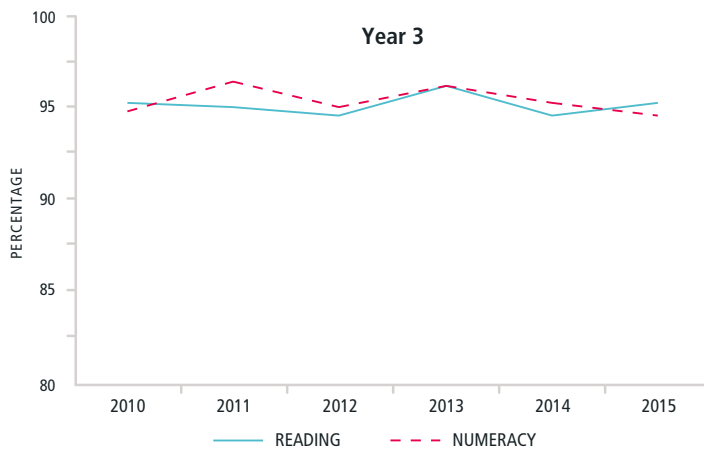
For numeracy, the 2015 proportion of students in the top two bands was around two percentage points below the 2013–14 baselines for students in years 3, 7 and 9. For Year 5, there was an increase of 1.5 percentage points in the proportion of students in the top two bands for numeracy.

All changes between the 2013–14 baselines and 2015 results are within the bounds of typical year-to-year variation in the proportion of students in the top two NAPLAN bands. Additional years of data are needed for any trends to become evident.

The variation across year groups in the proportion of NSW students in the top two bands for reading and numeracy reflects the pattern at the national level.

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

Figure 4.1: Proportion of NSW students in Year 3 at or above the national minimum standard for reading and numeracy, 2010 to 2015



The national minimum standard is the agreed minimum acceptable standard of knowledge and skills in literacy and numeracy for a given year level, below which students will have difficulty making sufficient progress at school.

For both reading and numeracy over the period 2010 to 2015, the proportion of NSW students at or above the national minimum standard showed no substantial change for all year levels.

Figure 4.2: Proportion of NSW students in Year 5 at or above the national minimum standard for reading and numeracy, 2010 to 2015

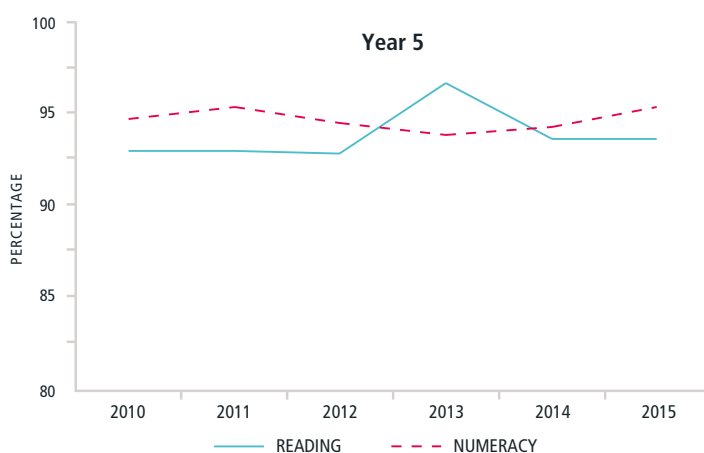


Figure 4.3: Proportion of NSW students in Year 7 at or above the national minimum standard for reading and numeracy, 2010 to 2015

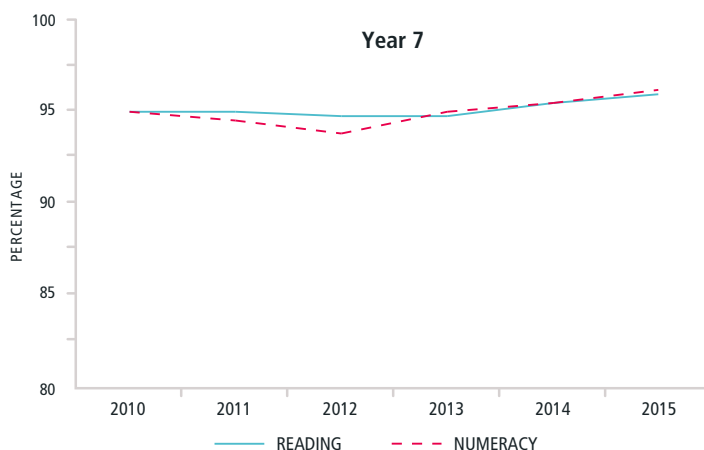
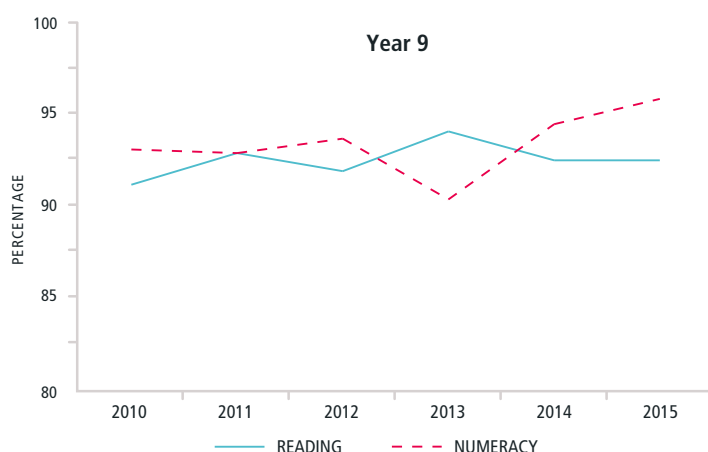


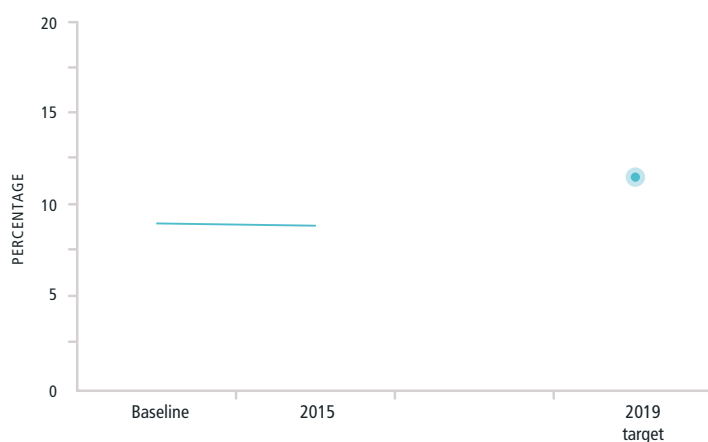
Figure 4.4: Proportion of NSW students in Year 9 at or above the national minimum standard for reading and numeracy, 2010 to 2015



Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2015.

Increase the proportion of NSW Aboriginal students in the top two NAPLAN bands by 30 per cent by 2019

Figure 5: Overall proportion of Aboriginal students in the top two NAPLAN bands for reading and numeracy, 2015 compared to the 2013–14 baseline



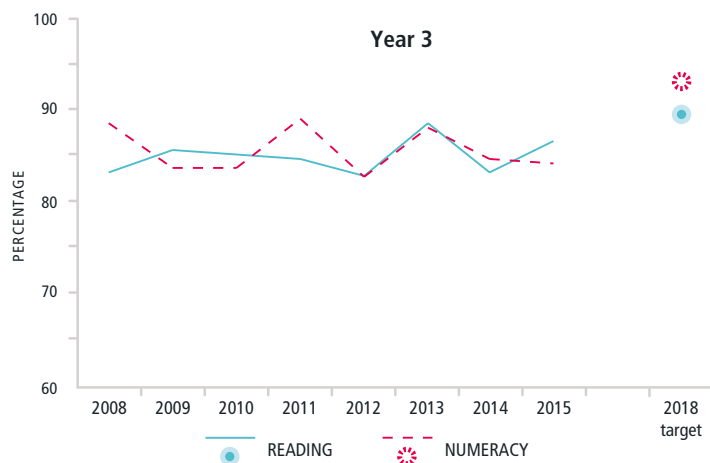
Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2015. Note: The baseline is an average of 2013 and 2014.

This target is included in the State Priorities.

The overall proportion of Aboriginal students in the top two NAPLAN bands represents an average across years 3, 5, 7 and 9 reading and numeracy. In 2015, the overall proportion of Aboriginal students achieving in the top two performance bands across reading and numeracy was 8.9 per cent. The 2015 result is consistent with previous years' results and reflects the volatility in the underlying measures. It does not preclude the 2019 target from being met.

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

Figure 6.1: Proportion of NSW Aboriginal students in Year 3 achieving at or above the national minimum standard in reading and numeracy, 2008 to 2015

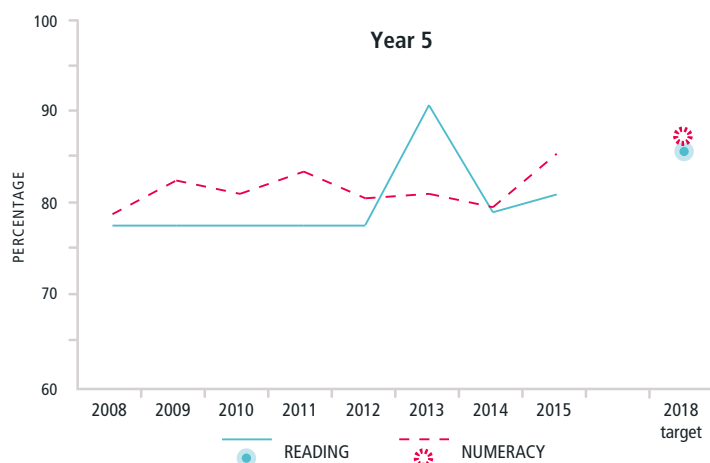


This is a Council of Australian Governments (COAG) target.

For reading, over the period 2008 to 2015, the proportion of NSW Aboriginal students meeting or exceeding the national minimum standard showed no statistically significant change for years 3 and 5, an increase for Year 7 and a decrease for Year 9.

The proportion of NSW Aboriginal Year 7 and Year 9 students meeting or exceeding the national minimum standard for reading changed. However, there was no comparable change in the proportion of NSW non-Aboriginal students for those year levels.

Figure 6.2: Proportion of NSW Aboriginal students in Year 5 achieving at or above the national minimum standard in reading and numeracy, 2008 to 2015

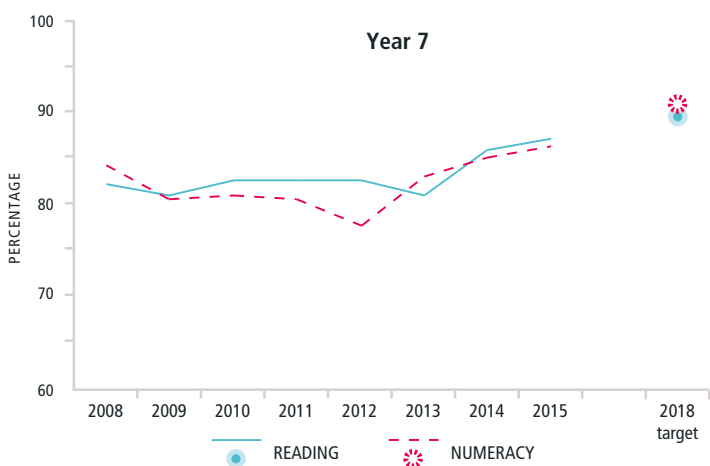


The 2015 results are consistent with previous years' results and reflect the volatility in the underlying measures.

For numeracy, over the period 2008 to 2015, the proportion of NSW Aboriginal students meeting or exceeding the national minimum standard showed no statistically significant change for years 3 and 7, and an increase for years 5 and 9.

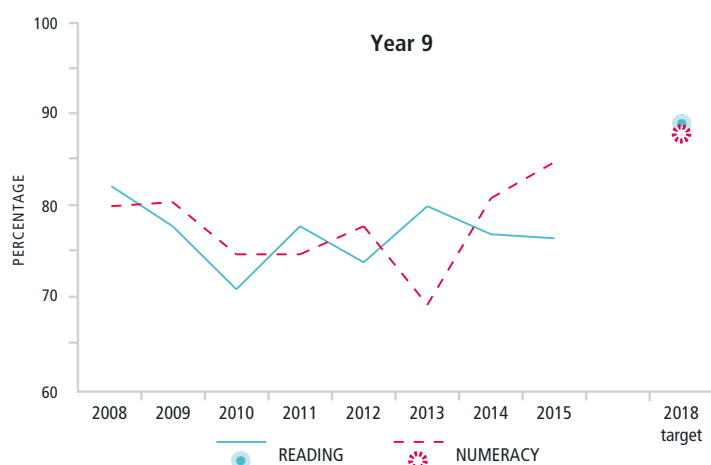
The increase in the proportion of NSW Aboriginal Year 5 and Year 9 students meeting or exceeding the national minimum standard for numeracy was not evident for NSW non-Aboriginal students.

Figure 6.3: Proportion of NSW Aboriginal students in Year 7 achieving at or above the national minimum standard in reading and numeracy, 2008 to 2015



The 2015 results are consistent with previous years' results and reflect the volatility in the underlying measures.

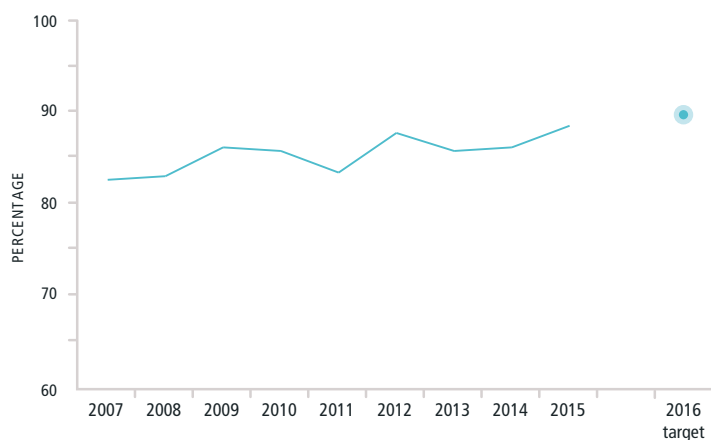
Figure 6.4: Proportion of NSW Aboriginal students in Year 9 achieving at or above the national minimum standard in reading and numeracy, 2008 to 2015



Source: ACARA, NAPLAN Achievement in Reading, Persuasive Writing, Language Conventions and Numeracy: National Report for 2015.

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

Figure 7: Proportion of 20-to-24-year-olds who have attained a Year 12 or AQF qualification at certificate II or above, 2007 to 2015



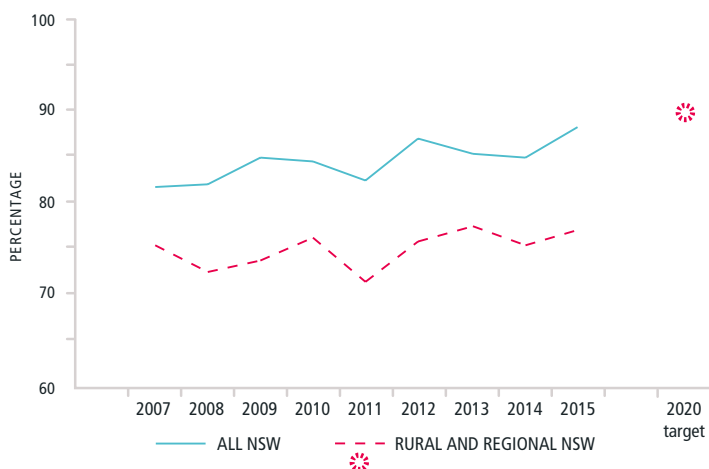
Source: Australian Bureau of Statistics (ABS), Survey of Education and Work (cat. 6227.0).
Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean differences from year to year are not statistically significant. Following amendments to the 2015 ABS publication, the ABS data for the period 2007 to 2014 have been amended and are different from figures published in the 2014 Annual Report.

This is a COAG target.

In 2015, the proportion of young people who had completed Year 12 or an Australian Qualifications Framework (AQF) qualification at certificate II or above increased to 88.8 per cent.

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

Figure 8: Proportion of 20-to-24-year-olds who have attained a Year 12 or AQF qualification at certificate III or above, 2007 to 2015



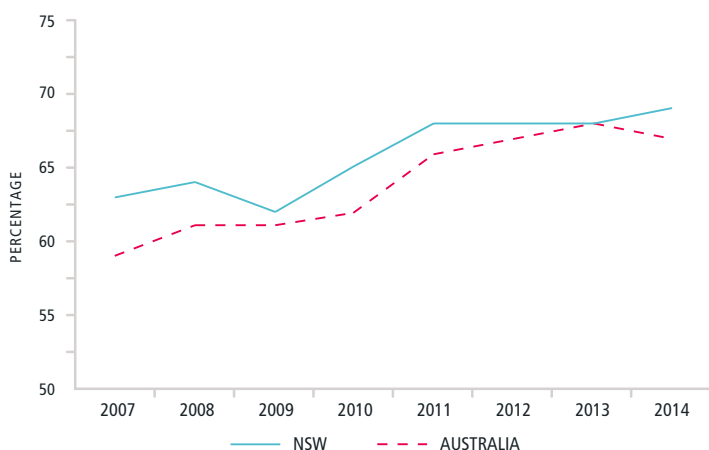
Source: ABS, Survey of Education and Work (cat. 6227.0). Notes: Rural and regional attainment data are calculated from a sample survey for which there is a known standard error. The ABS has advised that year-to-year fluctuations are to be expected due to sampling variability. Care needs to be taken with the interpretation of survey data as high standard errors can mean differences from year to year are not statistically significant. Following amendments to the 2015 ABS publication, the ABS data for the period 2007 to 2014 have been amended and are different from figures published in the 2014 Annual Report.

This is a COAG target.

The overall proportion of young people who had completed a Year 12 or an AQF qualification at certificate III or above increased to 88.2 per cent in 2015. The proportion of young people living in rural and regional NSW who had attained an equivalent qualification has remained relatively constant since 2007.

Improve Year 12 completion rates for students in disadvantaged areas

Figure 9: Year 12 completion rates for students living in low-socioeconomic areas, 2007 to 2014

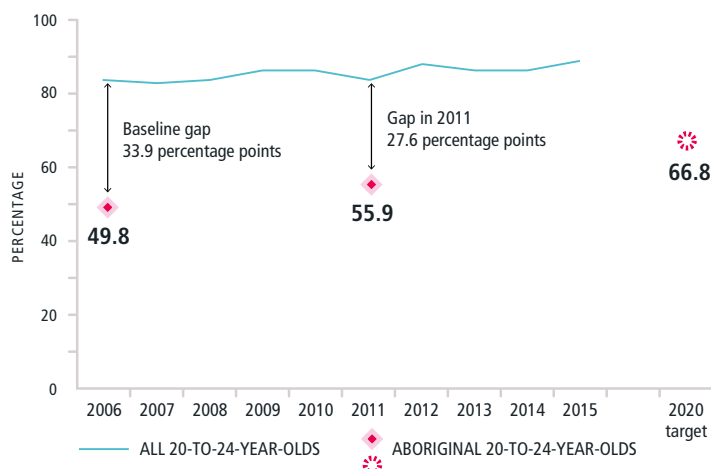


Source: Productivity Commission, Report on Government Services (2015), Steering Committee for the Review of Government Service Provision. Notes: 2015 data are not available until 2016. Following amendments to the 2015 ABS publication, the ABS data for the period 2007 to 2014 have been amended and are different from figures published in the 2014 Annual Report.

Since 2007, the proportion of NSW students living in low-socioeconomic areas who have completed Year 12 has increased from 63 per cent to 69 per cent. Over the same period, the national average has increased to 67 per cent.

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

Figure 10: The gap in Year 12 or equivalent attainment for Aboriginal 20-to-24-year-olds, 2006 to 2015

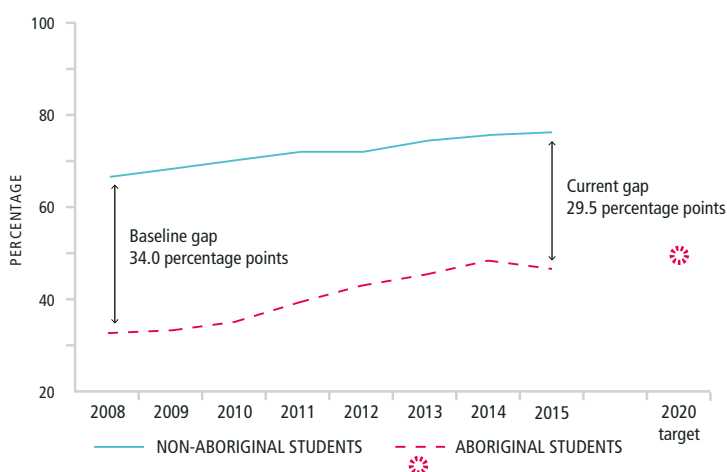


Sources: 2006 and 2011 data for Aboriginal and non-Aboriginal young people from the five-yearly Census of Population and Housing, ABS, as sourced from the Productivity Commission Report on Government Services (2015). All student data sourced from the annual ABS Survey of Education and Work (cat. 6227.0). Note: Following amendments to the 2015 ABS publication, the ABS data for the period 2007 to 2014 have been amended and are different from figures published in the 2014 Annual Report.

This is a COAG target.

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

Figure 11: Year 7 to Year 12 apparent retention for Aboriginal and non-Aboriginal students, 2008 to 2015

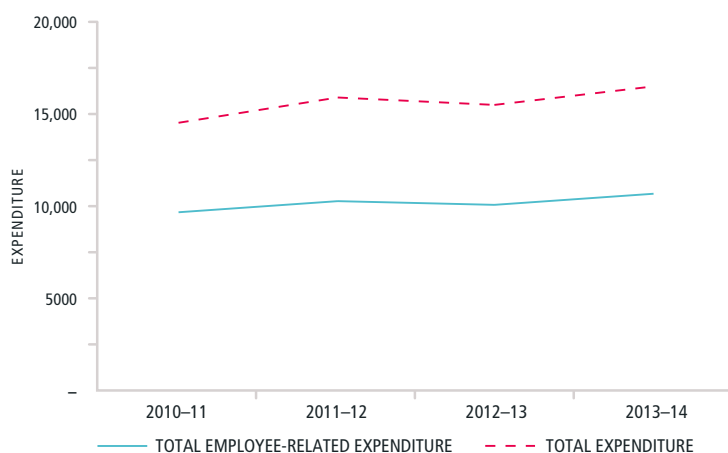


Source: ABS Schools Australia (cat. 4221.0). Notes: Apparent retention measures the extent to which students in NSW public schools progress to their final year of schooling. The term 'apparent' is used because the measurement is based on the total number of students in each year level compared to the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

Since the school leaving age was raised to 17 in 2010, school retention rates have increased for all NSW students across years 7 to 12. The retention rate for Aboriginal students increased from 32.2 per cent in 2008 to 48.4 per cent in 2014 then declined to 46.5 per cent in 2015. While significant progress has been made towards the 2020 target of 49.2 per cent, further work is required to ensure NSW meets the halving the gap target for Aboriginal student retention rates by 2020.

Government recurrent expenditure on staff per full-time equivalent student in government schools

Figure 12: Government recurrent expenditure on staff per FTE student in NSW Government schools, 2010–11 to 2013–14



Note: Nominal values, expressed in dollars of the subject year.

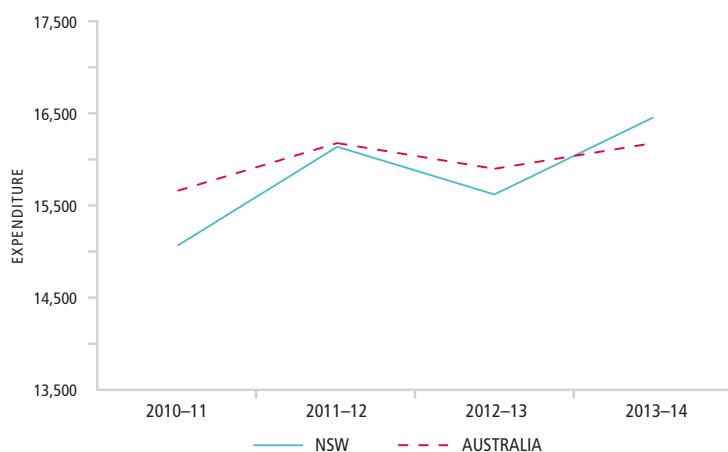
Reporting on efficiency trends is a recommendation of the 2015 Performance Audit Report – Identifying Productivity in the Public Sector.

Data outlined in the Report on Government Services identifies that the amount of employee-related expenditure per full-time equivalent (FTE) student has increased over the past four years.

The report also indicates that over the same period, employee-related expenditure per FTE student is decreasing as a proportion of total expenditure per FTE student.

Government recurrent expenditure per full-time equivalent student in government schools

Figure 13: Government recurrent expenditure per FTE student in NSW Government schools, 2010–11 to 2013–14



Source: Table 4A.12 2016 Report on Government Services – Chapter 4 School Education (Tables 4A.6–7; Education Council NSSC financial collection (unpublished)). Note: Expenditure includes user cost of capital and in-school and out-of-school expenditure.

Reporting on efficiency trends is a recommendation of the 2015 Performance Audit Report – Identifying Productivity in the Public Sector.

The 2016 Report on Government Services indicates that real expenditure per NSW public school student is increasing. In 2013–14, expenditure per FTE student in NSW public schools exceeded the Australian average.

OUR PRIORITIES: AT SCHOOL

HIGH EXPECTATIONS, CLOSING THE GAPS

School excellence

School excellence is at the core of all work in public education across NSW and our focus on continuous school improvement. It encompasses all areas of school planning, ongoing self-assessment, reporting and external validation.

The School Excellence Framework supports all NSW public schools by providing a clear description of the key elements of high-quality practice across the three areas: how children learn, how teachers teach and how schools are led.

The School Excellence Framework is based on a review of national and international practice at the system, school and classroom levels, and includes the National School Improvement Tool developed by the Australian Council for Educational Research. It meets an obligation under the Commonwealth National Education Reform Agreement for each state and territory to implement a model of school improvement that includes standards for delivering high-quality education.

Schools develop their own plans by consulting with their communities to create a shared vision. They then self-assess and report annually on their progress using the School Excellence Framework. The framework helps schools make informed and consistent judgements when self-assessing their progress and provides the basis on which schools have their self-assessments validated by an external panel within a five-year cycle.

In 2015, all public schools across the state undertook their first self-assessment using the School Excellence Framework and will report their progress using the framework to their communities. A representative sample of 89 public schools also participated in a pilot of the external validation process. Feedback from the pilot will be used to inform the process for the first cycle of validations of every school across NSW, which will commence in 2016 and be completed in 2020.

Ensuring the safety, welfare and wellbeing of our students

The Wellbeing Framework for Schools was released in May 2015 and takes a strengths-based approach to enhancing student wellbeing. The framework supports schools implementing overall positive approaches to wellbeing, along with more personalised approaches to individual need. A professional learning module on the framework was developed and released to principals to promote the new approach.

The Supported Students, Successful Students initiative was announced in March 2015 and provides a comprehensive package of support for public schools, along with an increased investment of \$167 million over four years, to enhance the wellbeing of students in our schools. The initiative includes an additional 236 school counselling positions, scholarships to boost the recruitment of school counselling staff, additional wellbeing funding equivalent to approximately 200 student support officer positions, resources to support healing and wellbeing for Aboriginal students and their families, and support for refugee students who have experienced trauma.

The department has commenced recruitment of school counsellors and the promotion of initial scholarships as part of an initiative to increase the overall number of school counsellors.

The Positive Behaviour for Learning framework helps schools design systems and practices to provide safe, supportive and responsive learning environments in their own local context. In 2015, positive behaviour for learning teams were established within the four educational services teams to support schools implementing the framework. These teams have delivered professional learning modules with 843 schools since July 2015. An information package is available to engage schools in adopting this approach to learning and wellbeing.

Networked Specialist Centres bring together coordinated interagency health and wellbeing services through the expertise of specialist departmental staff, who also work in collaboration with other government and non-government agencies. This service enhances what is already available in schools to support students and their families and forms part of a networked service system. Twenty-one centres have been established in rural, regional and metropolitan NSW.

The department's Child Wellbeing unit continues to build the capacity of schools to respond to child protection issues. In 2014–15, the unit responded to more than 12,300 contacts. It worked in partnership with health, police, community services and non-government organisations to identify students who were most at risk and coordinated responses across agencies.

Supporting students with disability, learning and behavioural difficulties

More than 90,000 students enrolled in NSW public schools receive additional support or adjustments for learning because of disability. In 2015, every regular school received an equity loading under the Resource Allocation Model. The equity loading for low-level adjustment for disability provides schools with access to a specialist teacher and flexible funding based on need. It enables schools to respond in a timely way to the needs of all students, including those with or without a formal diagnosis of disability. In 2015, \$239 million was allocated to schools to support the additional learning needs of students through the equity loading for low-level adjustment for disability.

In 2015, more than 2,700 specialist support classes were provided in regular and special schools, supporting more than 20,000 students. The department provided additional assistance for more than 7,800 students in regular classes through the Integration Funding Support program. More than 62,000 additional students were supported with specialist resources provided to NSW public schools.

The department's specialist itinerant teachers supported more than 2,300 students with vision or hearing impairment. In addition, the Braille and Large Print Service continues to support more than 450 vision-impaired students.

In 2015, all NSW public schools participated in the Nationally Consistent Collection of Data (NCCD) on School Students with Disability for the first time. This captures the work of teachers in personalising learning and support for students with disability in consultation with their parents and carers. Students are counted in the NCCD where schools have evidence of personalised learning and support being provided. School data about students receiving personalised learning and support was provided by an electronic data recording system, developed specifically for the data collection.

Initiatives under the Every Student, Every School strategy have continued to focus on helping schools meet the needs of their students. In 2015, there has

been a strong focus on building the capabilities of teachers in personalised learning and support for students with disability, learning and behaviour difficulties.

During 2015, 12,141 staff completed accredited training on the Disability Standards for Education 2005. More than 66,000 individual courses have been completed by school staff since 2013. These courses aim to strengthen understanding of schools' obligations towards students with disability, as well as their parents and carers.

The department offers seven specialist tutor-supported online learning courses that address educational support for students with disability. This includes a new course introduced in 2015, which focuses on personalised learning and support for students with disability. More than 4,200 teachers undertook a course in 2015, representing 51,600 accredited training hours. More than 27,600 individual courses have been completed by over 18,000 teachers since their introduction in 2009.

Scholarships for teachers to undertake further tertiary study for students with disability continue to be offered through Every Student, Every School. Since 2012, the department has received 321 applications from teachers and executive teachers. Of these, 108 are current scholars and 119 have completed a master's degree following sponsorship through this scholarship program.

The Personalised Learning and Support Signposting Tool (PLASST) was released to all NSW public schools to help teachers and school teams support students with additional learning needs. The unique student profile created by the PLASST assists teachers and school teams understand the strengths and needs of individual students. The PLASST student profile has also proven itself as an effective adjunct for conversations with parents and carers.

The department is actively supporting the transition of the specialist disability service system in NSW to the National Disability Insurance Scheme (NDIS). This includes supporting the NDIS trial in the Hunter Region, the early transition in the Nepean and Blue Mountains that commenced in July 2015 and preparing for the broader transition, which commences in July 2016. The focus of this work is to ensure that schools understand the new system and are able to support students with disability through the transition to the NDIS.

THE GAP IN OUTCOMES BETWEEN ABORIGINAL AND OTHER STUDENTS CAN ONLY BE CLOSED BY WORKING IN GENUINE PARTNERSHIP WITH THE ABORIGINAL COMMUNITY.



Closing the gap in educational outcomes for Aboriginal students

The NSW Government is committed to closing the education gap between Aboriginal students and all students in NSW. The primary Aboriginal education goal of the department, stated in its Aboriginal Education and Training Policy, is for Aboriginal and Torres Strait Islander student outcomes to match or better the outcomes of the broader student population.

The department understands that the gap in outcomes between Aboriginal and other students can only be closed by working in genuine partnership with the Aboriginal community and continues to value and uphold its partnership agreement with the NSW Aboriginal Education Consultative Group.

In 2015, every public school in NSW with Aboriginal students enrolled received funding through the Aboriginal equity loading under the Resource Allocation Model. This helps support schools to meet the learning needs of their Aboriginal students, providing principals and school communities with the flexibility to develop and fund strategies tailored to suit the specific needs of their students. In 2015, \$50 million was allocated to 1,980 public schools to support the learning needs of Aboriginal students.

In 2015, the department continued to implement Norta Norta to support the learning outcomes of Aboriginal students. Under Norta Norta's National Assessment Program: Literacy and Numeracy (NAPLAN) component, approximately 753 schools, including eight educational training units in juvenile justice centres, were funded to provide tuition support for 2,494 Aboriginal students. Under Norta Norta's individual sponsorships component, 4,134 Year 11 and Year 12 Aboriginal students were provided with tutorial assistance. In total, approximately \$16 million was provided to schools in 2015.

The department's collaboration with the Clontarf Foundation continues to support Aboriginal boys through the establishment of a number of Clontarf academies in various locations throughout NSW. These academies aim to improve the education, life skills, wellbeing and employment prospects of participants.

The department continues to work with the Commonwealth and other states and territories to implement national Aboriginal and Torres Strait Islander education initiatives. The National Aboriginal and Torres Strait Islander Education Strategy was endorsed in September 2015 and the department's approach to Aboriginal education is consistent with its principles and priorities.

Connected Communities

Connected Communities is an innovative strategy to improve educational and social outcomes, particularly for Aboriginal students but also for all young people. It has been implemented in 15 schools in some of the most complex and diverse communities in NSW. At each site, Connected Communities schools work in partnership with local Aboriginal leaders and the community, putting schools at the heart of the community by positioning them as community hubs.

In 2015, Taree High School employed an Elder-in-residence who advises teaching staff and the Aboriginal Education Officer on local Biripi perspectives across all subjects. The Toomelah School Adult Learning Centre is now available to community members, for TAFE NSW courses and for the Centacare weekly parent support group. A wellbeing centre, based in Coonamble High School, provides a hub for the community and has led to an annual community wellbeing day, Warranggal.

Connected Communities involves tailoring programs to meet local needs. A school-based Local School Reference Group, chaired by the local Aboriginal Education Consultative Group, provides advice about

initiatives to strengthen partnerships between staff, students, local Aboriginal leaders and the community. Examples of local initiatives include:

- Wilcannia Central School has a Paakantji language program from preschool to Year 7, which includes trips on country.
- Bourke High School formed a healing team after all staff completed specialised trauma awareness training. Healing lessons are held weekly, attended by staff and students, Elders, community members and outside agencies.
- Coonamble Public School employed a clinical psychologist to work with students, staff and families on grief and loss, trauma and anxiety following concerns by the Local School Reference Group.
- Following extensive consultation and feedback, Moree East Public School trialled earlier starting and finishing times over 12 months to maximise student learning.
- An Education Field Day at Coonamble in September 2015 brought together staff, students and community representatives from all 15 Connected Communities schools and broader afield to share their experiences, showcase their work and discuss joint opportunities for future growth.

Now in its third year, implementation of the strategy has seen a range of improvements in the 15 schools. These include finalisation of school leadership and governance structures, improvements in student behaviour, increased focus on Aboriginal languages and culture in schools, the establishment of schools as service hubs, physical improvements in schools through capital works programs, a focus on early years and more positive transitions to school.

The strategy is being formally evaluated by the Centre for Education Statistics and Evaluation. The 2015 interim evaluation reviewed progress to midpoint in the development of the strategy and found that since 2012, the attendance rate of Aboriginal primary students across Connected Communities schools increased by 2.6 percentage points. Over this period, the gap in attendance between primary students across Connected Communities schools and all primary students across NSW Government schools has closed from 8.9 percentage points to 7.7 percentage points (-1.2 percentage points).

In 2016, the department will focus on extending interagency support for the strategy, broadening the service hub model and the further rollout of the Connected Communities Healing and Wellbeing Model, aimed at bolstering counselling support.

The department will also aim to consolidate services to support teacher wellbeing and increase training and professional development opportunities for local Aboriginal people in community services courses.

Supporting students learning English as an additional language

Each year, public schools help to develop the English language proficiency of recently arrived students from language backgrounds other than English by providing English as an additional language or dialect education. In 2015, 1,250 schools received additional resources to support 145,000 students.

In addition, approximately 4,800 students received intensive English support through the New Arrivals Program, intensive English centres and the Intensive English High School.

In 2015, 2,854 refugee students in 396 primary and secondary schools were assisted through specialist teaching support and targeted support programs including homework and tutorial support, mentoring, career and transition support, and work-readiness programs.

More than 2,000 teachers and leaders participated in professional learning courses to help them cater for the needs of students in culturally diverse classrooms. A leadership program for 52 experienced English as an additional language or dialect teachers provided an opportunity for them to deliver professional learning in their schools and teacher networks. This helped increase the capacity of their colleagues to support the language and settlement needs of English language learners.

Supporting students from rural, remote and disadvantaged communities

The department has now been implementing the strategies in the Rural and Remote Education: A Blueprint for Action for two years. The blueprint is a detailed plan to improve student learning in rural and remote public schools across NSW.

Aurora College, NSW's first virtual school, commenced classes in February 2015. The college offers a mix of online and residential school classes to public high school students in rural and remote communities across the state. The school is providing innovative and flexible learning in a whole new context by allowing students to connect locally and learn globally. Aurora students connect with their teachers and classmates in timetabled lessons through a cutting-edge virtual learning environment.

The college offers selective classes in English, mathematics and science to gifted and talented year 7 to 10 students from rural and remote areas across NSW. Application for entry is via the NSW selective high school placement process. The college also gives students in years 11 and 12 in public high schools the opportunity to study subjects not available in their home school. Aurora's first Year 12 cohort will complete the Higher School Certificate in 2016.

In 2015, a specialist preschool centre in the Sydney metropolitan area provided ongoing professional learning and mentor support for distance education preschool teachers. Through video conferencing and reciprocal visits, teachers observed and were provided with access to quality face-to-face preschool classrooms that demonstrated best practice reflecting the National Early Years Learning Framework.

A Technology and Applied Studies leadership network has been established to provide mentoring and support to teachers in schools. Nineteen experienced leaders completed two days of training. Following this, they supported more than 65 teachers, many of whom are from isolated and rural schools where they are the only teacher in their subject area.

In 2015, the department led Kindergarten to Year 10 Working Mathematically workshops to support teachers in rural and remote locations. More than 150 primary and secondary mathematics teachers from 55 rural and remote schools participated in the workshops, building knowledge of syllabus content and effective teaching strategies.

The department initiated transition projects in mathematics and history, helping schools develop processes for transitioning students from primary to secondary school. The project teams have created strong collegial networks and created and shared quality assessment tasks and teaching programs.

In 2015, in response to the recommendation of the Pratley Review of Agriculture and Training in NSW, the department established seven lighthouse schools for teaching about agriculture and primary industries, providing mentoring and support to teachers and school leaders across NSW.

Improving basic literacy and numeracy standards

The Early Action for Success strategy is helping to improve the literacy and numeracy performance of students in the early years of school. In 2015, the number of schools taking part in the strategy increased from 199 to 310, supported by 224 instructional leaders. The schools regularly collect data and monitor student progress against the department's literacy

and numeracy continuums that map the learning development of students. Teachers and instructional leaders work together to tailor programs of learning for each student.

For the 195 schools that have been involved with the initiative for more than 12 months, the proportion of Kindergarten students at the lowest level for reading, comprehension and writing reduced from 57.9 per cent in February 2015 to 4.0 per cent in June 2015. For early number learning, the percentage of Kindergarten students not able to count to 10, identify numbers or count objects reduced from 22.5 per cent to 2.4 per cent over the same period.

In 2015, the department released the Numeracy Skills Framework. Copies were distributed to all primary and secondary schools in NSW, with further support available through the framework's website. Online professional learning modules were also released to support the initiative.

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

In 2015, the department provided \$9 million to the Links to Learning Community Grants Program to fund NSW-based, not-for-profit, non-government organisations and local government authorities to deliver targeted projects to school students in years 6 to 11. Projects targeted students who had been identified as being at risk of disengaging with learning and/or leaving school early.

Forty-six funded organisations worked with more than 2,017 partner schools to develop innovative ways to keep students engaged in learning and remain at school. In 2015, the department also supported the seven schools within NSW juvenile justice centres to help young people make a transition, either back into school or to other post-school options.

To ensure that students have access to different avenues for education and training, the department allocated more than \$2.76 million for students in years 9 and 10 to undertake vocational education and training courses. In 2015, there were 466 school-based apprentices and 2,636 school-based trainees in public schools across NSW. Trade skills centres, trade training centres and trade schools in more than 340 schools provided students with access to industry-standard training facilities. This encouraged more students to complete their schooling and helped to fill local skills shortages.

In 2015, the NSW Government committed \$27 million over four years to fund the coordination of mandatory work placements for more than 40,000 public school students who each year enrol in vocational education and training courses as part of their Higher School Certificate. Procurement of work placement service providers for the next four years was completed in November 2015 in readiness for Term 1, 2016.

The department trained 53 teachers as transition advisers in 2015, bringing the total trained to 375 since 2005. These teachers help at-risk students engage with learning, plan their long-term goals and prepare for their transition from school. The department also allocated \$2.9 million to support school-to-work activities and innovative, whole-school initiatives to ensure that students are able to establish the foundations for their future career pathways.

Improving student attendance

At the beginning of 2015, the department released a revised School Attendance Policy to provide more explicit information on school attendance requirements and processes for dealing with unsatisfactory attendance. The new policy and procedures strengthen understanding that attendance issues are often related to student learning and support needs and family issues. The documents provide advice on coordinating services with other agencies to better support children and families.

More than 115 home school liaison officers and Aboriginal student liaison officers received training in 2015 to ensure schools, parents and students receive expert support to resolve chronic non-attendance issues. The evaluation of the Keep Them Safe Child Protection Strategy published in 2015 indicated that the liaison officers were highly valued by schools and contributed to improved school attendance, student progress and attitudes to school.

Since 2011, there have been notable improvements on the attendance rates of students in years 10, 11 and 12, indicating that initiatives introduced following the raising of the school leaving age are having a positive impact.

The 2012 Audit Office of NSW's Performance Audit – Impact of the Raised School Leaving Age examined how well the department monitors and supports young people at school or on an approved alternate pathway until they reach 17 years.

In response to recommendations in the report, the department prepared reports on the destinations and expectations of school leavers. The 2015 report was published by the Centre for Education Statistics and Evaluation.

The recommendation to undertake a literature review and an evaluation of the quality and appropriateness of career advice provided in government schools is close to completion. The University of Melbourne is expected to deliver the survey work and recommendations for the evaluation in March 2016.

Physical activity in government primary schools

The department has developed and implemented a variety of processes, programs and resources to address the recommendations made by the 2012 Auditor-General's report, Physical Activity in Government Primary Schools, including:

- introducing a revised Sport and Physical Activity Policy that increases weekly mandatory physical activity for all Kindergarten to Year 10 students from 120 to 150 minutes and ensures each school must have a localised operating manual for sport and physical activity
- developing the NSW Physical Literacy continuum Kindergarten to Year 10, which identifies the knowledge, understandings, skills and attitudes regarded as critical to success in physical activity and maps the development of critical aspects throughout the years of schooling by describing key markers of expected student achievement
- developing the Physically Active Schools website, which provides schools and teachers with resources to implement quality physical activity in schools
- increasing practical and online teacher professional learning in sport and physical activity across NSW.

The department is currently investigating options to report physical activity to parents. This will ensure that all actions associated with the report's recommendations will have been addressed.

QUALITY TEACHING AND LEADERSHIP

Strengthened initial teacher education

Great Teaching, Inspired Learning (GTIL) is the NSW Government's plan to improve the quality of teaching in NSW schools. The department is progressively delivering a range of GTIL actions to drive quality, continuous improvement and high standards across all the crucial stages of a teacher's career – from initial teacher education through to school leadership.

In 2015, the department entered into individual professional experience agreements with NSW-based initial teacher education providers to ensure high-quality professional experience in our schools and greater consistency in the placement process for both schools and universities. The agreements outline the key expectations, roles and responsibilities of initial teacher education providers, the department and NSW public schools in the implementation of professional experience placements.

In addition, 11 professional experience hub schools were established. These schools work with their partner university to develop, demonstrate and share high-quality professional practice. Materials are available to support teachers supervising professional experience placements and these agreements reflect the requirement for professional learning by these teachers.

Attracting and recruiting the highest-quality teachers

In 2015, 6,684 new applicants were approved to teach in NSW public schools and the department filled 3,497 classroom teacher positions. After incentive transfers and Aboriginal employment applicants were appointed, 59.7 per cent of classroom teacher positions were filled by schools using their chosen recruitment method.

In 2015, up to 50 teach.Rural scholarships, 20 cadetships and 20 internships were available under the GTIL reforms to attract the best and brightest into teaching. Forty-three applicants were offered a teach.Rural scholarship, 20 applicants a cadetship and 20 applicants an internship.

Under the Rural and Remote Education initiative, the department offers further incentives to attract and retain teachers and school leaders in hard-to-staff schools. In 2015, 56 classroom teachers, 22 executive staff and six principals were appointed through incentive transfers.

Since the introduction of the Teacher Education Scholarship program in 2002, 1,926 high-quality teachers, including 353 Aboriginal teachers, have been appointed to areas of workforce need. In 2015, 248 new applicants, including 75 Aboriginal students, were awarded a scholarship.

Incentive scholarships aim to attract high-quality graduates in their final year of study. In 2015, the department appointed 11 mathematics, three science (physics) and 11 special education teachers to NSW public schools. In 2015, 61 teachers completed their sponsored training in mathematics, physics, school counselling, special education and teacher librarianship.

In 2015, the NSW Government introduced new initiatives to encourage more students to study mathematics and science at the highest possible level at school. Over the next four years, 320 public school teachers will also have an opportunity to specialise in mathematics and science, increasing the supply of highly trained teachers to schools across NSW. Eighty scholarships are available each year to current teachers to study to become qualified mathematics and science teachers. In 2015, 80 teachers were offered a scholarship, with 49 teachers to retrain in mathematics and 31 to retrain in science.

The NSW Auditor-General's performance audit, Management of Casual Teachers, examined the department's effectiveness at managing the supply, availability and performance of casual teachers. Six key recommendations were given in relation to process and system improvements for enlistment and management of casual teachers. Four of these have been actioned and the remaining two are scheduled for implementation by the end of Term 1, 2016.

During 2015, the department implemented the Auditor-General's recommendation to improve monitoring for a school's ability to access casual teachers in order to determine whether additional assistance is required. A review of Casual.Direct requests from schools for a casual teacher during 2015 was undertaken and analysed to identify the top 20 metropolitan and regional schools that had a low success rate in filling vacancies.

The report's recommendation on encouraging schools to provide feedback on the performance of casual teachers will continue in early 2016, with consultation involving the Primary Principals' Association and the Secondary Principals' Council. An initial report has been developed identifying schools that are high users of Casual.Direct services and also provide a low response rate to the existing performance feedback process for casual assignments.

THE DEPARTMENT REMAINS COMMITTED TO THE PROFESSIONAL DEVELOPMENT OF TEACHERS TO ENHANCE QUALITY TEACHING AND LEARNING IN ALL NSW PUBLIC SCHOOLS.



Accreditation and professional development for our school teachers and principals

The department remains committed to the professional development of teachers to enhance quality teaching and learning in all NSW public schools. During 2015, the department continued to support improved induction processes and provide beginning teachers and their supervisors with targeted support under the GTIL reforms.

Permanent, casual and temporary teachers are able to access better induction support through Strong Start, Great Teachers, the department's new online resource that provides a wealth of information to help schools create meaningful induction programs.

The department continued to provide funding for permanently appointed beginning teachers, to allow release from face-to-face teaching and the support of an experienced teacher to provide mentoring support. Release time was used for studies, coaching, mentoring and any other activity that supported professional development and attaining accreditation.

In 2015, \$37 million was distributed to schools for beginning teacher support funding, \$28 million for first-year payments and \$9 million for second-year payments. In addition, temporary beginning teachers continued to be supported by eight teacher mentor positions, four in metropolitan and four in rural locations.

By 2018, all teachers will need to be accredited and will have five years (if employed full-time) or seven years (if part-time or casual) in which to demonstrate maintenance of their accreditation.

To support this, the new Performance and Development Framework for Principals, Executives and Teachers began operating this year, with the first performance and development cycle completed in December 2015. Teachers develop their goals and identify professional learning needs, focusing on achieving or maintaining accreditation against the Australian Professional Standards for Teachers.

A new website, Teaching Standards in Action, was also developed to provide clear, concise support for the teaching standards, highlighting critical messages and linking teachers to up-to-date, relevant policy information. The website and a suite of registered courses will be accessible by permanent, temporary and casual teachers in 2016.

Under the Quality Teaching, Successful Students initiative, the department will provide an additional staffing allocation for all NSW public schools with primary students enrolled. This will be used to improve the quality of classroom teaching. For example, the resource may be used to support mentoring and coaching for an individual teacher or collaborative practices in a school or across a number of schools. Funding began in Term 3, 2015, for 1,141 schools.

During 2015, the MyPL@Edu professional learning management system recorded 476,167 individual enrolments across 16,662 scheduled events for professional learning.

The NSW Government's School Leadership Strategy was released this year, bringing together initiatives to identify, develop and support the current and next generation of school leaders in NSW public schools. In 2015, the department's achievements under this strategy included:

- employing 50 full-time equivalent principals, school leadership to support leadership capacity-building for principals across the state, particularly focusing on school excellence
- delivering the Leadership Pathways online resources to provide professional development support for aspiring and current school leaders
- developing the new NSW Public Schools Leadership and Management Credential, for first-time principals; from 2016, all first-time school principals will be required to complete the credential and will be provided with a coach to support them for the first year of their appointment.

Recognising and sharing excellence in teaching

The department is committed to ensuring that excellence in teaching is recognised and rewarded.

From 2016, a teacher's salary will be based on accreditation status achieved against the Australian Professional Standards for Teachers. These standards identify the professional competence expected of all teachers, who must maintain their accreditation in order to successfully progress through standards-based remuneration. Teachers who achieve Highly Accomplished or Lead Teacher accreditation will receive a salary in excess of \$100,000. As at 31 December 2015, the department currently has 30 teachers with Highly Accomplished accreditation and 51 teachers with Lead Teacher accreditation.

The Rural and Remote Education initiative reimburses accreditation fees to teachers who spent 75 per cent of their time completing their accreditation in a rural or remote school. Since 2014, three teachers have claimed this reimbursement.

Local Schools, Local Decisions gives principals more opportunities for recognising and rewarding excellence in teaching. Schools may use their flexible resources to create additional executive or teaching positions that support the strategies identified in the school plan.

The department is also committed to ensuring that excellence in teaching is shared.

Under the GTIL reforms, the department has partnered with the University of Newcastle to conduct research on Quality Teaching Rounds in a number of NSW public schools. Twenty-four schools participated in this research to identify ways teachers can learn through observing the practice of others. The data collection was completed in Term 3, 2015, and the final report is being prepared by the university.

ClassMovies and ClassMovies TV provide avenues for schools to share their classroom practice with others. As at the end of 2015, nearly 600 schools have registered to participate, with 134 video documentaries produced and another 63 in production. There have been over 25,700 video views on the department's ClassMovies TV site. To continue this collaboration, the department's contract with the documentary provider has been extended to 2018.

Implementing the Australian curriculum

Through the development and delivery of professional learning resources, the department supports the implementation of the new NSW syllabuses for the Australian curriculum in English, mathematics, science and technology, history and geography.

In 2015, this included face-to-face workshops and SyllabusPLUS webinars. More than 4,530 NSW public school teachers have also participated in a range of online modules.

In 2015, the department developed a suite of professional learning and support for the implementation of the new Geography K–10 NSW Syllabus for the Australian curriculum. This includes syllabus familiarisation, courses that develop geographical knowledge and skills, ideas for planning a geographical inquiry classroom, as well as sample geography K–10 teaching and learning sequences developed and reviewed by teachers in a number of communities of schools.

NEW AND BETTER WAYS OF DOING BUSINESS

National Education Reform Agreement

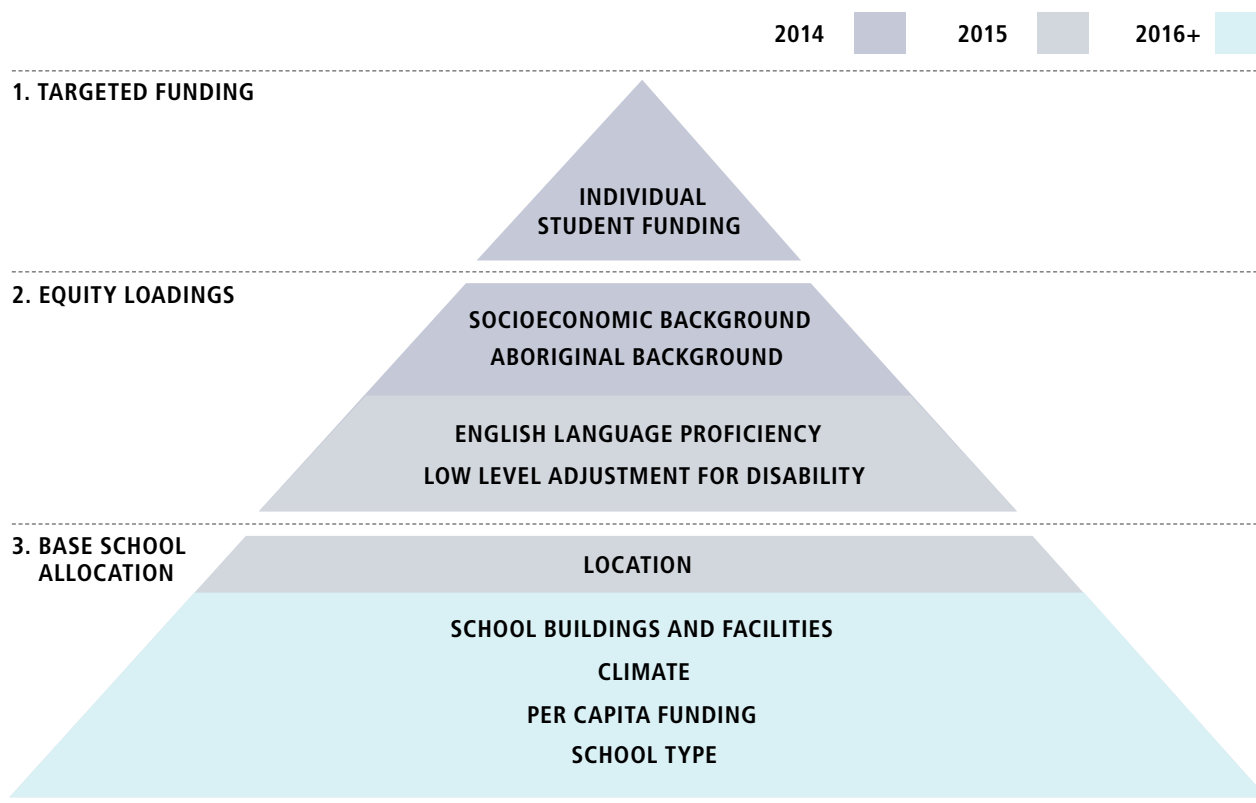
As part of the National Education Reform Agreement, additional funding has been distributed to public and non-government schools in 2015 via a needs-based funding approach. The agreement signed by NSW provided an additional \$5 billion between 2014 and 2019. Under the agreement, loadings have been provided to government schools with students who face additional educational disadvantage.

This investment by the NSW and Commonwealth governments will allow the department to extend and accelerate the innovative reforms already underway throughout the state. These include Great Teaching, Inspired Learning; the Literacy and Numeracy Action Plan; Local Schools, Local Decisions; the Rural and Remote Education blueprint; and Connected Communities.

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

A key initiative of the NSW Government's Local Schools, Local Decisions reform is the implementation of the needs-based Resource Allocation Model (RAM) for allocating funding to public schools. Based on identified student and school need, the model is fairer and more transparent.

Components of the Resource Allocation Model explained



The RAM includes a base school allocation, which is the largest component and reflects the core cost of educating each student and school operation. This is supplemented by equity loadings to address student needs in schools, as well as targeted funding for students with more complex learning and support needs. The RAM has been implemented in phases, with targeted funding and half the equity loadings released in 2014.

In 2015, schools received the remaining two of the four equity loadings through the RAM. These four equity loadings provide additional resources to address student need in schools, including support for Aboriginal students, students from low-socioeconomic backgrounds, students with low-level disability, and students learning English as an additional language or dialect. Geographically remote or isolated schools also received a location loading in recognition of the additional support needed.

In 2016, the base school allocation will be delivered. The base includes enhanced professional learning funding and a new per capita allocation, enabling greater operational flexibility.

Improving our school facilities and infrastructure

The department continued to improve its teaching and learning environments through capital works and asset acquisition programs. In 2014–15, 12 public school major works projects were completed, with 22 major public school projects ongoing and a further 16 begun. Planning and design work for 41 projects was undertaken under the Commonwealth's Trade Training Centres Program. Delivery of these will begin during the next financial year. The department also reviewed its asset planning approach to align it with the Department of Planning and Environment's regions and districts, as well as updated its demographic projects.

The department began planning for major capital works projects announced under the Rebuilding NSW State Infrastructure Strategy 2014. It also began working on a School Assets Strategic Plan in response to the NSW Government's commitment to invest \$1 billion of Rebuilding NSW funds in school infrastructure. This investment will deliver the NSW Government's Innovative Education, Successful Students package, which is expected to see new and upgraded schools designed as future-focused learning environments.

Planning has commenced on the Secondary Schools Renewal Program, which will improve the amenity and functionality at nearly 60 high schools.

The Educational Facilities Standards and Guidelines were successfully launched and are being used to create facilities able to support learning into the future. As part of the Resource Efficiency Program, energy performance contracts have been entered into for 28 of the least energy efficient public schools in NSW in order to reduce energy consumption. These projects have seen a reduction in energy costs of \$550,000 per annum.

Supporting technology and innovation in learning

In January 2015, Microsoft Office 365 and Google Apps for Education were made available to all staff and students through their respective portals. This has provided a safe, managed environment where teachers and students can learn collaboratively. The department developed and published online resources and information to support teachers to make effective use of these online learning tools in the classroom.

In 2015, the department began to implement a new library system for all public schools. The Oliver library system will greatly improve the capacity of school libraries and teacher librarians to support effective student learning. More than 750 schools now have the system operating at their school.

The department continues to work with Education Services Australia in providing access to national online services. All staff have access to Scootle, a national resource discovery tool linking to more than 50,000 digital teaching and learning resources. Teachers and students also have access to the Language Learning Space and Improve, high-quality digital tools to support student learning. The department also continued to work closely with the Australian Securities and Investments Commission in the digitisation of its MoneySmart financial literacy resources.

The department continues to evaluate and trial new and emerging technologies and innovation in the classroom. Aurora College has participated in a pilot program using iSee technology to enable students in isolated locations to participate interactively in both the classroom and playground. iSee is a voice and video technology that emulates a face-to-face meeting and supports simultaneous conversations using live webcam videos and high-fidelity spatial audio.

In 2015, the college worked collaboratively with iSee to design three-dimensional immersive Aurora College environments, including a playground and college reception featuring a live video feed to the coordinating office, a lecture theatre, a teachers' lounge and a multipurpose centre. In these spaces, users are able to move freely and naturally about the environment and engage in conversations with individuals or groups, much like they would in a physical space.

The Futures Learning Unit, which became operational in August 2015, drives innovation in learning and teaching and leveraging flexible learning spaces and technology. A number of professional learning events, including Design Thinking for Leading Learning and Flexible Learning Spaces by Design, have taken place in 2015 to build teacher and principal capacity to transform teaching practice.

The Integrated Science, Technology, Engineering and Mathematics (STEM) project provides secondary schools with the opportunity to evaluate teaching and learning practice, with the aim of improving student learning in STEM subjects. Overall, 150 teachers from 28 schools across NSW were involved, with teachers planning and collaborating across faculty areas to develop and implement integrated units of learning across mathematics, science and technology. This project is helping teachers to change the way that science and mathematics are taught, by introducing project and inquiry-based learning. The illustrations of practice will be shared with schools across NSW via a STEM website. Teaching programs, resources and videos will all be made available on this website.

Improving administrative and information management systems

The Learning Management and Business Reform (LMBR) program is one of the largest public-sector business reform programs in Australia, with a major technology component at its core. The program's central aim is to support the NSW Government's broader reform program and deliver improved educational outcomes and services to school communities.

Now in its final stage, LMBR is preparing to deploy finance, student administration and learning management solutions to nearly 2,000 remaining public schools during 2016 and 2017.

The deployment, training and change management approach developed during 2015 for this implementation incorporates the many lessons learned from earlier deployments. This work is being reviewed and validated by experienced school staff, including staff from the 229 pilot implementation schools.

A number of detailed external program reviews were carried out over the past 18 months. Among these was the NSW Auditor General's 2014 Report – Performance Audit of the Learning Management and Business Reform Program, which examined the program's achievements against earlier expectations and provided valuable insights into further improving governance, benefits realisation, risk and program management. The department has actioned all of the audit's 10 recommendations.

Identifying productivity in the public sector

In July 2015 the Acting Auditor General of NSW released a report on productivity in the NSW public sector, Performance Audit – Identifying Productivity in the Public Sector.

The report examined selected areas of government activity, such as primary and secondary school public education, NSW Health, Transport for NSW, the NSW Police Force, the Department of Justice and NSW Treasury, to identify and assess changes in productivity.

During 2015, the department worked towards meeting the recommendations outlined in the report:

- developing a sophisticated, value-added methodology to help measure the effectiveness of schooling in improving the learning outcomes of students that takes into account the context of the school and its students
- reporting the same efficiency trends currently reported in the Report on Government Services (see figures 12 and 13 on page 23 of this report)
- scheduling the evaluation of major programs and initiatives to better measure the quality and effectiveness of investments in education.

The department also noted the recommendation made in relation to assessing and reporting on the return of additional investments in education, such as smaller class sizes. The Class Size Reduction program was comprehensively evaluated when it was implemented in 2004 to 2007 and the department advised the Audit Office that a further evaluation will not be undertaken.

Purchasing and procurement

During 2015, the department acted on recommendations from the NSW Auditor General's 2014 performance audit – Use of Purchasing Cards and Electronic Payment Methods, issued in June 2014. Four recommendations were made for all NSW Government agencies, including the establishment of purchasing card adoption targets and benefits realisation programs, revising policy and procedures and improving data capture for monitoring and reporting. Action has been completed for all four recommendations. Revised policy, guidelines and procedures will be released in early 2016 in conjunction with the implementation of an expense management system to support electronic acquittal of purchasing card transactions.

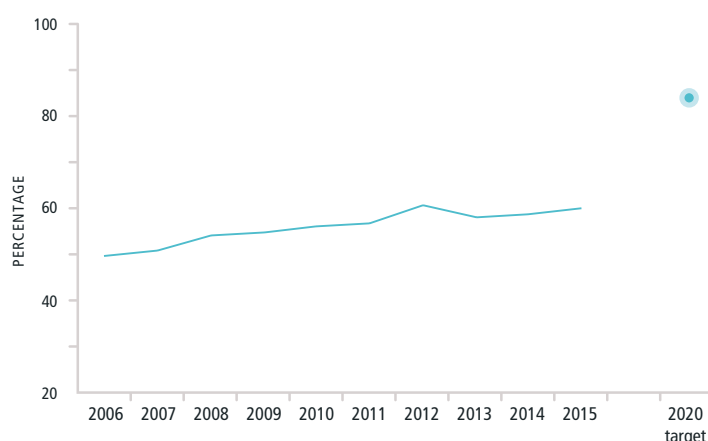
The Making the Most of Government Purchasing Power – Telecommunications Performance Audit report noted the department is performing above the government benchmark rates in a number of areas. These include managing data services and procuring fixed voice and mobile services. The seven recommendations arising from this report relate to implementation of improvements in procurement and contract management, developing strategic plans for future telecommunications services and improving processes for managing telecommunications expenditure. The department has completed all actions relating to these recommendations. New contractual arrangements for fixed voice and mobile services were finalised during 2015 and work is progressing towards unified communications strategies for the future.

PERFORMANCE REPORT: IN TERTIARY EDUCATION

OUR PERFORMANCE TARGETS

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

Figure 14: Proportion of NSW people aged between 20 and 64 years with an AQF qualification at certificate III or above, 2006 to 2015



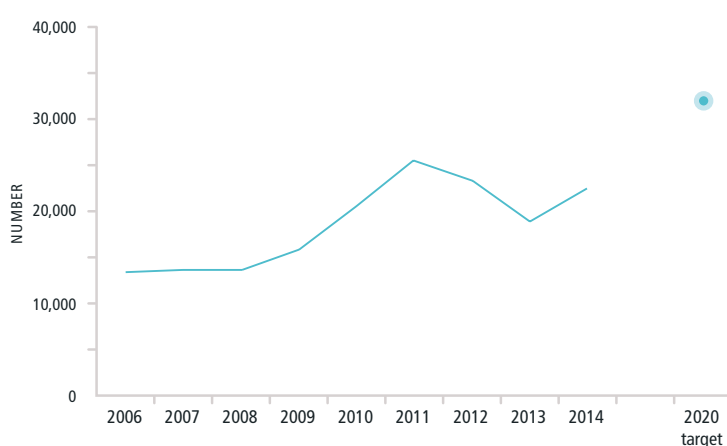
Source: Australian Bureau of Statistics (ABS), Education and Work, Australia (cat. 6227). Notes: 2013 and 2014 data have been revised to include people who are permanently unable to work. Therefore, care needs to be taken when comparing data with years before 2013, although the impact of including this population is minimal. Care also should be taken with interpreting survey data as high standard errors can mean that differences from year to year are not significant.

The achievement of higher-level qualifications enables people to develop the skills needed to participate effectively in the labour market, secure rewarding jobs and contribute to the state's economic growth by meeting the needs of industry.

In 2015, 60.2 per cent of people aged between 20 and 64 years in NSW held an AQF qualification at certificate III or above, an increase of 4.4 percentage points from 2010, the agreed baseline for the target.

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

Figure 15: Number of completions at diploma qualification and above in NSW, 2006 to 2014



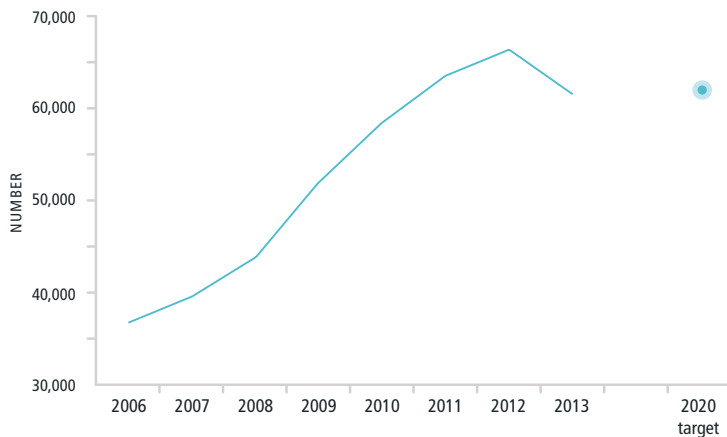
Final figures will be released by the National Centre for Vocational Education Research (NCVER) in July 2016. Data are not yet available for 2015.

A focus on lifting the achievement of higher-level qualifications responds to the need for a skilled and productive workforce that can support consistent economic growth into the future in all industries.

Preliminary data for 2014 show 22,567 completions at diploma qualification level and above, an increase of 41 per cent from the baseline of 16,013 completions in 2009.

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

Figure 16.1: Number of completions at AQF qualification certificate III or above for women, 2006 to 2013

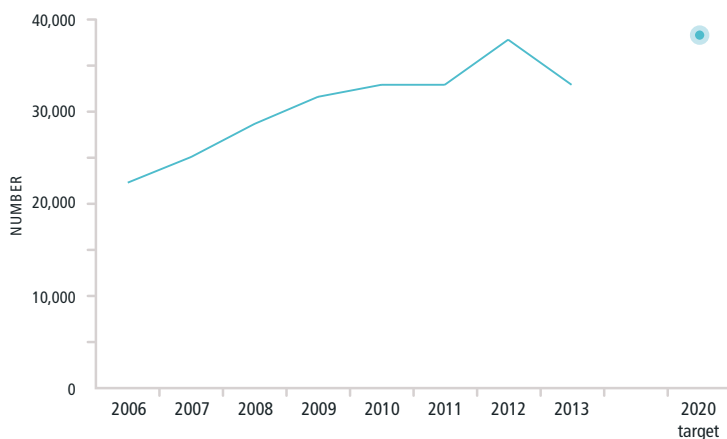


Source: National Centre for Vocational Education Research (NCVER), Government-funded Students and Courses.
Note: Data are not yet available for 2014 and 2015.

The number of higher-level qualification completions by women, regional and Aboriginal students is progressing over time toward the department's 2020 targets.

The number of women completing higher-level qualifications at certificate III or above was 61,705 in 2013, which is lower than 2012 and just below the 2020 target of 62,232 completions.

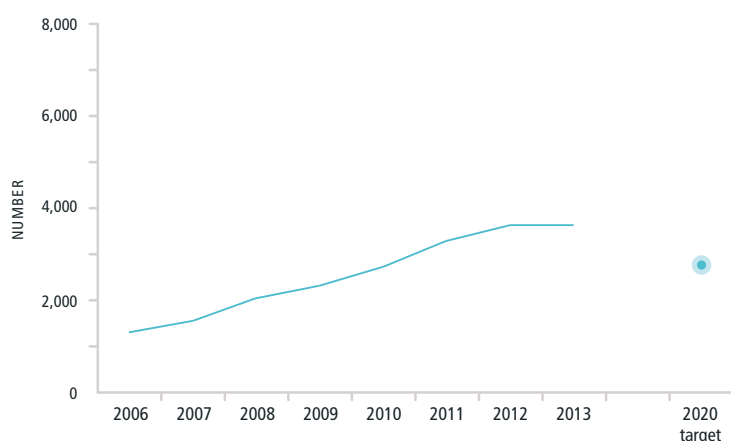
Figure 16.2: Number of completions at AQF qualification certificate III or above for regional students, 2006 to 2013



Source: NCVER, National VET Provider Collection. Note: Data are not yet available for 2014 and 2015.

While completion numbers in rural and regional NSW continue to increase over time, numbers fell slightly to 32,879 completions in 2013 compared with 2012.

Figure 16.3: Number of completions at AQF qualification certificate III or above for Aboriginal students, 2006 to 2013

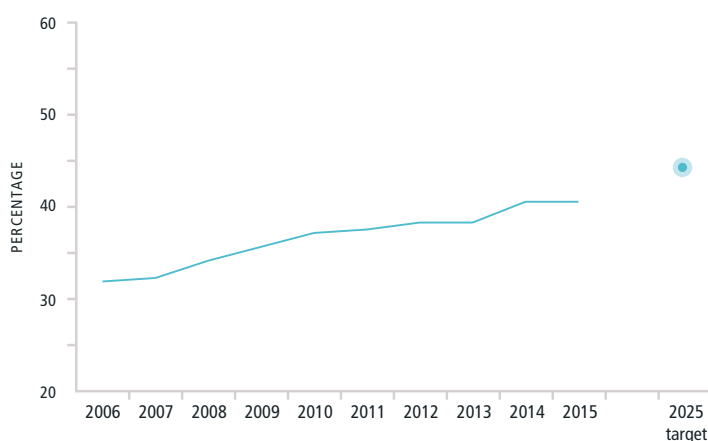


Source: NCVER, National VET Provider Collection; Productivity Commission, 2015 Report on Government Services Table 5A.25. Notes: Data are not yet available for 2014 and 2015. Final figures will be released by NCVER in July 2016.

The number of Aboriginal students completing qualifications at certificate III or above continues to exceed the department's target of 2,760 by 2020, with 3,634 completions in 2013.

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

Figure 17: Proportion of 25-to-34-year-olds in NSW holding a bachelor-level qualification or above, 2006 to 2015



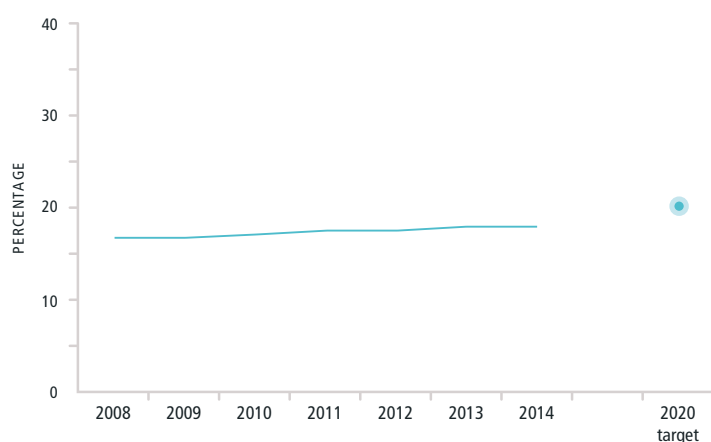
Source: ABS, Education and Work, Australia, (cat. 6227), additional data cubes. Note: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant.

In 2015, 40.5 per cent of young people in NSW held a bachelor degree or higher. This proportion has increased from 31.7 per cent in 2006. This increase supports NSW efforts to build an educated and skilled workforce to meet the growing demands of industry, provide improved employment and deliver strong economic growth for NSW.

NSW remains on track to increase the proportion of 25-to-34-year-olds holding a bachelor degree or above to 44 per cent by 2025.

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

Figure 18: Proportion of undergraduate students from low-socioeconomic status background enrolled at NSW higher education providers, 2008 to 2014



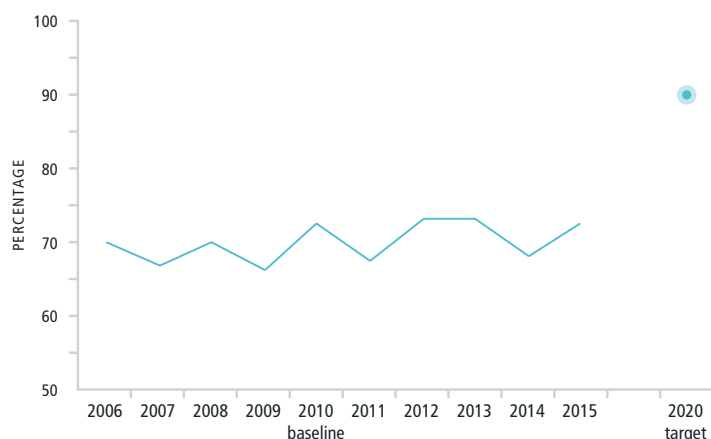
Source: Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education, Selected Higher Education Statistics.

The focus on lifting undergraduate enrolments by students from low-socioeconomic backgrounds reflects the drive to ensure that NSW has the most highly skilled workforce in the country and that all members of the community have access to high-quality education and training.

In 2014, 17.8 per cent of students from low-socioeconomic status backgrounds were enrolled in an undergraduate degree at a NSW higher education institution. Since 2008, this number has increased from 16.7 per cent.

Increase the proportion of young people who have left school and are participating in further education, training or employment to 90 per cent by 2020

Figure 19: Proportion of 15-to-19-year-old school leavers fully participating in education, training and/or employment, 2006 to 2015



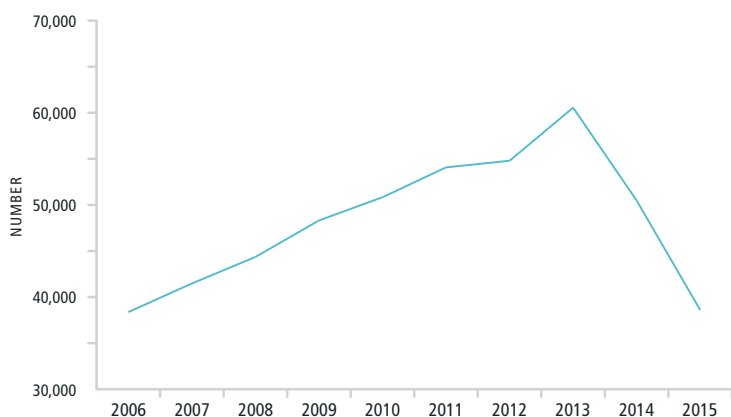
Source: ABS, Education and Work, Australia, (cat. 6227), additional data cubes. Notes: Care needs to be taken with the interpretation of survey data as high standard errors can mean that differences from year to year are not significant. Following amendments to the 2015 ABS publication, the ABS data for the period 2007 to 2014 have been amended and are different from figures published in the 2014 Annual Report.

Full-time participation in education or work after leaving school is an important step in establishing a young person's employment path through the working years.

In 2015, 72.5 per cent of school leavers aged 15 to 19 were fully engaged in further education, training or work.

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

Figure 20: NSW apprenticeships and traineeships completion estimates, 2006 to 2015



Source: NCVET, VOCSTATS (September 2015 quarter estimates). Note: Annual figures are based on 12 months to end of September.

Increasing apprenticeship and traineeship completion rates is a key initiative for the government's plan to develop a highly skilled workforce to support NSW's growing economy.

In 2015, 38,400 apprentices and trainees completed their apprenticeship or traineeship. There was a decline of 13 per cent in comparison with 2014. This was consistent with national trends, and is mainly attributed to Commonwealth changes to incentives from 1 July 2012 that affected existing worker traineeship commencements. The NSW Government has a range of strategies for improving apprenticeship and traineeship completion rates and is building on strategies already in place.

OUR PRIORITIES: IN TERTIARY EDUCATION

HIGH EXPECTATIONS, CLOSING THE GAPS

Creating opportunities for people facing barriers

The Smart and Skilled reforms to the NSW vocational education and training system, which commenced on 1 January 2015, provide eligible students with government-subsidised training in courses on the NSW Skills List to gain the skills they need to get a job and advance their career.

The initiative provides fee exemptions and concessions for disadvantaged students and those with special needs, particularly students with disability, Aboriginal students, and Commonwealth welfare recipients in regional and remote locations.

The Smart and Skilled Adult and Community Education Community Service Obligation Program is promoting access and increased training outcomes for those who experience significant barriers to training and employment. For the period January to June 2015, the program delivered training to a total of 3,262 students, of whom 2,519 were disadvantaged.

State Training Services, which transferred to the Department of Industry, Skills and Regional Development on 1 July 2015, is managing the development of two initiatives under the Reskilling NSW strategy including:

- \$48 million in fee-free scholarships (200,000 over four years) for concession-eligible 15-to-30-year-olds, with priority given to people in social housing or on the waiting list to undertake government-subsidised training, which was implemented in July 2015
- the \$8 million Regional Vocational Education and Training (VET) Pathways Program, which will provide viable pathways into education, training and/or work for disengaged young people in regional areas with high levels of youth unemployment and limited support services, will be implemented in 2016.

State Training Services is also developing the Jobs for Tomorrow scholarship program for students who enrol in vocational qualifications related to science, technology, engineering and mathematics. This will see \$25 million invested into 25,000 scholarships over four years.

In the first half of 2015, applications opened for the Bert Evans Apprentice Scholarships to assist apprentices

facing extreme hardship and who face significant challenges in completing their apprenticeship. The scholarships are available to apprentices who were disability, are country-based, are Aboriginal or are female in non-traditional trades.

Ensuring equal opportunities for people with disability

Under Smart and Skilled, students with disability were exempt from paying fees for the first qualification in a calendar year. A concession applies for any subsequent courses the student commences in the same year, up to certificate IV.

In the period January to June 2015, 28,300 students with disability enrolled in vocational education and training in NSW. As at 30 June 2015, there were 2,162 apprentices and trainees with disability.

The Adult and Community Education Community Service Obligation Program delivered training to 838 students with disability in the first six months of 2015.

Improving business and career opportunities for Aboriginal people

Under the Smart and Skilled reforms, which commenced in 2015, Aboriginal students are fee-exempt for government-subsidised qualifications. Training providers also receive a 15 per cent loading on top of the price for the qualification to help meet the learning needs of Aboriginal students.

The Elsa Dixon Aboriginal Employment Program funded state and local government agencies for 109 Aboriginal school-based traineeship positions to increase Higher School Certificate completion rates and to help students successfully transition from school into work.

In the first half of 2015, more than 300 Aboriginal apprentices and trainees were provided with guidance, mentoring, counselling and support services under the Our Way Ahead for Aboriginal People program. State Training Services continued to provide free business advisory support to Aboriginal people wishing to establish their own business through the Aboriginal Enterprise Development Officer program. For the period January to June 2015, the program assisted 139 clients and successfully created 19 new Aboriginal businesses.

In addition, the New Careers for Aboriginal People program provided advisory services for more than 454

Aboriginal job seekers across NSW, with 357 people gaining employment and more than 485 people undertaking vocational skills training in the first six months of 2015. From 1 January 2015, the Smart and Skilled Adult and Community Education Community Service Obligation Program is providing access to increased vocational education and training outcomes for those who experience significant barriers to training and employment. The program provided 567 Aboriginal students with vocational training to improve their employment prospects during the period January to June 2015. The number of Community Service Obligation enrolments for Aboriginal students for this period was 2,282.

Removing barriers for women to non-traditional occupations

State Training Services continues communication and support strategies to encourage women into non-traditional trades. In February 2015, the Premier signed a compact with seven of the state's peak employer and industry groups to train and employ more apprentices. State Training Services will work with these groups to increase apprentice numbers, including women undertaking training in non-traditional trades.

In March 2015, applications for the Bert Evans Scholarships opened, enabling female apprentices in non-traditional trades who are facing significant challenges in completing their qualification to apply. The NSW Training Award for Women in a Non-Traditional Trade or Vocation recognises the achievements of women in traditionally male-dominated trades. The winner of the 2015 award will take on an ambassadorial role, helping to raise awareness and promote these trades as rewarding career pathways for young women.

Targeting training to the needs of rural and regional NSW

The department is negotiating with higher education providers to develop innovative tertiary pathway programs in Aged Care and Early Childhood Studies. It has also been working to provide advice for the NSW Skills Board on the feasibility of building pathways into higher education, as part of apprenticeship training, to assist students who have been under-represented in the higher education system, including those in rural and regional areas.

Under the Smart and Skilled reforms, students are able to enrol in government-subsidised training at the approved provider of their choice and providers are receiving additional loadings to support the delivery of training for students in regional and remote areas.

The Adult and Community Education Community Service Obligation Program further supports the delivery of subsidised training for eligible students in regional and remote communities. Training includes part qualifications in response to locally identified needs or approved full qualifications. For the period January to June 2015, the program delivered training to 756 students who live in regional and remote communities.

Regional VET Pathways were developed in 2015 and will provide viable pathways into education, training and/or work for disengaged young people in targeted regional areas. The program will be implemented in 2016.

Retraining retrenched workers in regional and rural areas

State Training Services continued to provide services to help retrenched workers and those at risk of losing employment develop career transition plans, upskill, retrain and find new employment. Information and advice on vocational education and training options was provided to 220 (75 per cent) of retrenched and affected workers from six companies undergoing structural adjustment. Under the Retrenched Workers Assistance Program, training has been brokered for 70 of these workers linked to job opportunities in the construction, transport, logistics and warehousing industries. Strong industry partnerships were developed to ensure that the training for retrenched workers was relevant to actual job opportunities.

State Training Services collaborates in whole-of-government responses to job losses to determine strategies to assist employers and their affected workers, particularly where large numbers of workers are involved. In the first half of 2015, State Training Services worked with Australian Paper and other agencies to provide information, advice and assistance for 75 workers affected by the Shoalhaven Paper Mill closure at Bomaderry. In Lithgow, State Training Services worked with Centennial Coal management and other agencies to help 48 workers affected by the downsizing of the mine. The assistance included upskilling and retraining options mapped to workers' career transition plans.

The Continuing Apprentices Placement Service assists apprentices and new entrant trainees in priority industries no longer in employment to find a new employer and complete their training in their chosen career. By the end of June 2015, State Training Services had placed 2,083 (65 per cent) of apprentices and trainees who applied for placement through this service.

THE NSW QUALITY FRAMEWORK SETS THE QUALITY BENCHMARK FOR SMART AND SKILLED TRAINING PROVIDERS.



QUALITY TEACHING AND LEADERSHIP

Improving the quality of vocational education and training

The NSW Quality Framework sets the quality benchmark for Smart and Skilled training providers. Under the framework, providers are assessed on their capacity, capability and performance. Performance monitoring is one of nine principles outlined and incorporates a risk-based approach, coordinated monitoring and performance reviews.

To ensure compliance with the NSW Quality Framework, State Training Services is carrying out performance monitoring on all Smart and Skilled providers. Monitoring includes a review of enrolment data, telephone interviews with past and current students, site visits to training premises to ensure the appropriateness of training facilities and equipment and a review of student records and the complaints process. For the period January to June 2015, State Training Services carried out performance monitoring and site visits for more than 150 Smart and Skilled providers. Appropriate action, including the suspension or termination of contracts, will be taken for Smart and Skilled providers that fail to meet contract standards.

The Adult and Community Education Teaching and Leadership program supported organisations to implement new requirements under Smart and Skilled, with the delivery of eight projects in metropolitan and regional NSW to support adult and community education capability development.

NEW AND BETTER WAYS OF DOING BUSINESS

Smart and Skilled

The Smart and Skilled initiative gives people the opportunity to gain the skills they need to find a job and advance their careers. Around 340 high-quality training providers were contracted following a robust provider application process to deliver quality training in priority skills areas across NSW.

In June 2015, changes were announced that provided employers with a greater choice of providers and increased the flexibility for 259 training providers to deliver training across different geographical regions. Providers were also approved to deliver apprenticeships and traineeships in all regions where they have demand. Contract offers were made to a number of new providers for the delivery of apprenticeships and traineeships, bringing the number of Smart and Skilled providers to more than 400.

The Smart and Skilled website provides a central hub of information on available courses and providers for students and assistance for employers and training providers.

Partnering with industry to meet local skills needs

In 2015, State Training Services reviewed and updated the NSW Skills List, ensuring that priority qualifications for the NSW economy are eligible for funding under Smart and Skilled in 2016. Feedback from industry representatives, peak provider bodies and other stakeholders was considered in the review.

Streamlining apprenticeships and traineeships

State Training Services continued to work with the Commonwealth, states and territories to harmonise apprenticeship and traineeship policy and regulations. This will ensure uniformity across an array of administrative and regulatory requirements.

For the period January to the end of June 2015, more than 21,318 apprentices and trainees completed their training contracts with more than 53 per cent finishing early through competency-based completion.

State Training Services continued to develop industry engagement strategies to improve completion rates for apprentices and trainees in NSW.

In February the Premier signed an apprenticeship compact with seven key industry stakeholders. The compact is a key plan of the NSW Government's Reskilling NSW strategy to develop a highly skilled workforce. Through the compact, the NSW Government is partnering with industry to encourage more businesses to take on apprentices and trainees, increase apprenticeship and traineeship completion rates and create a more streamlined and accessible apprenticeship and traineeship system for employers and learners. Compact members include the NSW Business Chamber, Australian Industry (Ai) Group (NSW), Civil Contractors Federation, Australian Constructors Association, Master Builders Association (NSW), Housing Industry Association and Motor Traders Association of NSW. Individual strategic delivery plans are being developed for each compact stakeholder. It is expected the plans will be finalised by mid-September 2016.

Building an effective and coordinated tertiary education system

The department is continuing to work with industry representatives, employers and tertiary education providers to develop innovative pathway programs leading to higher education qualifications in Aged Care and Early Childhood Studies as well as to innovative apprenticeships. These pathways will provide effective, work-related entry pathways to higher education as an alternative to direct entry from the Higher School Certificate and build links between the vocational and higher education systems. The pathways will benefit students across the state including those disadvantaged by their socioeconomic background or by rural and regional isolation.

PERFORMANCE REPORT: IN OUR COMMUNITIES

OUR PERFORMANCE TARGETS

Increase support for Aboriginal communities' participation in decision making

In 2015, the number of Aboriginal community governance bodies participating in Local Decision Making increased from five to six: Murdi Paaki Regional Assembly (far western NSW), Illawarra/Wingecarribee Alliance Aboriginal Corporation, Regional Aboriginal Development Alliance (North Coast), Barang Aboriginal Regional Partnership (Central Coast), Three Rivers Regional Assembly (central west) and, most recently, the Northern Region Aboriginal Alliance (north west). Aboriginal Affairs is also supporting communities in the Riverina Murray and Newcastle Port Stephens areas to develop their regional governance structures.

In February 2015 an accord was signed between the NSW Government and the Murdi Paaki Regional Assembly, which represents Aboriginal communities in far western NSW. This was the first accord negotiated under Local Decision Making.

Increase partnerships for Aboriginal economic participation

Aboriginal Affairs supported the increase in economic participation of Aboriginal people by entering into a third industry based agreement with the Civil Contractors Federation, which aims to leverage the significant infrastructure investment being made by the NSW Government. An existing agreement with the Minerals Council has delivered two forums between the mining industry and Aboriginal businesses. The agreement with the Master Builders Association has seen the recruitment and retention of 16 Aboriginal apprentices and trainees and the development of nine fact sheets to support Aboriginal people who are working or want to work in the construction industry.

Increase access for people to learn Aboriginal languages

Five Aboriginal Language and Culture Nests have been established in partnership with the NSW Aboriginal Education Consultative Group and local Aboriginal language groups. They are the North West Wiradjuri, Gumbaynggirr, Bundjalung, Paakantji and Gamilaraay/Yuwaalaraay/Yuwaalayaay Aboriginal Language and Culture Nests.

The number of students studying an Aboriginal language in schools covered by the five Aboriginal Language and Culture Nests has steadily increased, from approximately 1,950 students in December 2014 to approximately 4,000 students in December 2015.

Increase number of opportunities for cultural participation

Aboriginal Affairs has increased the number of opportunities for participation in cultural activities and events by delivering small grants to support more than 100 NAIDOC week events in NSW. This reflects an increase of nearly 20 per cent on the number of events supported in 2014. In 2014–15, Aboriginal Affairs provided \$154,455 to support a range of significant regional cultural events, including the Yabun, Tamworth Country Music (Cultural Showcase) and Saltwater Freshwater festivals.

In early 2015, Aboriginal Affairs established a new language initiative, Our Languages, Our Way, to fund community-based projects to strengthen community ownership and participation in language revitalisation projects. Grants totalling \$163,560 were allocated to six applicants.

Increase the proportion of the NSW population involved in volunteering

Figure 21: Percentage of individuals aged 18 years and over who had undertaken voluntary work for an organisation in the last 12 months, 2006, 2010 and 2014



Sources: Australian Bureau of Statistics (ABS), General Social Survey, 2006 (cat. 4159155001); General Social Survey: Summary Results, 2006 (cat. 159.0.2006); Voluntary Work, Australia 2010 (cat. 41590DO007_201); General Social Survey, Summary Results, 2014 Australia (cat. 41590DO003). Note: Care needs to be taken with interpreting survey data as high standard errors can mean that differences from year to year are not significant.

An estimated 5.8 million Australians contributed 743 million volunteer hours in 2014. Sport and recreation (31 per cent) and education and training (24 per cent) were the most popular areas for volunteers. While the latest ABS statistics on volunteering show a drop in the volunteer rate, informal volunteering, such as checking on an older neighbour or organising local charitable events through social media, remains steady. The way we volunteer appears to be changing in the 21st century. Forms of participation such as online volunteering, social entrepreneurship and corporate volunteering, which occur at an increasing rate in our community, are largely unaccounted for in this measure.

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

Figure 22: Percentage of individuals aged 18 years and over who were involved with a community support organisation in the last 12 months, 2006, 2010 and 2014



Sources: ABS, General Social Survey, 2006 (cat. 4159155001); General Social Survey: Summary Results, 2006 (cat. 159.0.2006); Voluntary Work, Australia 2010 (cat. 41590DO007_201); General Social Survey, Summary Results, 2014 Australia (cat. 41590DO003). Note: Care needs to be taken with interpreting survey data as high standard errors can mean that differences from year to year are not significant.

Community participation develops connections between people outside their close personal relationships, providing a wider pool from which people can draw resources and contribute to society. The target is to exceed the national average by 2016. Between 2010 and 2014, the estimated proportion of adults involved in a community support organisation in NSW fell to around 31.0 per cent of the population. Over the same period, there was a similar decrease in the national average to 32.9 per cent.

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

Figure 23: Percentage of individuals aged 18 years and over who were able to get support in a time of crisis 2006, 2010 and 2014



Sources: ABS, General Social Survey, 2006 (cat. 4159155001); General Social Survey: Summary Results, 2006 (cat. 159.0.2006); Voluntary Work, Australia 2010 (cat. 41590DO007_201); General Social Survey, Summary Results, 2014 Australia (cat. 41590DO003). Note: Care needs to be taken with interpreting survey data as high standard errors can mean that differences from year to year are not significant.

Levels of social attachment can be measured by the ability of people to get support in an emergency. The target is to exceed the national average by 2016. In 2014, an estimated 94.1 per cent of adults in NSW reported that in a time of crisis, they could get support from outside their household. There has been a rise in the proportion since 2006 consistent with the national average.

OUR PRIORITIES: IN OUR COMMUNITIES

HIGH EXPECTATIONS, CLOSING THE GAPS

The NSW Government plan for Aboriginal affairs (OCHRE)

OCHRE (opportunity, choice, healing, responsibility, empowerment) is the NSW Government's community-focused plan for Aboriginal affairs in NSW. Released in 2013, the plan has education, employment and accountability at its heart. Aboriginal Affairs and its government, industry, non-government and tertiary partners are implementing OCHRE initiatives with communities across the state.

OCHRE: An Approach to Evaluation has been published, committing the government to ethical and participatory practice. A framework to monitor, evaluate, report and improve OCHRE initiatives has also been completed, including draft measures of success. Independent evaluators have been engaged to analyse the major initiatives.

OCHRE has a number of components, including Local Decision Making, industry based agreements, economic development, Aboriginal employment in the public service, leadership in government, opportunity hubs, and increasing support for learning Aboriginal language and revitalisation. Achievements in these areas are outlined below.

Local Decision Making

Six Local Decision Making sites have been established, with the first accord between the NSW Government and a regional alliance negotiated with the Murdi Paaki Regional Assembly. Local Decision Making contributed to the state priority included in the Premier's Priorities, to improve customer satisfaction with government services by ensuring Aboriginal people have genuine input into decisions about the services they receive. A review of the accord negotiation process was completed, with results informing further negotiations in 2016. A Premier's Memorandum was released by the Hon. Mike Baird, MP, in March 2015 to encourage innovation.

Industry based agreements and economic development

Three industry based agreements are operational with the mining, construction and civil contractor industries. The NSW Minerals Council has demonstrated strong leadership by extending its agreement with government despite a downturn in the sector.

In September 2015, Aboriginal Affairs convened a roundtable discussion on Aboriginal economic development in NSW. The roundtable brought together key industry, community and government representatives, with participants agreeing to take action and to share responsibility for enduring Aboriginal economic prosperity in NSW.

The NSW Government's commitment to Aboriginal economic development is reflected in the most recent data from the Office of Finance and Services showing government spending of \$58.3 million over the past two years on products and services provided by Aboriginal businesses.

Aboriginal employment in the public service

The 12 Premier's Priorities include doubling the number of Aboriginal people in senior leadership roles in the government sector in the next 10 years. The NSW Public Sector Aboriginal Employment Strategy 2014–2017 has been released by the NSW Public Service Commission. The first ever aspirational target of 1.8 per cent has been set for under-represented salary bands to challenge the pyramid effect of Aboriginal over-representation in lower grades. Forty-four Aboriginal employees have graduated from the Public Service Commission's Aboriginal Career and Leadership Development Programs, with 20 per cent of these employees offered career development opportunities including acting opportunities and promotions into more senior roles.

Leadership in government

The Head of Aboriginal Affairs has declared three solution brokerage projects, which require NSW Government agencies to work together to find practical solutions on issues that might otherwise fall between the cracks:

- resolution of long-standing land and economic development issues with the Eden Local Aboriginal Land Council area
- an integrated early childhood service model for the Murdi Paaki region
- resolution of planning and infrastructure management on Aboriginal lands to enable economic development of assets, which is being led by Aboriginal Affairs in conjunction with the Department of Planning and Environment.

Opportunity hubs

Opportunity hubs coordinate and broker services that support young Aboriginal people to stay at school and progress to further education, training and employment. Four hubs are now operating in Dubbo, Upper Hunter, Tamworth and Campbelltown.

By December 2015, 89 schools and 1,584 Aboriginal students in years 5 to 12 were actively engaged with the hubs, which help students to gain an understanding and appreciation of the career pathways and opportunities available to them. Hubs also provide mentoring and other support to pursue those opportunities and help students link aspirations to learning plans and real jobs. Ninety employers were active partners, and 164 jobs and training opportunities were banked.

Increasing access to Aboriginal languages

Aboriginal Language and Culture Nests in NSW are fundamental to the department's efforts to increase access to Aboriginal languages. The five nests were established in 2013 and 2014 in partnership with the NSW Aboriginal Education Consultative Group and local Aboriginal language groups. They are North West Wiradjuri, Gumbaynggirr, Bundjalung, Paakantji and Gamilaraay/Yuwaalaraay/Yuwaalayaay Language and Culture Nests.

The nests provide communities with opportunities to revitalise, reclaim and maintain their languages in partnership with schools, TAFE NSW, universities and other community language programs. They support Aboriginal and non-Aboriginal students to learn Aboriginal languages in schools so that Aboriginal languages are preserved and used. They provide a critical conduit to community empowerment, cultural self-determination, cultural reconnection/connection and cultural health and wellbeing.

Each Aboriginal Language and Culture Nest also includes a keeping place where language resources and materials are accessible to schools and the community through community consultation. A long-term keeping place for the Gamilaraay/Yuwaalaraay/Yuwaalayaay nest has been identified at Goondie Aboriginal Keeping Place, Lightning Ridge. Temporary keeping places for the other nests are at Gribi Southern Cross University, Lismore; Wilcannia Central School, Wilcannia; Yarradamarra; TAFE Western, Dubbo; and Coffs Harbour Education Campus.

The number of students studying an Aboriginal language in schools covered by the five nests has steadily increased, rising from approximately 1,950 students in December 2014 to around 4,000 students in December 2015. Aboriginal Language and Culture Nest teacher positions are located at the base school in each Aboriginal Language and Culture Nest. They have a key role in supporting schools to implement local Aboriginal language programs.

In addition, the department continued to support schools outside of the Aboriginal Language and Culture Nests to teach an Aboriginal language. In 2015, 32 additional schools were provided with specific funding to implement locally negotiated Aboriginal language programs.

Learning Aboriginal languages broadens career pathways and employment opportunities for Aboriginal students and people, as well as helping to build identity, self-esteem and resilience amongst Aboriginal students.

Aboriginal Centre for Excellence

In March 2015, the NSW Government made a commitment of \$20 million for the establishment of an Aboriginal Centre for Excellence in western Sydney. Western Sydney has a significant Aboriginal population and is one of the fastest-growing economies in NSW.

A key objective of the centre will be to deliver programs and services that equip local Aboriginal people, and particularly young people, to seize opportunities stemming from the region's economic growth, especially with the business and corporate sectors. This initiative will complement existing services and amplify the positive work already happening in the community. Aboriginal Affairs supported a first round of community consultation that was completed in early December 2015 to ensure the centre reflects the needs, interests and aspirations of Aboriginal people in western Sydney. In addition to an online survey and a social media campaign targeting young people, more than 80 participants attended a facilitated community workshop.

STRONGER COMMUNITIES AND LEADERSHIP

Making volunteering easier and more rewarding

The department made significant progress in implementing the NSW Volunteering Strategy, which aims to make it easier for people to volunteer.

The Statement of Principles for the Recognition of Volunteers aims to ensure that volunteers are treated with respect, dignity and fairness. The statement has been endorsed by more than 355 organisations representing more than 762,000 volunteers. One-third of volunteers in NSW now enjoy this additional protection and support. An evaluation of the statement in 2014 found that organisations that had adopted the statement reported improved practices in volunteer management and recognition.

Timebanking is a free community program that allows the voluntary exchange of services between members. Members can earn time credits for volunteering their time and sharing their skills to help other members. They can then use these credits to secure services from other members, including internet coaching, house cleaning, language tuition and babysitting. Up to 30 June 2015, Timebanking members have exchanged almost 19,300 hours of support since 2012, including 4,000 hours in 2015. In addition, 4,900 people and 478 organisations have joined Timebanking, with one-third of members new to volunteering. An evaluation found that the program is one of the largest in the world, attracting new people to volunteering, creating social networks and a sense of community, and improving the quality of life for those involved.

In 2015, the department provided subsidised police checks for 500 volunteers in aged care, bringing to 4,000 the total number of reduced-price checks since 2012. The department also contributed \$35,000 to support the Volunteer of the Year Awards and a regional awards program in 20 locations across NSW. Up to 30 June 2015, more than 150,000 people visited the website (volunteering.nsw.gov.au), with more than 800 people downloading the free risk management resource and more than 500 people accessing the new social media toolkit.

In February 2015, the NSW Premier, the Hon. Mike Baird, MP, launched the new Premier's Volunteer Recognition Program and the associated student volunteering campaign, Shape Your Future NSW. This program provides recognition certificates for student and adult volunteers, including for those who have given 25 and 40 years of service.

Strengthening youth leadership

Youth Opportunities provides funding to youth organisations and local government for mentoring and other projects to help young people lead and participate in community development activities. In February 2015, the Premier launched the Youth Frontiers youth mentoring program. During 2015, a total of 1,200 Year 8 and Year 9 students across NSW were mentored. We also supported Youth Week 2015 from 10 to 19 April 2015. Almost 100,000 young people participated in more than 750 local activities and events. More than 120 young people from across NSW attended the Youth Week forum at Parliament House.

In January 2015, responsibility for administrative support for the Youth Advisory Council transferred to the NSW Advocate for Children and Young People, consistent with the repeal of the *Youth Advisory Council Act 1989*. The activities of the council will be reported in the Advocate for Children and Young People annual report.

Making our communities stronger

In 2015, the department provided community engagement expertise as well as advice and support for initiatives aimed at increasing communities' capacity and opportunities to be involved in planning, influencing and implementing local actions. For example:

- The department worked with other government and community organisations and volunteers in undertaking the innovative Ask Illawarra Shoalhaven exercise, accessing a rich base of community knowledge to inform future strengths-based, collaborative approaches.
- The department's regional coordinators have been active partners in Collective NSW, an innovative approach to community engagement involving government, community and business in a number of districts across NSW.

The department also supported innovative programs in regional and remote communities, including the successful Tackling Violence program. This program engages men and boys through 19 rugby league clubs and high schools in predominately rural and regional communities. It includes education programs for players and local high school students, as well as a TV ad against domestic violence and a social marketing campaign. Club players and officials sign a code of conduct that penalises players for domestic violence offences. An evaluation in 2014 confirmed the program's effectiveness in raising awareness as well as changing attitudes and behaviours to domestic violence in some of NSW's most disadvantaged communities.

The Gallipoli 2015 School Tour was a major initiative in the NSW Centenary of Anzac program. It enabled 128 NSW school students and supervising teachers to represent their schools, communities and state at the official 100th anniversary Anzac Day commemorative services at Gallipoli. The tour provided participants with a life-changing experience that was completed safely and efficiently. Participants continue to deliver the Government's Centenary of Anzac message throughout their communities.

FINANCIAL STATEMENTS

FINANCIAL HIGHLIGHTS

On a net cost of services basis, the 2014–15 result for the NSW Department of Education and Communities was \$60 million favourable against the approved adjusted budget as agreed with NSW Treasury.

The department's full-year capital expenditure for 2014–15 was \$346 million for works in progress and completed works.

Based on the combined operating and asset results above, the department was assessed by NSW Treasury as achieving its overall budget responsibilities in 2014–15.

The department's statement of comprehensive income for the year ended 30 June 2015 reports a net result of \$145.5 million, \$12.4 million favourable against the initial budget estimates. Information detailing the reasons for this variance is contained in the 2014–15 audited financial statements starting on page 54 of this report (Note 23).

Expenses

Approximately 60 per cent, or \$8.4 billion, of expenses incurred during 2014–15 were employee-related.

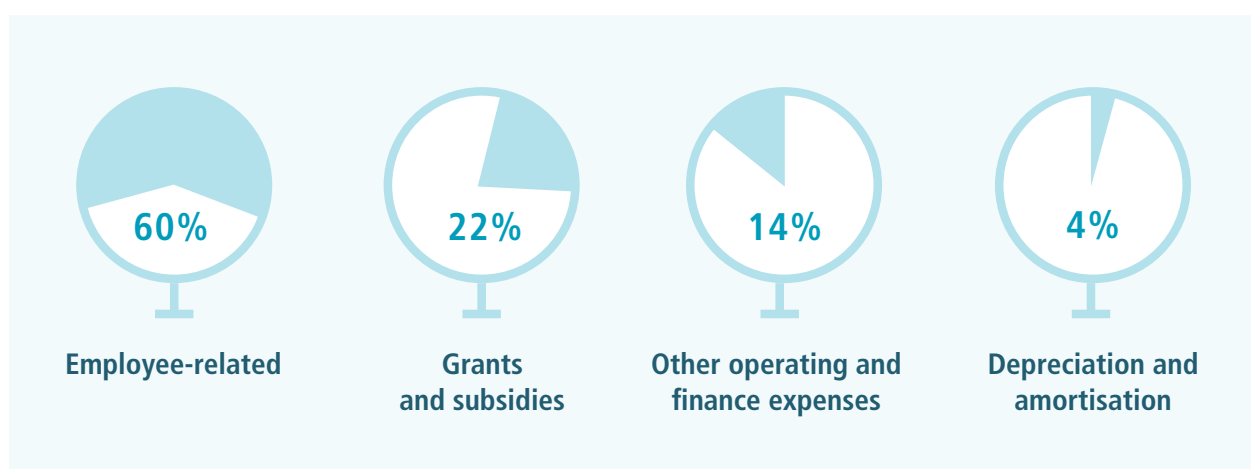
The majority of these costs were salaries for teachers and other essential staff who support the delivery of education programs in NSW public schools.

For 2014–15, the other operating and finance expenses include approximately \$603 million in direct school operating expenses and \$360 million in maintenance-related expenses.

Grants and subsidies also supported the provision of education and communities related services, with more than \$3 billion provided in 2014–15. This included the pass-through of NSW Government funding of more than \$1.2 billion to support other agencies in the Education Cluster, such as the TAFE Commission, the Board of Studies, Teaching and Educational Standards, and Multicultural NSW.

Grants and subsidies also supported the early childhood, vocational education and non-government school sector, as outlined at Note 2d of the 2014–15 audited financial statements starting on page 54 of this report.

Figure 25: Expense by category for 2014–15



Revenue

Revenue for the department is derived mostly from recurrent (\$12.1 billion) and capital (\$347 million) appropriations provided by NSW Treasury. Together, these sources represent more than 90 per cent of the department's total revenue in 2014–15.

Approximately six per cent of the department's total revenue in 2014–15 was derived from the sale of goods and services, investment revenue, grants and contributions, and for Crown-accepted employee benefits.

Other revenue sources represent three per cent of the department's total revenue in 2014–15 and relate mostly to revenue generated by schools to support the delivery of education programs.

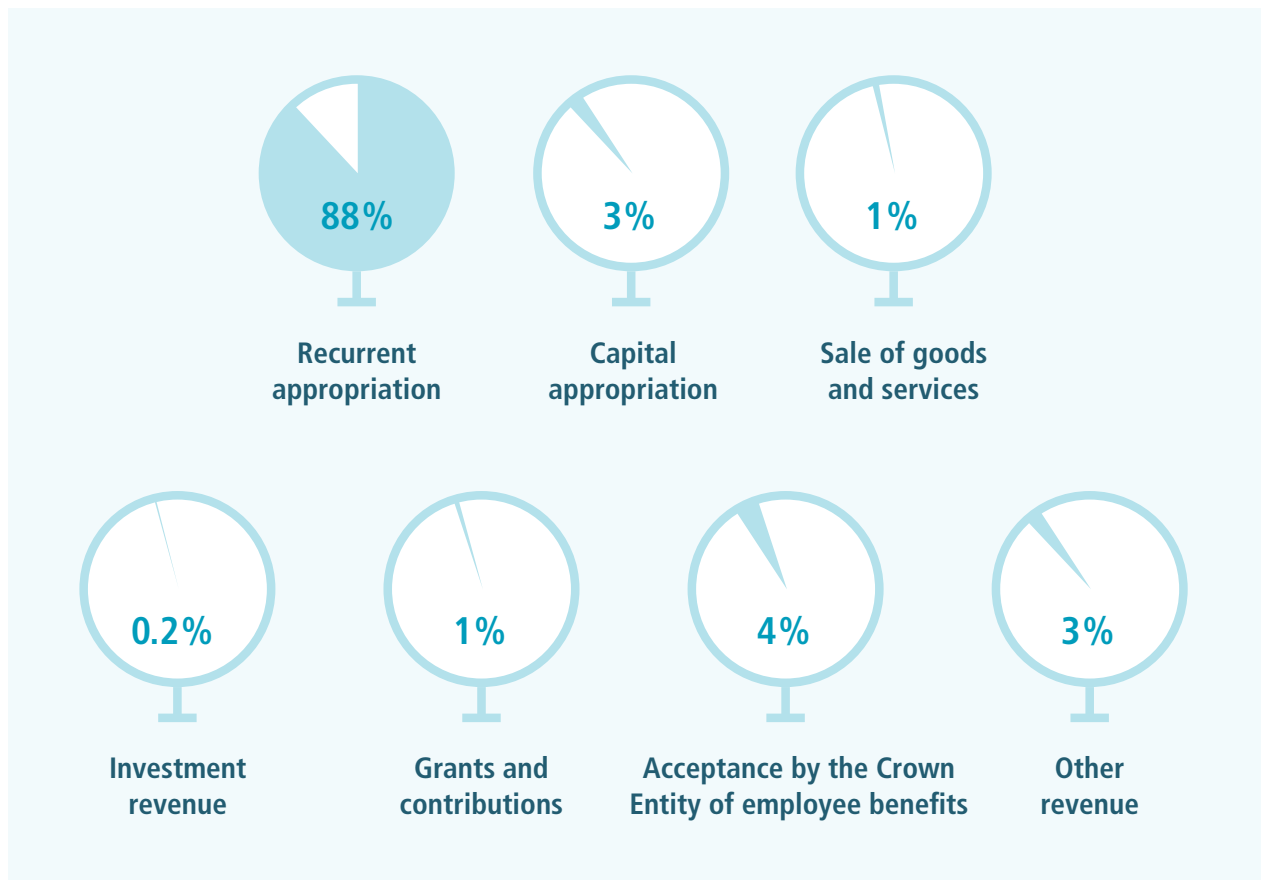
Information detailing revenue sources for the department is outlined at Note 3 of the 2014–15 audited financial statements starting on page 54 of this report.

Net assets

The department's net assets as at 30 June 2015 are \$20.6 billion. This is made up of total assets of \$22.2 billion partly offset by total liabilities of \$1.6 billion. The net assets are represented by accumulated funds of \$13.7 billion and an asset revaluation reserve of \$6.9 billion.

The audited financial statements for the NSW Department of Education and Communities for 2014–15 are provided starting on page 54 of this report.

Figure 26: Revenue sources for 2014–15





INDEPENDENT AUDITOR'S REPORT

Department of Education and Communities

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the Department of Education and Communities (the Department), which comprise the statement of financial position as at 30 June 2015, the statement of comprehensive income, statement of changes in equity, statement of cash flows, service group statements and summary of compliance with financial directives for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

Opinion

In my opinion the financial statements:

- give a true and fair view of the financial position of the Department as at 30 June 2015 and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (PF&A Act) and the *Public Finance and Audit Regulation 2015*.

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

The Secretary's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

DEPARTMENT OF EDUCATION AND COMMUNITIES

Financial Statements

For the year ended 30 June 2015

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28. Events after the Reporting Period

DEPARTMENT OF EDUCATION AND COMMUNITIES

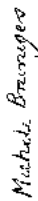
Financial Statements

For the year ended 30 June 2015

STATEMENT BY THE SECRETARY

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

1. The accompanying financial statements have been prepared in accordance with the provisions of the *Public Finance and Audit Act 1983*, the Financial Reporting Code for NSW General Government Sector Entities, the *Public Finance and Audit Regulation 2015* and the Treasurer's Directions;
2. The financial statements exhibit a true and fair view of the financial position and financial performance of the Department; and
3. I am not aware of any circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.



Secretary
Department of Education
17 September 2015

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

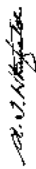
My opinion does not provide assurance:

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

Independence

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

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



A T Whitfield FSM
Acting Auditor-General

21 September 2015
SYDNEY

DEPARTMENT OF EDUCATION AND COMMUNITIES

Start of Audited Financial Statements

Statement of comprehensive income for the year ended 30 June 2015

	Notes	Actual 2015 \$'000	Budget 2015 \$'000	Actual 2014 \$'000
Expenses excluding losses				
Operating expenses				
Employee related	2(a)	8,393,323	8,313,690	9,522,020
Other operating expenses	2(b)	1,954,619	1,988,927	2,206,338
Depreciation and amortisation	2(c)	550,290	530,337	674,025
Grants and subsidies	2(d)	3,011,020	3,358,213	1,765,556
Finance costs	2(e)	19,534	18,415	19,590
Total Expenses excluding losses		13,928,786	14,209,582	14,187,529
Revenue				
Recurrent appropriation	3(a)	12,113,950	12,432,057	11,637,281
Capital appropriation	3(a)	346,628	381,329	493,375
Sale of goods and services	3(b)	194,787	294,437	520,239
Investment revenue	3(c)	27,394	43,808	38,217
Grants and contributions	3(d)	108,498	450,638	143,393
Acceptance by the Crown Entity of employee benefits and other liabilities	3(e)	539,153	446,377	599,674
Other revenue	3(f)	459,588	2,929	359,192
Personnel services revenue	3(g)	--	--	28,806
Total Revenue		13,789,988	14,051,575	13,820,177
Gain/(Loss) on disposal	4	(6,206)	--	(11,699)
Other gains/(losses)	5	(495)	64	932
		(6,702)	64	(10,767)
Net result	24	(145,500)	(157,943)	(378,119)
Other comprehensive income				
Items that will not be reclassified to net result				
Net increase/(decrease) in property, plant and equipment revaluation surplus	11	576,061	--	241,241
Superannuation actuarial gains/(losses)	27	--	--	2,697
Total Other comprehensive income		576,061	--	243,938
TOTAL COMPREHENSIVE INCOME		430,561	(157,943)	(134,181)

The accompanying notes form part of these financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of financial position as at 30 June 2015

	Notes	Actual 2015 \$'000	Budget 2015 \$'000	Actual 2014 \$'000
ASSETS				
Current Assets				
Cash and cash equivalents	8	775,263	519,054	1,125,561
Receivables	9	70,028	76,656	131,878
Other financial assets	10	18,628	303	22,176
		863,919	596,013	1,279,615
Non-current assets held for sale	13	779	4,296	1,610
Total Current Assets		864,698	600,309	1,281,225
Non-Current Assets				
Receivables	9	8,429	2,474	14,147
Other financial assets	10	--	4,719	446
Property, plant and equipment	11			
- Land		7,537,030	7,678,748	7,676,772
- Buildings		13,285,307	12,805,709	17,311,180
- Plant and equipment		199,695	101,379	269,401
Total property, plant and equipment		21,022,032	20,585,836	25,257,353
Intangible assets	12	330,930	351,953	428,013
Total Non-Current Assets		21,361,391	20,944,982	25,699,959
Total Assets		22,226,089	21,545,291	26,981,184
LIABILITIES				
Current Liabilities				
Payables	16	527,889	431,494	888,584
Borrowings	17	6,046	6,045	146,281
Provisions	18	700,965	358,043	865,131
Other	19	26,907	39,105	18,112
Total Current Liabilities		1,261,807	834,687	1,918,108
Non-Current Liabilities				
Borrowings	17	316,573	176,029	182,118
Provisions	18	28,253	289,720	21,300
Other	19	2,473	4,594	3,535
Total Non-Current Liabilities		347,299	470,343	206,953
Total Liabilities		1,609,106	1,305,030	2,125,061
Net Assets		20,616,983	20,240,261	24,856,123
EQUITY				
Reserves		6,888,523	6,107,074	9,118,968
Accumulated funds		13,728,335	14,133,167	15,736,977
Amounts recognised in equity relating to assets held for sale	13	125	--	178
Total Equity		20,616,983	20,240,261	24,856,123

The accompanying notes form part of these financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of changes in equity for the year ended 30 June 2015

Notes	Accumulated Funds \$'000	Asset Revaluation Surplus \$'000	Asset Held for Sale Reserve \$'000	Total \$'000
Balance at 1 July 2014	15,736,977	9,118,968	178	24,856,123
Net result for the year	(145,500)	--	--	(145,500)
Other comprehensive income	--	576,061	--	576,061
Net increase/(decrease) in property, plant and equipment	--	576,061	--	576,061
Total other comprehensive income	(145,500)	576,061	--	430,561
Total comprehensive income for the year	--	--	--	--
Transactions with owners in their capacity as owners	(1,863,065)	(2,806,646)	--	(4,669,701)
Increase/(Decrease) in net assets from equity transfers	(1,901,486)	(2,806,646)	--	(4,708,132)
Distribution to owners	--	--	--	--
AMES Pillar Super adjustment	38,431	--	--	38,431
Total transactions with owners in their capacity as owners	(1,863,065)	(2,806,646)	--	(4,669,701)
Transfers within equity	(87)	140	(53)	--
Asset revaluation reserve balance transferred within equity	(87)	140	(53)	--
Balance at 30 June 2015	13,728,335	6,888,523	125	20,616,983
Balance at 1 July 2013	16,279,857	8,871,833	622	25,152,312
Correction of errors	(134,380)	--	--	(134,380)
Restated total equity at 1 July 2013	16,145,477	8,871,833	622	25,017,932
Net result for the year	(378,119)	--	--	(378,119)
Other comprehensive income	--	241,241	--	241,241
Net increase/(decrease) in property, plant and equipment	--	241,241	--	241,241
Superannuation actuarial gains/(losses)	2,697	--	--	2,697
Total other comprehensive income	2,697	241,241	--	243,938
Total comprehensive income for the year	(375,422)	241,241	--	(134,181)
Transactions with owners in their capacity as owners	(4,641)	--	--	(4,641)
Increase/(Decrease) in net assets from equity transfers	(4,641)	--	--	(4,641)
Other	4,057	--	--	4,057
Total transactions with owners in their capacity as owners	(584)	--	--	(584)
Transfer within equity	(36,488)	9,444	--	(27,044)
Transfer from accumulated fund to asset revaluation surplus	(36,488)	9,444	--	(27,044)
Asset revaluation reserve balance transferred within equity	3,994	(3,550)	(444)	--
Balance at 30 June 2014	15,736,977	9,118,968	178	24,856,123

The accompanying notes form part of these financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of cash flows for the year ended 30 June 2015

Notes	Actual 2015 \$'000	Budget 2015 \$'000	Actual 2014 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Payments			
Employee related	(7,889,517)	(7,913,729)	(8,875,442)
Grants and subsidies	(3,138,653)	(3,357,613)	(1,886,544)
Finance costs	(19,534)	(18,415)	(19,380)
Other	(2,058,464)	(2,025,689)	(2,322,959)
Total Payments	(13,106,168)	(13,315,426)	(13,104,325)
Receipts			
Recurrent appropriation	12,122,746	12,432,057	11,630,442
Capital appropriation	346,628	381,329	475,165
Sale of goods and services	202,045	178,834	624,268
Interest received	32,147	43,808	39,826
Grants and contributions	90,127	436,548	134,412
Other	725,526	219,769	661,811
Total Receipts	13,519,219	13,692,345	13,565,924
NET CASH FLOWS FROM OPERATING ACTIVITIES	413,051	376,919	461,599
24			
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of land and buildings and plant and equipment	2,650	13,457	10,606
Advance repayments received	--	293	--
Proceeds from sale of investments	3,548	--	24,295
Purchases of land and buildings, and plant and equipment	(339,384)	(390,142)	(496,987)
Purchase of investments	--	--	(22,176)
Advances made	--	(2,003)	--
Other	--	(308,098)	--
NET CASH FLOWS FROM INVESTING ACTIVITIES	(333,186)	(686,493)	(484,262)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings and advances	(5,781)	(146,304)	(5,507)
NET CASH FLOWS FROM FINANCING ACTIVITIES	(5,781)	(146,304)	(5,507)
NET INCREASE/(DECREASE) IN CASH	74,084	(455,878)	(28,170)
Opening cash and cash equivalents	1,125,561	974,932	1,156,538
Cash transfers through administrative restructures	(424,382)	--	(2,807)
CLOSING CASH AND CASH EQUIVALENTS	775,263	519,054	1,125,561
8			

The accompanying notes form part of these financial statements.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements for the year ended 30 June 2015

	24.1 ¹ Early Childhood Education Services		24.2 ¹ Primary Education Services in Government Schools		24.3 ¹ Secondary Education Services in Government Schools	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
DEPARTMENT'S EXPENSES AND INCOME						
Expenses excluding losses						
Operating expenses	44,196	33,740	4,387,863	4,368,831	3,906,345	3,662,857
Employee related	8,952	3,412	1,015,142	997,865	886,585	724,461
Other operating expenses	3,899	1,847	290,959	302,058	251,921	232,554
Depreciation and amortisation	196,294	178,947	83,375	83,783	28,827	23,039
Grants and subsidies	--	--	10,470	16,182	9,064	3,389
Finance costs	--	--	--	--	--	--
TOTAL EXPENSES	253,341	217,946	5,787,809	5,768,719	5,080,742	4,646,300
EXCLUDING LOSSES						
Revenue²						
Recurrent appropriation	--	--	--	--	--	--
Capital appropriation	--	--	--	--	--	--
Sale of goods and services	4,445	4,326	99,334	38,623	89,054	51,012
Investment revenue	44	68	14,585	19,541	12,620	17,014
Grants and contributions	1,115	60	33,779	49,094	29,336	31,271
Acceptance by the Crown Entity of employee benefits and other liabilities	--	--	--	--	--	--
Other revenue	138	43	245,546	191,339	219,505	164,422
Personnel services revenue	--	--	--	--	--	--
Total revenue	5,742	4,497	393,244	298,597	344,815	263,719
Gain/(Loss) on disposal	(421)	(408)	(3,334)	(3,669)	(2,414)	(2,719)
Other gains/(losses)	--	243	(264)	(2,177)	(232)	3,798
Net result	(248,020)	(213,614)	(5,398,163)	(5,475,968)	(4,735,573)	(4,381,502)
Other Comprehensive Income						
Increase/(Decrease) in revaluation surplus	--	--	--	--	--	--
Superannuation actuarial gains/(losses)	--	--	--	--	--	--
Total Other Comprehensive Income	--	--	--	--	--	--
TOTAL COMPREHENSIVE INCOME	(248,020)	(213,614)	(5,398,163)	(5,475,968)	(4,735,573)	(4,381,502)

¹ The purposes of each service group are summarised in Note 7.² Appropriations are made on a Departmental basis and not to individual service groups. Consequently, appropriations are included in the 'Not Attributable' column. Cluster grant funding is also not attributed to individual service groups.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements as at 30 June 2015

	24.1 ¹ Early Childhood Education Services		24.2 ¹ Primary Education Services in Government Schools		24.3 ¹ Secondary Education Services in Government Schools	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
DEPARTMENT'S ASSETS AND LIABILITIES						
Current Assets						
Cash and cash equivalents	--	--	364,445	369,914	270,698	278,217
Receivables	1,197	1,830	35,920	25,019	31,937	27,730
Other financial assets	--	--	1,668	1,331	16,960	20,845
Non-current assets held for sale	--	--	--	--	--	--
Total current assets	1,197	1,830	402,033	396,264	319,595	326,792
Non-current Assets						
Receivables	192	279	4,299	2,497	3,853	3,297
Other financial assets	--	--	--	--	--	--
Property, plant and equipment	47,560	46,502	11,597,333	11,311,649	9,125,118	8,909,227
Intangible assets	--	--	--	--	--	--
Total non-current assets	47,752	46,781	11,601,632	11,314,146	9,128,971	8,912,524
TOTAL ASSETS	48,949	48,611	12,003,665	11,710,410	9,448,566	9,239,316
Current liabilities						
Payables	3,236	2,298	274,695	273,460	242,540	216,776
Borrowings	--	--	3,146	3,009	2,900	2,772
Provisions	3,688	3,087	365,842	399,445	325,694	334,897
Other	--	--	--	--	--	--
Total current liabilities	6,924	5,385	643,683	675,914	571,134	554,445
Non-current liabilities						
Borrowings	--	--	91,628	94,774	84,445	87,344
Provisions	125	54	12,410	6,997	11,048	5,866
Other	11	112	1,285	998	1,122	1,318
Total non-current liabilities	136	166	105,323	102,769	96,615	94,528
TOTAL LIABILITIES	7,060	5,551	749,006	778,683	667,749	648,973
NET ASSETS	41,889	43,060	11,254,659	10,931,727	8,780,817	8,590,343

¹ The purposes of each service group are summarised in Note 7.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements (continued)

Service group statements for the year ended 30 June 2015 (continued)

	24.4 ¹ Non-Government Schools		24.5 ¹ TAFE NSW		24.6 ¹ Vocational Education and Training	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
DEPARTMENT'S EXPENSES AND INCOME						
Expenses excluding losses						
Operating expenses	1,433	459	--	1,334,612	37,899	32,037
Employee related	699	497	--	406,176	35,648	32,115
Other operating expenses	--	--	--	129,716	3,297	670
Depreciation and amortisation	--	--	--	--	--	--
Grants and subsidies	1,050,167	977,087	--	416,942	224,323	--
Finance costs	--	--	--	--	--	--
TOTAL EXPENSES EXCLUDING LOSSES	1,052,299	978,043	--	1,870,504	493,786	289,145
Revenue²						
Recurrent appropriation	--	--	--	--	--	--
Capital appropriation	--	--	--	--	--	--
Sale of goods and services	--	--	--	349,514	1,952	42,748
Investment revenue	--	--	--	7	10	270
Grants and contributions	--	--	--	32,104	41,783	21,118
Acceptance by the Crown Entity of employee benefits and other liabilities	--	--	--	--	--	--
Other revenue	--	--	--	1,946	--	(72)
Personnel services revenue	--	--	--	--	--	--
Total revenue	--	--	--	383,671	43,745	64,064
Gain/(Loss) on disposal	--	--	--	(4,923)	--	--
Other gains/(losses)	--	--	--	693	--	(3)
Net result	(1,052,299)	(978,043)	--	(1,490,963)	(450,041)	(225,084)
Other Comprehensive Income						
Increase/(Decrease) in revaluation surplus	--	--	--	--	--	--
Superannuation actuarial gains/(losses)	--	--	--	--	--	2,697
Total Other Comprehensive Income	--	--	--	--	--	2,697
TOTAL COMPREHENSIVE INCOME	(1,052,299)	(978,043)	--	(1,490,963)	(450,041)	(222,387)

¹ The purposes of each service group are summarised in Note 7.² Appropriations are made on a Departmental basis and not to individual service groups. Consequently, appropriations are included in the 'Not Attributable' column. Cluster grant funding is also not attributed to individual service groups.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements (continued)

Service group statements as at 30 June 2015 (continued)

	24.4 ¹ Non-Government Schools		24.5 ¹ TAFE NSW		24.6 ¹ Vocational Education and Training	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
DEPARTMENT'S ASSETS AND LIABILITIES						
Current Assets						
Cash and cash equivalents	--	--	--	416,409	--	--
Receivables	8	4	--	49,716	886	18,240
Other financial assets	--	--	--	--	--	--
Non-current assets held for sale	--	--	--	--	--	--
Total current assets	8	4	--	466,125	886	18,240
Non-current Assets						
Receivables	--	--	--	4,572	85	2,765
Other financial assets	--	--	--	446	--	--
Property, plant and equipment	--	--	--	4,483,170	--	--
Intangible assets	--	--	--	62,633	--	--
Total non-current assets	--	--	--	4,550,821	85	2,765
TOTAL ASSETS	8	4	--	5,016,946	971	21,005
Current liabilities						
Payables	131	84	--	373,115	5,886	14,128
Borrowings	--	--	--	--	--	--
Provisions	119	44	--	107,353	3,163	2,932
Other	--	--	--	--	--	--
Total current liabilities	250	128	--	480,468	9,049	17,060
Non-current liabilities						
Borrowings	--	--	--	--	--	--
Provisions	4	1	--	1,731	107	51
Other	1	--	--	--	45	1,105
Total non-current liabilities	5	1	--	1,731	152	1,156
TOTAL LIABILITIES	255	129	--	482,199	9,201	18,216
NET ASSETS	(247)	(125)	--	4,534,747	(6,230)	2,789

¹ The purposes of each service group are summarised in Note 7.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements (continued)

Service group statements for the year ended 30 June 2015 (continued)

DEPARTMENT'S EXPENSES AND INCOME	24.7 ¹ Sport and Recreation Services		24.8 ¹ Aboriginal Affairs		24.9 ¹ Citizenship and Communities	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
Expenses excluding losses						
Operating expenses	--	44,512	11,965	11,030	3,622	4,021
Employee related	--	35,177	5,428	5,112	2,165	1,523
Other operating expenses	--	6,942	214	189	--	49
Depreciation and amortisation	--	82,710	1,235	835	30,406	40,746
Grants and subsidies	--	19	--	--	--	--
Finance costs	--	--	--	--	--	--
TOTAL EXPENSES EXCLUDING LOSSES	--	169,360	18,842	17,166	36,193	46,339
Revenue²						
Recurrent appropriation	--	--	--	--	--	--
Capital appropriation	--	--	--	--	--	--
Sale of goods and services	--	34,015	--	--	2	1
Investment revenue	--	1,019	125	198	--	100
Grants and contributions	--	9,509	1,750	--	735	237
Acceptance by the Crown Entity of employee benefits and other liabilities	--	--	--	--	--	--
Other revenue	--	729	70	650	29	135
Personnel services revenue	--	432	--	--	--	--
Total revenue	--	45,704	1,945	848	766	473
Gain/(Loss) on disposal Other gains/(losses)	--	20 (1,829)	(30)	--	(7)	--
Net result	--	(125,465)	(16,927)	(16,311)	(35,434)	(45,866)
Other Comprehensive Income						
Increase/(Decrease) in revaluation surplus	--	--	--	--	--	--
Superannuation actuarial gains/(losses)	--	--	--	--	--	--
Total Other Comprehensive Income	--	--	--	--	--	--
TOTAL COMPREHENSIVE INCOME	--	(125,465)	(16,927)	(16,311)	(35,434)	(45,866)

¹ The purposes of each service group are summarised in Note 7.² Appropriations are made on a Departmental basis and not to individual service groups. Consequently, appropriations are included in the 'Not Attributable' column. Cluster grant funding is also not attributed to individual service groups.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements (continued)

Service group statements as at 30 June 2015 (continued)

DEPARTMENT'S ASSETS AND LIABILITIES	24.7 ¹ Sport and Recreation Services		24.8 ¹ Aboriginal Affairs		24.9 ¹ Citizenship and Communities	
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000
Current Assets						
Cash and cash equivalents	--	25,534	3,387	5,223	(4,668)	(1,327)
Receivables	--	3,428	56	67	24	4,227
Other financial assets	--	--	--	--	--	--
Non-current assets held for sale	--	--	--	--	--	--
Total current assets	--	28,962	3,443	5,290	(4,644)	2,900
Non-current Assets						
Receivables	--	700	--	--	--	--
Other financial assets	--	--	--	--	--	--
Property, plant and equipment	--	166,391	229	426	28	35
Intangible assets	--	1,101	108	72	--	93
Total non-current assets	--	168,192	337	498	28	128
TOTAL ASSETS	--	197,154	3,780	5,788	(4,616)	3,028
Current liabilities						
Payables	--	5,185	1,026	1,867	375	776
Borrowings	--	--	--	--	--	--
Provisions	--	5,826	1,001	1,585	301	(376)
Other	--	--	--	--	--	--
Total current liabilities	--	11,011	2,027	3,452	676	400
Non-current liabilities						
Borrowings	--	--	--	--	--	--
Provisions	--	873	34	7	10	157
Other	--	--	--	--	--	--
Total non-current liabilities	--	873	34	7	10	157
TOTAL LIABILITIES	--	11,884	2,061	3,459	686	557
NET ASSETS	--	185,270	1,719	2,329	(5,302)	2,471

¹ The purposes of each service group are summarised in Note 7.

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DEPARTMENT OF EDUCATION AND COMMUNITIES									
Supplementary Financial Statements (continued)									
Service group statements for the year ended 30 June 2015 (continued)									
DEPARTMENT'S EXPENSES AND INCOME	24.10 ¹ Personnel Services		24.11 ¹ Cluster Grant Funding		Not Attributable		Total		
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	
Expenses excluding losses									
Operating expenses	–	29,698	–	–	–	223	8,393,323	9,522,020	
Employee related	–	–	–	–	–	–	1,954,619	2,206,338	
Other operating expenses	–	–	–	–	–	–	550,290	674,025	
Depreciation and amortisation	–	–	–	–	–	–	3,011,020	1,765,556	
Grants and subsidies	–	–	–	154,086	–	–	19,534	19,590	
Finance costs	–	–	–	–	–	–	–	–	
TOTAL EXPENSES EXCLUDING LOSSES	–	29,698	–	154,086	–	223	13,928,786	14,187,529	
Revenue²									
Recurrent appropriation	–	–	–	–	12,113,950	11,637,281	12,113,950	11,637,281	
Capital appropriation	–	–	–	–	346,628	493,375	346,628	493,375	
Sale of goods and services	–	–	–	–	–	–	194,787	520,239	
Investment revenue	–	–	–	–	–	–	27,384	38,217	
Grants and contributions	–	–	–	–	–	–	108,498	143,393	
Acceptance by the Crown	–	–	–	–	–	–	–	–	
Entirety of employee benefits and other liabilities	–	–	–	–	539,153	599,674	539,153	599,674	
Other revenue	–	–	–	–	–	–	459,588	359,192	
Personnel services revenue	–	28,374	–	–	–	–	–	28,806	
Total revenue	–	28,374	–	–	12,999,731	12,730,330	13,788,988	13,820,177	
Gain/(Loss) on disposal	–	–	–	–	–	–	(6,206)	(11,699)	
Other gains/(losses)	–	–	–	–	–	–	(486)	932	
Net result	–	(1,324)	(1,205,774)	(154,086)	12,999,731	12,730,107	(145,500)	(378,119)	
Other Comprehensive Income									
Increase/(Decrease) in revaluation surplus	–	–	–	–	576,061	241,241	576,061	241,241	
Superannuation actuarial gains/(losses)	–	–	–	–	–	–	–	–	
Total Other Comprehensive Income	–	–	–	–	576,061	241,241	576,061	243,938	
TOTAL COMPREHENSIVE INCOME	–	(1,324)	(1,205,774)	(154,086)	13,575,792	12,971,348	430,561	(134,181)	

¹ The purposes of each service group are summarised in Note 7.

² Appropriations are made on a Departmental basis and not to individual service groups. Consequently, appropriations are included in the 'Not Attributable' column. Cluster grant funding is also not attributed to individual service groups.

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DEPARTMENT OF EDUCATION AND COMMUNITIES									
Supplementary Financial Statements (continued)									
Service group statements as at 30 June 2015 (continued)									
DEPARTMENT'S ASSETS AND LIABILITIES	24.10 ¹ Personnel Services		24.11 ¹ Cluster Grant Funding		Not Attributable		Total		
	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	2015 \$'000	2014 \$'000	
Current Assets									
Cash and cash equivalents	–	2,043	–	–	141,401	29,548	775,263	1,125,561	
Receivables	–	1,617	–	–	–	–	70,028	131,878	
Other financial assets	–	–	–	–	–	–	18,628	22,176	
Non-current assets held for sale	–	–	–	–	–	–	–	–	
Total current assets	–	3,660	–	–	142,180	31,158	864,698	1,281,225	
Non-current Assets									
Receivables	–	37	–	–	–	–	8,429	14,147	
Other financial assets	–	–	–	–	–	–	–	446	
Property, plant and equipment	–	–	–	–	251,764	339,953	21,022,032	25,257,353	
Intangible assets	–	–	–	–	330,622	364,114	330,930	428,013	
Total non-current assets	–	37	–	–	582,586	704,067	21,361,391	25,699,959	
TOTAL ASSETS	–	3,697	–	–	724,766	735,225	22,226,089	26,981,184	
Current liabilities									
Payables	–	895	–	–	–	–	527,889	888,584	
Borrowings	–	–	–	–	–	140,500	6,046	146,281	
Provisions	–	2,447	–	–	1,157	7,891	700,965	865,131	
Other	–	–	–	–	26,907	18,112	26,907	18,112	
Total current liabilities	–	3,342	–	–	28,064	166,503	1,261,807	1,918,108	
Non-current liabilities									
Borrowings	–	–	–	–	140,500	–	316,573	182,118	
Provisions	–	290	–	–	4,515	5,273	28,253	21,300	
Other	–	–	–	–	9	2	2,473	3,535	
Total non-current liabilities	–	290	–	–	145,024	5,275	347,299	206,953	
TOTAL LIABILITIES	–	3,632	–	–	173,088	171,778	1,609,106	2,125,061	
NET ASSETS	–	65	–	–	551,678	563,477	20,616,983	24,856,123	

¹ The purposes of each service group are summarised in Note 7.

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Summary of compliance with financial directives

	2015				2014			
	RECURRENT APP'N \$'000	EXPENDITURE/ RECURRENT FUND \$'000	CAPITAL APP'N \$'000	EXPENDITURE/ CONSOLIDATED FUND \$'000	RECURRENT APP'N \$'000	EXPENDITURE/ CONSOLIDATED FUND \$'000	CAPITAL APP'N \$'000	EXPENDITURE/ CONSOLIDATED FUND \$'000
ORIGINAL BUDGET APPROPRIATION/ EXPENDITURE								
• Appropriation Act	12,432,057	12,113,811	381,329	346,628	11,992,000	11,637,281	510,939	493,375
• s24 PFAA – transfers of functions between entities	(100,758)	-	(5,593)	-	(3,654)	-	(665)	-
OTHER APPROPRIATIONS/ EXPENDITURE								
• Additional Appropriations	-	-	-	-	-	-	-	-
• s21A PFAA – special appropriation	-	-	-	-	-	-	-	-
• Treasurer's Advance	139	139	-	-	-	-	-	-
• Section 22 – expenditure for certain works and services	-	-	-	-	-	-	-	-
• s26 PFAA – Commonwealth specific-purpose	-	-	-	-	-	-	-	-
• Transfer to/from another entity (per Appropriation Act)	-	-	-	-	-	-	-	-
• Section 32 of the Appropriation Act	-	-	-	-	-	-	-	-
Total Appropriations/ Expenditure/Net Claim on Consolidated Fund (includes transfer to/from Consolidated Fund)	12,331,438	12,113,950	375,736	346,628	11,692,744	11,637,281	510,374	493,375
Amount drawn down against								
• Appropriation		12,139,798		346,628		11,654,333		493,375
Liability to Consolidated Fund¹		25,848		-		17,052		-

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

¹ This represents the difference between the "Amount drawn down against Appropriation" and the "Total Expenditure/Net Claim on Consolidated Fund".

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Notes to the financial statements for year ended 30 June 2015

1. Summary of Significant Accounting Policies

(a) Reporting entity

The Department of Education and Communities (the Department) is a NSW government entity. The Department is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units. The reporting entity is consolidated as part of the NSW Total State Sector Accounts.

The Department includes the following main Divisions:

- Aboriginal Affairs
- Corporate Services
- External Affairs and Regulation
- School Operations and Performance
- Strategy and Evaluation

The functions of the Department relate to schools, vocational education and training, adult and community education, aspects of higher education, early childhood education and care and Aboriginal Affairs. In the process of preparing the financial statements, all intra-agency transactions and balances have been eliminated.

As a consequence of the *Public Finance and Audit Amendment (TAFE Commission) Regulation 2014* effective from 1 July 2014, the Technical and Further Education Commission (TAFE) became a separate reporting entity under the Act and is no longer part of the Department.

The *Administrative Arrangements (Administrative Changes - Miscellaneous Agencies) Order 2014* resulted in the Sport and Recreation Portfolio and Veterans' Affairs being transferred out of the Department to the Office of Sport and the Department of Premier and Cabinet (respectively) effective from 1 July 2014.

These financial statements for the year ended 30 June 2015 have been authorised for issue by the Secretary on 17 September 2015.

(b)

Basis of preparation

The Department's financial statements with the exception of the school financial transactions (as noted in Note 1(c)(i)) are general-purpose financial statements, which have been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations)
- the requirements of the *Public Finance and Audit Act 1983* and *Public Finance and Audit Regulation 2015*; and
- the Financial Reporting Directions published in the Treasury Policy Paper TPP 15-01 "Financial Reporting Code for NSW General Government Sector Entities" or issued by the Treasurer.

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

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

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

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. Summary of Significant Accounting Policies (continued)

- (c) (i) School Financial Transactions
- The Department's financial statements include all school financial transactions.
- As part of a major business reform, the Department has replaced its main financial system. This has been undertaken in a staged process and currently the Department's corporate areas and 223 schools have been transitioned to the new finance system.
- The remaining schools' financial transactions are consolidated into the Department's financial statements based on the schools' November 2014 Statement of Receipts and Payments and May 2015 Financial Statement Return, following the elimination of all internal transactions between schools and other areas within the Department during the financial year and 30 June actual cash balances. The consolidation includes a degree of estimation and the transactions recognised for these schools in the financial statements are therefore imprecise.
- (i) Trust Funds
- The schools hold money in Trust on behalf of third parties, such as charitable donations.
- For the 229 schools that have been integrated into the Department's main financial system, the value of monies held on behalf of third parties by these schools is disclosed as both a restricted asset and a third party liability, refer Note 15.
- For the remaining schools, the balance of third party monies is not consolidated into the Department's financial statements. The balance of third party monies held by these schools as at 30 June 2015 was \$45.9m (2014: \$42.5m).
- (d) *Statement of compliance*
- The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.
- The accrual basis of accounting and all applicable accounting standards have been adopted with the exception of school financial transactions.
- (e) *Borrowing costs*
- Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit general government sector agencies.
- (f) *Insurance*
- The Department's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self-insurance for Government agencies. The expense (premium) is determined by the Fund Manager based on past claims experience.
- (g) *Accounting for the Goods and Services Tax (GST)*
- Income, expenses and assets are recognised net of the amount of GST, except that the:
- Amount of GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
 - receivables and payables are stated with the amount of GST included.
- Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from or payable to, the Australian Taxation Office are classified as operating cash flows.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. Summary of Significant Accounting Policies (continued)

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

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. **Summary of Significant Accounting Policies (continued)**

(i) **Assets (continued)**

(ii) Capitalisation thresholds

Property, plant and equipment costing \$10,000 and above individually (or forming part of a network costing more than \$10,000) are capitalised. The threshold for intangibles is \$50,000. Capitalisation thresholds remain unchanged from the prior year.

(iii) Revaluation of property, plant and equipment

Physical non-current assets are valued in accordance with the NSW Treasury "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 14-01). This policy adopts fair value in accordance with AASB 13 *Fair Value Measurement*, AASB 116 *Property, Plant and Equipment* and AASB 140 *Investment Property*.

Property, plant and equipment is measured at the highest and best use by market participants that is physically possible, legally permissible and financially feasible. The highest and best use of an asset must be available and it must be probable that it will be taken into account in the determination of the asset being valued, including any socio-political restrictions imposed by Government. In most cases, after taking into account these considerations, the highest and best use is the existing use. In limited circumstances, the highest and best use may be a feasible alternative use, where there are no restrictions on use or where there is a feasible higher restricted alternative use.

Fair value of property, plant and equipment is based on a market participants' perspective, using valuation techniques (market approach, cost approach, income approach) that maximise relevant observable inputs and minimise unobservable inputs. Refer Note 11 and Note 14 for further information regarding fair value.

The Department revalues each class of property, plant and equipment at least every five years or with sufficient regularity to ensure that the carrying amount of each asset in the class does not differ materially from its fair value at reporting date. Revaluation of land was completed at 31 March 2015; revaluation of buildings was completed at 31 December 2012, and revaluation of residential properties was completed at 30 June 2012. These revaluations were conducted using external independent assessments.

Non-specialised assets with short useful lives are measured at depreciated historical cost, as an approximation for fair value. The Department has assessed that any difference between fair value and depreciated historical cost is unlikely to be material.

When revaluing, non-current assets using the cost approach, the gross amount and the related accumulated depreciation are separately restated.

For other assets valued using other valuation techniques, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.

Revaluation increments are credited directly to revaluation surplus, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the net result, the increment is recognised immediately as revenue in the net result.

Revaluation decrements are recognised immediately as expenses in the net result, except that, to the extent that a credit balance exists in the revaluation surplus in respect of the same class of assets, they are debited directly to the revaluation surplus.

As a not-for-profit entity, revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

Where an asset that has previously been revalued is disposed of, any balance remaining in the revaluation surplus in respect of that asset is transferred to accumulated funds.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. **Summary of Significant Accounting Policies (continued)**

(i) **Assets (continued)**

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

2013 revaluation of buildings

Generally, school buildings are designed for a specific limited purpose. In most cases these buildings and the land on which they sit have no feasible alternative use. In accordance with TPP 14-01 the Department determines the fair value of its building assets using the depreciated replacement cost method, as there is no market-based evidence of fair value.

The 2013 revaluation of buildings was conducted as at 31 December 2012 using a mass valuation methodology and cost approach, consistent with the requirements of Australian Accounting Standards and NSW Treasury requirements. Under this methodology, the replacement cost of each building was calculated by determining the lowest cost in current prices, to replace the building with a modern equivalent to current facility standards, having regard to the building construction type and characteristics, the area of the structure, the specific functionality of the building's rooms and the locality of the property.

The depreciated replacement cost method applied assigns values to the specific components of building shell, fit-out, furniture, and site services for each School building and landscaping for each site. These components are then depreciated separately in accordance with the depreciation policy and useful lives of assets. The building shell components of buildings of State Heritage significance are not depreciated, in accordance with NSW Treasury policy.

The Department engaged qualified quantity surveyors from the Office of Finance and Services to provide replacement cost details for school buildings at 31 December 2012. Tender documents, construction contracts and industry data were used to calculate the replacement cost rates. In addition, a sample of replacement cost rates were tested against replacement cost rates provided by independent external quantity surveyors. The Department evaluated the competencies, capabilities and objectivity of the valuation service providers prior to engagement.

A project team was formed to conduct the 2013 revaluation of buildings. The team was overseen by a steering committee comprising of senior representatives of the Department, NSW Treasury and the Office of Finance and Services. The steering committee was responsible for oversight of all decisions related to the building revaluation. Additional oversight was provided by the Department's Audit and Risk Committee.

Assessment of the building fair value movements between December 2012 and June 2015 was conducted by the Department and concluded that there has been no material movement in values since the revaluation date, as it was less than a 10% increase in value. The assessment performed relied on the Building Price Index (BPI), which was provided by NSW Public Works in the Office of Finance and Services.

2015 revaluation of land

Qualified valuers were engaged through the Office of Finance and Services to undertake valuations for School land and surplus sites as at 31 March 2015 consistent with the requirements of Australian Accounting Standards and NSW Treasury requirements.

The requirement for provision of service delivery by Schools imposes restrictions on the use of land and it is considered to have no feasible alternative use.

Therefore, School land has been valued at fair value based on existing use. The valuers used market evidence to determine the highest and best use land values and applied a discount factor averaging 19% to these values, to adjust for the restricted use of the land. The valuation estimates of land values are supported by market based sales evidence.

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

A project team was formed to conduct the 2015 revaluation of land. The team was overseen by a steering committee and project control group comprising of senior representatives of the Department. The steering committee and project control group was responsible for oversight of all decisions related to the land revaluation. Additional oversight was provided by the Department's Audit and Risk Committee.

Assessment of the land fair value movements between March 2015 and June 2015 was conducted by an independent valuer who concluded that there has been no material movement in values since revaluation date. The assessment performed relied on the valuer's analysis of market based movements, which was provided by Land and Property Information in the Office of Finance and Services.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. **Summary of Significant Accounting Policies (continued)**

(i) **Assets (continued)**

(iv) Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, impairment under AASB 136 *Impairment of Assets* is unlikely to arise. As property, plant and equipment is carried at fair value or an amount that approximates fair value, impairment can only arise in the rare circumstances where the costs of disposal are material. Specifically, impairment is unlikely for not-for-profit entities given that AASB 136 modifies the recoverable amount test for non-cash generating assets of not-for-profit entities to the higher of fair value less costs of disposal and depreciated replacement cost, where depreciated replacement cost is also fair value.

(v) Depreciation of property, plant and equipment

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

All material identifiable components of assets are depreciated separately over their useful lives.

Land is not a depreciable asset. Certain heritage assets including heritage buildings may not have a limited useful life because appropriate preservation policies are adopted. Such assets are not subject to depreciation. The decision not to recognise depreciation for these assets is reviewed annually.

The expected useful life ranges for assets remained unchanged from 2013-14 and are listed below. The actual useful life may be greater than the expected useful life for building assets. The Department adopts a minimum remaining useful life of 10 years for building assets that have been revalued.

The *Public Finance and Audit Amendment (TAFE Commission) Regulation 2014* took effect from 1 July 2014 which led to separation of TAFE from the Department. The comparative expected useful life range listed below included assets under the control of TAFE for the financial year ended 30 June 2014. This range of assets did not have any financial impacts on the Department's financial statements for the year ended 30 June 2015.

Asset	2015 Expected Useful Life Range	2014 Expected Useful Life Range
Buildings	20 to 105 years	20 to 105 years
Leasehold Improvements	Term of the lease	Term of the lease
Heritage Buildings	Indefinite	Indefinite
Plant and Equipment	3 to 15 years	3 to 43 years

(vi) Major inspection costs

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

(vii) Restoration costs

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

(viii) Maintenance

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

(ix) Leased assets

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and rewards incidental to ownership of the leased assets, and operating leases under which the lessor does not transfer substantially all the risks and rewards.

Where a non-current asset is acquired by means of a finance lease, at the commencement of the lease term, the asset is recognised at its fair value or, if lower, the present value of the minimum lease payments, at the inception of the lease. The corresponding liability is established at the same amount. Lease payments are allocated between the principal component and the interest expense.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. **Summary of Significant Accounting Policies (continued)**

(i) **Assets (continued)**

(ix) Leased assets (continued)

Operating lease payments are recognised as an expense on a straight line basis over the lease term.

The Department has entered into two Public Private Partnership projects for construction, design, finance and maintenance of 20 schools. The related monthly service fees, which comprise liability reduction, financing and operating costs, are accounted for consistent with the NSW Treasury Policy Paper TPP 06-8 "Accounting for Privately Financed Projects" for these types of arrangements.

(x) Intangible assets

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

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

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

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

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

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

(xi) Loans and receivables

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

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

(xii) Inventories

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

(xiii) Investments

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

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1. Summary of Significant Accounting Policies (continued)

(i) Assets (continued)

(xii) Investments (continued)

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

The Hour-Glass Investment Facilities are designated at fair value through profit or loss using the second leg of the fair value option under AASB 139.9(a)(ii) (i.e. these financial assets are managed and their performance and fair value are measured in accordance with a fair value measurement management strategy). And information about these assets is provided internally on that basis to the Department's key management personnel.

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

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

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

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

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

(xiv) Impairment of financial assets

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

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

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

Any reversals of impairment losses are reversed through the net result for the year, where there is objective evidence. However, reversals of impairment losses on an investment in an equity instrument classified as "available-for-sale" must be made through the revaluation surplus. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there been no impairment loss.

1. Summary of Significant Accounting Policies (continued)

(i) Assets (continued)

(xv) Derecognition of financial assets and financial liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire, or if the Department transfers the financial asset:

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

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

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

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

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

Liabilities

(i) Payables

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

(ii) Borrowings

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

Finance lease liabilities are determined in accordance with AASB 117 *Leases*.

(iii) Financial guarantees

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

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially recognised at fair value plus, in the case of financial guarantees not at fair value through profit or loss, directly attributable transaction costs, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* and the amount initially recognised, less accumulated amortisation, where appropriate.

The Department has reviewed its financial guarantees and determined that there is no material liability to be recognised for financial guarantee contracts as at 30 June 2015 and at 30 June 2014. However, refer to Note 22 regarding disclosures on contingent liabilities.

(iv) Employee benefits and other provisions

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

Salaries and wages (including non-monetary benefits), and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. **Summary of Significant Accounting Policies (continued)**

(j) *Liabilities (continued)*

(iv) Employee benefits and other provisions (continued)

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

Annual leave is not expected to be settled wholly before the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 *Employee Benefits* (although short-cut methods are permitted). Actuarial advice obtained by Treasury has confirmed that the use of an approach using nominal annual leave can be used to approximate the present value of the annual leave (nominal value of annual leave) can be used to approximate the present value of the annual leave liability. The Department has assessed the actuarial advice based on the Department's circumstances and has determined that the effect of discounting is immaterial to annual leave.

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

In 2015, *NSW Treasury Circular 7C15/09* modifies the long service leave oncost factors:

- Superannuation - defined benefits to 1.2% (2014: 2.4%) and
- Superannuation - defined contribution to 3.6% (2014: 3.15%).

These changes equate to approximately \$13.1m increase in employee related expenses and related provisions for employee benefits.

(b) Long service leave and superannuation

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

Long service leave is measured at present value in accordance with AASB 119 *Employee Benefits*. This is based on the application of certain factors (specified in NSW Treasury Circular TC15/09) to employees with five or more years of service using current rates of pay. These factors were determined based on actuarial review to approximate present value.

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

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

Contributions to the defined contribution plans are expensed when incurred.

The Crown accepted liability for the defined benefit superannuation and long service leave for employees of the Adult Migrant English Service (AMES) effective from 26 August 2014 so that all employees within the Department are now consistently treated and funded for long service leave and defined benefit superannuation. Prior to that date, the liabilities of the Department relating to AMES employees for long service leave and superannuation were disclosed separately.

For 2013-14, the long service leave benefits owing to AMES employees at balance date were identified as current liabilities and are included within Note 18. The Corresponding amounts reimbursable from the Treasury are shown as current assets within 'Receivables' in Note 9. Disclosure of superannuation in Note 27 is related to AMES for 2013-14.

AMES superannuation liability for 2013-14, in respect to the three defined benefit schemes were calculated separately. The actuarial valuations were carried out at 30 June 2014 by Pillar Administration using the projected unit credit method. The defined benefit obligation was discounted to determine its present value and the fair value of any scheme assets was deducted and then adjusted for unrecognised past service costs. The discount rate was the yield at the reporting date on Commonwealth Government bonds that have maturity dates approximating to the terms of AMES' obligations.

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

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. **Summary of Significant Accounting Policies (continued)**

(j) *Liabilities (continued)*

(iv) Employee benefits and other provisions (continued)

(b) Long service leave and superannuation (continued)

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

(c) Teachers' annual and non term leave provision

Teachers' annual and non term leave provision is estimated based on the number of workdays from the start of school term 1 to the reporting date. The provision is reduced when teachers take annual leave and during student vacations. Related consequential on-costs, including payroll tax, workers' compensation and superannuation are also recognised as part of the provision and employee related expenses.

(d) Consequential on-costs

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

(v) Other provisions

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

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

In relation to provision for make good of building operating leases, the Department has applied a discount rate of 2.45% for the year ended on 30 June 2015.

(k) *Fair value hierarchy*

A number of the Department's accounting policies and disclosures require the measurement of fair values, for both financial and non-financial assets and liabilities. When measuring fair value, the valuation technique used maximises the use of relevant observable inputs and minimises the use of unobservable inputs. Under AASB 13, the Department categorises, for disclosure purposes, the valuation techniques based on the inputs used in the valuation techniques as follows:

- Level 1 – quoted prices in active markets for identical assets/liabilities that the Department can access at the measurement date
- Level 2 – inputs other than quoted prices included within Level 1 that are observable, either directly or indirectly
- Level 3 – inputs that are not based on observable market data (unobservable inputs).

If the inputs used to measure the fair value of an asset or a liability might be categorised in different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

The Department recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

Refer Note 14 and Note 26 for further disclosures regarding fair value measurements of financial and non-financial assets.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. Summary of Significant Accounting Policies (continued)

- (l) *Equity and reserves*
- (i) Revaluation surplus
The revaluation surplus is used to record increments and decrements on the revaluation of non-current assets. This accords with the Department's policy on the revaluation of property, plant and equipment as discussed in Note 1(i)(iii).
- (ii) Accumulated funds
The category "Accumulated Funds" includes all current and prior period retained funds.
- (iii) Other reserves
Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. revaluation surplus).
- (m) *Equity transfers*
The transfer of net assets between agencies as a result of an administrative restructure, transfers of programs/functions and parts thereof between NSW public sector agencies and 'equity appropriations' are designated or required by the Australian Accounting Standards to be treated as contributions by owners and recognised as an adjustment to "Accumulated Funds". This treatment is consistent with AASB 1004 *Contributions and Australian Accounting Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities*.
- Transfers arising from an administrative restructure involving not-for-profit and for-profit government agencies are recognised at the amount at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.
- All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amortised) cost by the transferor because there is no active market, the agency recognises the asset at the transferor's carrying amount. Where the transferor is prohibited from recognising internally generated intangibles, the agency does not recognise that asset.
- Details of changes to assets/liabilities of the Department related to the transfer out of TAFE, now a separate reporting entity, and parts of the Office of Communities transferred to the Department of Premier and Cabinet and the Office of Sport are provided in Note 20.
- (n) *Budgeted amounts*
The budgeted amounts are drawn from the original budgeted financial statements presented to Parliament in respect of the reporting period. Subsequent amendments to the original budget (e.g. adjustment for transfer of functions between entities as a result of Administrative Arrangements Orders) are not reflected in the budgeted amounts. Major variances between the original budgeted amounts and the actual amounts disclosed in the primary financial statements are explained in Note 23.
- (o) *Comparative information*
In 2014-15, the following items have been reclassified and the comparatives for 2013-14 adjusted to be consistent with the current year presentation:
- (i) Effective from 1 July 2014, pursuant to the *Public Finance and Audit Amendment (TAFE Commission) Regulation 2014*, TAFE is a separate reporting entity and parts of the Department have transferred to the Office of Sport and the Department of Premier and Cabinet refer to Note 1(a) and Note 1(m). Comparative information will contain balances for the former parts of the Department that have transferred out as well as the elimination of intra-agency transactions. Details of the assets and liabilities transferred out are included in Note 20. In 2013-14, total revenue and expenses for the parts transferred out totalled \$2.1m and \$1.9m respectively.
- (ii) Payroll Tax on Accrued Salaries and wages, and Workers Compensation on Accrued Salary and Wages have been reclassified from Note 18 "Current liabilities - Provisions" to Note 16 "Current liabilities - Payables". The reclassification reflects the correct reporting category of this financial item and results in a reduction of \$14.8m in "Current liabilities - Provisions" and an increase of \$14.8m in "Current liabilities - Payables".

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. Summary of Significant Accounting Policies (continued)

- (p) *Comparative information (continued)*
- (iii) In 2013-14, Cash and cash equivalents disclosure was split between cash held in school bank accounts and cash held centrally. As the Department is transitioning school bank accounts into a centralised system, this separate disclosure is no longer appropriate. Refer Note 8.
- (iv) In 2014-15, the Department redistributed some asset and liability items in the Service Group Statement due to better availability of data reflecting more accurately the relevant service costs and achievements on activities of each individual service group. The related comparatives in 2014 are also amended to improve comparability of the Statement.
- (p) *Change in accounting policy, including new or revised Australian Accounting Standards*
- (i) Effective for the first time in 2014-15
The accounting policies applied in 2014-15 are consistent with those of the previous financial year except as a result of the following new or revised Australian Accounting Standards that have been applied for the first time in 2014-15:
Revised standards relevant to not-for-profit entities include, AASB 10 Consolidation, AASB 12 Disclosure of Interests in Other Entities, and AASB 127 Separate Financial Statements.
- The Department has reviewed and assessed the above accounting standards and is of the opinion that they are not applicable.
- AASB 1055 *Budgetary Reporting* requires that budgeted amounts disclosed in the financial statements are as per the original budgeted financial statements presented to Parliament. Note 1(n) and Note 23 have been amended accordingly.
- AASB 2015:7 *Amendments to Australian Accounting Standards – Fair Value Disclosures of Not-for-Profit Public Sector Entities* provides relief for not-for-profit public sector entities from making certain specified disclosures about the fair value measurement of assets within the scope of AASB 116 *Property, Plant and Equipment*, which are primarily held for their current service potential rather than to generate future net cash inflows. The Standard applies to annual reporting periods beginning on or after 1 July 2016. Both Australian Accounting Standard Board and NSW Treasury permit early adoption. The Department has elected not to early adopt this Standard for 2014-15.
- (ii) Issued but not yet effective
NSW public sector agencies are not permitted to early adopt new Australian Accounting Standards, unless Treasury determines otherwise.
The following new Accounting Standards have not been applied and are not yet effective. Management cannot determine the actual impact of these Standards in the Department's financial statements in the period of their initial application.
- AASB 9 *Financial Instruments* (effective 2018-19);
AASB 15 *Revenue from Contracts with Customers* (effective 2017-18);
AASB 2010-7 *Amendments to Australian Accounting Standards arising from AASB 9 (December 2010)* (effective 2018-19);
AASB 2013-9 *Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments* [Part C Financial Instruments] (effective 2015-16);
AASB 2014-1 *Amendments to Australian Accounting Standards – Part D regarding Consequential Amendments arising from AASB 14 Regulatory Deferral Accounts* (effective 2016-17);
AASB 2014-1 *Amendments to Australian Accounting Standards – Part E regarding Financial Instruments* (effective 2018-19);
AASB 2014-4 *Amendments to Australian Accounting Standards – Clarification of Acceptable Methods of Depreciation and Amortisation* (effective 2016-17);
AASB 2014-5 *Amendments to Australian Accounting Standards arising from AASB 15 (effective 2017-18)*;

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

1. **Summary of Significant Accounting Policies (continued)**

- (p) *Change in accounting policy, including new or revised Australian Accounting Standards (continued)*
- (ii) Issued but not yet effective (continued)
- AASB 2014-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2014) (effective 2018-19);
- AASB 2014-8 Amendments to Australian Accounting Standards arising from AASB 9 (December 2014) – Application of AASB 9 (December 2009) and AASB 9 (December 2010) (effective 2015-16);
- AASB 2015-1 Amendments to Australian Accounting Standards – Annual Improvements to Australian Accounting Standards 2012-2014 Cycle (effective 2016-17);
- AASB 2015-2 Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 101 (effective 2016-17);
- AASB 2015-3 Amendments to Australian Accounting Standards arising from the Withdrawal of AASB 1031 Materiality (effective 2015-16);
- AASB 2015-6 Amendments to Australian Accounting Standards – Extending Related Party Disclosures to Not-for-Profit Public Sector Entities (effective 2016-17).

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

2. **Expenses Excluding Losses**

	2015 \$'000	2014 \$'000
(a) Employee related expenses		
Salaries and wages (including annual leave) ¹	6,728,590	7,659,582
Superannuation – defined benefit plans	144,838	188,889
Superannuation – defined contribution plans	572,827	619,685
Long service leave	386,475	402,278
Workers' compensation insurance	120,273	120,191
Payroll tax and fringe benefit tax	429,807	486,127
Redundancy payments	10,513	44,840
Other	--	428
	8,393,323	9,522,020

¹ An amount of \$1.8m (2014: \$2.3m) for employee related expenses was capitalised during the year.

(b) Other operating expenses include the following:

Auditor's remuneration ¹	1,216	1,175
- audit of the financial statements	265,746	302,812
Cleaning	338	247
Consultants ²	60,148	97,287
Contractors	239,753	293,381
Fees for services rendered	59,927	65,555
Internet and related expenses	50,787	59,590
Insurance	360,137	386,693
Maintenance ³	43,559	133,317
Minor stores, provisions, plant and computing		
Operational lease rental expense	46,309	52,063
- minimum lease payments	25,780	32,549
Postage and telephone	18,054	28,465
Printing	603,288	503,170
School operating expenses	20,842	33,306
Travelling and sustenance	99,982	129,597
Utilities	58,753	87,131
Other	1,954,619	2,206,338

¹ The audit fees are disclosed based on services provided up to 30 June 2015. The engagement fee for the audit of 2014-15 financial statements is \$1.2m (2014: \$1.8m).

² An amount of \$19.4m (2014: \$16.1m) for contractor expenses was capitalised during the year.

³ Reconciliation – Total maintenance		
Maintenance expense – contracted labour and other (non-employee related), as above	360,137	386,693
Total maintenance expenses included in Note 2(b)	360,137	386,693

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

2. **Expenses Excluding Losses (continued)**

	2015 \$'000	2014 \$'000
(c) Depreciation and amortisation expense		
Depreciation:		
Buildings and improvements	423,493	536,872
Plant and equipment	87,748	94,585
	511,241	631,457
Amortisation:		
Intangibles	39,049	42,568
	550,290	674,025
(d) Grants and subsidies		
Government sector:		
Grants to Cluster Agencies	1,205,774	154,066
Other	231,682	66,968
Non-Government school sector:		
Non-Government schools per capita payments	910,260	868,836
Interest subsidies	47,224	50,073
Supervisor subsidies	35,724	33,788
Other	577	504
Other sector:		
Early Childhood Education and Care	203,640	190,057
Grants for Vocational Education and Training	106,287	118,057
Assisted School Travel Program	126,575	115,788
Catholic Education Commission	23,540	21,411
The Association of Independent Schools	14,937	9,851
Other	104,800	136,157
	3,011,020	1,765,566
(e) Finance costs		
Interest expense from financial liabilities not at fair value through profit or loss	19,534	19,381
Unwinding of discount rate	--	209
	19,534	19,590

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

3. **Revenue**

	2015 \$'000	2014 \$'000
(a) Appropriations		
Recurrent appropriations		
Total recurrent draw-downs from NSW Treasury (per Summary of compliance)	12,139,798	11,654,333
Less: Liability to Consolidated Fund (per Summary of compliance)	(25,848)	(17,052)
	12,113,950	11,637,281
Comprising:		
Recurrent appropriations (per Statement of comprehensive income)	12,113,950	11,637,281
	12,113,950	11,637,281
Capital appropriations		
Total capital draw-downs from NSW Treasury (per Summary of compliance)	346,628	493,375
	346,628	493,375
Comprising:		
Capital appropriations (per Statement of comprehensive income)	346,628	493,375
	346,628	493,375
(b) Sale of goods and services		
Rendering of services	69,496	17,088
Course fees	615	170,699
Administration charges	--	73,090
Overseas student fees	68,780	92,537
Fees and charges	18,636	123,070
Other	37,260	43,755
	194,787	520,239
(c) Investment revenue		
Interest revenue from financial assets not at fair value through profit or loss	27,384	38,217
	27,384	38,217

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

3. Revenue (continued)	2015 \$'000	2014 \$'000
(d) Grants and contributions		
Other Public Sector agencies	13,502	60,520
Commonwealth Government	24,209	26,105
Contributions of assets	16,746	13
Donations and industry contributions	54,041	56,755
	108,498	143,393
(e) Acceptance by the Crown Entity of employee benefits and other liabilities		
The following liabilities and/or expenses have been assumed by the Crown Entity or other government entities:		
Superannuation – defined benefit	144,838	187,365
Long service leave	386,475	402,204
Payroll tax	7,840	10,105
	539,153	599,674
(f) Other revenue		
School generated revenue	425,760	346,905
Other	33,828	12,287
	459,588	359,192
(g) Personnel services revenue	--	28,806
	--	28,806
4. Gain/(Loss) on Disposal		
Property, plant and equipment	--	252
Proceeds from disposal	(6,206)	(11,951)
Written down value		
Gain/(Loss) on disposal	(6,206)	(11,699)
5. Other Gains/(Losses)		
Disposal of non-current assets held for sale	(235)	187
Foreign currency gain/(loss)	--	5
Impairment of receivables	(261)	740
	(496)	932

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

6. **Conditions on Contributions**
Contributors can place restrictions on the application of funds to assist in ensuring that the intended outcomes of the particular program are met. Examples of such conditions are the requirement to provide annual acquittals of expenditure or to return funds at the end of a specific period.
In the 2014-15 financial year contributions amounting to \$31.8m (2014: \$35.0m) were received by the Department for programs where such conditions were in place.
Unspent funds from these contributions for 2014-15, including balances brought forward from prior years, totalled \$21.9m (2014: \$10.5m).
7. **Service Groups of the Department**
Following is a list of the Service Groups of the Department. In order to comply with the requirements of AASB 1052 *Disaggregated Disclosures*, the Department determined that some assets and liabilities could be attributed to Service Groups while, with the limitation of current financial systems, some assets and liabilities were apportioned on a pro rata basis. The remaining assets and liabilities that could not be reliably attributed have been disclosed as "Not Attributable" in accordance with Treasury Policy Paper TPP-15-01.
- Early Childhood Education Services**
Service Group 24.1
Objective(s)
To provide and regulate early childhood education and care, including preschools.
- Primary Education Services in Government Schools**
Service Group 24.2
Objective(s)
To staff and support 1,617 primary schools, 67 central schools and 114 schools for special purposes and environmental education centres to deliver quality education services that meet the diverse needs of all students.
- Secondary Education Services in Government Schools**
Service Group 24.3
Objective(s)
To staff and support 398 secondary schools and environmental education centres to deliver quality education aimed at increasing the attainment of students and meeting their diverse needs.
- Non-Government Schools**
Service Group 24.4
Objective(s)
To provide funding to non-government schools to improve student learning outcomes and assist them to successfully complete Year 12 or VET equivalent.
- TAFE NSW**
Service Group 24.5
Objective(s)
In accordance with the *Public Finance and Audit Amendment (TAFE Commission) Regulation 2014*, TAFE separated from the Department of Education and Communities from 1 July 2014.
Objectives have been provided for prior year comparative purposes only.
To deliver cost-efficient training services through TAFE NSW Institutes, online and in workplaces, to improve skills, increase higher qualification levels among the NSW population, both rural and urban, and support workforce development.
- Vocational Education and Training**
Service Group 24.6
Objective(s)
To develop and promote a quality vocational education and training system that enhances skills for industry and individuals. The Smart and Skilled reforms of the NSW vocational education and training system introduced an entitlement to government subsidised entry level training up to Certificate III from 1 January 2015.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

7. *Service Groups of the Department (continued)*

Service Group 24.7
Sport and Recreation Services

Objective(s)
In accordance with the *Administrative Arrangements (Administrative Changes - Miscellaneous Agencies) Order 2014* this function was transferred to the Office of Sport from 1 July 2014.

Objectives have been provided for prior year comparative purposes only.

To deliver sport and recreation programs, including implementation of policy and regulatory frameworks, conduct of compliance and education programs and to provide grants to peak sporting bodies, to administer grants programs to assist in developing community sporting and recreational venues and facilities and manage government-owned or controlled sporting and recreation facilities.

Service Group 24.8
Aboriginal Affairs

Objective(s)
Works in partnership with Aboriginal people to strengthen their capacity and increase their access to opportunities by implementing OCHRE (opportunity, choice, healing, responsibility, empowerment) - the Government's plan for Aboriginal Affairs; establishing partnerships for economic development; supporting effective community governance, and strengthening cultural identity and language.

Service Group 24.9
Citizenship and Communities

Objective(s)
Delivers initiatives within the NSW Volunteering Strategy, facilitates opportunities to empower young people, and supports community engagement activities. It also provides an advocacy role for children and young people and provides advice on child and youth related matters to government and non-government agencies in New South Wales.

In prior year, the objectives of this service group also supported commemorative activity to honour the service and sacrifice of veterans. In accordance with the *Administrative Arrangements (Administrative Changes - Miscellaneous Agencies) Order 2014*, this function was transferred to the Department of Premier and Cabinet from 1 July 2014.

Service Group 24.10
Personnel Services

Objective(s)
In accordance with the *Administrative Arrangements (Administrative Changes - Miscellaneous Agencies) Order 2014* this function transferred to the Office of Sport from 1 July 2014.

Objectives have been provided for prior year comparative purposes only.

To provide personnel services to the following agencies:

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

Service Group 24.11
Cluster Grant Funding

Objective(s)
To provide grant funding to agencies within the Education and Communities cluster. This includes funding to Multicultural New South Wales, the Board of Studies, Teaching and Educational Standards, the Sydney Olympic Park Authority and TAFE.

An administrative restructure took effect, which led to changes to the Department's cluster funding arrangements from 1 July 2014. The Department only provides funding to Multicultural New South Wales, the Board of Studies, Teaching and Educational Standards, and TAFE.

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Notes to the financial statements for year ended 30 June 2015

8. *Current Assets – Cash and Cash Equivalents*

	2015	2014
	\$'000	\$'000
Cash at bank and on hand	775,263	1,125,561
	775,263	1,125,561

For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank, cash on hand, short term deposits and bank overdraft.

Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

Cash and cash equivalents (per statement of financial position)	775,263	1,125,561
Closing cash and cash equivalents (per statement of cash flows)	775,263	1,125,561

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

9. *Current/Non-Current Assets – Receivables*

Current:

Sale of goods and services	11,372	25,595
Less: Allowance for impairment	(5,742)	(6,561)
Personnel services receivable	--	3,622
Other debtors	30,956	59,687
Prepayments	21,953	16,250
Accrued income	11,489	33,285
	70,028	131,879

Non-Current:

Long term lease prepaid	--	4,572
Other debtors	8,429	9,575
	8,429	14,147

Movement in the allowance for impairment:

Balance at 1 July	(6,561)	(7,525)
Other adjustment (administrative restructure)	892	--
Amounts written off during the year	190	224
Amounts recovered during the year	63	1,270
(Increase)/Decrease in allowance recognised in profit or loss	(326)	(530)
Balance at 30 June	(5,742)	(6,561)

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

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

10. *Current/Non-Current Assets – Other Financial Assets*

	2015 \$'000	2014 \$'000
Current:		
Held to maturity investments	18,628	22,176
	18,628	22,176
Non-Current:		
Equity accounted - Adskill Sdn Bhd	--	55
Share of retained profit on investment	--	105
Total equity accounted	--	160
Other loans and deposits:		
Fixed interest deposit ¹	--	111
Shares in Coffs Harbour Technology Park Ltd	--	175
	--	286
	--	446

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

¹ In 2013-14, the non-current fixed interest deposit was part of restricted assets. Refer Note 15.

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

	Land \$'000	Buildings \$'000	Plant and Equipment \$'000	Total \$'000
At 1 July 2014 – fair value				
Gross carrying amount	7,676,772	32,903,456	884,970	41,465,198
Accumulated depreciation and impairment	--	(15,592,276)	(615,569)	(16,207,845)
Net carrying amount	7,676,772	17,311,180	269,401	25,257,353
At 30 June 2015 – fair value				
Gross carrying amount	7,537,030	28,469,721	747,786	34,754,537
Accumulated depreciation and impairment	--	(13,184,414)	(548,091)	(13,732,505)
Net carrying amount	7,537,030	13,285,307	199,695	21,022,032
At 1 July 2013 – fair value				
Gross carrying amount	7,646,635	32,468,403	834,917	40,949,955
Accumulated depreciation and impairment	--	(15,181,687)	(526,792)	(15,708,479)
Net carrying amount	7,646,635	17,286,716	308,125	25,241,476
At 30 June 2014 – fair value				
Gross carrying amount	7,676,772	32,903,456	884,970	41,465,198
Accumulated depreciation and impairment	--	(15,592,276)	(615,569)	(16,207,845)
Net carrying amount	7,676,772	17,311,180	269,401	25,257,353

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Notes to the financial statements for year ended 30 June 2015

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

	Land \$'000	Buildings \$'000	Plant and Equipment \$'000	Total \$'000
Reconciliation				
A reconciliation of the carrying amount of each class of property, plant and equipment at the beginning and end of the current reporting period is set out below:				
Year ended 30 June 2015				
Net carrying amount at start of year	7,676,772	17,311,180	269,401	25,257,353
Reclassification	3,577	(3,630)	53	--
Additions	47,429	237,513	70,099	355,041
Transfers to Assets held for sale	(1,048)	(970)	(29)	(2,047)
Disposals	(6)	(6,205)	(1)	(6,212)
Net revaluation ¹	576,061	--	--	576,061
Transfers through administrative restructures	(784,127)	(3,828,566)	(52,080)	(4,644,773)
Transfers to other government agencies	(1,628)	(522)	--	(2,150)
Depreciation expense	--	(423,493)	(87,748)	(511,241)
Net carrying amount at end of year	7,537,030	13,285,307	199,695	21,022,032

Further details regarding the fair value measurement of property, plant and equipment are disclosed in Note 14.

¹ A comprehensive revaluation of land was undertaken for year ended 30 June 2015. This process has resulted in an increase to the carrying amount of land of \$576.1m for year ended 30 June 2015, reflected as an increase of \$576.1m to the Asset Revaluation Surplus.

Reconciliation

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

	Land \$'000	Buildings \$'000	Plant and Equipment \$'000	Total \$'000
Year ended 30 June 2014				
Net carrying amount at start of year	7,646,635	17,286,716	308,125	25,241,476
Additions	41,211	346,732	55,767	444,710
Transfer to Assets held for sale	(11,074)	--	--	(11,074)
Disposals	--	(26,443)	(794)	(27,237)
Other ¹	--	241,241	--	241,241
Transfers through administrative restructures	--	(194)	(112)	(306)
Depreciation expense	--	(536,872)	(94,585)	(631,457)
Net carrying amount at end of year	7,676,772	17,311,180	269,401	25,257,353

Further details regarding the fair value measurement of property, plant and equipment are disclosed in Note 14.

¹ A comprehensive revaluation of land and buildings was undertaken for the year ended 30 June 2013. A review of the building revaluation model and realignment of the underlying asset registers with the general ledger as at 30 June 2014 was performed. This process has resulted in an increase of \$241.2m for the year ended 30 June 2014.

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Notes to the financial statements for year ended 30 June 2015

12. *Intangible Assets*

	2015 \$'000	2014 \$'000
Software		
At 1 July		
Cost (gross carrying amount)	684,740	629,501
Accumulated amortisation and impairment	(256,727)	(214,179)
Net carrying amount	428,013	415,322
At 30 June		
Cost (gross carrying amount)	555,563	684,740
Accumulated amortisation and impairment	(224,633)	(256,727)
Net carrying amount	330,930	428,013
Year ended 30 June		
Net carrying amount at start of year	428,013	415,322
Additions (from internal development)	5,699	55,259
Transfers through administrative restructures	(63,733)	--
Amortisation expense	(39,049)	(42,588)
Net carrying amount at end of year	330,930	428,013

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

Assets held for sale	
Land and buildings	779
	779

Amounts recognised in other comprehensive

income relating to assets held for sale

Property, plant and equipment asset revaluation increments/(decrements)	125
	125

The assets held for sale consist primarily of land and some buildings which have become surplus to the Department's requirements. It is intended that these be disposed by way of sale. Steps have been taken for this purpose and it is likely that the disposals will occur within the next 12 months.

Further details regarding fair value measurement are disclosed in Note 14.

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Notes to the financial statements for year ended 30 June 2015

14. *Fair value measurement of non-financial assets*

(a) Fair value hierarchy

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total fair value \$'000
2015				
Property (Note 11)	--	--	7,523,965	7,523,965
Land	--	--	13,115,271	13,115,271
Buildings	--	21,249	--	21,249
Residences	--	779	--	779
Non-current assets (or disposal groups) held for sale (Note 13)	--	22,028	20,639,236	20,661,264

There were no transfers between Level 1 or 2 during the year.

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total fair value \$'000
2014				
Property (Note 11)	--	--	7,676,772	7,676,772
Land	--	--	16,895,695	16,895,695
Buildings	--	23,429	--	23,429
Residences	--	23,429	--	23,429
	--	23,429	24,572,467	24,595,896

There were no transfers between Level 1 or 2 during the year.

(b) Valuation techniques, inputs and processes

The following table shows the valuation techniques used in measuring the fair value of property for Level 2 fair values.

Level 2 – Residential properties

Valuation technique and inputs

Market value: Qualified valuers from the Australian Valuation Office were engaged by the Teacher Housing Authority of NSW, who manages the Department's teacher residences, to carry out the valuations of residential properties. The value for residences is determined by analysing current market sales evidence within the town locality. Adjustments are made for location, condition and comparability differences between the sales evidence and the residential properties.

Level 2 – Non-current assets held for sale

Valuation technique and inputs

Market value: Qualified valuers were engaged through the Office of Finance and Services to undertake valuations for non-current assets held for sale. For these land sites there are no such restrictions and the market value is determined by analysing current market sales evidence.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

14. Fair value measurement of non-financial assets (continued)

(b) Valuation techniques, inputs and processes (continued)

The following table shows the valuation techniques used in measuring the fair value of property as well as the significant unobservable inputs used for Level 3 fair values.

Level 3 – School buildings and specialised properties			Sensitivity of the fair value measurement to changes in unobservable inputs
Valuation technique	Significant unobservable inputs		
Depreciated replacement cost:			
School buildings	School buildings:		The estimated fair value would increase/decrease if the replacement cost per square metre for the asset components were higher/(lower).
Due to the size of the school building portfolio a mass appraisal technique was used for the revaluation.	• Replacement cost per square metre (linear metre for fencing) for the following asset components:		
	Asset component	Range (weighted average)	
Replacement cost rates for the asset components were provided by the Office of Finance and Services. The replacement cost rates were determined based on the cost of recently built buildings within the same type of the remainder of portfolio. These replacement cost rates were tested against rates provided by independent external quantity surveyors. In order to determine the replacement cost of an individual building, adjustments to the replacement cost rates are made for location and special need requirements.	Building shell	\$350 - \$2,638 (\$1,254)	
Management determined the useful lives and depreciation rates based on internal analysis, consultation with Office of Finance and Services and recognised industry publications.	Room fit-out	\$345 - \$2,608 (\$703)	
	External services	\$194 - \$330 (\$260)	
	Soft landscaping	\$18 - \$24 (\$22)	
	Hard landscaping	\$263 - \$287 (\$275)	
	Fencing	\$118 - \$206 (\$155)	
	Demountables	\$183 - \$4,869 (\$1,757)	
	Other inputs:		
	Input		
	Weighted average remaining useful life	56 years	
	Total Gross floor area	8,964,440 sqm	
	Landscaping square metres per gross floor area of buildings	4.5	
	Total perimeter for all sites	1,765,611 m	

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Notes to the financial statements for year ended 30 June 2015

14. Fair value measurement of non-financial assets (continued)

(b) Valuation techniques, inputs and processes (continued)

The following table shows the valuation techniques used in measuring the fair value of property as well as the significant unobservable inputs used for Level 3 fair values (continued).

Level 3 – School buildings and specialised properties			Sensitivity of the fair value measurement to changes in unobservable inputs
Valuation technique	Significant unobservable inputs		
Depreciated replacement cost:			
Other buildings	Other buildings:		The estimated fair value would increase/decrease if the replacement cost per square metre for the asset components were higher/(lower).
Qualified valuers of the Office of Finance and Services performed the valuation of the specialised buildings for DEC. The current market value cannot be observed for these specialised assets thus the other buildings are measured by its depreciated replacement cost.	Asset component	Range (weighted average)	
	Replacement cost per square metre	\$7,056/sqm (\$7,056/sqm)	
	• Total gross floor area – 28,500 sqm		
	• Weighted average remaining useful life – n/a (heritage building)		
Level 3 – Land			
Valuation technique	Significant unobservable inputs		Sensitivity of the fair value measurement to changes in unobservable inputs
Market value:			
Qualified valuers were engaged through the Office of Finance and Services to undertake valuations for School and surplus sites land. For School land, the highest and best use is the current use due to the restrictions placed on the land. The valuers used current market sales evidence to determine the market value of the land without restrictions and then applied a discount factor of 19% to these values, to adjust for the restricted use of the land. The discount factor is dependent upon the zoning of the surrounding land and is impacted by relevant Australian case law and professional judgement of the valuer.	Land:		The estimated fair value would increase/decrease if the discount factor were lower/higher.
	Input – Schools sites		
	Asset component	Range (weighted average)	
	Market value per square metre	\$0.03/sqm - \$3,200/sqm (\$164/sqm)	
	Other inputs:		
	Input		
	Discount factor	0%-20% (19%)	
	Total area of land	84,646,006 sqm	

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Notes to the financial statements for year ended 30 June 2015

14. Fair value measurement of non-financial assets (continued)
Reconciliation of recurring Level 3 fair value measurements

The following table shows a reconciliation from the opening balances to the closing balances for Level 3 fair values.

Year ended 30 June 2015	Land \$'000	Buildings \$'000	Recurring Level 3 Fair value \$'000	Total Fair value \$'000
Fair value as at 1 July 2014	7,676,772	16,895,695	24,572,487	
Reclassification	–	(63)	(53)	
Additions	39,238	374,416	413,654	
Net revaluation (Note 11)	576,061	–	576,061	
Disposals	(6)	(6,205)	(6,211)	
Depreciation expense	–	(414,768)	(414,768)	
Transfers to Assets held for sale	(1,048)	(58)	(1,106)	
Transfers through administrative restructures	(764,127)	(3,732,993)	(4,497,120)	
Transfers to other government agencies	(1,628)	(522)	(2,150)	
Other	(1,297)	(241)	(1,538)	
Fair value as at 30 June 2015	7,523,965	13,115,271	20,639,236	

Refer to Note 1(k) for the Department's policy for determining when transfers are deemed to have occurred.

Year ended 30 June 2014	Land \$'000	Buildings \$'000	Recurring Level 3 Fair value \$'000	Total Fair value \$'000
Fair value as at 1 July 2013	7,646,635	17,032,560	24,679,195	
Additions	41,211	173,491	214,702	
Net revaluation (Note 11)	–	241,241	241,241	
Disposals	–	(24,906)	(24,906)	
Depreciation expense	–	(526,691)	(526,691)	
Transfers to Assets held for sale	(11,074)	–	(11,074)	
Fair value as at 30 June 2014	7,676,772	16,895,695	24,572,487	

Refer to Note 1(k) for the Department's policy for determining when transfers are deemed to have occurred.

15. Restricted Assets

As at 30 June 2015, the Department held \$6.3m (2014: \$6.1m) in an interest-bearing bank account for monthly service payments to the private service provider of 11 schools (2014: 11 schools). Only the private service provider can draw the funds held.

The Department also recognised \$1.6m (2014: \$1.7m) as monies held by schools on behalf of third parties. These funds include charitable donations and represent funds that are collected by schools on behalf of other organisations. The schools obtain no benefit from the funds.

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Notes to the financial statements for year ended 30 June 2015

16. Current Liabilities – Payables

	2015 \$'000	2014 \$'000
Accrued salaries, wages and on-costs	217,809	244,749
Creditors	187,541	270,311
Unearned revenue	29,886	253,268
Group payroll and fringe benefits tax	33,497	38,407
Other	59,156	81,849
	527,889	888,584

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

17. Current/Non-Current Liabilities – Borrowings

Current:		
Privately Funded Projects Schools (Note 21(c))	6,046	5,781
Treasury Advances	–	140,500
	6,046	146,281
Non-Current:		
Privately Funded Projects Schools (Note 21(c))	176,073	182,118
Treasury Advances	140,500	–
	316,573	182,118
	322,619	328,399

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

18. Current/Non-Current Liabilities – Provisions

Current:		
Employee benefits and related on-costs:		
Annual leave	47,043	92,292
Teachers annual and non term leave	285,580	320,181
Payroll tax on annual leave	18,128	21,575
Superannuation pooled fund	–	39,392
Annual leave on long service leave	78,104	83,601
Workers compensation on long service leave	18,596	19,905
Payroll tax on long service leave	105,606	113,921
Superannuation on long service leave	70,666	62,701
Superannuation on annual leave	30,883	36,900
Annual leave loading	38,955	46,570
Other	6,237	25,335
	699,798	862,373
Other Provision:		
Make good (building leases)	1,167	2,758
	1,167	2,758
Total Provisions - Current	700,965	865,131

DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

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

	2015 \$'000	2014 \$'000
Non-Current:		
Employee benefits and related on-costs:		
Payroll tax on long service leave	9,183	5,986
Annual leave on long service leave	6,792	4,400
Workers compensation on long service leave	1,617	1,048
Superannuation on long service leave	6,145	3,300
Other	2	326
	23,739	15,070
Other Provision:		
Make good (building leases)	4,514	6,230
Total Provisions – Non Current	28,253	21,300

Aggregate employee benefits and related on-costs:

Provisions – current	699,798	862,373
Provisions – non-current	23,739	15,070
Accrued salaries, wages and on-costs (Note 16)	217,809	244,749
	941,346	1,122,192

Movement in provisions (other than employee benefits)

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

Make good (building leases)	
Carrying amount at the beginning of year	8,988
Additional provisions recognised	-
Amounts used	(3,307)
Carrying amount at end of year	5,681

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

19. Current/Non-Current Liabilities - Other

Current:	
Lease incentive	1,059
Liability to Consolidated Fund	25,848
	26,907
Non-Current:	
Lease incentive	2,473
	2,473

DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

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

(a) Transfers through administrative restructures

The following table discloses the increase/(decrease) in net assets relative to the Service Groups transferred out from the Department from 1 July 2014.

Description of objectives of the below service groups is in Note 7.

	2015			
Transferee Agency	TAFE NSW	Office of Sport	Department of Premier and Cabinet	Office of Sport
	Service Group 24.5	Service Group 24.7	Service Group 24.9	Service Group 24.10
	\$'000	\$'000	\$'000	\$'000
Current Assets				
Cash and cash equivalents	(418,409)	(5,930)	-	(2,043)
Receivables	(55,003)	(7,206)	(55)	(1,617)
Total current assets	(473,412)	(13,136)	(55)	(3,660)
Non-current Assets				
Receivables	(4,572)	(700)	-	(37)
Other financial assets	(446)	-	-	-
Land	(720,592)	(43,535)	-	-
Buildings	(3,725,036)	(103,530)	-	-
Plant and equipment	(37,542)	(14,538)	-	-
Total property, plant and equipment	(4,483,170)	(161,603)	-	-
Intangibles	(62,633)	(1,100)	-	-
Total non-current assets	(4,550,821)	(163,403)	-	(37)
TOTAL ASSETS	(5,022,233)	(176,539)	(55)	(3,697)
Current Liabilities				
Payables	371,338	4,963	28	880
Provisions	109,193	4,671	94	2,489
Total current liabilities	480,531	9,634	122	3,369
Non-current Liabilities				
Provisions	1,731	863	2	290
Total non-current liabilities	1,731	863	2	290
TOTAL LIABILITIES	482,262	10,497	124	3,659
Equity				
Reserves	(2,806,646)	-	-	-
Accumulated Funds	(1,733,325)	(166,042)	69	(38)
TOTAL EQUITY	(4,539,971)	(166,042)	69	(38)
Increase/(Decrease) in net assets	(4,539,971)	(166,042)	69	(38)

DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

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

- (a) Transfers through administrative restructures (continued)

The following table discloses the decrease in net assets relative to the Service Group transferred out from the Department from 1 July 2013.

Service Group 24.9 Citizenship and Communities

Description of objectives of the below service group is in Note 7.

	2014	
Transferee Agency	Department of Family and Community Services	Total
	Service Group 24.9	\$'000
	\$'000	\$'000
Current Assets		
Cash and cash equivalents	(2,807)	(2,807)
Receivables	(849)	(849)
Total current assets	(3,656)	(3,656)
Non-current Assets		
Total property, plant and equipment	(80)	(80)
Intangibles	(2,274)	(2,274)
Total non-current assets	(2,354)	(2,354)
TOTAL ASSETS	(6,010)	(6,010)
Current Liabilities		
Payables	946	946
Provisions	414	414
Total current liabilities	1,360	1,360
Non-current Liabilities		
Provisions	9	9
Total non-current liabilities	9	9
TOTAL LIABILITIES	1,369	1,369
Accumulated Funds	(4,641)	(4,641)
Decrease in net assets	(4,641)	(4,641)

- (b) Transfers to other government agencies

	2015	2014
Description:	\$'000	\$'000
Land and buildings	(2,150)	--
Total	(2,150)	--

- (c) Aggregate (a) plus (b)
Transfers through administrative restructures
Transfers to other government agencies

	(4,705,982)	(4,641)
Total	(4,708,132)	(4,641)

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Notes to the financial statements for year ended 30 June 2015

21. *Commitments for Expenditure*

	2015	2014
	\$'000	\$'000
(a) Capital Commitments		
Aggregate capital expenditure contracted for at balance date and not provided for:		
Not later than one year	144,620	250,919
Later than one year and not later than five years	852	259,821
Total (including GST)	145,472	510,740
(b) Operating Lease Commitments		
Future non-cancellable operating lease rentals not provided for and payable:		
(i) Leased Properties		
Not later than one year	54,062	63,123
Later than one year and not later than five years	91,401	76,987
Later than five years	6,828	2,415
	152,291	142,525
(ii) Other		
Not later than one year	5,144	5,728
Later than one year and not later than five years	4,760	5,153
Later than five years	--	--
Total (including GST)	9,904	10,881
	162,195	153,406

- (c) Public Private Partnership Project Commitments

Minimum lease payment commitments in relation to finance leases payable as follows:

Not later than one year	20,143	19,877
Later than one year and not later than five years	80,747	79,645
Later than five years	288,739	304,975
Minimum lease payments	389,629	404,497
Less: future finance charges	(207,510)	(216,596)
Present value of minimum lease payments	182,119	187,899

The present value of finance lease commitments is as follows:

Not later than one year	6,046	5,781
Later than one year and not later than five years	27,157	25,940
Later than five years	148,916	156,178
	182,119	187,899

Classified as:

Current (Note 17)	6,046	5,781
Non-current (Note 17)	176,073	182,118
	182,119	187,899

The total commitments for expenditure include GST input tax credits of \$63.4m (2014: \$97.2m) that are expected to be recovered from the Australian Taxation Office.

The operating lease commitments are generally with respect to equipment, while the finance lease commitments relate to assets acquired under Public Private Partnerships, refer Note 10(i)(x).

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Notes to the financial statements for year ended 30 June 2015

22. Contingent Liabilities and Contingent Assets

Contingent liabilities

A building sub-contractor involved in the Building the Education Revolution program may take legal proceedings against the Department for a claim of money owed to them by the contractor engaged by the Department. The Department cannot accurately determine the liability because the claimant has not initiated any proceedings.

The Department is currently involved in a legal dispute with a local educational institution. The Department is unable to quantify the amount of the potential liability.

The Department is not aware of other known cases where the Department could be liable for material compensation payments relating to matters, which are the subject of litigation and that are not covered by the NSW Treasury Managed Fund.

Contingent assets

The Department is not aware of any other contingent assets.

23. Budget Review

Net result

The Department's net result was \$12.4m favourable compared against the budget. The variance consists of a reduction in expenses of \$280.8m, reduction in revenues of \$261.6m and an increase in losses of \$6.8m.

The variance in expenses was mainly attributable to the following:

- (a) A \$186.1m reduction for the transfer out of the Office of Sport and Recreation;
- (b) A \$255.1m reduction for changes to timing of implementation of various Commonwealth National Partnership programs, particularly in relation to early childhood education and skills training;
- (c) A \$128.3m increase in long service leave expenses due to Commonwealth bond rate movements; and
- (d) An increase of \$26.0m in depreciation as the budget did not incorporate the full impact of the revaluation of buildings that occurred in 2013.

The variance in revenues was mainly attributable to the following:

- (a) Recurrent appropriations from the budget were \$318.1m lower than budget as a result of the transfer of the Office of Sport and Recreation to the Department of Education and Communities, partially offset by additional funds from the Victorian Education Recurrent Agreements;
- (b) A further reduction of \$77.3m in revenues resulting from the transfer out of the Office of Sport and Recreation;
- (c) An increase of \$92.6m in Crown acceptance of liabilities stemming from higher long service leave and lower superannuation; and
- (d) An increase of \$41.0m in other departmental revenues.

The increases in losses compared with budget of \$6.8m relate mainly to property disposals.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

23. Budget Review (continued)

Assets and Liabilities

The Department's net assets were \$376.7m higher than budget, consisting of \$680.8m higher assets and \$304.1m higher liabilities.

The variance in assets was mainly attributable to the following:

- (a) The revaluation of land assets, increasing property assets by \$576.1m; and
- (b) The deferral of the repayment of the \$140.5m advance from the Crown Entity, leading to higher cash assets.

The variance in liabilities was mainly attributable to the following:

- (a) The deferral of the repayment of the \$140.5m advance from the Crown Entity, maintaining a higher liability;
- (b) Higher employee leave and oncost provisions than budgeted, amounting to \$83.5m;
- (c) Higher levels of payables, amounting to \$94.3m.

Cash flows

The net increase/(decrease) in cash position was \$105.6m favourable compared against the budget, after adjusting for the cash transfers out resulting from administrative structures. This variance was mainly attributable to deferral of the repayment of the \$140.5m advance from the Crown Entity and lower proceeds from property sales.

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

	2015 \$'000	2014 \$'000
Net cash used in operating activities	413,051	461,599
Depreciation and amortisation	(550,290)	(674,025)
Allowance for impairment	(261)	964
Decrease/(Increase) in provisions	(551)	(17,137)
Increase/(Decrease) in prepayments and other assets	1,892	23,943
Decrease/(Increase) in creditors	(20,627)	(178,888)
Net gain/(loss) on sale of plant and equipment	(6,441)	(11,513)
Donated assets	16,746	13
Other	981	16,925
Net result	(145,500)	(378,119)

25. Non-cash Financing and Investing Activities

Assets received by donation	16,746	13
Liabilities and expenses assumed by the Crown Entity	(539,153)	(599,874)
	(522,407)	(599,661)

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

26. Financial Instruments

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

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

(a) Financial instrument categories

	Notes	Category	Carrying Amount 2015 \$'000	Carrying Amount 2014 \$'000
Financial Assets Class:				
Cash and cash equivalents	8	N/A	775,263	1,125,561
Receivables ¹	9	Loans and receivables (at amortised cost)	31,950	68,149
Other financial assets	10	Loans and receivables (at amortised cost)	18,628	22,462
Financial Liabilities Class:				
Payables ²	16	Financial liabilities measured at amortised cost	451,473	570,844
Borrowings	17	Financial liabilities measured at amortised cost	140,500	140,500
Borrowings	17	Finance liability measured in accordance with AASB 117 and TPP 06-08	182,119	187,899

Notes

¹ Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7).

² Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7).

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

26. Financial Instruments (continued)

(b) Credit Risk

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

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

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

Cash

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

Receivables – trade debtors

All trade debtors are recognised as amounts receivable at balance date. Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand. Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the Department will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30-60 day terms.

The Department is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2015: \$2.1m; 2014: \$12.8m) and less than six months past due (2015: \$0.8m; 2014: \$2.9m) are not considered impaired and together these represent (2015: 25.4%; 2014: 61.3%) of the total trade debtors. Most of the Department's debtors have a good credit rating.

The only financial assets that are past due or impaired are 'sales of goods and services' in the 'receivables' category of the statement of financial position.

	Total ^{1,2} \$'000	Past due but not impaired ^{1,2} \$'000	Considered impaired ^{1,2} \$'000
2015			
< 3 months overdue	313	313	–
3 months – 6 months overdue	509	509	–
> 6 months overdue	8,483	2,741	5,742
2014			
< 3 months overdue	2,419	1,999	420
3 months – 6 months overdue	999	933	66
> 6 months overdue	9,352	3,289	6,063

¹ Each column in the table reports 'gross receivables'.

² The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7 and excludes receivables that are not past due and not impaired. Therefore, the "total" will not reconcile to the receivables total recognised in the statement of financial position.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

26. Financial Instruments (continued)

(c) Liquidity risk

Liquidity risk is the risk that the Department will be unable to meet its payment obligations when they fall due. The Department continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets. The objective is to maintain a balance between continuity of funding and flexibility through the use of overdrafts, loans and other advances.

During the current and prior year, there were no defaults on any loans payable. No assets have been pledged as collateral. The Department's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW Treasury Circular 1/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Payment is made to the suppliers, where payment is not made within the specified period, since interest is paid arithmetically on the outstanding balance. The Department's policy is to pay its suppliers, the Secretary of the Department (or a person appointed by the Secretary of the Department) may automatically pay the supplier simple interest.

The table below summarises the maturity profile of the Department's financial liabilities, together with the interest rate exposure.

Maturity analysis and interest rate exposure of financial liabilities (\$'000)

2015	Weighted Average Effective Int. Rate	Nominal Amount ¹	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate	Variable Interest Rate	Non- interest bearing	< 1 yr	1-5 yrs	> 5 yrs
Payables:								
Accrued salaries, wages and on-costs	-	215,763	-	-	215,763	215,763	-	-
Creditors	-	235,710	-	-	235,710	235,710	-	-
Borrowings:								
Treasury advances	5.04%	140,500	140,500	-	-	-	140,500	-
Private Public Partnerships ²	8.07%	354,208	-	354,208	-	18,312	73,407	262,489
2014								
Payables:								
Accrued salaries, wages and on-costs	-	229,919	-	-	229,919	229,919	-	-
Creditors	-	340,925	-	-	340,925	340,925	-	-
Borrowings:								
Treasury advances	5.04%	140,500	140,500	-	-	-	140,500	-
Private Public Partnerships	7.73%	367,725	-	367,725	-	-	18,070	72,405
Notes:								

¹ The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which the Department can be required to pay. The table includes both interest and principal cash flows and therefore will not reconcile to the statement of financial position.

² Of the \$18.3m disclosed in the 2015 "Public Private Partnerships borrowings" time band <1 yr, the Department intends to pay \$1.5m in the first quarter of 2016.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

26. Financial Instruments (continued)

(d) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Department's exposures to market risk are primarily through interest rate risk on the Department's borrowings and other price risks associated with the movement in the unit price of the Hour-Glass Investment Facilities. The Department has minimal exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Department operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2013-14. The analysis assumes that all other variables remain constant.

Interest rate risk

Exposure to interest rate risk arises primarily through the Department's interest bearing liabilities. This risk is not minimised by undertaking mainly fixed rate borrowings, primarily with NSW TCorp. The Department does not account for any fixed rate financial instruments at fair value through profit or loss or as available for sale. Therefore for these financial instruments a change in interest rates would not affect profit or loss or equity. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates (based on official RBA interest rate volatility over the last five years). The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

The Department's exposure to interest rate risk is set out below.

2015	Carrying Amount	\$'000			2014
		-1%	Equity	+1%	
Financial assets:					
Cash and cash equivalents	775,263	(7,753)	(7,753)	7,753	7,753
Receivables	31,950	(320)	(320)	320	320
Other financial assets	18,628	(186)	(186)	186	186
Financial liabilities:					
Payables	451,473	4,515	4,515	(4,515)	(4,515)
Borrowings	322,619	3,226	3,226	(3,226)	(3,226)
2014					
Financial assets:					
Cash and cash equivalents	1,125,561	(11,256)	(11,256)	11,256	11,256
Receivables	68,149	(681)	(681)	681	681
Other financial assets	22,462	(225)	(225)	225	225
Financial liabilities:					
Payables	570,844	5,708	5,708	(5,708)	(5,708)
Borrowings	328,400	3,284	3,284	(3,284)	(3,284)

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

26. Financial Instruments (continued)

(d) Market risk (continued)

Other price risk – TCorp Hour-Glass facilities

Exposure to 'other price risk' primarily arises through the investment in the NSW TCorp Hour-Glass Investment Facilities, which are held for strategic rather than trading purposes. The Department has no direct equity investments. The Department holds units in the following Hour-Glass investment trusts:

Facility	Investment Sectors	Investment Horizon	2015 \$'000	2014 \$'000
Cash	Cash and money market instruments	Up to 15 years	4,369	4,258

The unit price of each facility is equal to the total fair value of net assets held by the facility divided by the number of units on issue for that facility. Unit prices are calculated and published daily.

NSW TCorp, as trustee for the above facility, is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, NSW TCorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. NSW TCorp has also leveraged internal expertise to manage certain fixed income assets for the Hour-Glass facilities. A significant portion of the administration of the facilities is outsourced to an external custodian.

Investment in the Hour-Glass facilities limits the Department's exposure to risk, as it allows diversification across a pool of funds, with different investment horizons and a mix of investments.

NSW TCorp provides sensitivity analysis information for each of the investment facilities, using historically based volatility information collected over a ten year period, quoted at two standard deviations (ie. 95% probability). The NSW TCorp Hour-Glass Investment facilities are designated at fair value through profit or loss and therefore any change in unit price impacts directly on profit (rather than equity). A reasonably possible change is based on the percentage change in unit price (as advised by NSW TCorp) multiplied by the redemption value as at 30 June each year for each facility (balance from Hour-Glass statement).

	Change in unit price	Impact on profit/loss	
		2015 \$'000	2014 \$'000
NSW TCorp Hour-Glass Investment - Cash facility	+/- 1 %	+/- 43	+/- 42

(e) Fair value measurement

(i) Fair value compared to carrying amount

Financial instruments are generally recognised at cost, with the exception of the NSW TCorp Hour-Glass facilities, which are measured at fair value. Except where specified below, the amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short-term nature of many of the financial instruments. The following table details the financial instruments where the fair value differs from the carrying amount:

DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

26. Financial Instruments (continued)

(e) Fair value measurement (continued)

(i) Fair value compared to carrying amount (continued)

Financial assets	2015		2014	
	Carrying Amount \$'000	Fair Value \$'000	Carrying Amount \$'000	Fair Value \$'000
NSW TCorp Hour-Glass Investment - Cash facility	4,369	4,369	4,258	4,258

(ii) Fair value recognised in the statement of financial position

Financial assets at fair value	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
2015				
NSW TCorp Hour-Glass Investment - Cash facility	--	4,369	--	4,369
2014				
NSW TCorp Hour-Glass Investment - Cash facility	--	4,258	--	4,258

The table above only includes financial assets, as no financial liabilities were measured at fair value in the statement of financial position.

There were no transfers between level 1 and 2 during the year ended 30 June 2015 and 30 June 2014.

The value of the Hour-Glass Investments is based on the Department's share of the value of the underlying assets of the facility, based on the market value. Prices are observable, however no active market exists for these facilities as they are only accessible to government agencies. All of the Hour-Glass facilities are valued using 'redemption' pricing.

27. Provision for superannuation

Effective from 26 August 2014, the liability for AMES defined benefits superannuation schemes was transferred to the Crown Entity. As a result, the liability was derecognised and the Department no longer recognises any liability for defined benefits superannuation schemes.

Historical information for prior year

Up until 26 August 2014, the Department had an obligation for the deferred contribution in respect of the employees of AMES which becomes payable on and after retirement of staff. Contribution was made to the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non-contributory Superannuation Scheme (SANCS).

Actuarial gains/losses were recognised immediately in other comprehensive income in the year in which they occurred.

DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

27. Provision for superannuation (continued)

Fund information

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation schemes:

- State Authorities Superannuation Scheme (SASS);
- State Superannuation Scheme (SSS);
- Police Superannuation Scheme (PSS); and
- State Authorities Non-contributory Superannuation Scheme (SANCS).

These schemes are all defined benefit schemes – at least a component of the final benefit is derived from a multiple of member salary and years of membership. Members receive lump sum or pension benefits on retirement, death, disability and withdrawal. All these schemes are closed to new members.

Description of the regulatory framework

The schemes in the Pooled Fund are established and governed by the following NSW legislations:

- *Superannuation Act 1916*;
- *State Authorities Superannuation Act 1987*;
- *Police Regulation (Superannuation) Act 1906*;
- *State Authorities Non-contributory Superannuation Act 1987*; and
- their associated regulations.

The schemes in the Pooled Fund are exempt public sector superannuation schemes under the *Commonwealth Superannuation Industry (Supervision) Act 1993 (SIS)*. The SIS Legislation treats exempt public sector superannuation funds as complying funds for concessional taxation and superannuation guarantee purposes.

Under a Heads of Government agreement, the New South Wales Government undertakes to ensure that the Pooled Fund will conform with the principles of the Commonwealth's retirement incomes policy relating to preservation, vesting and reporting to members and that members' benefits are adequately protected.

The New South Wales Government prudentially monitors and audits the Pooled Fund and the Trustee Board activities in a manner consistent with the prudential controls of the SIS legislation. These provisions are in addition to other legislative obligations on the Trustee Board and internal processes that monitor the Trustee Board's adherence to the principles of the Commonwealth's retirement incomes policy.

An actuarial investigation of the Pooled Fund is performed every three years. The last actuarial investigation was performed as at 30 June 2012.

Description of other entities' responsibilities for the governance of the fund

The Fund's Trustee is responsible for the governance of the Fund. The Trustee has a legal obligation to act solely in the best interests of fund beneficiaries. The Trustee has the following roles:

- Administration of the fund and payment to the beneficiaries from fund assets when required in accordance with the fund rules;
- Management and investment of the fund assets; and
- Compliance with other applicable regulations.

Description of risks

There are a number of risks to which the Fund expose the Department. The more significant risks relating to the defined benefits are:

- **Investment risk** - The risk that investment returns will be lower than assumed and the Employer will need to increase contributions to offset this shortfall
- **Pension indexation risk** - The risk that pensions will increase at a rate greater than assumed, increasing future pensions.
- **Salary growth risk** - The risk that wages or salaries (on which future benefit amounts for active members will be based) will rise more rapidly than assumed, increasing defined benefit amounts and thereby requiring additional employer contributions.
- **Legislative risk** - The risk is that legislative changes could be made which increase the cost of providing the defined benefits.

The defined benefit fund assets are invested with independent fund managers and have a diversified asset mix. The Fund has no significant concentration of investment risk or liquidity risk.

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

27. Provision for superannuation (continued)

Description of significant events

There were no fund amendments, curtailments or settlements during the year.

Reconciliation of the Net Benefit Liability/(Asset)

Financial year to 30 June 2014	SASS \$	SANCS \$	SSS \$	Total \$
Net Defined Benefit Liability/(Asset) at start of year	(122,955)	(628,278)	40,361,072	39,609,839
Current service cost	--	1,814	12,572	14,386
Net Interest on the net defined benefit liability/(asset)	(4,672)	(23,875)	1,533,721	1,505,174
Actual return on Fund assets less interest income	(8,218)	(51,285)	(4,709,244)	(4,768,747)
Actuarial (gains)/losses arising from changes in financial assumptions	--	3,925	2,929,597	2,933,522
Actuarial (gains)/losses arising from liability experience	3,314	(129,097)	(736,078)	(661,861)
Net Defined Benefit Liability/(Asset) at end of year	(132,531)	(826,796)	39,391,640	38,432,313

Other Comprehensive Income

Financial year to 30 June 2014	SASS \$	SANCS \$	SSS \$	Total \$
Actuarial (gains)/losses on liabilities	3,314	(125,172)	2,193,519	2,071,661
Actual return on Funded assets less interest income	(8,218)	(51,285)	(4,709,244)	(4,768,747)
Total remeasurement in Other Comprehensive Income	(4,904)	(176,457)	(2,515,725)	(2,697,086)

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DEPARTMENT OF EDUCATION AND COMMUNITIES
Notes to the financial statements for year ended 30 June 2015

27. *Provision for superannuation (continued)*

Impact of new AASB 119 with respect to the Financial Year to 30 June 2014

	Previous AASB 119			Current AASB 119	
	SASS	SANCS	SSS	Total	Total
	\$	\$	\$	\$	\$
Service cost	--	1,566	7,061	8,627	14,387
Net Interest (current AASB 119 only)	n/a	n/a	n/a	n/a	1,505,174
Interest Expense (previous AASB 119 only)	--	1,357	3,275,459	3,276,816	n/a
Expected return on assets (previous AASB 119 only)	(8,988)	(48,966)	(4,450,499)	(4,508,453)	n/a
Superannuation expense/(income) in P&L	(8,988)	(46,043)	(1,167,979)	(1,223,010)	1,519,561
Actuarial (gains)/losses on liabilities	4,050	(98,715)	2,573,406	2,478,741	2,071,661
Return on assets excluding amounts included in P&L ¹	(3,201)	(23,956)	(2,225,675)	(2,252,832)	(4,768,747)
Amount recognised in other comprehensive income (OCI)	849	(122,671)	347,731	225,909	(2,697,086)
Total recognised in P&L and OCI	(8,139)	(168,714)	(820,248)	(997,101)	(1,177,525)

¹ This item is the actual return on assets in excess of expected return on assets under the previous AASB 119 standard, and in excess of interest income under the current Accounting Standard AASB 119 *Employee Benefits*.

Impact of new AASB 119 on the statement of financial position as at 30 June 2014

	Previous AASB 119			Current AASB 119	
	SASS	SANCS	SSS	Total	Total
	\$	\$	\$	\$	\$
Net Defined Benefit Liability/Net Defined Benefit Liability	(112,651)	(702,379)	33,625,060	32,811,030	38,432,313

DEPARTMENT OF EDUCATION AND TRAINING
Notes to and forming part of the Financial Statements

28. *Events after the Reporting Period*

The *Administrative Arrangements (Administrative Changes – Public Service Agencies) Order (No 2) 2015* took effect on 1 July 2015 and has the following effects on the Department;

- change of name from Department of Education and Communities to Department of Education;
- transfer of the Office of Communities (except the Office of Aboriginal Affairs) to the Department of Family and Community Services; and
- transfer of State Training Services to the newly established Department of Industry, Skills and Regional Development.

The separation of both Office of Communities (except the Office of Aboriginal Affairs) and State Training Services does not result in any impact on the Department's financial statements for the year ended 30 June 2015.

End of audited financial statements

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OUR PEOPLE

HUMAN RESOURCES

This section provides data on the number of staff employed by the department, commentary on our personnel policy and practices, and movement in wages.

In June 2015, the department employed 86,031 full-time equivalent (FTE) staff. More than 73 per cent were teachers in NSW public schools. The decrease in the number of staff since 2014 is primarily due to the transition of TAFE NSW from the department.

Table 1: Number of full-time equivalent staff, 2012 to 2015

	30 June 2012	30 June 2013	30 June 2014	30 June 2015
Teachers (schools)	61,664	61,904	62,169	63,274
Educational support (schools)	18,330	18,176	18,507	18,917
Educational support (state and regional offices)	3,386	3,173	2,947	2,688
Corporate services (core and non-core)	2,124	2,052	2,053	997
Educational support (TAFE NSW)	4,161	3,896	3,611	0
Teachers (TAFE NSW)	10,234	9,642	8,853	0
Adult Migrant English Service and National Art School	29	20	20	16
Office of Communities	922	903	813	139
Total	100,849	99,766	98,973	86,031

Source: NSW Public Sector Workforce Profile as at 30 June each year. Notes: Includes FTE permanent, temporary and casual staff. Due to rounding, figures may not add up to the totals shown. From 2015, figures for the Office of Communities include Multicultural NSW and the Advocate for Children and Young People, but do not include Aboriginal Affairs and Communities Policy and Programs (these are now incorporated into the department figures). Sport and Recreation, Sydney Olympic Park Authority, Venues NSW, Veteran's Affairs and TAFE NSW are no longer under the department due to machinery-of-government changes and their data are excluded. The decrease in the corporate services (core and non-core) group from 2014 to 2015 is primarily due to TAFE NSW being excluded.

Primary school teachers

Table 2: Teaching service staff – Primary teachers in NSW public schools, 2015

	Female			Male			Total	
	Number	% of total	% of total at this level	Number	% of total	% of total at this level	Number	% of grand total
Classroom teachers	15,878	78.4	84.2	2,986	66.0	15.8	18,864	76.2
Assistant principals	2,889	14.3	79.8	731	16.1	20.2	3,620	14.6
Deputy principals	429	2.1	79.2	113	2.5	20.8	542	2.2
Primary principals class 6	134	0.7	81.2	31	0.7	18.8	165	0.7
Primary principals class 5	290	1.4	64.9	157	3.5	35.1	447	1.8
Primary principals class 4	250	1.2	57.7	183	4.0	42.3	433	1.7
Primary principals class 3	182	0.9	55.3	147	3.2	44.7	329	1.3
Primary principals class 2	148	0.7	54.6	123	2.7	45.4	271	1.1
Primary principals class 1	41	0.2	43.6	53	1.2	56.4	94	0.4
Executive principals (Connected Communities)	3	0.0	50.0	3	0.1	50.0	6	0.0
Total	20,244	100.0	81.7	4,527	100.0	18.3	24,771	100.0
Total primary principals	1,048	5.2	60.1	697	15.4	39.9	1,745	7.0
Total promoted	4,366	21.6	73.9	1,541	34.0	26.1	5,907	23.8

Source: NSW Public Sector Workforce Profile as at 30 June 2015. Notes: Teachers on leave without pay for 12 months or more are not included in the table. Total promoted includes all executive level positions within a school including principal, deputy and assistant principal, head teacher and Highly Accomplished teacher.

Secondary school teachers

Table 3: Teaching service staff – Secondary teachers in NSW public schools, 2015

	Female			Male			Total	
	Number	% of total	% of total at this level	Number	% of total	% of total at this level	Number	% of grand total
Classroom teachers	10,426	80.1	59.7	7,032	75.1	40.3	17,458	78.0
Head teachers/district guidance officers	2,084	16.0	55.2	1,694	18.1	44.8	3,778	16.9
Deputy principals	329	2.5	44.8	406	4.3	55.2	735	3.3
Secondary principals class 2	98	0.8	41.9	136	1.5	58.1	234	1.0
Secondary principals class 1	73	0.6	46.5	84	0.9	53.5	157	0.7
Executive principals (Connected Communities)	3	0.0	30.0	7	0.1	70.0	10	0.0
Total	13,013	100.0	58.2	9,359	100.0	41.8	22,372	100.0
Total secondary principals	174	1.3	43.4	227	2.4	56.6	401	1.8
Total promoted	2,587	19.9	52.6	2,327	24.9	47.4	4,914	22.0

Source: NSW Public Sector Workforce Profile as at 30 June 2015. Notes: Teachers on leave without pay for 12 months or more are not included in the table. Total promoted includes all executive level positions within a school including principal, deputy and assistant principal, head teacher and Highly Accomplished teacher.

Primary and secondary school teachers

Table 4: Teaching service staff – Primary and secondary teachers in NSW public schools, 2015

	Female			Male			Total	
	Number	% of total	% of total at this level	Number	% of total	% of total at this level	Number	% of grand total
Total teaching staff	33,257	100.0	70.5	13,886	100.0	29.5	47,143	100.0
Total principals	1,222	3.7	56.9	924	6.7	43.1	2,146	4.6
Total promoted	6,953	20.9	64.3	3,868	27.9	35.7	10,821	23.0

Source: NSW Public Sector Workforce Profile as at 30 June 2015. Notes: Teachers on leave without pay for 12 months or more are not included in the table. Highly Accomplished teachers are temporary appointments but are included in the total promoted category. Total promoted includes all executive level positions within a school including principal, deputy and assistant principal, head teacher and Highly Accomplished teacher.

Part-time school teachers

Table 5: Part-time school teachers in NSW public schools, 2015

	Female			Male			Total		
	Number and % of total	FTE	Average FTE	Number and % of total	FTE	Average FTE	Total and %	FTE	Average FTE
Primary classroom teachers	10,691 92.3%	5,647.0	0.5	893 7.7%	493.8	0.6	11,584 100%	6,140.7	0.5
Primary promoted teachers	535 93.9%	329.8	0.6	35 6.1%	19.5	0.6	570 100%	349.3	0.6
Total primary	11,226 92.4%	5,976.8	0.5	928 7.6%	513.9	0.6	12,154 100%	6,490.7	0.5
Secondary classroom teachers	4,623 80.5%	2,693.8	0.6	1,118 19.5%	664.2	0.6	5,741 100%	3,358.1	0.6
Secondary promoted teachers	202 82.8%	132.8	0.7	42 17.2%	26.9	0.6	244 100%	159.7	0.7
Total secondary	4,825 80.6%	2,826.7	0.6	1,160 19.4%	691.1	0.6	5,985 100%	3,517.8	0.6
Grand total	16,051 88.5%	8,803.4	0.5	2,088 11.5%	1,205.0	0.6	18,139 100%	10,008.5	0.6

Source: NSW Public Sector Workforce Profile as at 30 June 2015. Notes: Teachers on leave without pay for 12 months or more are not included in the table. Average FTE (rounded to one decimal place) is calculated by dividing the total FTE by the number of teachers.

Human resources strategic planning

The department's Strategic Human Resources Plan 2012–2017 aligns human resources planning with both the departmental strategic plan and NSW Government priorities. Support tools, including the implementation guide, provide business units with guidance on ways to implement the plan.

Government Sector Employment Act 2013

The *Government Sector Employment Act 2013* (GSEA) commenced in February 2014, replacing the *Public Sector Employment and Management Act 2002* and

introducing reforms to the structure and management of the NSW public sector. It is the centrepiece of a suite of reforms that provide the foundation for a modern, capable and high-performing workforce delivering excellent customer service and building rewarding careers.

Two important areas of reform include changes to the executive structure of the public service and changes to the employment arrangements and workforce management practices that apply more generally to non-executive employees of the department.

The GSEA enables staggered implementation dates and transition periods for some of the larger areas of change, including implementation of the NSW Public Sector Capability Framework and senior executive reform. The department is also working closely with the NSW Public Service Commission to ensure new systems and processes comply with, and are aligned to, the intention of the Act.

The Act requires the new executive structures to be completed by 23 February 2017. The department is approaching executive reform in three phases. The first two phases, which included 28 directorates, were completed as at 30 June 2015 and 27 November 2015 respectively. Corporate Services transitioned during phase two. The remaining divisions will transition in 2016.

Capability development

The NSW Public Sector Capability Framework describes the capabilities and associated behaviours expected of all NSW public sector employees, from entry-level to executive staff. The department is continuing to embed the framework across a range of workforce management and professional development activities and ensure recruitment processes are compliant with the GSEA and are capability-focused. To facilitate this, the department:

- produced online resources to support hiring managers to carry out recruitment processes compliant with the GSEA
- provided advice and guidance for hiring managers on comparative assessment, suitability assessment, and creating and using talent pools
- delivered briefing sessions to 443 hiring managers, including 93 senior executives, on key features of the GSEA reforms, the NSW Public Sector Capability Framework and comparative assessments in merit selection.

The NSW Public Sector Performance Development Framework sets the approach for managing all aspects of employee performance in the NSW public sector. The department has aligned existing performance management systems and processes with the framework, developed resources and updated procedures to support the implementation. The framework will also complement the wide-ranging reforms of the Great Teaching, Inspired Learning initiative, which were introduced in 2013.

There are a number of performance and development schemes within the department that apply to different categories of staff, including school teachers, executive and corporate staff.

The performance development process for corporate staff, including senior executives, has been promoted for implementation in the 2015–16 planning cycle. Resources were reviewed and enhanced to closely align with the sector-wide performance and development strategy as well as to progressively meet the accessibility requirements for online resources. Ten information sessions about performance and development were delivered.

A new Performance and Development Framework for Principals, Executives and Teachers, developed jointly by the department and the NSW Teachers Federation, was implemented in 2015. It aims to support the ongoing improvement of student outcomes through continuous development of a skilled, effective and professional teaching workforce.

Flexible work practices

The department offers a wide range of flexible work practices to help staff balance their work and other responsibilities more effectively. This is also recognised as an important means to address work–life balance for staff with carer responsibilities and work-related adjustment needs for staff with disability.

During 2015, 58,480 staff (84.1 per cent of whom were women) accessed flexible work options, including permanent and temporary part-time work, job sharing, leave without pay and varying flexible hour arrangements. An additional 47,431 staff (77.5 per cent of whom were women) took short-term absences for family and community responsibilities.

Organisational change

In 2015, 125 staff accepted offers of voluntary redundancy. No excess employees were made forcibly redundant under the government's Managing Excess Employees Policy. The department coordinated support for employees through a dedicated change coordination unit and support to increase placement opportunities. Support for excess employees included development of individual redeployment plans and provision of case-management services to assist in the search for redeployment opportunities.

Leave administration

Directors and managers worked with staff towards reducing all recreation leave balances to less than 30 days.

The department's Human Resources directorate wrote to school principals regarding atypical sick leave patterns for around 8,052 school teachers.

By the end of 2015, 1.2 per cent of identified teachers were assessed as requiring further action. Where the principal determined it appropriate, staff were requested to provide a medical certificate for all future periods of sick leave taken in a 12-month period.

Staff performance and conduct

The department supported supervisors to effectively manage the performance and conduct of staff through training, advice and oversighting improvement programs. During 2015, the Employee Performance and Conduct directorate investigated allegations of misconduct including corrupt conduct, financial and academic fraud and maladministration, and child protection allegations.

Wages and salaries

Teachers, principals, executives and other related staff received an increase of 2.27 per cent, effective from January 2015, under the *Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2014*.

In February 2015, Adult Migrant English Service teachers and related employees received an increase of 2.25 per cent, effective from January 2015, under the *Crown Employees NSW Adult Migrant English Service (Teachers and Related Employees) Award 2014*.

In February 2015, chief education officers received an increase of 2.25 per cent, effective from January 2015, under the *Crown Employees (Chief Education Officers – Department of Education and Communities) Salaries and Conditions Award 2014*.

Public service and school administrative and support staff received an increase of 2.5 per cent, effective from July 2015, under the *Crown Employees (Public Sector – Salaries 2015) Award*.

Public service and senior executive service

The Statutory and Other Officers Remuneration Tribunal (SOORT) made its annual determinations in relation to Public Service Senior Executive and Senior Executive Service remuneration packages in June 2015. SOORT determined a 2.5 per cent increase for all public service senior executives and senior executive services officers, effective from July 2015.

Number of senior executive service officers

Table 6 details the number of Public Service Senior Executives (PSSEs) employed in each band and assigned to roles within the department, including transitional former senior executive services officers who are deemed PSSEs under the GSEA, pending implementation of senior executive reform.

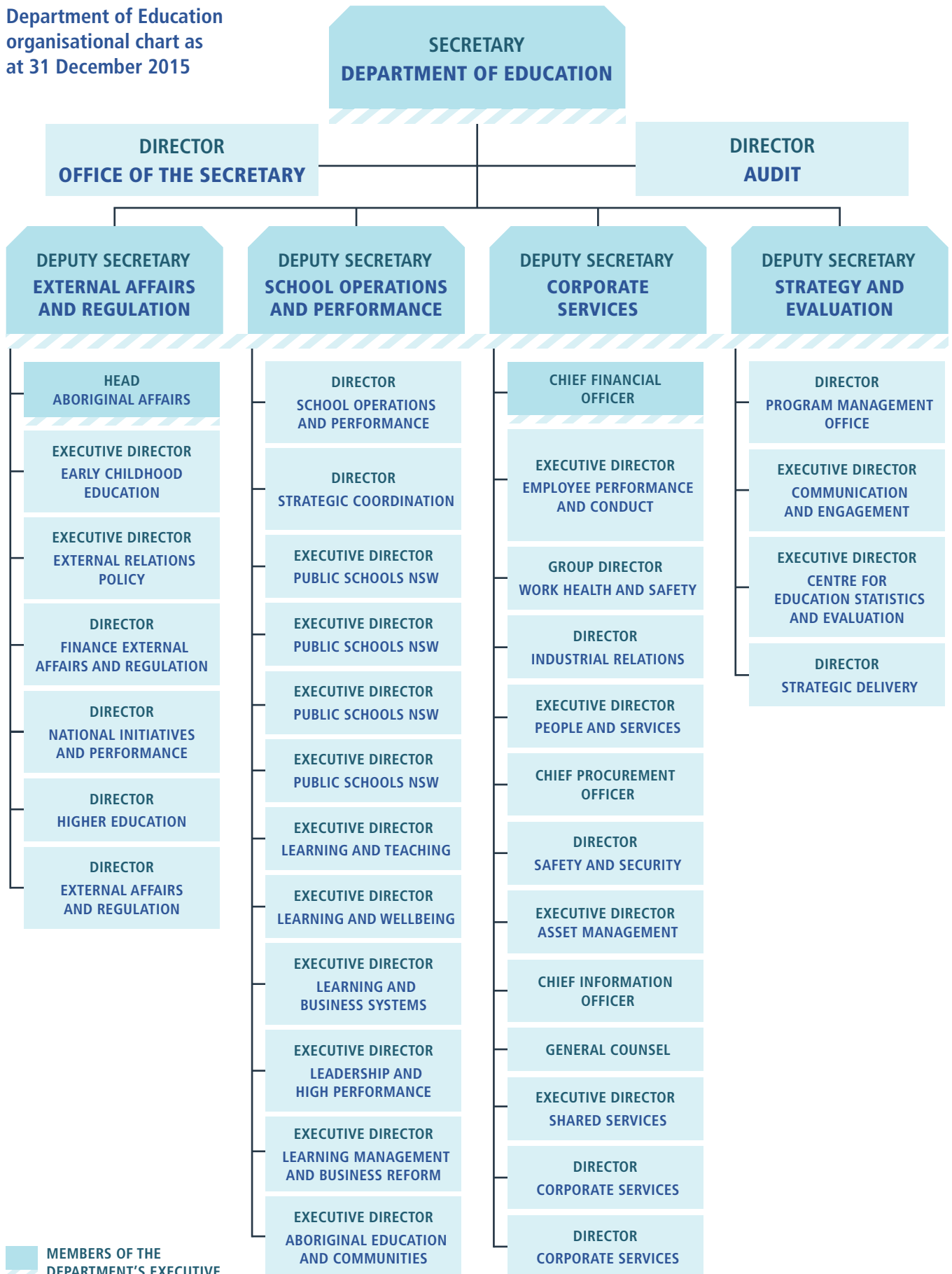
Table 6: Number of Public Service Senior Executives employed in each band, as at 30 June 2014 and 2015

Band	30 June 2014		30 June 2015		Range \$	Average remuneration	
	Female	Male	Female	Male		30 June 2014 \$	30 June 2015 \$
Band 4 (Secretary)	1	0	1	0	430,451 – 497,300	531,100	540,300
Band 3 (Deputy Secretary)	3	4	2	3	305,401 – 430,450	371,726	376,210
Band 2 (Executive Director)	20	19	14	12	242,801 – 305,400	261,871	266,852
Band 1 (Director)	*12	*22	101	113	170,250 – 242,800	*217,778	186,523
Totals	36	45	118	128			

Source: Department of Education, People and Services (PEPS HR Payroll System). Notes: The average remuneration includes the amount payable as a recruitment allowance to approved executives in addition to their remuneration within the band range. *Data provided for 2014 did not include employees under senior officer grades 1–3 as transitional former senior executives within Band 1.

ORGANISATIONAL STRUCTURE

Department of Education
organisational chart as
at 31 December 2015



WORKFORCE DIVERSITY

This section provides a summary of achievements of the department's workforce diversity programs and initiatives implemented in 2015, including those specifically relating to the teaching service.

The department promotes equal employment opportunities initiatives to all staff. The Workforce Diversity Plan 2012–2017 and the Aboriginal Human Resources Development Plan 2012–2017 will continue to be promoted across the department.

The Workforce Diversity Plan 2012–2017 provides a strategic framework for building a workforce that reflects the diversity of students, families and communities. The department's vision is for an organisation free from all discrimination, recruited and promoted on merit and representative of the wider NSW community.

Diversity in the department primarily refers to the groups that tend to be under-represented in the workforce, including:

- women in senior leadership roles
- Aboriginal people
- people with disability
- people from non-English speaking backgrounds and members of racial, ethnic and ethno-religious minority groups
- young people under the age of 25.

In 2015, women made up 77 per cent of the (permanent and temporary) workforce.

Aboriginal employees represented 3.6 per cent of the workforce, exceeding the NSW Government benchmark of 2.6 per cent.

The representation of people with disability requiring work-related adjustments has declined slightly to 0.7 per cent. However, data on the number of people with disability employed in the workforce can be unreliable as employees may choose not to disclose information about disability.

In 2015, 10.8 per cent of employees were from non-English speaking backgrounds.

Table 7: Trends in representation of equal employment opportunity groups as a proportion of the total number of staff, 2011 to 2015

	NSW Government benchmark	2011	2012	2013	2014	2015
Women	50.0%	73.2%	73.4%	74.1%	74.7%	76.9%
Aboriginal people	2.6%	2.8%	3.2%	3.2%	3.4%	3.6%
People whose first language spoken as a child was not English	19.0%	11.1%	11.2%	11.3%	11.4%	10.8%
People with disability	N/A	3.6%	3.5%	3.4%	3.2%	3.0%
People with disability requiring adjustment at work	1.5%	1.0%	1.0%	0.9%	0.8%	0.7%
Total number of staff	-	99,891	101,644	101,563	100,964	92,023

Source: NSW Public Sector Workforce Profile as at 30 June each year. Notes: Figures for 2012 to 2015 include the Office of Communities, which became part of the department in April 2011. From 2015, figures for the Office of Communities include Multicultural NSW and Advocate for Children and Young People, but do not include Aboriginal Affairs and Communities Policy and Programs (these are now incorporated into the department figures). Sport and Recreation, Sydney Olympic Park Authority, Venues NSW, Veteran's Affairs and TAFE NSW are no longer under the department due to machinery-of-government changes and their data are excluded. Changes in figures for 2015 are primarily due to the changes described above. Representation of equal employment opportunity (EEO) groups is calculated as the estimated number of staff in each group divided by the total number of staff. These statistics, except those for women, have been weighted to estimate the representation of EEO groups in the workforce, where EEO survey response rates were less than 100 per cent. The total number of staff is based on a headcount of permanent and temporary employees.

Table 8: Trends in distribution of equal employment opportunity groups, 2011 to 2015

	NSW Government benchmark	2011	2012	2013	2014	2015
Women	100	91	92	92	92	91
Aboriginal people	100	78	77	80	80	80
People whose first language spoken as a child was not English	100	103	103	103	103	105
People with disability	100	99	98	98	98	98
People with disability requiring adjustment at work	100	104	104	104	104	104

Source: NSW Public Sector Workforce Profile as at 30 June each year. Notes: Figures for 2012 to 2015 include the Office of Communities, which became part of the department in April 2011. From 2015, figures for the Office of Communities include Multicultural NSW and Advocate for Children and Young People, but do not include Aboriginal Affairs and Communities Policy and Programs (these are now incorporated into the department figures). Sport and Recreation, Sydney Olympic Park Authority, Venues NSW, Veteran's Affairs and TAFE NSW are no longer under the department due to machinery-of-government changes and their data are excluded. Changes in figures for 2015 are primarily due to the changes described above. A distribution index of 100 indicates that the centre of the distribution of the EEO groups across salary levels is equivalent to that of other staff. *Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. A distribution index based on an EEO survey response rate of less than 80 per cent may not be completely accurate. The 2015 EEO survey response rate was around 74 per cent.

Creating opportunities for women

NSW has set targets to increase the proportion of women in senior leadership roles to 50 per cent. In 2015, approximately 47 per cent of senior executive roles were held by women. The department continues to implement a range of leadership development initiatives to achieve this goal, including:

- encouraging and supporting women to participate in centrally coordinated leadership and executive development programs, such as the NSW Leadership Academy programs and the Springboard Women's Development Program; in 2015, 25 women participated in the Springboard Development Program
- supporting the Women in Educational Leadership Network, an incorporated body that provides a forum for women in teaching and learning roles to develop leadership skills and progress their careers
- supporting flexible work arrangements, such as job-share, to support ongoing career development for women.

Creating opportunities for Aboriginal employees

The department actively supports the recruitment and retention of Aboriginal people through the use of identified positions and by providing a culturally safe workplace. Achievements in 2015 included the following:

- Within Aboriginal Affairs, more than 50 per cent of staff identify as Aboriginal or Torres Strait Islander, most staff directly engaged in regional delivery with Aboriginal communities are Aboriginal and two thirds of the Executive Committee are Aboriginal.
- The department appointed 106 Aboriginal teachers to permanent positions and offered 73 scholarships in 2015 to Aboriginal students to train as school teachers.
- There are designated school administrative and support staff positions for Aboriginal people in schools with significant Aboriginal enrolments. By the end of 2015, the department had identified and filled 157 positions.
- Five Yarn Up information sessions and four Aboriginal Education Officer networking workshops were delivered across NSW, including in Dubbo, Wagga Wagga, Tamworth and Western Sydney.
- In partnership with representatives of the Secondary Principals' Council, the department developed and implemented an inaugural two-day leadership forum in Sydney in July 2015 with current school principals and aspiring Aboriginal secondary teachers and executives.

- Twenty-three Aboriginal teachers completed the Aboriginal Teacher Leadership program, which supports and develops leadership aspirations of current permanent Aboriginal teachers through career planning and professional learning.

Creating opportunities for employees from non-English speaking backgrounds

The diversity of the department's workforce allows it to deliver teaching and other services that meet the needs of a diverse NSW community. In 2015, the department undertook a number of initiatives to attract people from diverse backgrounds and perspectives into its workforce and to create pathways for them to progress their careers, including:

- providing curriculum and support materials to assist overseas-trained teachers prepare for employment in NSW public schools; more than 100 candidates passed the Professional English Assessment Test
- supporting 67 bilingual and community language teachers to undertake the community languages fluency test.

Creating opportunities for young employees

The department recognises the value of a multigenerational workforce that provides a broad range of knowledge, skills and perspectives.

From April 2014 to July 2015, the department employed 37 graduates in corporate roles and provided structured learning and development support, including an induction and networking session as well as a capability development workshop.

The department supports a Young Professionals Network for employees aged 34 years and under, providing professional development and a mechanism for networking within the department and across the public sector. Members of the network attended the CEO and Young Professionals Breakfast, which was hosted by the Institute of Public Administration Australia (IPAA) NSW, the IPAA National Conference, as well as a tour of the Transport Management Centre at Eveleigh, strengthening ties with other government agencies.

Creating opportunities for people with disability

Information on supporting employees with disability is detailed in the report on the department's disability action plan under the appendix on public accountability starting on page 98 of this report.

Equity and diversity awareness activities

The department promoted and celebrated a number of corporate events, including Reconciliation Week, NAIDOC Week, Carers Week, World Refugee Week, International Women's Day, Harmony Day and International Day of People with Disability, to raise diversity awareness and to encourage inclusive practices. Individual work areas and schools involved students and community members in the celebrations to raise awareness of equity and diversity.

Future directions

The GSEA provides an enhanced focus on workforce diversity across the NSW public sector and ensures that it is integrated into broader workforce planning processes.

In 2016, the department will continue to create a workplace that is fair and inclusive and to promote a workforce that reflects the diversity of students, parents/carers and the NSW community, as outlined in the Workforce Diversity Plan and Implementation Guide 2012–2017.

WORK HEALTH AND SAFETY

Work health and safety performance

In 2015, the Work Health and Safety directorate continued to provide high-quality health and safety services to all staff across NSW. This is reflected by the continued reduction of workers compensation claims lodged and claims requiring lost time.

The department has implemented a new case management model in collaboration with Allianz to achieve further improvement in future years.

During 2015, in line with legislative reforms, there has been an increased focus on rehabilitation support provided to injured employees to improve work capacity. The department anticipates this increased support will facilitate and improve return-to-work outcomes over the coming financial years, despite a short-term increase in insurer costs.

Claims data have been updated for 2013–14 due to changes in the calculation of lost time and to more accurately reflect the time lost as a result of delayed reimbursement by the claim manager.

The department developed and implemented a number of programs throughout 2015 to improve health and safety performance, including:

- endorsing the Safe, Healthy and Productive Workplaces Strategy 2016–2018
- establishing a panel of approved training providers to deliver first aid training, including combined anaphylaxis and CPR, to NSW public schools and workplaces, which has increased the availability and accessibility of trainers across the state

- developing and releasing further e-learning modules to increase work health and safety capability, for example in e-emergency care and emergency management
- developing an integrated early intervention and case management model to improve injury and claims management
- delivering a seminar with an expert advisory panel for school-based staff in relation to preventing and responding to student suicide, with further sessions to be scheduled in 2016
- enhancing the department's e-Safety system, released in late 2014, to allow principals to view the training records of staff within their school and all casual staff across the state.

Challenges and future directions

In 2015, the department developed a number of work health and safety strategic programs designed to improve service delivery and support for health and safety in the workplace. The department looks forward to improved work health and safety performance in the coming years as the strategic programs are finalised and implemented.

Prosecutions under the *Work Health and Safety Act 2011*

No prosecution action was taken against the department in 2015.

Table 9: Number of workers compensation claims, lost time and claims costs, 2010–11 to 2014–15

	2010–11	2011–12	2012–13	2013–14	2014–15
Total claims	6,162	6,137	5,916	4,862	4,327
Total hours paid	254,000	327,000	244,299	251,440	210,077
Number of claims with lost time	2,075	2,691	2,063	2,338	1,723
Number of rehabilitation cases	1,305	1,189	895	758	933
Insurer costs	\$3,927,904	\$3,870,875	\$3,320,252	\$2,772,134	\$3,734,208
Average cost per case	\$3,010	\$3,256	\$3,710	\$3,657	\$4,002

Source: Department of Education, Corporate Services. Notes: Figures provided for 2014–15 do not include TAFE NSW or incident-only claims. The claim numbers reflect those reported within the financial year where a financial cost was incurred. Claims data originally provided for 2013–14 were impacted by delays from the department's fund manager in processing claims for lost time and legislative changes to the calculation of lost time. Updated claims data for this financial year have been obtained from icare (formerly SiCorp) and are reflected in the table.

PUBLIC ACCOUNTABILITY

LEGISLATION AND LEGAL CHANGE

This section sets out the Acts administered by the Minister for Education, the Minister for Early Childhood Education and the Minister for Aboriginal Affairs as at 31 December 2015. It also sets out the Acts administered by the Minister for Education relating to vocational education and training and the Minister for Citizenship and Communities as at 30 June 2015. The Office of Communities (except Aboriginal Affairs) was transferred to the Department of Family and Communities, effective 1 July 2015. State Training Services was transferred to the Department of Industry, Skills and Regional Development, effective 1 July 2015.

Subordinate legislation is not listed. All Acts, Regulations and other statutory instruments can be accessed via the NSW Government's legislation website (legislation.nsw.gov.au).

Education

The Minister for Education administers the following Acts:

- *Australian Catholic University Act 1990*
- *Board of Studies, Teaching and Educational Standards Act 2013*
- *Charles Sturt University Act 1989*
- *Education Act 1990*
- *Education (School Administrative and Support Staff) Act 1987*
- *Higher Education Act 2001*
- *Higher Education (Amalgamation) Act 1989*
- *Macquarie University Act 1989*
- *Moree and District War Memorial Educational Centre Act 1962*
- *Parents and Citizens Associations Incorporation Act 1976*
- *Saint Andrew's College Act 1998*
- *Sancta Sophia College Incorporation Act 1929*
- *Southern Cross University Act 1993*
- *Teacher Accreditation Act 2004*

- *Teaching Service Act 1980*
- *Universities Governing Bodies Act 2011*
- *University of New England Act 1993*
- *University of New South Wales Act 1989*
- *University of Newcastle Act 1989*
- *University of Sydney Act 1989*
- *University of Technology, Sydney, Act 1989*
- *University of Western Sydney Act 1997*
- *University of Wollongong Act 1989*
- *West Scholarships Act 1930*
- *Women's College Act 1902.*

The *Apprenticeship and Traineeship Act 2001*, the *Skills Board Act 2013*, the *Technical and Further Education Act 1990*, the *Technical Education and Trust Funds Act 1967* and the *Vocational Education and Training (Commonwealth Powers) Act 2010*, which were formerly administered by the Minister for Education, were allocated to the Minister for Skills effective 1 July 2015.

The *Children (Education and Care Services National Law Application) Act 2010*, *Children (Education and Care Services) National Law (NSW) and Children (Education and Care Services) Supplementary Provisions Act 2011*, which were formerly administered by the Minister for Education, were allocated to the Minister for Early Childhood Education effective 1 July 2015.

No amendments were made to these Acts in the period 1 January 2015 to 30 June 2015.

The following Acts were amended during 2015:

- The *Board of Studies, Teaching and Educational Standards Act 2013* was amended by the *Teacher Accreditation Amendment Act 2014* to include references to early childhood centres.
- The *Education Act 1990* was amended by the *Regulatory Reform and Other Legislative Repeals Act 2015* to include provisions consequent on the repeal of the *West Scholarships Act 1930*.
- The *Higher Education Act 2001*, the *Universities Governing Bodies Act 2011* and the *University of Technology Sydney Act 1989* were amended by the *Statute Law (Miscellaneous Provisions) Act 2015* to reflect a minor change in the name of the University of Technology Sydney.

- The *Statute Law (Miscellaneous Provisions) Act (No 2) 2014* amended:
 - the *Parents and Citizens Associations Incorporation Act 1976* to include references to affiliate parents and citizens associations
 - the *Teaching Service Act 1980* to insert a missing word into subsections 93T(2)(a) and (c).
- The *Southern Cross University Act 1993* was amended by the Universities Governing Bodies (Southern Cross University) Order 2015 to displace the replaceable provisions of the Act with the standard governing provisions set out in Schedule 1 of the *Universities Governing Bodies Act 2001*.
- The *Teacher Accreditation Act 2004* was amended by the *Teacher Accreditation Amendment Act 2014* to update its definitions, require all early childhood teachers to become accredited and make a range of consequential changes.
- The *University of Western Sydney Act 1997* was amended by the *Statute Law (Miscellaneous Provisions) Act 2015* to remove the requirement for an appointed or elected member of the Board of Trustees of the University of Western Sydney to reside in NSW or the ACT.

Early childhood education

The Minister for Early Childhood Education administers the following Acts:

- *Children (Education and Care Services National Law Application) Act 2010*
- *Children (Education and Care Services) National Law (NSW)*
- *Children (Education and Care Services) Supplementary Provisions Act 2011*.

Citizenship and communities

The Minister for Citizenship and Communities administered the *Multicultural NSW Act 2000* (jointly with the Premier) for the Department of Education and Communities as at 30 June 2015. From 1 July 2015, this Act was jointly administered by the Premier and Minister for Multiculturalism.

The *Commission for Children and Young People Act 1998* and the *Youth Advisory Council Act 1989* were repealed by the *Advocate for Children and Young People Act 2014*, which commenced in 2015.

Aboriginal affairs

The Minister for Aboriginal Affairs administers the *Aboriginal Land Rights Act 1983*. Minor amendments were made to this Act by the *Statute Law (Miscellaneous Provisions) Act 2015* to: require a resolution approving a Local Aboriginal Land Council's community land and business plan to be passed by not less than 80 per cent of the voting members of the council present at the meeting; remove the requirement for a resolution for the transfer or disposal of an asset or termination of certain arrangements for the transfer or disposal of an asset by the NSW Aboriginal Land Council to be approved by a resolution of not less than 80 per cent of the members of the council; and make it clear the functions of the Registrar appointed under the principal Act include keeping and maintaining a register of Aboriginal Land Agreements.

Judicial decisions

There were no judicial decisions involving the Department of Education during 2015 that had a significant new impact on its operations.

DISABILITY INCLUSION ACTION PLAN

The department is strongly committed to supporting and improving services for students, staff and parents with disability in accordance with its legislative obligations.

The department's Disability Action Plan 2011–2015 was developed in accordance with NSW Ageing, Disability and Home Care's Guidelines for Disability Action Planning by NSW government agencies. The department developed a draft plan in accordance with the NSW *Disability Inclusion Act 2014* and related guidelines issued by the Department of Family and Community Services. The draft plan will be published in early 2016.

Identifying and removing barriers to services for people with disability

The Every Student, Every School initiative has continued to strengthen support for students whose learning is affected by disability. In 2015, the department expanded the range of specialist professional learning courses with a new course to support personalised learning in schools. In total, more than 3,575 staff members completed more than 71,500 hours of registered training across seven specialist courses. In addition, teachers profiled the learning needs and strengths of 5,416 students, using the new Personalised Learning and Support Signposting Tool released to all NSW public schools at the beginning of 2015.

The number of staff undertaking training on the *Disability Discrimination Act 1992* and Disability Standards for Education 2005 continues to increase. During 2015, 12,141 staff completed accredited training, with more than 65,000 staff members completing training since 2013.

All schools took part in the national disability data collection for the first time in 2015, validating the provision of personalised learning and support for students with disability and further strengthening teachers' understanding of their obligations under the disability standards.

The Child Wellbeing unit continued to support mandatory reporters within the department to be aware of their obligations under the *Disability Discrimination Act 1992* and the disability standards.

Professional learning and resources were provided to principals to ensure school planning processes meet the needs of all students, including students with disability.

As part of the needs-based Resource Allocation Model, all regular schools receive an equity loading to support students requiring low levels of adjustment for disability. This allocation is in addition to targeted funding for individual students requiring moderate to high levels of adjustment and specialist support classes. To support this, the department promoted 26 case studies highlighting the use of equity loading to meet the needs of students with disability.

In 2015, the Preschool Disability Support Program, managed by Northcott Society, supported 530 NSW preschools to ensure the meaningful participation of 3,000 children with disability and provided a universal disability loading to all NSW preschools to support the inclusion of children with disability.

Through the Intervention Support Program, the department provided funding for more than 4,000 children with disability attending 74 specialist early childhood intervention services and 95 child care centres across NSW. This funding supports the participation of children with disability in early childhood settings and transition to school.

More than 200 students with disability participated in the 2015 Schools Spectacular. A performance in Australian sign language involved a choir of more than 2,000 students and approximately 30 students from rural and remote areas.

Providing information and services in a range of formats that are accessible to people with disability

In 2015, the department's Braille and Large Print Service supported more than 500 NSW public school students who are blind or have low vision. It provided a Braille format of textbooks, National Assessment Program: Literacy and Numeracy (NAPLAN), the Higher School Certificate and the Best Start Kindergarten Assessment as well as large print resources.

New functionalities have been introduced to increase accessibility for students participating in the online Validation of Assessment for Learning and Individual Development science tests for years 6, 8 and 10.

Information about the enrolment of, and services for, school students with disability has been translated into 35 community languages.

A range of accessibility training strategies and professional learning resources has been developed and made available to staff across the department to meet the new World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines, which became operational in 2015. Ongoing training will ensure resources published on departmental web pages are accessible to people with disability.

To create a community of practice around accessible content, the department has consulted with other public sector agencies, sharing and benchmarking best practice. A design team supported schools and advised the department on alternative formats and content types to better meet accessibility standards.

The establishment of an accessibility group on the department's internal microblogging platform, Yammer, has served as a forum for staff seeking solutions and sharing information about the creation of accessible content.

Revision of the design and structure of the department's branding and templates will further assist schools and corporate units in developing compliant publications.

Making government buildings and facilities physically accessible to people with disability

The department's Access Review Tool is used to identify and prioritise projects in schools in order to meet the access needs of students and staff. Asset management units work with school principals, parents and school learning and support teams to ensure works are delivered in line with agreed support plans.

In 2015, the department undertook more than 300 integration assets projects to enable access to school facilities for students with disability. These include installing lifts, access ramps, accessible toilets, high-visibility markings and bollards.

The School Facilities Standards are compliant with Australian Standard 1428: Design for access and mobility. All room plans comply with the Building Code of Australia, which includes the Disability (Access to Premises – Buildings) Standards 2010.

Assisting people with disability to participate in the department's public consultations and to apply for and participate on advisory boards and committees

The department meets regularly with an extensive range of disability representative organisations, including parent and carer groups, to discuss issues related to the education of students with disability.

In 2015, a Disability Employee Network was established, providing a forum for consultation and feedback on organisational strategies and policies that may affect employees with disability. The network currently has 120 members.

Increasing employment participation of people with disability in the department

The department's Workforce Diversity Plan 2012–2017 outlines its commitment to inclusive work practices.

It is a member of the Australian Network on Disability (AND) and a member of the AND Sydney Roundtable. In 2015, the AND delivered a workshop on running a successful disability employee network and on disability inclusion action planning.

The department continued to be a major sponsor of the NSW Don't DIS my ABILITY campaign, developing a short video about employees with disability across the department and hosting an International Day of People with Disability event.

Using government decision-making, programs and operations to influence other agencies and sectors to improve community participation and quality of life for people with disability

The National Disability Insurance Scheme is a significant national reform to the way services are accessed by people with disability. The department participates in transition planning through a range of local and state-wide forums. Internally, it has established a Project Control Group to oversee implementation of its transition activities.

Providing quality specialist and adapted services where mainstream services are not responsive or adequate to meet the needs of people with disability

In 2015, more than 20,000 students with confirmed disability were enrolled in specialist support classes in both regular schools and schools for specific purposes. A further 7,900 students with confirmed disability were supported in regular classes through the Integration Funding Support Program. Itinerant teachers supported more than 2,200 students with hearing or vision impairment in special schools.

The Child Wellbeing unit provided advice to NSW public schools about internal and external services for students with disability experiencing safety, welfare or wellbeing concerns.

The Assisted School Travel Program provided individualised transport services for 10,500 students with disability from home to school each school day during 2015.

CARER'S CHARTER

The department's action plan to implement the *NSW Carers (Recognition) Act 2010* also reflects the principles of the NSW Carers Charter in business activities. There is a dedicated page on the department's intranet, providing information, online resources and useful links for staff who are carers or who work with people who have carer responsibilities.

The Young Carers fact sheet continues to be posted on the Public Schools NSW website. The fact sheet, developed collaboratively with Carers NSW, provides information and links to support services for school communities. The Being a Carer, Being a Student and Being a Kid resources, which were launched in 2011, are posted on the department's intranet. They provide information for staff in schools about supporting students who are young carers.

The department is represented on the NSW Carers Strategy project management group and has established partnerships with NSW Family and Community Services, NSW Railcorp, Carers NSW and other organisations to network and consult on policy and program development.

The department provides a number of flexible working options that staff with carer responsibilities are able to access, including part-time work, job sharing, leave without pay and varying flexible hour arrangements. These were accessed by 58,480 staff in 2015, with an additional 47,431 taking short-term absences for family and community responsibilities. Staff with carer responsibilities are also able to access the Employee Assistance Program, an independent, confidential and free professional counselling service to support the health and wellbeing of employees.

The department continues to consider options to improve the collection of data on employees who are carers and ensure information is available for monitoring workplace initiatives and public reporting.

MULTICULTURAL POLICIES AND SERVICES PROGRAM

The department's Multicultural Plan 2012–2015 outlines its commitment to meeting the education and training needs of a culturally and linguistically diverse NSW. The plan is implemented across the department.

In NSW public schools, the Multicultural Education Policy provides the framework for activity outlined in the multicultural plan. Schools include multicultural education strategies in their individual school plans and report on their achievements in annual school reports.

Detailed information on the progress of the plan is provided every two years in the Multicultural Policies and Services Program: Implementation Report, the most recent one for 2013–14. Highlights of the department's activities in 2015 are included below.

Quality teaching and leadership

The department's objective is to ensure that teachers and leaders have the knowledge and skills to deliver high-quality teaching programs and services that meet the needs of students and clients from culturally diverse backgrounds. During 2015, the department undertook the following activities:

- English as an additional language or dialect (EALD) teachers assisted students to develop proficiency in English in schools across the state.
- Staff in intensive English centres and the Intensive English High School provided support to newly arrived secondary students. Specialist teachers provided intensive English and transition support, counsellors provided specialist counselling and school learning support officers provided first language support.
- Trained school-based anti-racism contact officers (ARCOs) promoted anti-racism education and assisted with complaints about racism.
- School-based community liaison officers supported the engagement of culturally diverse communities in school activities and practices.
- Bilingual employees provided assistance in a range of community languages to school communities.
- Teachers and leaders participated in professional learning courses to help them cater for the needs of students in culturally diverse classrooms.
- Experienced EALD teachers led professional learning and networks to increase the capacity of teachers in meeting the needs of English language learners in their classrooms.
- Teachers and school leaders participated in professional learning on Aboriginal English and standard Australian English to improve learning outcomes for Aboriginal students who speak Aboriginal English as their home dialect.
- Bilingual and community language teachers undertook the Community Languages Fluency Test in 15 languages for approval to teach a community language.
- Online ARCO training was delivered to more than 600 teachers by ARCO tutors, who provided ongoing professional support at the local level.
- Teachers, support staff and school counsellors were trained in using the Promoting Positive Behaviour and Learning – Assisting Refugee Students at School program.
- EALD teacher mentors supported teachers in non-metropolitan schools with significant numbers of EALD, newly arrived and refugee students.
- Curriculum advisers supported teacher professional networks and the sharing of resources and expertise across communities of schools.
- Professional learning support materials were published on a range of departmental websites to assist in the delivery of multicultural, Aboriginal and languages education.

High expectations, closing the gaps

Our objective under the Multicultural Plan 2012–2015 is that high expectations for all and targeted programs serve to close educational gaps so that students from all backgrounds and communities can achieve their potential and participate fully in society. During 2015, the department undertook the following activities:

- Approximately 4,800 newly arrived students received intensive English support through the New Arrivals Program, intensive English centres and the Intensive English High School.
- Specialist teaching and targeted programs provided support for refugee students in primary and secondary schools, including homework and tutorial support, mentoring, career and transition support, and work-readiness programs.
- The Galuwa sponsorship program provided 40 scholarships to Aboriginal students to help them complete secondary schooling and plan vocational pathways.
- The Nanga Mai Awards celebrated the educational achievements of Aboriginal students and recognised strategies promoting respect and understanding between Aboriginal and non-Aboriginal communities.
- Approximately 3,500 students in years 7 to 12 studied community languages at the Saturday School of Community Languages.
- Approximately 43,000 students in primary schools across the state studied community languages through the Community Languages Program K–6.
- Community languages were taught out of school hours in more than 450 locations across the state through the NSW Community Languages Schools Program.
- The Beginning School Well program for refugee families and young children was implemented across participating schools in NSW to support the transition of refugee children and their families into the school community.
- Almost 2,000 students participated in the Multicultural Perspectives Public Speaking Competition culminating in state finals for two divisions: years 3 and 4, and years 5 and 6.
- Students from language backgrounds other than English in years 8 to 11 participated in the Multicultural Playwright Program, building self-esteem and developing skills in social interaction, literacy and drama.
- Students in schools across the state recognised and celebrated national and international events to foster and enhance intercultural understanding and community harmony, including Reconciliation Week, NAIDOC celebrations, Harmony Day and Refugee Week.
- Resources to increase knowledge of Australia's cultural diversity were published on the department's websites including Roads to Refuge and Racism. No way.
- The Calendar for Cultural Diversity and accompanying teachers' handbook assisted teachers to develop inclusive teaching and learning activities.
- Departmental documents for parents and community members were translated in up to 35 different languages and published on the NSW Public Schools website.
- Onsite and telephone interpreters were engaged to assist schools communicate with parents or carers who do not speak English well, are deaf, or have a hearing or speech impairment.

New and better ways of doing business

Our objective under the Multicultural Plan 2012–2015 is that innovative educational delivery based on evidence and in partnership with families, communities and business meets the changing needs of a culturally and linguistically diverse NSW. During 2015, the department undertook the following activities:

- The equity loading for English language proficiency distributed staffing and flexible funding resources to schools according to student need through the Resource Allocation Model (RAM) as part of the Local Schools, Local Decisions reform. In 2015, EALD students in 1,250 schools received support.
- The School Planning Equity Funding Support Package assisted schools in the strategic use of these resources.
- The Resource Allocation Model targeted (individual student) funding component provided resources to schools to support refugee and newly arrived students.

- The EALD School Evaluation Framework was developed to support and guide schools in planning, monitoring and delivering EALD programs.
- The anti-racism education guidelines supported leaders in implementing the Anti-Racism Policy.
- The annual Census of Students from Language Backgrounds Other Than English, the EALD Annual Survey and two New Arrivals Program Surveys were conducted to inform planning and provisions for students.
- A quantitative analysis of the learning needs, outcomes and pathways of Aboriginal students who speak Standard Australian English as a dialect, as assessed by the EALD learning progression tool, was undertaken.
- The Australian Curriculum, Assessment and Reporting Authority's EALD learning progression tool was trialled and validated for possible use as a measure of standard Australian English language proficiency for Aboriginal students.
- The Multicultural Education Advisory Group continued to provide advice on matters relating to multicultural education and training.
- The Aboriginal Education and Training Reference Group provided advice on key issues relating to Aboriginal education and training.
- The department continued to work closely with a range of community, educational and other government partners on multicultural issues, including the NSW Aboriginal Education Consultative Group, Multicultural NSW, Australian Human Rights Commission, and the Board of Studies, Teaching and Educational Standards.

COMPLAINTS AND FEEDBACK

The department's [website](#) provides access to information for people wanting to make a complaint or provide feedback. It includes advice about how and where to make a complaint and answers questions about confidentiality, anonymity and what complainants can expect after lodging a complaint. The web page provides access to the Complaints Handling Policy Guidelines for more detailed information and a complaints and compliments form. Links to the NSW Ombudsman and the NSW Anti-Discrimination Board have also been included.

Early childhood education and care

The Early Childhood Education and Care directorate is the statutory regulatory authority for the early childhood education and care sector in NSW. The sector comprises approximately 5,400 approved services, including long day care, preschools, family day care, mobile and outside of school hours care services. The directorate receives complaints about services direct from parents as well as from the services themselves, which are obliged to notify the department of all complaints.

In 2015, there were very few complaints about services. The complaint rate was less than 0.002 per cent proportionate to the total number of children in attendance. There was one prosecution in 2015 originating from complaints.

All complaints are investigated to determine whether regulatory action is required. The majority of complaints and notifications relate to child illnesses or injuries. In the majority of cases, action includes a direction to the service to amend an aspect of its procedures, followed by further monitoring.

Information from complaints helps the department improve compliance strategies and informs the development of targeted campaigns, spot-checks on services or groups of services, communications with the sector and reporting. For example, the department conducted joint compliance audits with the Commonwealth Department of Education and Training (responsible for the administration of the Child Care Benefit program) into selected family day care services, focusing on child protection, home safety checks and records.

The data for complaints are collected through the National Quality Agenda IT System, designed and managed by the Australian Children's Education and Care Quality Authority (ACECQA). In collaboration with other states and territories, the department continues to work with ACECQA to improve the way data are gathered and reported so that it can help to refine compliance strategies.

NSW public schools

Parents, students, employees, suppliers and members of the public are encouraged to contact schools in the first instance if they have a complaint. Most complaints can be resolved quickly and informally by the teacher or the principal. Complaints covered by a particular policy or legislation (such as work health and safety law or anti-discrimination policies) are directed to the relevant area of the department. The department has developed a fact sheet, *Making a Complaint: A guide for parents, carers and students, for schools* to download and display. This has been translated into 35 languages and all versions are available on the NSW Public Schools website.

State Training Services

Smart and Skilled was implemented on 1 January 2015. It introduced a new provider application and assessment process to support the government's priorities for vocational education and training, ensuring high-quality training, greater competition and choice for consumers.

More than 300 providers were offered contracts in the 2014 Smart and Skilled provider application process. In 2015, approximately 60 applicants requested feedback on their application from the department. Individualised feedback reports were designed to help providers understand the evaluation process and the outcomes of their applications.

A formal independent complaints committee was established to address complaints regarding the provider application process. This was in addition to the department providing direct feedback and advice to providers. Up to 30 June 2015, 30 complaints were managed by this committee.

Approximately 70 complaints were received from the public regarding various issues such as student fees, delivery in regional locations and fee exemptions. In June, changes were made to Smart and Skilled that increased the flexibility for 259 training providers to deliver training across different geographical regions. Providers are now able to deliver apprenticeships and traineeships in all regions where they had demand. In addition, more than 50 new providers with a demonstrated regional track record or capacity to meet specific industry needs have been contracted for the delivery of apprenticeships and traineeships under Smart and Skilled.

Aboriginal Affairs

Aboriginal Affairs is bound by the department's Complaints Handling Policy Guidelines. In addition, the *Ombudsman Act 1974* was amended in 2014 providing for the creation of a Deputy Ombudsman (Aboriginal Programs). The Deputy Ombudsman monitors and assesses Aboriginal programs listed in the Regulations of the Ombudsman Act. OCHRE, the NSW Government's community-focused plan for Aboriginal affairs, is the first program to be independently reviewed.

PUBLIC ACCESS TO GOVERNMENT INFORMATION

This section provides information about the operation of the *Government Information (Public Access) Act 2009* (GIPA Act) from 1 January 2015 until 31 December 2015. It includes the Office of Communities and State Training Services for the period 1 January to 30 June 2015 only.

Accessing records held by the department

In compliance with the GIPA Act, the department makes information it holds available in several ways, including providing open-access information on the website.

The department's information guide is updated regularly and published on the website at www.dec.nsw.gov.au/about-us/information-access.

It describes the structure and functions of the department, how these functions affect the public, information that is freely available and how to access other available information not published on the website. Details about applying for access to information, with links to relevant legislation and related agencies, can also be found on the department's website. For further assistance, contact:

Manager, Information Access Unit
NSW Department of Education
Level 7, 35 Bridge Street
Sydney NSW 2000
Telephone: (02) 9561 8100
Facsimile: (02) 9561 1157
Email: iaunit@det.nsw.edu.au

Proactive release of government information

The department reviews its program for the proactive release of information annually in accordance with section 7(3) of the Act. Information is made publicly available, except where there is an overriding public interest against disclosure or where doing so imposes unreasonable additional costs on the department.

During the reporting year, 91 items were proactively released, providing the public with the most current information on topics relating to the department's operations. This comprised 64 new and updated policy documents and 27 other items.

The department's disclosure log records formally released information that the department considers may be of interest to the general public. The log is published as part of the agency information guide and 26 new matters were added in 2015.

Access applications received and decided in 2015

Data about completed access applications received by the department in 2015 are provided in tables 10 to 17 on the pages that follow (GIPA Regulation 2009, Schedule 2, tables A to I) and comply with clause 7(d) and Schedule 2 of the GIPA Regulation 2009. Note that the tables include data about applications for Office of Communities and State Training Services for the period 1 January to 30 June 2015.

The department completed 294 access applications, including withdrawn applications but not including invalid applications. This included 31 matters received in the previous reporting period and completed in 2015. Twenty-seven matters were received but not completed in 2015 and these have been carried forward to 2016.

During 2015, the department refused 70 access applications, either wholly or partly, because the application was for access to information to which there is conclusive presumption of overriding public interest against disclosure. Access was refused in full three times and in part 67 times for this reason (see Table 13). More than one reason for refusal may apply to a particular application.

In addition, access was refused in full nine times and in part 287 times for one or more identified public interest reasons because there was an overriding balance of public interest against disclosing the information (see Table 14). Again, more than one reason for refusal may apply to an application.

Table 10: Number of access applications by type of applicant and outcome* (completed and discontinued valid applications), 2015

TABLE A (GIPA Regulation 2009, Schedule 2)							
	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held
Media	5	6	0	0	0	0	0
Members of Parliament	4	2	1	0	0	1	0
Private sector business	0	2	0	0	0	0	0
Not-for-profit organisations or community groups	3	1	1	1	0	0	0
Members of the public (application by legal representative)	25	80	1	13	0	0	0
Members of the public (other)	23	93	6	10	0	2	0
Total	60	184	9	24	0	3	0

	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Media	2	0	0	0	13
Members of Parliament	0	1	0	2	11
Private sector business	0	0	0	0	2
Not-for-profit organisations or community groups	0	0	0	0	6
Members of the public (application by legal representative)	2	4	6	1	132
Members of the public (other)	6	2	7	1	150
Total	10	7	13	4	314

Notes: *Applications completed or discontinued, including 31 applications received in 2014 reporting year and completed or discontinued in 2015. More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision.

Table 11: Number of access applications by type of application and outcome, 2015

TABLE B (GIPA Regulation 2009, Schedule 2)							
	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held
Personal information applications*	41	159	4	21	0	0	0
Access applications (other than personal information applications)	19	24	5	3	0	3	0
Access applications that are partly personal information applications and partly other	0	1	0	0	0	0	0

	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Personal information applications*	4	1	11	1	242
Access applications (other than personal information applications)	5	6	2	3	70
Access applications that are partly personal information applications and partly other	1	0	0	0	2

Notes: *A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual). More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision.

Table 12: Invalid applications, 2015

TABLE C (GIPA Regulation 2009, Schedule 2)	
Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	68
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	68
Invalid applications received that subsequently became valid applications	48

Note: Invalid applications received in reporting year, including invalid applications carried forward from 2014.

Table 13: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the Act, 2015

TABLE D (GIPA Regulation 2009, Schedule 2)	
	Number of times consideration used
Overriding secrecy laws	0
Cabinet information	2
Executive council information	0
Contempt	5
Legal professional privilege	50
Excluded information	1
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	12
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

Note: More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application).

Table 14: Other public interest considerations against disclosure: matters listed in table to section 14 of the GIPA Act, 2015

TABLE E (GIPA Regulation 2009, Schedule 2)	
	Number of occasions when applicant was not successful
Responsible and effective government	115
Law enforcement and security	4
Individual rights, judicial processes and natural justice	169
Business interests of agencies and other persons	8
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate freedom of information legislation	0

Note: More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application).

Table 15: Timeliness, 2015

TABLE F (GIPA Regulation 2009, Schedule 2)	
	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	306
Decided after 35 days (by agreement with applicant)	8
Not decided within time (deemed refusal)	0
Total	314

Table 16: Number of applications reviewed under part 5 of the GIPA Act (by type of review and outcome), 2015

TABLE G (GIPA Regulation 2009, Schedule 2)				
	Decision varied	Decision upheld	s.93 Internal review	Total
Internal review	5	4	N/A	9
Review by Information Commissioner*	0	5	3	8
Internal review following recommendation under section 93 of Act*	0	1	N/A	1
Review by NCAT	1	4	N/A	5
Total	6	14	3	23

Notes: Review applications completed in 2015. There were 23 review applications received in 2015 plus 11 matters carried forward from 2014 and 11 applications were awaiting review as at 31 December 2015. *The Information Commissioner does not have authority to vary decisions but can recommend under section 93 of the Act that the agency make an internal review decision. Of the eight reviews carried out by the Information Commissioner, the department made an internal review decision in one matter in 2015.

Table 17: Applications for review under Part 5 of the GIPA Act (by type of applicant), 2015

TABLE H (GIPA Regulation 2009, Schedule 2)	
	Number of applications for review
Applications by access applicants	23
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Notes: Review applications completed in 2015. There were 23 review applications received in 2015 plus 11 matters carried forward from 2014 and 11 applications were awaiting review as at 31 December 2015.

Table 18: Applications transferred to other agencies under Division 2, Part 4 of the GIPA Act (by type of transfer), 2015

TABLE I (GIPA Regulation 2009, Schedule 2)	
	Number of applications transferred
Agency-initiated transfers	4
Applicant-initiated transfers	0

PRIVACY AND PERSONAL INFORMATION PROTECTION

The department has reporting obligations under the *Privacy and Personal Information Protection Act 1998* and the *Health Records and Information Privacy Act 2002*.

The department's Privacy Management Plan and other resources explaining how the department meets its obligations under privacy legislation are available to the public on the department's website. Staff can access information about their obligations and rights from the privacy intranet. Legal Services provides training and information sessions and conducts the telephone advice service.

For the period 1 January to 30 June 2015, there was no activity for the Office of Communities and State Training Services. The department's activity is outlined below.

Applications for internal review

In 2015, the department received 18 applications for internal review. Of these, 15 applications were made by parents on their own behalf and on behalf of their children who attended NSW public schools. Seven of these were made by members of three families from the one school community and one parent lodged four applications on behalf of the family, including two children. There was also one application each from an employee, a former student and a student teacher.

During 2015, 13 internal reviews were completed. Five reviews found that the conduct did not contravene privacy legislation and one did not meet the requirements of a competent application.

A breach of privacy legislation was found to have occurred in respect of the conduct complained about by the three families in the one school community. The conduct involved publication of personal and health information in a teacher's personal blog. The blog and additional information about the students and their families were subsequently printed and distributed within the community by unknown person/s. The review determined that publication of the blog in electronic and hard copy was conduct extraneous to any purpose of the department so was not a breach of the disclosure provisions of privacy legislation. However, the department was found to have breached privacy legislation by failing to take reasonable safeguards to protect information recorded on the school's student welfare database from misuse. The department offered each applicant an apology and compensation. In addition, it was recommended that future review of social media

policies and the Code of Conduct consider the Privacy Commissioner's suggestion that they include a clear prohibition on the inappropriate disclosure of personal information. A recommendation was also made that the matter be referred for consideration of possible disciplinary action.

Requests for access to and alteration of personal information

Three requests for access to personal information were received in 2015. Information was released in response to two. The third application was withdrawn and replaced with an application under the *Government Information (Public Access) Act 2009*. One request for alteration of information was received. The requested amendment was refused because the information was exempt under a clause of the department's Privacy Code of Practice.

Applications for review by the NSW Civil and Administrative Tribunal

Three applications for external review were filed with the NSW Civil and Administrative Tribunal during the year. One was withdrawn and dismissed. The other two were recently filed by the one applicant and are in the initial stages of review.

The NSW Civil and Administrative Decisions Tribunal Appeal published its decisions in *BKD v Department of Education and Communities* [2015] NSWCATAP129 (3 July 2015). This was an appeal from the decision of the tribunal to summarily dismiss as vexatious, proceedings brought by a parent of a student at a NSW public school. The Appeal Panel held that the tribunal had the power to summarily dismiss vexatious proceedings under the *Civil and Administrative Tribunal Act 2013*. The Appeal Panel made an order for costs in favour of the department, noting that an appeal from a summary dismissal order effectively undermined the value of the original decision for the department.

PUBLIC INTEREST DISCLOSURES

All staff have a responsibility to report suspected unlawful, corrupt, negligent or improper conduct, serious maladministration, or serious and substantial waste of public money. The department's policy establishes its commitment to support and protect staff who report wrongdoing.

The Public Interest Disclosures Internal Reporting Policy sets out the manner in which the department meets its obligations under the *Public Interest Disclosures Act 1994*. The Guidelines for the Management of Public Interest Disclosures set out the roles and responsibilities of staff in making and receiving public interest disclosures. Both the policy and guidelines are available to all staff via the department's intranet.

Key senior staff continue to undertake periodic training in relation to public interest disclosures, including training conducted by the NSW Ombudsman. A significant number of the department's nominated disclosure officers have participated in such training. During 2015, the department met the NSW Ombudsman's reporting requirements via its online reporting tool.

In 2015, 20 employees made a public interest disclosure with the department receiving a total of 24 public interest disclosures.

Table 19: Number of public interest disclosures, 2015

	Corrupt conduct	Mal- administration	Serious waste	GIPA contravention	Local government contravention	Total
Number of disclosures	24	0	0	0	0	24
Number of employees making a disclosure	20	0	0	0	0	20
Number of disclosures finalised	10	0	0	0	0	10

Source: Department of Education, Employee Performance and Conduct directorate. Note: The figures do not include reports for TAFE NSW.

CONSULTANTS

This section discloses the nature and purpose of consultants engaged by the department in 2015. This includes individuals or organisations engaged under contract to provide recommendations and/or high-level specialist or professional advice to management. It does not include contractors, casual or temporary staff employed or engaged by the department. The department paid \$1,485,783 in consultants' fees in 2015.

Table 20: Payments to consultants for engagements greater than \$50,000, 2015

Name of consultant	Title of project	Purpose of consultancy	Actual cost
Deloitte Touche Tohmatsu	Corporate Shared Services Program detail design and business case	Organisational review	\$865,574
KPMG	Review of the Department's Budget Setting and Analysis of Financial Performance	Finance, accounting or tax	\$132,000
Deloitte Touche Tohmatsu	HR Function Review	Organisational review	\$149,692
Marsden Jacob Associates Pty Ltd	Agricultural Review Project	Organisational review	\$67,188
Ernst & Young	Specialist assistance to manage family day care risk	Management services	\$59,354
UoM Commercial Ltd (for UoM Graduate School of Education)	Career advice in NSW Government schools – Proposed activities, timelines, consultancy days	Organisational review	\$95,752
Total cost of consultancies greater than \$50,000			\$1,369,560

Source: Corporate Finance directorate.

Table 21: Payments to consultants for engagements less than \$50,000, 2015

Purpose of consultancy	Total number of engagements	Total cost
Management services	4	\$82,838
Organisational review	1	\$33,385
Total cost of consultancies less than \$50,000		\$116,223

Source: Corporate Finance directorate.

OVERSEAS TRAVEL

This section presents the number of overseas visits undertaken by officers and employees of the department and the main purpose of these visits.

Table 22: Number of overseas visits undertaken by officers and employees, 2015

Purpose of visit	Description	Number of visits			
		Number of commercial or externally funded visits	Number of self- or community-funded visits	Number of visits funded by the department	Total number of staff
Conferences and professional development	Staff members who travel overseas to attend and/or present at conferences or participate in study tours	10 (1P)	23	12	45
Educational exports	Staff members who travel overseas to manage partnerships, contracts, programs, quality assurance or assessment of students	9 (5D) (1P)	0	3	12
Exchange programs	Staff members who travel overseas on a professional or teacher exchange program	0	23	1	24
International student recruitment	Staff members who travel overseas to recruit inbound full-fee-paying international students to the NSW school sector	2 (1D)	0	20	22
Market development and client engagement	Staff members who travel overseas for international marketing purposes, development of business relationships, engagement with clients and contract management	0	0	0	0
Professional scholarship programs	Staff members awarded scholarships to further their professional skills and knowledge	16 (14D)	1	0	17
Student excursions	Staff members who accompany students on excursions overseas to increase cultural understanding or attend commemoration ceremonies	110 (4D) (10P)	334	0	444

Source: People and Services directorate. Notes: Figures only include Office of Communities and State Training Services for the period January 1 to June 30 2015. Figures within the brackets indicate the number of trips where a contribution to the cost was made by the department (D) or a private source (P). Due to the separation of Office of Communities and State Training Services, data may not be comparable with previous years.

RESEARCH AND EVALUATION

This section provides an overview of the department's research and evaluation program.

Table 23: Research and evaluation program, 2015

Name of research	Total life-of-project cost	Status/date to be completed
2015 Aboriginal Students in NSW Public Schools Annual Report and Data Appendix	\$4,494*	Completed
Aboriginal Community Water and Sewerage Program, general review	\$24,560	Completed
Aboriginal Community Water and Sewerage Program, independent review	\$248,950	October 2016
Aboriginal family violence literature review	\$34,832	Completed
Aboriginal World View, literature review	\$16,500	Completed
Assessing non-cognitive attributes of prospective teachers using a situational judgement test	\$0*	May 2016
Building Children's Linguistic Repertoires to Enrich English Learning	\$121,530	March 2016
Business Intelligence Roll-Out Evaluation	\$227,838*	Completed
Careers Advice in Schools	\$127,953*	March 2016
Changes in the Aboriginal population between Census years	\$36,750	Completed
Cluster Management Trial Evaluation	\$3,000*	November 2016
Collaborative Assessment Alliance	\$109,091*	Completed
Connected Communities Evaluation	\$200,000*	June 2018
Cooks Hill Campus of Newcastle High School Implementation of Big Picture Education	\$0*	June 2016
Creating the Conditions for Collective Impact	\$10,000	June 2016
Cross cultural collaboration	\$41,671	June 2016
Cultivating Capability: Explicating critical psychosocial drivers of educational outcomes and wellbeing for high-ability Aboriginal Students	\$120,000*	December 2017
Curriculum Transition Stages 3–4 Project	\$9,000	December 2017
Early Action for Success	\$38,673	February 2017
Educational and Career Aspirations in the Middle Years of Schooling: Understanding complexity for increased equity	\$380,000*	June 2016
Effective leadership – Workforce profile of NSW principals	\$0*	Completed
Evaluation of Clontarf Academies in NSW public schools	\$15,000*	2016
Evaluation of Timebanking: Phase Two	\$10,000	Completed
Evaluation of Youth Mentoring – Youth Frontiers Program	\$185,615	August 2016
Fostering Effective Early Learning Study	up to \$1.2 million	May 2017
Great Teaching, Inspired Learning evaluation	\$500,000	December 2017
High Value Add Schools research	\$5,000*	Completed
HSC online	\$0*	Completed
Impact of mobility on students' educational outcomes	\$0*	Completed
Income management and alternatives, review of the evidence	\$58,772	March 2016
Independent evaluation of four OCHRE initiatives	\$427,273	June 2018

Innovative Learning Environments and Teacher Change	\$0*	December 2019
Integrated Science, Technology, Engineering and Mathematics (STEM) Stage 4 Project	\$12,500	August 2016
Kids in Communities ARC Linkage project	\$16,500*	December 2016
Literacy and Numeracy Action Plan evaluation	\$820,652*	February 2017
Literacy and Numeracy Progression in the Early Years of School: Identifying what works	\$0*	Completed
Material Deprivation and Social Exclusion among young Australians – A child focus approach	\$0*	December 2017
Monitoring, Evaluation, Reporting and Improvement framework for OCHRE	\$163,800	Completed
Murdi Paaki Regional Assembly Accord Negotiation Process Evaluation	\$31,818	June 2016
NSW Child Development Study	\$0*	December 2016
NSW Child Wellbeing Units – Contextual analyses, program logics and outcome measures (Australian Centre for Child Protection)	\$121,145	January 2016
NSW Long Day Care survey	\$102,023*	2016
Policy options and challenges for Aboriginal affairs, literature and data review	\$74,762	Completed
Propensity to identify as Aboriginal in administrative data collections	\$785,585	Completed
Quality Interactions Study	\$99,700	Ongoing
Reading Recovery evaluation	\$0*	Completed
Re-assessing assessment	\$0*	Completed
Research identifying the key drivers of improved school performance in schools	\$0*	Completed
Research on student engagement, wellbeing and effective teaching strategies (Tell Them From Me student survey, Partners in Learning parent survey, Focus on Learning teacher surveys)	\$421,678*	June 2017
Researching with Aboriginal community, research study	\$54,546	June 2016
Riverina Access Program	\$13,000	July 2016
Rural and Remote Education evaluation	\$500,000	December 2017
School assets and student outcomes – literature review	\$0*	Completed
School Staff Health and Wellbeing Grant Pilot Program	\$0*	Completed
Smarter Schools National Partnership – Improving Teacher Quality state evaluation	\$693,400	Completed
Smarter Schools National Partnership – Low SES state evaluation – Staffing, Management and Accountability	\$498,300	Completed
Smarter Schools National Partnerships – Low SES NP Evaluation School External Partnerships	\$643,225	July 2017
Special Religious Education/Special Education in Ethics	\$300,000	Completed
State of Education in NSW – 2016 report	\$0*	August 2016
State of the NSW teaching profession 2015	\$0*	Completed
Standing up to Racism and Racial Bullying Among Australian School Students	\$120,000*	December 2017
Student engagement and wellbeing in NSW, 2015	\$0*	Completed
Students Participation in Schools	\$75,000*	December 2017

Student Wellbeing – literature review	\$0*	Completed
Survey of Secondary Students' Post-School Destinations, 2014–2016	\$1,500,000*	February 2017
The effectiveness of tutoring interventions in mathematics for disadvantaged students	\$0*	Completed
The Role of Education in Intergenerational Economic Mobility in Australia	\$77,330	Completed
Transition to School Statement Initiative Evaluation	\$126,180*	Completed
Trial of English as an additional language or dialect (EALD) for Aboriginal students	\$0*	June 2016
User Experience Testing for Timebanking Software (interim report)	\$7,500	Completed
What works best: Evidence-based practices to help improve NSW student performance	\$0*	Completed
Workforce profile of the NSW teaching profession	\$0*	February 2016

Notes: Only includes the Office of Communities and State Training Services research and evaluation program up to June 2015. *Indicates there is also an in-kind contribution.

FINANCIAL MANAGEMENT

PAYMENT OF ACCOUNTS

This section details the department's performance in paying accounts during the 2014–15 financial year, including details of action taken to improve performance in paying accounts.

As part of the staged implementation of SAP Finance, 229 public schools have transitioned to the department's Finance Shared Service Centre. The remaining NSW public schools are not included in these results.

The key issues affecting prompt processing of payments during the financial year include instances where vendors forward invoices to business units rather than directly to the department's Finance Shared

Service Centre, or where invoices do not reference a valid purchase order number. The department has encouraged vendors to direct invoices to the shared service centre with valid purchase order references.

The invoice automation initiative, which aims to increase the efficiency of the department's accounts payable function, was also implemented during the financial year.

There have been no instances during the financial year where the department has been required to pay penalty interest to small businesses arising from late payment.

Table 24: Aged analysis at the end of each quarter (all suppliers), 2014–15

	Current (within due date) (\$'000)	Less than 30 days overdue (\$'000)	Between 30 and 60 days overdue (\$'000)	Between 60 and 90 days overdue (\$'000)	More than 90 days overdue (\$'000)
All suppliers					
September	563,994	11,067	1,861	250	159
December	358,947	4,279	390	101	24
March	383,235	5,778	2,560	122	74
June	456,188	12,375	229	121	15
Small business suppliers					
September	52	1	0	0	0
December	425	0	0	0	0
March	478	26	0	0	0
June	482	4	0	0	0

Table 25: Accounts paid on time within each quarter (all suppliers and small business suppliers), 2014–15

	Number of accounts due for payment	Dollar amount of accounts due for payment (\$'000)	Actual % of accounts paid on time (based on number of accounts) (%)	Actual % of accounts paid on time (based on \$ amount of accounts) (%)	Number of accounts paid on time
All suppliers					
September	57,881	577,332	95	98	55,202
December	58,537	363,741	97	99	56,908
March	52,723	391,769	95	97	50,015
June	59,448	468,928	97	97	57,499
Small business suppliers					
September	66	53	97	98	64
December	160	425	97	100	155
March	123	504	97	95	119
June	162	486	98	99	158
	Dollar amount of accounts paid on time (\$'000)	Number of payments for interest on overdue accounts	Interest paid on overdue accounts (\$)		
All suppliers					
September	563,937	-	0		
December	358,957	-	0		
March	381,655	-	0		
June	455,108	-	0		
Small business suppliers					
September	52	-	0		
December	425	-	0		
March	478	-	0		
June	482	-	0		

ESTABLISHMENT, CHANGE AND CLOSURE OF SCHOOLS

This section lists all public schools that have been newly established, closed or otherwise changed. During 2015, six schools were established, three schools were closed or merged and three schools were relocated.

Table 26: Establishment, closure and changes to schools and campuses, 2015

School name	ABS statistical area 4 grouping	Region	Date
New schools or campuses established			
Cammeraygal High School	Sydney–North Sydney and Hornsby	Northern Sydney	27 January 2015
Lake Cathie Public School	Mid North Coast	North Coast	27 January 2015
Riverbank Public School	Sydney–Blacktown	Western Sydney	27 January 2015
The Ponds High School	Sydney–Blacktown	Western Sydney	27 January 2015
Victoria Avenue Public School	Sydney–Inner West	South Western Sydney	27 January 2015
Aurora College	Sydney–Ryde	Northern Sydney	27 January 2015
Schools or campuses re-opened			
None			
Schools or campuses closed or merged			
Spencer Public School	Central Coast, Newcastle	Hunter/Central Coast	2 March 2015
George Anderson Walpole School	Central Coast, Newcastle	Hunter/Central Coast	22 May 2015
Bibbenluke Public School	South East NSW	Illawarra and South East	14 July 2015
Closures gazetted but not previously listed			
None			
Schools or campuses relocated			
Wangee Park School	Sydney–South	South Western Sydney	27 January 2015
The Ponds School	Sydney–West	Western Sydney	27 January 2015
Bradfield College	Sydney–North Sydney and Hornsby	Northern Sydney	27 January 2015
Schools or campuses with a name change			
Urana Public School (formerly Urana Central School)	South West NSW	Riverina	28 January 2015
Tibooburra Outback Public School (formerly Tibooburra Outback School of the Air)	North West NSW	Western NSW	27 January 2015
Umina Beach Public School (formerly Umina Public School)	Central Coast, Newcastle	Hunter/Central Coast	16 February 2015
Hastings Secondary College, Port Macquarie Campus (formerly Port Macquarie High School)	North East NSW	North Coast	17 April 2015
Hastings Secondary College, Westport Campus (formerly Westport High School)	North East NSW	North Coast	17 April 2015
Bardia Public School (formerly Ingleburn North Public School)	South West	South Western Sydney	5 May 2015
The Rivers Secondary College, Lismore High Campus (formerly Lismore High School)	North East NSW	North Coast	12 August 2015
The Rivers Secondary College, Kadina High Campus (formerly Kadina High School)	North East NSW	North Coast	12 August 2015
The Rivers Secondary College, Richmond River High Campus (formerly Richmond River High School)	North East NSW	North Coast	12 August 2015

Source: Department of Education, Centre for Education Statistics and Evaluation. Note: This table records the date at which changes in operational status became effective.

MAJOR CAPITAL WORKS

This section lists major works in progress, including the cost of those works to date and the estimated dates of completion. It also includes details of any significant delays, cancellations or cost overruns in major works.

Table 27: Major capital works, 2014–15

Project description and location	Expenditure 2014–15 (\$'000)	Estimated total cost (\$'000)	Completion date (actual or estimated)	Delays, cancellations or cost overruns
School facilities, upgrades and refurbishment – new work 2014–15				
Bellevue Hill Public School upgrade	Market sensitive	Market sensitive	30/06/2017	-
Bourke Street Public School upgrade	412	5,220	23/12/2016	-
Bowral Public School upgrade	297	4,600	30/09/2016	-
Brewarrina Central School upgrade	632	3,000	29/02/2016	-
Glenmore Park School (new school)	450	15,300	20/12/2016	-
Harbord Public School upgrade	760	9,800	30/01/2017	-
Hunter Sports High School upgrade	Market sensitive	Market sensitive	29/01/2018	Significant design changes required
Lucas Gardens School upgrade	1,072	16,000	27/01/2017	-
Manly Vale Public School upgrade	Market sensitive	Market sensitive	14/11/2017	-
Moree East Public School upgrade	1,033	15,000	14/10/2016	-
Narrabri Public School upgrade	210	2,100	29/07/2016	-
Cammeraygal High School (new school)	6,921	8,750	12/10/2015	Completed
Point Clare Public School upgrade	677	9,220	23/12/2016	-
Ultimo Public School relocation	Market sensitive	Market sensitive	5/06/2019	Delays due to selection of school site
Walgett Community College High School upgrade	776	7,641	19/10/2016	-
Wilton Public School upgrade	372	4,145	12/02/2016	-
School facilities, upgrades and refurbishment – work in progress				
Cabramatta High School upgrade (stage 3)	5,760	7,451	17/07/2015	Completed
Cairnsfoot School relocation	103	16,776	6/06/2016	-
Victoria Avenue Public School (new school)	13,008	34,723	27/02/2015	Completed
Collarenebri Central School upgrade	1,159	5,451	9/10/2014	Completed
Connected Communities Program	2,699	7,500	19/10/2016	-
Dension College of Secondary Education Bathurst High Campus upgrade and new gym	2,220	8,387	12/01/2015	Completed
Illawarra Industry Training College	1,420	5,451	8/10/2014	Completed
Lake Cathie Public School (new school)	5,925	6,434	22/01/2015	Completed
Anzac Park Public School (new school)	6,798	24,978	19/07/2016	-
Mowbray Public School upgrade	6,058	20,700	11/04/2016	-
Northern Sydney Primary Schools upgrade (stage 1)	1,599	4,434	2/12/2014	Completed

Oran Park Public School (new school)	470	14,983	17/01/2014	Completed
Parry School relocation	2,787	3,486	16/07/2015	Completed
Rutherford High School upgrade and Maitland Tutorial Centre relocation	8,664	19,997	26/04/2016	-
Spring Farm Public School (new school)	5,304	13,248	11/03/2016	-
The Ponds High School (new school)	12,595	29,436	6/01/2015	Completed
Riverbank Public School (new school)	5,002	13,205	6/01/2015	Completed
The Ponds School (new school)	5,070	12,699	4/12/2014	Completed
Wangee Park School relocation	903	9,999	18/09/2015	Completed
Wentworth Point Public School (new school)	600	19,336	28/07/2017	-
Yeoval Central School upgrade	Market sensitive	Market sensitive	20/07/2015	Completed

LAND DISPOSAL

In 2014–15, gross proceeds from the disposal of 11 school properties amounted to approximately \$2.7 million.

There were no businesses or family connections between buyers and departmental staff.

Disposed properties were either surplus to the department's operational requirements or were compulsorily acquired by other authorities for purposes such as road widening. The net proceeds from the sale of surplus assets are used for the maintenance and upgrading of school facilities.

An application for access to documents concerning details of properties disposed of during the reporting year may be made in accordance with the *Government Information (Public Access) Act 2009*.


CREDIT CARD CERTIFICATION



Corporate Credit Card Certification for the Year ended 31 December 2015

I certify that:

The Department of Education credit card policies and guidelines outline the requirements for the issue, usage and administration of credit cards. The rules are consistent with government policy, as outlined in relevant Treasurer's Directions and Treasury Circulars. In accordance with Treasurer's Direction 205.01, it is certified that credit card use within the Department of Education has been in accordance with NSW Government requirements.

Name	Peter Riordan
Position	Acting Secretary, Department of Education
Signature	
Date	19 February 2016

(February 2016)

CONTROLLED ENTITIES

All of the departments and statutory bodies listed in schedules 2 and 3 of the *Public Finance and Audit Act 1983* prepare their own annual reports. The department does not have any controlled entities.

RISK MANAGEMENT AND INSURANCE ACTIVITIES

The department is committed to ethical and transparent practices, continuous improvement, quality assurance and risk management in its delivery of services to the people of NSW.

An established governance and risk framework ensures the visibility of significant risks and an increased focus on emerging threats and opportunities. This framework ensures that the department continues to manage its risks effectively and that risk management is embedded throughout the organisation.

Governance processes include the regular review of all risks on the executive and division risk registers and an annual review of the risk management framework by the Executive. The department actively managed its enterprise risk register in 2015, providing updates to the Audit and Risk Committee, the Ministers and the Executive on a quarterly basis.

The department has business continuity plans in place for all identified critical business functions. Best practice guides and self-assessment tools are available on our intranet to help staff in all areas of risk management. An e-learning module in risk management is also available to further help staff become familiar with risk management and the risk assessment process. Training in enterprise risk management and business continuity management is offered to staff on a regular basis.

The NSW Treasury Managed Fund (TMF) provides cover for all asset and liability exposures (other than compulsory third-party insurance) faced by general NSW government sector budget dependent agencies. The Department of Education has been a member of the fund since its introduction in 1989 and remains one of the top five largest agencies within the scheme.

NSW Treasury provides budget dependent agencies with incentivised funding to assist meeting the cost of contributions for workers compensation, property, motor vehicle, liability and other risks. The department continues to perform well within the scheme and had surplus funding provided by Treasury within the reporting period.

Internal Audit and Risk Management

Statement disclosure

Internal Audit and Risk Management Statement (Annual Report Disclosure)

Internal Audit and Risk Management Statement For the 2014-2015 Financial Year For the NSW Department of Education and Communities

I, Michele Bruniges, am of the opinion that the Department of Education and Communities has internal audit and risk management processes in operation that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit and Risk Management Policy*.

I, Michele Bruniges, am of the opinion that the Audit and Risk Committee for the Department of Education and Communities is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08. The Chair and Members of the Audit and Risk Committee are:

- Jim Mitchell - Independent Chair (3 years from 2 February 2014)
- Garry Dinnie - Independent Member 1 (8 years from 1 January 2009)
- Christine Feldmanis - Independent Member 2 (6 years from 1 April 2010)

These processes provide a level of assurance that enables the senior management of the Department of Education and Communities to understand, manage and satisfactorily control risk exposures.

As required by the policy, I have submitted an Attestation Statement outlining compliance with the policy to Treasury on behalf of the Treasurer.

Dr Michele Bruniges AM
SECRETARY OF EDUCATION

Michele Bruniges
21 December 2015

Internal audit

The department's Audit directorate is responsible for assurance services and corruption prevention for the department and related agencies. In 2015, Audit:

- undertook audits of 455 selected schools, comprising 150 of the 229 schools that implemented the Learning Management and Business Reform (LMBR) systems and 305 OASIS schools, to which LMBR will be rolled out in 2016; audits focused on high-risk areas: child protection, enrolments, student attendance, work health and safety, assets management, and key financial and administrative operations, as well as providing guidance on the rollover from OASIS to LMBR
- conducted reviews of the NSW regional conservatoriums, grants to the Sydney Conservatorium and the University of Newcastle Conservatorium, the Ultimo and Tamworth/Coffs Harbour operational directorates and the non-HR component of the school Resource Allocation Model
- completed finance end-to-end control framework updates for the SAP Green environment
- implemented the continuous audit regime with the ongoing development of Computer Assisted Audit Techniques for most SAP modules
- concentrated on SAP purchase-to-pay and revenue accounting functionality when performing continuous audits, in particular duplicate payments and integrity of SAP master data

- implemented continuous audit philosophy for the departmental payroll with the annual updates of risk assessments and continuous testing of payroll transactions
- undertook audits on work health and safety, including workers compensation claims, records management, and asset management planning and delivery
- assessed the governance of the Smart and Skilled program and provided advice on the tender application process to ensure probity requirements were met
- conducted risk assessment of the department's procurement processes and tested its compliance with the Procurement Policy Framework to meet the department's procurement accreditation
- audited general and travel expense claims and corporate credit card expenditures
- conducted performance audits of Early Action for Success, Implementation of Government Sector Employee Reforms and Assisted School Travel, with recommendations made to improve management systems and operations
- as part of the LMBR initiative, conducted reviews covering data migration, interfaces, user acceptance testing, user training, change management, deployment and cutover phases for the core releases of TAFE NSW payroll across all institutes and student wellbeing for schools; post-implementation reviews of SAP security and the Governance, Risk and Control module across the SAP finance systems were also conducted
- completed reviews over key IT technology programs and processes including infrastructure security, Bring Your Own Device, cloud computing and the department's IT strategy
- regularly updated the central register of gifts and benefits on the department's website and reconciled statements of pecuniary and private interest
- conducted a health check of the Smart and Skilled projects to ensure operational readiness
- developed end-to-end internal control framework for budget process, funds management, and early childhood education and care, including a review of the Early Childhood Contracts and Management System
- Implemented the one recommendation from the 2015 NSW Auditor-General's Performance Audit Report – Implementing Performance Audit Recommendations by using the Audit Office's better practice checklist to implement audit recommendations; this includes providing progress against performance audit recommendations in the department's annual report.

Audit and Risk Committee

The department's Audit and Risk Committee consists of an independent chair and two independent members. The committee oversees and monitors the department's governance, risk and control frameworks and its external accountability requirements. In 2015, the committee undertook its duties and responsibilities as prescribed by the Internal Audit and Risk Management Policy for the NSW Public Sector.

Seven meetings were held in 2015:

- 5 February
- 1 April
- 25 May
- 21 July
- 18 August
- 14 September
- 25 November.

A sub-committee was established for the department's LMBR project and held its last meeting in March 2015.

Table 28: Attendance at Department of Education Audit and Risk Committee, 2015

Name	Title	Meetings attended
Jim Mitchell	Independent Chair	7
Christine Feldmanis	Independent member	7
Garry Dinnie	Independent member	5

Digital Information Security Annual Attestation Statement

**Digital Information Security Annual Attestation Statement
For the 2014-2015 Financial Year
for NSW Department of Education**

I, Peter Riordan, am of the opinion that the NSW Department of Education had an Information Security Management System in place during the 2014-2015 financial year that is consistent with the Core Requirements set out in the NSW Government Digital Information Security Policy.

The controls in place to mitigate identified risks to the digital information and digital information systems of the NSW Department of Education are adequate. Risks to the digital information and digital information systems of the NSW Department of Education have been assessed with an independent ISMS certified in accordance with the NSW Government Digital Information Security Policy.

The NSW Department of Education has maintained certified compliance with ISO 27001 *Information technology - Security techniques - Information security management systems - Requirements* by an Accredited Third Party during the 2014-2015 financial year.

Peter Riordan
**ACTING SECRETARY
DEPARTMENT OF EDUCATION**



2 February 2016

Department of Education Contact Officer

Stephen Loquet
CHIEF INFORMATION OFFICER
Phone – (02) 9302 7424
Fax – (02) 9302 7707

GRANTS

This appendix outlines the nature and purpose of each grant program and lists all grants the department disbursed under each program in 2014–15.

Grant program	Sum of grants, 2014–15
Aboriginal Education Grants	\$1,242,000
Adult and Community Education (ACE) Program Grants	\$8,697,648
Apprenticeship and Traineeship Training Program Grants	\$39,021,725
Community Building Partnership Program 2014–15 (2009)	\$124,000
Community Building Partnership Program 2014–15 (2010)	\$202,283
Community Building Partnership Program 2014–15 (2011)	\$504,104
Community Building Partnership Program 2014–15 (2012)	\$1,528,643
Community Building Partnership Program 2014–15 (2013)	\$6,450,038
Community Building Partnership Program 2014–15 (2014)	\$17,757,953
Community Languages Grants	\$4,338,527
Cultural Events and Festivals	\$104,455
Early Childhood Education and Care Grants	\$189,767,116
Educational Support Grant Program	\$1,319,904
Elsa Dixon Aboriginal Employment Program	\$2,121,576
Emerging Priorities Program	\$1,183,021
Intervention Support Grants: Young people with disabilities	\$12,358,641
Minister for Aboriginal Affairs Discretionary Grants	\$14,136
Minister for Education Discretionary Grants	\$500,000
Miscellaneous Education Grants	\$1,125,269
NAIDOC	\$125,000
National Partnerships, National Quality Agenda for Early Childhood Education and Care	\$2,077,740
National Partnerships, Helping Our Kids Understand Finances – Money Smart Teaching Project	\$92,223
National Partnerships, Literacy and Numeracy Action Plan	\$14,627,369
National Partnerships, National School Chaplaincy Programme	\$10,049,315
National Partnerships, Programs Supporting Disengaged Youth	\$600,000
NSW Reconciliation Council	\$245,000
Our Languages, Our Way	\$163,560
Productivity Places Program Grants	\$473,072
Regional Conservatorium of Music Grants	\$6,118,602
Skills Reform Program	\$67,841,965
Strategic Skills Program Grants	\$7,252,682
VET in Schools Consortium Grants	\$1,429,380
Youth Assistance Strategies Grants	\$7,426,482
GRAND TOTAL	\$406,883,429

Aboriginal Education Grants

Improving the educational and employment outcomes of young Aboriginal people.

Clontarf Foundation	\$1,242,000
Total paid in 2014–15	\$1,242,000

Adult and Community Education (ACE) Program Grants

Delivering accredited and non-accredited vocational education and training.

ACE – North Coast Inc.	\$445,713
Albury Wodonga Community College Ltd	\$107,377
Alstonville-Ballina Community College	\$253,010
Bankstown Community College Inc.	\$201,103
Byron Region Community College Inc.	\$254,853
Camden Haven Community College Inc.	\$198,771
Central Coast Community College	\$361,487
City East Community College Inc.	\$170,783
Coffs Coast Community College Inc.	\$161,654
Community College-Northern Inland Inc.	\$353,651
Hornsby Ku-Ring-Gai Community College Inc.	\$119,704
Kiama Community College Inc.	\$294,487
Macarthur Community College Inc.	\$216,264
Macquarie Community College	\$307,698
Murwillumbah Adult Education Centre Inc.	\$156,386
Nepean Community College Inc.	\$247,226
New England Community College Inc.	\$79,783
Northern Beaches Community College Inc.	\$342,472
Port Macquarie Community College Inc.	\$287,729
Riverina Community College Ltd	\$377,446
Robinson Education Centre Inc.	\$235,672
Singleton Community College Inc.	\$78,508
St George & Sutherland Community College Inc.	\$169,574
Sydney Community College Ltd	\$111,060
Tamworth Community College Inc.	\$161,043
Tenterfield Community College Inc.	\$20,156
The Deaf Society of NSW	\$172,964
The Eurobodalla Adult Education Centre Inc.	\$160,426
The Parramatta College Inc.	\$499,232
Tomaree Community College Inc.	\$137,882
Tuggerah Lakes Community College Inc.	\$281,390
Verto Ltd	\$377,641
Western College Inc.	\$336,337
Western Riverina Community College Inc.	\$145,926
Workers Educational Association	\$872,240
Total paid in 2014–15	\$8,697,648

Apprenticeship and Traineeship Training Program Grants

Supporting the delivery of training that leads to apprenticeships and traineeships, as well as the provision of preliminary vocational skills training.

3-AAA Training & Consulting Pty Ltd	\$21,345
5 Star Training & Consulting Pty Ltd	\$1,127
A H F B Pty Ltd	\$9,777
AAMC Training Group Pty Ltd	\$2,746
Above & Below Adventure Company Pty Ltd	\$4,654
Academy Holdings Pty Ltd	\$32,602
Academy of Training Pty Ltd	\$78,111
Access Community Group Ltd	\$8,627
Access Group Training Ltd	\$596,573
Access Training & Logistics Pty Ltd	\$85,929
Access Training Institute Pty Ltd	\$10,478
ACE Community Colleges Ltd	\$33,443
Active Industry Training Ltd	\$999,957
AD1 College Pty Ltd	\$23,906
Alan Bartlett Consulting Pty Ltd	\$53,537
All Automotive Training Services Pty Ltd	\$89,134
Anglican Youth and Education Diocese of Sydney	\$7,442
Anglicare Canberra & Goulburn	\$28,337
Applied Training Solutions Pty Ltd	\$46,299
Apprentices Trainees Employment Ltd	\$460,086
Ash Pty Ltd	\$406,868
Aspire Training & Development Pty Ltd	\$32,969
ATC Western Sydney Ltd	\$131,919
Atkinson Training & Development Pty Ltd	\$39,608
ATS Training Systems Pty Ltd	\$8,315
Aurora Training and Professional Services Pty Ltd	\$25,169
Ausgrid	\$202,538
Austrain Academy Pty Ltd	\$199,010
Australian Academy Pty Ltd	\$54,981
Australian Airline Pilot Academy Pty Ltd	\$33,080
Australian Business Skills Pty Ltd	\$208,945
Australian Careers Business College Pty Ltd	\$1,368
Australian Centre for Environmental Compliance Pty Ltd	\$24,033
Australian Child Care Career Options (ACCCO) Pty Ltd	\$147,375
Australian College of Commerce and Management Pty Ltd	\$1,347,517
Australian College of Professionals Pty Ltd	\$168,672
Australian Community Education College Pty Ltd	\$83,089
Australian Construction Training Services Pty Ltd	\$166,054
Australian Industry Group Training Services Pty Ltd	\$2,077
Australian Institute of Personal Trainers Pty Ltd	\$15,703
Australian Institute of Workplace Learning Pty Ltd	\$57,002
Australian Retailers Association	\$38,128
Australian Salesmasters Training Co Pty Ltd	\$201,609
Australian Training Company Ltd	\$148,739
Australian Vocational Education College Pty Ltd	\$18,481
Australian Vocational Training Academy Pty Ltd	\$137,243
Auswide Projects Ltd	\$6,747
Automotive Academy Pty Ltd	\$1,188
Automotive Group Training (NSW)	\$182,434
Avana Learning Pty Ltd	\$346,953
Ballina Region Community College Inc.	\$11,823

Bannister Technical Pty Ltd	\$28,992
Barrington Training Services Pty Ltd	\$59,514
Belelmo Pty Ltd	\$27,000
Benchmark OHS Consulting Pty Ltd	
Benchmark Resources Pty Ltd	\$477,667
Booroongen Djugun Aboriginal Corporation	\$48,978
Border Express Pty Ltd	\$12,797
Brainwave Learning Centre Pty Ltd	\$334,155
Break Thru People Solutions	\$5,559
Bridgeworks Personnel Ltd	\$208,872
BSA Ltd	\$1,759
Business Success Group Pty Ltd	\$528
C E Training Consultants Pty Ltd	\$3,365
Camden Haven Community College Inc.	\$129,618
Canterbury-Hurlstone Park RSL Club Ltd	\$45,749
Careers Australia Education Institute Pty Ltd	\$2,102
Careers Australia Institute of Training Pty Ltd	\$161,448
Cerebral Palsy Alliance	\$57,962
Chalcedony Investments Pty Ltd	\$288
Challenge Disability Services	\$72,161
Challenger Training Pty Ltd	\$170,055
City-Wide Building and Training Services Pty Ltd	\$203,333
Civil Contractors Federation	\$8,429
CLB Training & Development Pty Ltd	\$87,597
Coates Hospitality Services Pty Ltd	\$182,146
Comet Training Pty Ltd	\$2,556
Community Child Care Co-operative Ltd	\$45,591
Community College-Northern Inland Inc.	\$16,015
Congia Enterprises Pty Ltd	\$178,789
Contour Systems Pty Ltd	\$64,624
Cottonsoft Software Pty Ltd	\$2,393
Customer Focus Group Training Company of NSW Pty Ltd	\$68,111
D P Training Pty Ltd	\$2,049
Dental Assistant Training Solutions Pty Ltd	\$59,859
Dental Assistants Professional Association Inc.	\$42,954
Designer Training Pty Ltd	\$549
Develup & Know Pty Ltd	\$18,164
Diversity Skills Training Pty Ltd	\$57,334
Dynomyle Solutions Pty Ltd	\$317
Eagle Wing Education and Training Pty Ltd	\$106,159
East West Training Solutions Pty Ltd	\$260,945
Education Training & Employment Australia Pty Ltd	\$32,619
Emma's Secret Investments Pty Ltd	\$83,483
Employment & Training Australia Inc.	\$87,441
Empowerment Options Pty Ltd	\$177,285
Endeavour Industries Ltd	\$14,584
Engineering Training Australia Pty Ltd	\$24,371
Enhanced Training Services Pty Ltd	\$17,088
Enterprise & Training Company Ltd	\$207,310
Equalis Pty Ltd	\$247,144
Equals International (Aust) Pty Ltd	\$34,383
Essential Energy	\$153,214
Esset Group Pty Ltd	\$41,543
Ferngood Pty Ltd	\$49,921
First Impressions Resources Pty Ltd	\$76,042
Five Star Training Pty Ltd	\$145,495
Fletcher International Exports Pty Ltd	\$82,409
Flexible Training Solutions Pty Ltd	\$63,395
Focus Training Solutions Pty Ltd	\$28,433

Ford Motor Company of Australia Ltd	\$19,160
Forsythes IT & Training Pty Ltd	\$24,279
Foundation Education Pty Ltd	\$5,985
Franklyn Scholar (Australia) Pty Ltd	\$1,291,213
Furnishing Industry Association of Australia Ltd	\$723,095
Future Academy Pty Ltd	\$141,661
GL Marketing & Distribution Pty Ltd	\$94,007
Goodstart Early Learning Ltd	\$27,632
Gow Learning International Pty Ltd	\$7,026
Greenacres Disability Services	\$2,500
Griffith Skills Training Centre Inc.	\$42,597
H&H Accredited Training Australasia Inc.	\$174,945
Hammond Institute Pty Ltd	\$11,042
HCR Constructions Pty Ltd	\$3,234
Honora Pty Ltd	\$6,339
Hornsby Ku-Ring-Gai Community College Inc.	\$833
Horticultural Training Pty Ltd	\$11,485
House With No Steps	\$30,503
HPC Holdings Pty Ltd	\$997
Hume Learning Institute Pty Ltd	\$15,841
Hunter Councils Inc.	\$51,262
Hunter Plant Operator Training School Ltd	\$16,697
Hunter Valley Training Company Pty Ltd	\$139,255
Hyundai Motor Company Australia Pty Ltd	\$41,164
Illawarra Area Child Care Ltd	\$982,198
Illawarra Retirement Trust	\$34,903
Impact Training & Development Solutions Pty Ltd	\$12,061
Impact Training Institute Pty Ltd	\$128,461
Inner West Skills Centre Inc.	\$5,438
Innovative Learning Solutions Pty Ltd	\$10,874
Insight Training Group Australia Pty Ltd	\$90,792
Institute of Financial Services Inc.	\$104,772
Institute of Strategic Management Pty Ltd	\$12,029
Intercept Group Pty Ltd	\$116,906
International Child Care College Pty Ltd	\$484,509
Interwork Ltd	\$702
Into Training Australia Pty Ltd	\$162,353
ISA Kiama Pty Ltd	\$29,415
J2S Training Solutions Pty Ltd	\$6,941
Jamie Hammond	\$1,943
JB Hunter Technology Pty Ltd	\$47,423
JBS Australia Pty Ltd	\$14,751
JKR Training for Business Pty Ltd	\$47,386
Joblink Plus Ltd	\$80,686
JPS & Associates Pty Ltd	\$94,010
Julie Reid Management Pty Ltd	\$80,097
Just Careers Training Pty Ltd	\$10,451
K.S. Training Pty Ltd	\$56,106
Kaplan Education Pty Ltd	\$160,736
Karben Training Solutions	\$508,979
Kiama Community College Inc.	\$119,590
Kings International College Ltd	\$6,063
Kirana Training Pty Ltd	\$122,619
Kogarah Rockdale Training Scheme Inc.	\$80,359
KRTS Pty Ltd	\$2,428
Labtech Training Pty Ltd	\$31,619

LDO Group Training Pty Ltd	\$17,789
Leadership Management Australia Pty Ltd	\$7,459
Learning Collaborative Pty Ltd	\$20,541
Learning Sphere Training Solutions Pty Ltd	\$50,485
Lennox Institute Pty Ltd	\$174,779
Lewelmo Pty Ltd	\$1,186
Lexon Industries Pty Ltd	\$30,380
Lianrick Pty Ltd	\$36,962
Life Without Barriers	\$10,719
Link Employment & Training Inc.	\$11,103
Linked Training Group Pty Ltd	\$944
Logan Workforce Solutions Pty Ltd	\$387
Macarthur Community College Inc.	\$214,188
MacArthur Disability Services Ltd	\$42,344
Macleay Valley Workplace Learning Centre Inc.	\$4,973
Macquarie Employment Training Service Inc.	\$699,434
Maddisson Employment Pty Ltd	\$53,322
Mai-Wel Ltd	\$17,316
Management Consultancy International Pty Ltd	\$189,324
Management Institute of Australia No.1 Pty Ltd	\$236,312
Management Institute of Australia No.2 Pty Ltd	\$221,873
Mantra Training & Development Pty Ltd	\$35,453
Mardo Group Pty Ltd	\$880
Marshall, Kristen	\$27,378
Mask Academy Pty Ltd	\$527,453
Maxwells Services Pty Ltd	\$105,479
MBC Training & Development Pty Ltd	\$4,733
McDonald's Australia Ltd	\$859,225
McElvenny Ware Pty Ltd	\$22,264
MEGT (Australia) Ltd	\$228,786
Mental Health Co-ordinating Council Inc.	\$36,153
Milcom Communications Pty Ltd	\$78,366
Mint Training Pty Ltd	\$17,573
Motor Traders' Association of NSW	\$702,333
Murray Mallee Training Company Ltd	\$323,937
My Freight Career Pty Ltd	\$38,662
National College Australia Pty Ltd	\$92,031
National Insurance Brokers Association of Australia	\$10,342
National Training Group Pty Ltd	\$19,415
National Training Organisation Pty Ltd	\$489,628
National Training Pty Ltd	\$2,264
Nationwide Training Solutions Pty Ltd	\$5,280
Newskills Ltd	\$5,674
Norman Chee & Thu Tram Chee Pty Ltd	\$17,598
Nortec Employment & Training Ltd	\$77,753
Northern Beaches Community College Inc.	\$40,623
Northnet Inc.	\$8,898
Novaskill	\$815,129
NSW Fishing Industry Training Committee Ltd	\$38,497
Nursing Group Pty Ltd	\$4,759
OCTEC Ltd	\$59,958
On Time Resources Pty Ltd	\$162,522
On-Focus Inc.	\$61,328
Online Consultancy & Investments Pty Ltd	\$21,485
Origin Human Resources Pty Ltd	\$485
OZ Skills Careers College Pty Ltd	\$20,677

Paradigm Training Services Pty Ltd	\$8,950
Penrith Skills For Jobs Ltd	\$86,169
Pentrans Consulting Pty Ltd	\$7,255
Perceptum Training Partners Pty Ltd	\$677
Performance Edge Systems Pty Ltd	\$85,553
Performis Pty Ltd	\$138,603
Pharmaceutical Society of Australia	\$40,487
Pivotal Training & Development Pty Ltd	\$7,434
Port Macquarie Community College Inc.	\$13,203
Precise Training Pty Ltd	\$20,006
Precision Training Australia Pty Ltd	\$3,268
Primary Training Institute Pty Ltd	\$33,828
Professional Training Partners Pty Ltd	\$51,541
Property Training Solutions Pty Ltd	\$58,326
Proteen for Teens Inc.	\$8,485
Provet Pty Ltd	\$26,016
Ramsden Telecommunications Training Pty Ltd	\$101,715
Reach for Training Pty Ltd	\$12,542
Real Corporate Partners Pty Ltd	\$574,592
Real Estate Institute of NSW Ltd	\$84,543
Real Estate Training Solutions Pty Ltd	\$171,417
Real E-Training Pty Ltd	\$6,822
Rebel Group Ltd	\$18,400
Recognition First Pty Ltd	\$279,856
Response Consulting Australia Pty Ltd	\$111,487
Rise Education & Training Pty Ltd	\$95,151
Riverina Community College Ltd	\$20,724
Robinson Education Centre Inc.	\$1,207
Royal Rehabilitation Centre Sydney	\$15,655
RTV Consultancy Pty Ltd	\$1,992
SAL Consulting Pty Ltd	\$2,461
SCA Hair & Beauty Academy Pty Ltd	\$38,930
Selmar Holdings Pty Ltd	\$542,667
Singleton Community College Inc.	\$2,049
Skilled Group Ltd	\$265,617
Skills Training Australia Group Pty Ltd	\$221,290
Skillset Ltd	\$3,169
Skillstrain Pty Ltd	\$164,024
Southern Training Organisation Pty Ltd	\$11,476
Southside Community Services Inc.	\$4,632
St George & Sutherland Community College Inc.	\$298,614
Stanborough Wemyss Contracting Pty Ltd	\$267,939
Statewide Business Training Pty Ltd	\$74,233
Steven Millard & Associates Pty Ltd	\$36,399
Strategic Training Solutions Pty Ltd	\$2,043
Strategix Training Group Pty Ltd	\$107,191
Subway Development of NSW & ACT Pty Ltd	\$11,753
Sureway Skills Training Pty Ltd	\$18,093
Sustainable Learning Australasia Pty Ltd	\$3,316
Sutherland Shire Council	\$35,870
Sydney School of Business and Technology Pty Ltd	\$11,369
Tactical Training Group Pty Ltd	\$1,078,387
Tamworth Community College Inc.	\$21,578
Tandem College Pty Ltd	\$10,157
Targett Retail Training Pty Ltd	\$223,963
TexSkill Ltd	\$42,332

The Angelsea Complex Pty Ltd	\$68,582
The Association of Superannuation Funds of Australia Ltd	\$42,842
The Change Network Pty Ltd	\$157,042
The Crusader Union of Australia	\$16,241
The Daniels Associates of Australasia Pty Ltd	\$262,533
The Design Works College of Design Pty Ltd	\$12,201
The Eurobodalla Adult Education Centre Inc.	\$36,656
The Fletcher Family Trust Trissig Pty Ltd	\$281,551
The Group Training Association of NSW & ACT	\$50,000
The Hospitals Contribution Fund of Australia Ltd	\$1,980
The Illawarra ITeC Ltd	\$60,296
The LDC Group Asia Pacific Pty Ltd	\$124,852
The Management Edge Pty Ltd	\$28,592
The Master Plumbers & Mechanical Contractors Association of NSW	\$512,229
The ORS Group Pty Ltd	\$133,333
The Pharmacy Guild of Australia	\$175,771
The Quality Training Company Pty Ltd	\$121,402
The Uniting Church in Australia Property Trust (NSW)	\$49,519
Tilly's Play & Development Pty Ltd	\$1,075
Timber Training Creswick Ltd	\$19,323
TLC Training Solutions Pty Ltd	\$63,311
Toni & Guy Australia Pty Ltd	\$144,576
Total Training Solutions Pty Ltd	\$27,123
Train Australia Pty Ltd	\$217,213
Trainer Assessor Group Pty Ltd	\$79,681
Training & Development Australia Pty Ltd	\$125,835
Training Beyond 2000 Pty Ltd	\$135,858
Training Education & Management Services Pty Ltd	\$69,226
Training Experts Australia Pty Ltd	\$515,840
Training Services 4 You Pty Ltd	\$289
Training Specialists (Australia) Pty Ltd	\$569,867
Training Synergies Pty Ltd	\$400,366
Transqual Pty Ltd	\$181,881
Tursa Employment & Training Inc.	\$7,193
UNE Partnerships Pty Ltd	\$40,660
UPC Pty Ltd	\$3,212
Upskilled Pty Ltd	\$12,091
Vantage Automotive Pty Ltd	\$245,707
Verto Ltd	\$216,250
Vision Training Institute Pty Ltd	\$252,378
Vital Training Solutions Pty Ltd	\$301
Vocational Institute of Australia Pty Ltd	\$29,683
Vocational Training Australia Pty Ltd	\$474,876
W G Learning Pty Ltd	\$314,430
Wentworth College Pty Ltd	\$445,084
Western College Inc.	\$1,382
Westrac Pty Ltd	\$129,171
Wetherill Park Training Centre Pty Ltd	\$41,796
Wise Group Ltd Partnership	\$201,729
Work Savvy Pty Ltd	\$148,705
Workers Educational Association	\$23,355
Worktrain Pty Ltd	\$48,896
Workventures Ltd	\$43,490
WPC Group Ltd	\$24,365
X-Seed Education & Development	\$69,252

Yolarno Pty Ltd	\$39,771
Yum! Restaurants Australia Pty Ltd	\$344,335
Total paid in 2014–15	\$39,021,725

Community Building Partnership Program

Funding community groups and local councils to invest in community infrastructure throughout NSW.

Community Building Partnership Program 2014–15 (2009)	
Beecroft Uniting Church	\$7,000
Eastern Suburbs District Rugby Union Football Club Ltd	\$50,000
Hunters Hill Swimming Club Inc.	\$15,000
Lions Club of Kiama Inc.	\$10,000
Macquarie Combined Sports Club Inc.	\$17,000
The Moslem Alawy Society Inc.	\$25,000
Total paid in 2014–15	\$124,000

Community Building Partnership Program 2014–15 (2010)	
Kendall Tennis Club Inc.	\$20,000
Moree Water-Ski Club Inc.	\$25,000
Raiders Rugby Club Inc.	\$50,000
Sydney Dogs & Cats Home Inc.	\$77,283
The Scout Association of Australia, New South Wales Branch	\$30,000
Total paid in 2014–15	\$202,283

Community Building Partnership Program 2014–15 (2011)	
Al Sadiq College Inc.	\$40,000
Anglican Church Property Trust Diocese of Sydney	\$70,184
Hills Basketball Association Inc.	\$50,000
Kogarah Community Services Inc.	\$2,500
Liverpool Radio Rallycross Car Club Inc.	\$30,000
Lockhart and District Progress Association Inc.	\$18,000
Marine Rescue NSW Middle Harbour	\$45,000
Multiple Sclerosis Ltd	\$90,000
North Ryde Dockers Australian Football Club Inc.	\$25,000
Penrith Panthers BMX Club Inc.	\$38,420
Schizophrenia Fellowship of NSW Inc.	\$38,000
The Hills Community Aid & Information Service Inc.	\$40,000
The Scout Association of Australia, New South Wales Branch	\$17,000
Total paid in 2014–15	\$504,104

Community Building Partnership Program 2014–15 (2012)	
Anglican Church Property Trust Diocese of Sydney	\$58,318
Anglicare Diocese of Sydney	\$63,869
Australian Islamic Mission Inc.	\$18,000
Berkshire Park, Llandilo & Shanes Park Community Action Group Inc.	\$10,000
Bexley North Sports Club Inc.	\$17,864
Braidwood Preschool Association Inc.	\$38,050

Callala Bay Community Association Inc.	\$40,000
Cancer and Community Wellness Centre Inc.	\$10,000
Chatswood Public School P&C Association	\$22,780
Clarke Road School P&C Association	\$35,840
Club Marconi of Bossley Park Social Recreation & Sporting Centre Ltd	\$40,000
Connells Point Rovers Soccer Club Inc.	\$36,500
Crabbies Creek Hall Committee Inc.	\$30,000
Ekalesia Metotisi Samoa I Liverpool Inc.	\$44,943
Epping Heights Out of School Hours Care Inc.	\$12,000
Ganeinu Long Day Care and Preschool	\$20,000
Girl Guides Association (NSW)	\$40,000
Great Lakes Cricket Club Inc.	\$6,907
Hay Shire Council	\$10,370
Hinton Cricket Club Inc.	\$20,000
Ku Children's Services	\$24,500
Lane Cove Bowling and Recreation Ltd	\$32,446
Lebanese Community Council of NSW Inc.	\$20,000
Maroubra United Soccer Club Inc.	\$15,000
Newcastle City Council	\$65,000
North Avoca Surf Life Saving Club Inc.	\$34,558
Police Citizens Youth Clubs (PCYC) NSW Ltd	\$61,746
Police Citizens Youth Clubs (PCYC) State Office	\$96,829
Randwick District Rugby Union Football Club Inc.	\$23,496
Saint Joseph's Maronite Catholic Church – Croydon	\$10,000
South Wallsend Junior Soccer Club Inc.	\$24,397
The Entrance North Progress Association Inc.	\$30,800
The Scout Association of Australia, New South Wales Branch	\$311,685
The Young and District Netball Association Inc.	\$5,630
Uniting Church Burwood Croydon	\$34,000
Valentine Community Service Organisation Inc.	\$18,000
Wagga Wagga City Council	\$100,000
Warringah Council	\$25,115
Yamba Preschool Kindergarten Association Inc.	\$20,000
Total paid in 2014–15	\$1,528,643

Community Building Partnership Program 2014–15 (2013)	
Age of Fishes Museum Inc.	\$10,000
All Saints Toongabbie Tigers JRLFC Inc.	\$32,484
Anglican Church Property Trust Diocese of Sydney, Community Building Partnership Grant Fund	\$354,745
Anglican Property Trust Diocese of Bathurst	\$7,500
Another Slice of Life Ltd	\$50,000
Armenian Cultural Centre Inc.	\$7,500
Armidale District Netball Association Inc.	\$25,000
Asquith Rugby League Club Ltd	\$78,573
Assyrian Australian Association	\$40,000
Austinmer Public School P & C Association	\$17,281
Australian Chin Lien Chinese Association Inc.	\$50,000
Australian Chinese Community Association Of New South Wales	\$40,000
Australian Islamic Society of Bosnia Herzegovina Inc.	\$26,000
Autism Spectrum Australia	\$18,000
Ballina Salt & Light Inc.	\$35,000
Ballina Tennis Club Inc.	\$20,000

Beecroft Presbyterian Church	\$5,000
Bellingen Shire Council	\$4,756
Belmont Football Club Inc.	\$21,000
Berkshire Park, Llandilo & Shanes Park Community Action Group Inc.	\$25,000
Berowra Junior Rugby League Football Club Inc.	\$70,000
Beverly Hills North Public School P&C Association	\$60,000
Big Fat Smile Group Ltd	\$25,000
Blue Mountains Council	\$7,750
Blue Mountains Netball Association Inc.	\$37,565
Bondi Public School P&C Association	\$40,000
Bonnet Bay Football Club Inc.	\$40,000
Brock-Burum Football Club Inc.	\$30,000
Cabramatta Rugby League Club Ltd	\$17,000
Canterbury State Emergency Service	\$9,000
Carewest Ltd	\$40,000
Catholic Education Diocese Of Parramatta	\$12,500
Catholic Education Office Archdiocese of Sydney	\$50,000
Catholic Parish Of Our Lady Star Of The Sea Terrigal	\$45,000
Catholic Parish Of Saint Mary Mackillop Rockdale City	\$17,800
Cessnock & District Agricultural Association Inc.	\$19,500
Coffs City United Football Club Inc.	\$52,239
Collaroy Cromer Strikers Soccer Club Inc.	\$20,000
Conargo Shire Council	\$15,300
Coptic Orthodox Church Property Trust NSW	\$15,000
Corrimal District Cricket Club Inc.	\$10,000
Corrimal Uniting Church	\$6,125
Country Womens Association Of NSW	\$12,000
Crestwood Public School P&C Association	\$23,000
Crookwell Pony Club Inc.	\$14,250
Denman & District Men's Shed Inc.	\$20,000
Dover Heights Shule	\$30,000
Drummoyne Business Chamber Inc.	\$13,700
Dundas Sports & Recreation Club Ltd	\$28,000
Dungog Community Preschool Kindergarten Inc.	\$6,000
Eastern Sydney Islamic Welfare Services Inc.	\$25,000
Eastwood Ryde Netball Association Inc.	\$30,385
Eastwood Thornleigh District Tennis Association Inc.	\$7,000
El Marada Australia Inc.	\$10,000
Emu Plains Little Athletics Centre Inc.	\$5,000
Ettalong Baptist Church	\$7,113
Fairfield City Council	\$170,000
Far North Coast Baseball Association Inc.	\$50,000
Friends of Freshwater Inc.	\$40,000
Friends Of Linnwood Inc.	\$26,440
Friends Of The Royal National Park Inc.	\$4,205
Galloping Gully Polocrosse Club Inc.	\$15,654
Garden Suburb Junior Soccer Club Inc.	\$30,000
George Cross Falcons Club Inc.	\$8,000
Girl Guides Association (NSW)	\$14,732
Glebe Public School Parents & Citizens' Association	\$22,387
Goonellabah & District Soccer Club Ltd	\$25,000
Gorokan Public School P&C Association Inc.	\$20,365
Greek Orthodox Archdiocese Of Australia Consolidated Trust	\$8,000
Greenacres Disability Services	\$10,000
Gunnedah Aged Care Services Ltd	\$31,680

Gunnedah Music Centre	\$17,299
Guyra Polocrosse Club	\$10,256
Gwydir Shire Council	\$31,825
Hallidays Point Sports Club Inc.	\$10,000
Harrington Men's Shed Inc.	\$25,000
Hastings District Respite Care Inc.	\$18,000
Heartbeat Community Care	\$5,664
Hopepoint Church	\$25,000
Hunters Hill Preschool Inc.	\$22,235
Hurstville City Council	\$29,000
Hurstville City Minotaurs S. C. Inc.	\$15,000
Illawarra Hockey Inc.	\$18,690
Ingleburn Eagles Soccer Club Inc.	\$20,635
Ingleburn RSL Youth Club Inc.	\$11,610
Jerilderie Football Club Inc.	\$6,400
Karonga House School & Citizens Association	\$20,000
Kawaihae Outrigger Canoe Club Inc.	\$15,000
Kempsey Crescent Head Surf Life Saving Club Inc.	\$51,455
Kenthurst Public School P&C Association	\$20,000
Killara Public School Parents & Citizens Association	\$19,924
Kingscliff District Football Club Inc.	\$58,677
Kingsgrove Colts Junior Rugby League Football Club Inc.	\$25,000
KU Children's Services	\$168,489
Ku-Ring-Gai Council	\$14,518
Lake Munmorah Netball Club Inc.	\$60,000
Lane Cove Historical Society Inc.	\$6,000
Liberty Church Of Christ	\$7,975
Life Education NSW Ltd	\$49,658
Lions Club of St George	\$7,000
Lisarow Ourimbah Cricket Club	\$21,560
Liverpool City Council	\$20,000
Liverpool Plains Shire Council	\$4,000
Lord Howe Island Historical Society & Museum Inc.	\$35,000
Manildra & District Improvement Association Inc.	\$10,000
Manly Warringah Athletics Centre Inc.	\$10,000
Manning Valley Historical Society Inc.	\$6,500
Manning Valley Kart Club Inc.	\$17,000
Marine Rescue NSW	\$20,000
Marmong Point Sailing Club Inc.	\$1,500
Matcham Public Hall Inc.	\$22,000
Melrose Park Public School Parents & Citizen Association	\$20,000
Mets Baseball Club Inc.	\$26,850
Molong Advancement Group Inc.	\$10,000
Mona Vale Hospital Auxiliary	\$50,000
Monaro FC Inc.	\$78,000
Morisset Rugby League Football & Social Club Inc.	\$5,194
Mosman Cricket Club Inc.	\$14,000
Moss Vale Community Garden Inc.	\$4,000
Moss Vale Primary School Parents & Citizens Association	\$8,000
Mount Annan Christian College Ltd	\$12,455
Mount Lewis Bowling Club Co-operative Ltd	\$25,000
Murrumbidgee Shire Council	\$23,000
Muru Mittigar Ltd	\$15,000
Muswellbrook Shire Council	\$20,000

Newcastle City Council	\$90,000
North Epping Bowling And Community Club Ltd	\$9,000
North Wollongong Surf Life Saving Inc.	\$25,000
Northern Agricultural Association Inc.	\$10,000
Northmead Bowling, Recreation and Sporting Club Ltd	\$19,650
Nundle District Lions Club Inc.	\$35,252
Nymagee Progress Association Inc.	\$5,000
Parkes Early Childhood Centre Inc.	\$21,622
Peakhurst Public School Parents and Citizens Association	\$25,234
Penrith Valley Regional Sports Centre Ltd	\$6,500
Petersham Rugby Union Football Club Inc.	\$15,609
Picton District Agricultural, Horticultural and Industrial Society Inc.	\$17,000
Pole Depot Community Centre Inc.	\$4,017
Police Citizens Youth Clubs (PCYC) NSW Ltd	\$260,210
Police Citizens Youth Clubs (PCYC) State Office	\$85,380
Port Macquarie Community Preschool Ltd	\$5,290
Quakers Hill Public School P&C	\$50,000
Queanbeyan and District Preschool Association Inc.	\$4,720
Racing Orange Ltd	\$12,000
Randwick Presbyterian Church	\$1,637
Riverwood Community Centre Ltd	\$36,364
Roo Theatre Company Inc.	\$30,000
Rotary Club Of Armidale Inc.	\$20,000
Rotary Club Of Broken Hill South Inc.	\$15,375
Rotary Club Of Narrabri Inc.	\$30,316
Royal Life Saving Society – Head Office NSW	\$25,000
Sawtell/Toormina Sports And Recreation Club Ltd	\$21,500
Shoalhaven Heads Public School P&C Assn	\$2,500
Singleton Golf Club Co-operative Ltd	\$11,000
Singleton Rugby Club Ltd	\$10,000
Sir Joseph Banks High School	\$15,000
Snowy Mountains Neighbourhood Centre Inc.	\$40,220
Soldier Point Tennis Club Inc.	\$12,142
Southern Districts Soccer Football Association Inc.	\$31,213
Sridurgadevi Devasthanam	\$27,081
St Euphemia College	\$28,200
St Francis Social Services	\$6,170
St George Australian Football Club Inc.	\$15,000
St Patricks Rugby Club Strathfield	\$14,000
Stuart Town Advancement Association Inc.	\$8,000
Sunnyfield	\$40,000
Surf Life Saving Central Coast Inc.	\$101,320
Sutherland Shire Canoe Club Inc.	\$5,100
Tahmoor Baptist Church	\$15,000
Tamworth Junior Riding and Pony Club Inc.	\$19,000
Temora Junior Australian Football Association Inc.	\$15,000
Terrigal-Avoca Australian Football Club Inc.	\$40,000
The Association Of Bhanin El Mineh Australian Arabic Community Welfare Centre Inc.	\$35,000
The Cross Media Project	\$10,000
The Entrance Rugby Club Inc.	\$9,470
The Hills Rugby Union Football Club Inc.	\$19,250
The Junction Neighbourhood Centre Inc.	\$20,000
The Lebanese Moslem Association	\$25,000
The Lions Club Of Lugarno Inc.	\$4,500

The National Trust Of Australia (NSW)	\$8,000
The Rotary Club Of Springwood Inc.	\$12,880
The Salvation Army Property Trust	\$10,000
The Scout Association of Australia, New South Wales Branch	\$653,607
The Town & Country Club Ltd	\$50,000
Touriandi Ltd	\$14,950
Towns With Heart Inc.	\$19,500
Trunkey Creek Show Society Inc.	\$15,870
Tumut Rodeo Club Inc.	\$30,000
Tweed Coast Junior AFL Club	\$21,594
UCA – Wayside Chapel	\$54,750
UCA – Windsor Congregation	\$13,600
Umina Surf Life Saving Club Inc.	\$7,527
Uniting Church Orange Parish	\$5,817
UnitingCare Forestville Preschool	\$10,000
Urana Shire Council	\$3,000
Wagga Swans Junior Australian Rules Football & Netball Club Inc.	\$20,000
Wakool Preschool Inc.	\$5,506
Walcha Council	\$20,000
Wallarah Rural Fire Brigade	\$6,500
Wanda Surf Life Saving Club Inc.	\$73,000
Wanderers Rugby Football Club Inc.	\$25,000
Wandsworth Progress Association Inc.	\$6,970
Warilla Wanderers Junior Soccer Club Inc.	\$26,110
Warnervale Regional Uniting Church	\$15,000
Wesley Mission	\$30,000
West Pennant Hills Community Church	\$37,130
West Pennant Hills Public School P&C Association Inc.	\$10,000
West Pymble Bowling Club Ltd	\$16,049
West Ryde Public School P&C Association	\$25,500
West Wyalong Little Athletics Association	\$7,000
Western City Tigers Junior Rugby League Inc.	\$78,949
Western Suburbs District Cricket Club Inc.	\$15,000
Windale Junior Rugby League Inc.	\$4,000
Wingecarribee Headquarters Bush Fire Brigade	\$10,000
Wingello Village Association Inc.	\$3,000
Witmore Enterprises Inc.	\$10,000
Woodburn Chamber Of Commerce	\$30,000
Woonona Bowling & Recreation Club Ltd	\$4,000
Wyong Neighbourhood Centre Inc.	\$30,000
Wyong Shire Council	\$39,500
Yates Avenue P&C Association	\$17,787
Young Men's Christian Association (YMCA) Of Sydney	\$7,203

Total paid in 2014–15**\$6,450,038**

Community Building Partnership Program 2014–15 (2014)

3Bridges Community Inc.	\$23,440
Aberdeen Junior Rugby League Football Club Inc.	\$8,000
Access Community Education Services (ACES) Inc.	\$15,000
ACON Health Ltd	\$33,550
Addison Road Centre for Arts, Culture, Community and Environment Ltd	\$24,000
Advance Ganmain Committee	\$2,888
Albury Tennis Association Inc.	\$4,104

Alstonville Community Preschool Inc.	\$40,000
Alstonville Plateau Bowls and Sports Club Ltd	\$20,000
Anglican Church Property Trust Diocese of Sydney, Community Building Partnership Grant Fund	\$896,277
Annan Grove Progress Association Inc.	\$11,000
Another Slice of Life Ltd	\$60,000
Armidale Aero Club Inc.	\$19,277
Armidale Dumaresq Council	\$2,889
Articulate Project Space	\$4,203
Arya Pratinidhi Sabha Of Australia	\$18,000
Ashfield Public School Parents and Citizens Association	\$16,000
Ashford Rugby League Football Club Inc.	\$5,478
Assyrian Australian Association	\$40,000
Australia Alevi Cultural Centre Inc.	\$25,000
Australian Blouza Association Inc.	\$28,000
Australian Chinese Buddhist Society	\$45,000
Australian Druze Community Inc. Ltd	\$20,000
Australian Foundation for Disability	\$224,175
Australian Huntington's Disease Association (NSW) Inc.	\$18,094
Australian Red Cross Society	\$21,537
Australian Seniors Computer Clubs	\$20,632
Australian Turkish & Kurdish Community Services Co-operative Ltd	\$6,380
Australian Vietnamese Aged Care Services	\$40,000
Autism Advisory And Support Service Inc.	\$14,520
Autism Spectrum Australia	\$77,571
Bahayra's Youth Association Inc.	\$30,000
Ballimore and District Progress Association Inc.	\$35,000
Balmain Rowing Club Inc.	\$30,000
Bankstown City Council	\$25,000
Bankstown West Public School P & C Association	\$24,855
Baptist Property Trust as Trustee for Carlingford Baptist Church	\$10,000
Barham Landcare Inc.	\$2,000
Barton Park Giant Trees Arboretum Inc.	\$10,000
Baryulgil Fine Flower Campdraft Inc.	\$13,850
Bass High School P&C Association	\$20,000
Bates Drive Special School P&C Association	\$8,710
Bathurst Miniature Railway Society Inc.	\$4,000
Bathurst Rugby Club Inc.	\$20,000
Bay And Basin Community Resources Inc.	\$12,900
Bay City Care Inc.	\$35,000
Bedgerabong Showground Racecourse Public Recreations & Public Hall Trust	\$9,653
Beecroft Bowling Club	\$16,500
Bega Men's Shed Inc.	\$12,000
Belair Public School Parents and Citizens Association Inc.	\$4,654
Bellambi Public School P&C Association	\$27,138
Bellingen Shire Council	\$15,000
Belmont Neighbourhood Centre Inc.	\$51,345
Berala Carramar Hardcourt Tennis Association Inc.	\$18,000
Berkeley Vale Public School Parents & Citizens Association	\$12,892
Berowra Netball Club Inc.	\$30,000
Berrigan Shire Council	\$2,000
Berrima District Historical & Family History Society Inc.	\$5,000
Biala Respite Service Inc.	\$22,928

Billabong Clubhouse Inc.	\$20,000
Biralee Preschool Finley Inc.	\$9,000
Birubi Point Surf Life Saving Inc.	\$53,800
Blackheath Area Men's Shed Inc.	\$5,672
Blacktown City Council	\$199,566
Blayney Golf Club Ltd	\$10,000
Blayney Shire Council	\$12,540
Blinky Bill Portland Child Care	\$3,884
Blue Mountains Council	\$65,000
Blue Mountains Cricket Association Inc.	\$47,277
Blue Mountains Croquet Club Inc.	\$18,000
Boat Harbour Recreation Club Inc.	\$30,000
Bogee Rural Fire Brigade	\$9,900
Bombala Council	\$10,000
Bonnie Support Services Ltd	\$30,000
Bonny Hills Progress Association	\$4,500
Booroongen Djugun Ltd	\$22,689
Botany Bay City Council	\$138,200
Bowraville Arts Council Inc.	\$39,299
Braidwood FM Inc.	\$12,413
Braunstone Social & Tennis Club Inc.	\$11,777
Brogo Rural Fire Brigade	\$14,000
Brooklyn P&C Association	\$20,000
Brooklyn RSL sub-branch (RSL NSW)	\$1,291
Broulee Surfers Surf Lifesaving Inc.	\$30,000
Budawang Public School P & C Association	\$20,000
Bulahdelah Chamber of Commerce & Tourism Inc.	\$10,000
Bulahdelah War Memorial Trust	\$11,000
Bundanoon Men's Shed Inc.	\$5,000
Bungonia & District Historical Society Inc.	\$12,000
Bunya Child Care Centre Inc.	\$18,000
Burrage District Community Association	\$7,000
Burraneer Bay Public School Parents & Citizens Association	\$30,000
Burrumbuttock Preschool Centre Inc.	\$5,000
C B Alexander Foundation	\$29,020
Cabarita Mortlake Kindergarten Association	\$11,500
Cabonne Council	\$4,500
Cabramatta Community Centre	\$15,015
Callala Beach Progress Association Inc.	\$60,000
Camden Community Connections	\$9,171
Camden Council	\$20,000
Camden Cricket Club	\$11,250
Camden Haven Neighbourhood Centre Inc.	\$4,000
Camden Haven Pastoral Agricultural Horticultural & Industrial Society Inc.	\$37,730
Camden Preschool Kindergarten Co-operative Ltd	\$1,500
Campbelltown District Netball Association Inc.	\$18,150
Campbelltown Harlequin Rugby Club Inc.	\$36,552
Canterbury Bankstown Tennis Association Inc.	\$6,150
Canterbury City Community Centre Inc.	\$15,400
Cardiff Child Care Centre Inc.	\$18,480
Care & Concern Ministries Inc.	\$20,000
Caringbah Bowling & Recreation Club Ltd	\$2,000
Carrs Creek School of Arts Inc.	\$5,869
Castle Hill BMX Club Inc.	\$6,000
Catholic Diocese Of Maitland-Newcastle	\$3,540

Catholic Education Office – Diocese of Wollongong	\$47,139
Catholic Education Office Sydney St Michaels Catholic PS	\$25,000
Catholic Parish of Our Lady Queen of Peace Greystanes	\$40,000
Catholic Parish Of St Peter Chanel and St Joseph Berala	\$37,000
Caves Beach Surf Life Saving Club Inc.	\$27,363
Centaur Primary School Parents and Citizens Association	\$4,602
Centennial Parklands Foundation Ltd	\$24,061
Central Coast Hockey Inc.	\$24,000
Central North Coast Sporting Car Club Ltd	\$5,000
Central Tablelands Woodcraft Inc.	\$10,000
Cerebral Palsy Alliance	\$27,000
Cessnock Council	\$132,298
Cessnock Croquet Club Inc.	\$4,874
Cessnock District Netball Association Inc.	\$17,600
Challenge Southern Highlands Inc.	\$10,000
Charlestown East P&C Association	\$18,000
Charlestown Multi-Purpose Centre Inc.	\$9,152
Charlestown South Public School P&C Association	\$39,600
Charlestown Swimming Club	\$23,268
Child Care Services Taree & Districts Inc.	\$15,000
Chinese Australian Services Society Ltd	\$45,384
Christ Church Gladesville Preschool Kindergarten Inc.	\$11,608
Christian Community Aid Service Inc.	\$30,000
Christian Community School Ltd	\$32,500
Christian Outreach Centre – Port Stephens	\$6,000
Church of Christ Telopea	\$30,000
Civic Disability Services Ltd	\$15,000
Clarence Town Rural Fire Brigade	\$3,000
Clovelly Public School Parents & Citizens Assn	\$12,496
Coast Shelter	\$26,000
Coastlink Respite Care	\$34,106
Coffs Harbour City Council	\$50,000
Coledale P&C Association	\$25,000
Collaroy Surf Life Saving Club Inc.	\$18,000
Colo Soccer Football Club Inc.	\$50,000
Conargo Shire Council	\$22,000
Condell Park Baseball Association Inc.	\$21,000
Coniston Junior Soccer Club Inc.	\$25,000
Connected Communities Inc.	\$18,800
Conservatorium Mid North Coast Inc.	\$3,950
Cooperook and Lansdowne Forest History Group Inc.	\$15,000
Cootamundra Creative Arts Inc.	\$10,000
Coptic Orthodox Church – St Mary St Kosman & St Demian Church	\$10,638
Coptic Orthodox Church of Archangel Michael & St Bishop	\$30,000
Coptic Orthodox Church St Mark	\$50,000
Corrimal East Public School Parents & Citizens Association	\$34,500
Country Women's Association (CWA) of NSW	\$139,213
Country Women's Association (CWA) of NSW Nelson Bay Branch	\$8,250
Cowra Art Group Inc.	\$4,500
Cowra Early Childhood Services Co-operative Ltd	\$2,798
Cowra Shire Council	\$21,000

Cowra Show Society Inc.	\$25,000
Cringila Childrens House Inc.	\$9,400
Cronulla Bowling & Recreation Club	\$9,500
Cronulla South P&C Association	\$42,364
Cronulla–Sutherland District Rugby League Football Club Ltd	\$45,000
Crystal Theatre Community Cinema Inc.	\$9,668
Cudgong Cruisers Inc.	\$10,000
Cudgen Headland Junior Rugby League Club Inc.	\$39,000
Cudgen Rural Fire Brigade	\$26,413
Cullen Bullen Progress Association	\$3,800
Cullen Bullen Tidy Towns	\$5,583
Dapto Citizens Bowling Club Ltd	\$20,000
Deniliquin Racing Club Inc.	\$16,000
Denman & District Men's Shed Inc.	\$5,000
Dubbo West Preschool Inc.	\$45,000
Dudley School P&C Association	\$4,350
Dunedoo Lions Club Inc.	\$9,513
Dungog Shire Council	\$6,000
Dunn & Lewis Youth Development Foundation Ltd	\$6,000
Dunoon & District Sports & Recreation Ltd	\$10,000
Dunoon Preschool Inc.	\$7,700
Eagles RAPS Inc.	\$35,673
East Hills Girls Technology High School P&C Association	\$20,000
East Lake Macquarie Historical Society Inc.	\$3,000
Eastern Respite & Recreation	\$33,000
Eastern Suburbs Cricket Club	\$25,000
Ebenezer Public School Parents and Citizens Association	\$30,000
Ebor Sports & Recreation Reserve Trust	\$35,000
EDSACC Croquet Club Inc.	\$28,122
Elderslie Community Hall Inc.	\$2,000
Endeavour Group Australia	\$8,000
Endeavour SKWAD	\$32,832
Engadine Bowling and Recreation Club Ltd	\$16,060
Engadine Preschool Kindergarten Inc.	\$30,000
England Park Tennis Club Inc.	\$13,000
Epping Boys High School P&C Association	\$16,500
Epping Church of Christ Inc.	\$16,500
Epping North Public School P&C Association	\$24,000
Erina Community Men's Shed	\$35,000
Ermington West Public School P&C Association	\$60,111
Eryldene Trust	\$16,500
Eschol Park Soccer Club Inc.	\$26,000
Ethnic Communities Council of Newcastle and The Hunter Region Inc.	\$28,314
Eugowra Community Childrens Centre Inc.	\$7,000
Eumungerie and District Recreation Association Inc.	\$45,000
Fairfield City Council	\$34,000
Fairfield Food Services Inc.	\$40,000
Fairfield Parent Support Centre	\$20,000
Far North Coast Rugby Union Inc.	\$17,090
Figtree Primary School P&C Association	\$30,000
Filipino–Australian Society Of The Hunter Valley Inc.	\$13,100
Foster Care Angels Inc.	\$7,850
Friends of Bombala Railway Inc.	\$9,685
Friends of Meroo Union Church Inc.	\$4,000

George Cross Falcon Club Inc.	\$6,000
Georges Hall Public School P&C Association	\$20,000
Gerrigong Uniting Church	\$13,860
Gilgandra Mens Shed Inc.	\$1,050
Girl Guides Association (NSW)	\$285,014
Gladesville Occasional Child Care Centre Inc.	\$10,000
Gladesville RSL & Community Club Ltd	\$50,000
Glencoe Community Group Inc.	\$17,980
Glendon Brook Hall Inc.	\$5,000
Glenquarry Peace Memorial Hall Inc.	\$2,000
Gloucester District Tennis Association Inc.	\$5,000
Goonellabah Preschool Inc.	\$20,117
Gosford City Council	\$160,249
Goulburn Dog Training & Kennel Club Inc.	\$15,000
Goulburn Golf Club Ltd	\$5,000
Grafton Clay Target Club Inc.	\$10,234
Grafton Estate Tenants and Recreation Committee Inc.	\$13,157
Grafton Sporting Car Club Inc.	\$14,519
Granite Borders Landcare Committee	\$11,903
Grays Point Preschool Kindergarten Association Inc.	\$15,000
Great Lakes Historical Cooperative Society Ltd	\$15,000
Great Lakes United Football Club Inc.	\$15,000
Greater Taree City Council	\$17,000
Greek Orthodox Archdiocese of Australia Consolidated Trust Parish of St Stephanos Hurlstone Park Child Care Centre	\$20,000
Greek Welfare Centre	\$8,000
Grenfell Gunyah Craft Shop Inc.	\$9,900
Greystanes Cricket Club Inc.	\$12,000
Griffith Local Aboriginal Land Council	\$6,744
Griffith Senior Citizens Club Inc.	\$20,000
Gumnut Community Preschool Inc.	\$10,761
Gundagai Racecourse and Showground Trust	\$18,338
Gunnedah Meals on Wheels Association Inc.	\$15,000
Gunnedah Rural Museum Inc.	\$31,700
Gunnedah Services & Bowling Club	\$7,065
Gunnedah Shire Council	\$6,500
Guyra Shire Council	\$5,000
Gymea United Football Club Inc.	\$45,000
Hamilton Community Preschool Inc.	\$3,658
Harrington Crowdy Head Chamber of Commerce Industry & Tourism Inc.	\$8,000
Harry Meyn Foundation Ltd	\$30,000
Hastings Baseball Inc.	\$15,000
Hastings District Flying Club Inc.	\$15,000
Hastings Valley Miniature Railway Society Inc.	\$42,500
Hastings Wood Workers Guild Inc.	\$6,866
Hawkesbury City Council	\$30,000
Hawkesbury District Agricultural Association	\$22,000
Hawkesbury District Concert Band Inc.	\$11,699
Hawkesbury Riding Club Inc.	\$5,000
Hawkesbury Sports Council Inc.	\$14,053
Hay Football Club Inc.	\$6,140
Hazelbrook Football Club Inc.	\$29,700
Henty And District Lifestyle Centre Inc.	\$12,000
Henty Men's Shed Inc.	\$5,000
Hills District Netball Association Inc.	\$25,000

Hilltop Road School Parents & Citizens Association	\$25,000
Holroyd City Council	\$169,930
Horizon Theatre Co Ltd	\$20,000
Hornsby Heights Sports Club Inc.	\$100,000
Howe Park Tennis Club Singleton Inc.	\$4,000
Hunter Care Ltd	\$4,467
Hunter District Cycling Club Inc.	\$30,000
Hunter Region Working Women's Group Ltd	\$20,000
Hunters Hill Council	\$30,000
Hurstville City Council	\$12,000
Hurstville Community Food Services	\$25,000
Hurstville Public School Parents & Citizens Association	\$75,000
Ilford Recreational Reserve Trust	\$23,000
Illabo Show Society Inc.	\$10,500
Illawarra Aboriginal Corporation	\$6,000
Illawarra Area Child Care Ltd	\$85,622
Illawarra Community Housing Trust	\$25,000
Illawarra Live Steamers Co-op Ltd	\$8,000
Illawarra Multicultural Services Inc.	\$6,000
Illawarra Sports Stadium Ltd	\$5,000
Illawong Public School Parents And Citizens Association	\$5,000
Iluka Football Club Inc.	\$16,000
Imaginations Church Inc.	\$17,005
Inspire Community Services Inc.	\$35,888
Inverell Community Men's Shed Inc.	\$10,000
Inverell Pipe Band Inc.	\$14,519
Inverell Shire Council	\$36,433
Italian Social Welfare Organisation of Wollongong Ltd	\$20,000
Jesuit Social Services Ltd	\$22,000
Jewish House Ltd	\$40,000
Jubilee Community Services Inc.	\$22,500
Junction Hill Tennis Club Inc.	\$30,000
Junee Golf Club Ltd	\$16,500
Kariong Neighbourhood Centre Inc.	\$27,310
Karuah Public School P&C Association	\$7,900
Kearsley Public School P&C Association	\$16,440
Kegworth Public School P&C Association	\$30,000
Keira Cricket Club Inc.	\$22,000
Kiama Netball Association Inc.	\$50,000
Kiama Uniting Church Men's Shed	\$16,000
Killarney Vale Australian Football Club Inc.	\$13,960
Killarney Vale Public School P&C Assn	\$35,000
King Tomislav Croatian Club Ltd	\$30,000
Kingsgrove Colts Junior Rugby League Football Club Inc.	\$50,000
Kogarah City Council	\$42,700
Kogarah Community Services Inc.	\$44,759
Koinonia Ministries Ltd	\$20,000
Krambach School Of Arts Inc.	\$3,000
KU Children's Services	\$101,198
Kulchajam Inc.	\$24,744
Kurrajong Waratah	\$20,000
Kurri Kurri Speedway Club Inc.	\$8,000
Kyogle Council	\$12,000
Lake Macquarie and District Historical Society Inc.	\$27,500
Lake Macquarie Landcare	\$7,196

Lake Macquarie Live Steam and Locomotive Society	\$50,000
Lakeside Netball Association Inc.	\$30,000
Lalor Park Preschool Kindergarten Association Inc.	\$3,000
Lambing Flat Enterprises	\$13,000
Lambton Park Tennis Club Inc.	\$10,000
Lane Cove Country Club Ltd	\$28,643
Lane Cove Historical Society Inc.	\$9,690
Lansdowne Hall Reserve Trust	\$3,595
Lasalle Catholic College	\$44,145
La'u Samoa Council Inc.	\$18,000
Laurieton Mens Shed Inc.	\$20,000
Lawrence Community Preschool Inc.	\$15,000
Learning Links	\$26,672
Leeton Jockey Inc.	\$15,000
Life Education NSW Ltd	\$147,390
Lifestyle Solutions (Aust) Ltd	\$15,000
Lions Club of Balgowlah Inc.	\$22,121
Lions Club of Bombala Inc.	\$8,019
Lions Club of Fairfield Inc.	\$20,000
Lions Club of Harrington Inc.	\$8,000
Lions Club of Jindabyne Inc.	\$50,000
Lions Club of Kootingal Inc.	\$12,696
Lions Club of Medowie	\$12,500
Lions Club of Murrurundi Inc.	\$10,000
Lions Club of Oatley Inc.	\$8,526
Lisarow Public School Parents and Citizens Association	\$30,000
Lismore Richmond Rovers Football Club Inc.	\$12,500
Lismore Thistles Soccer Club Inc.	\$20,000
Liston Hall Committee Inc.	\$15,000
Lithgow City Council	\$20,000
Lithgow District Car Club Inc.	\$8,734
Lithgow District Men's Shed Association Inc.	\$6,500
Little By Little Inc.	\$14,389
Little Nicholson Street Play Centre Inc.	\$7,500
Liverpool Action Group Inc.	\$15,000
Liverpool Migrant Resource Centre Inc.	\$40,000
Liverpool Neighbourhood Connections Inc.	\$86,050
Lochinvar School of Arts Hall	\$33,070
Lodge Paxton 608	\$16,000
Longueville Tennis Club Inc.	\$30,000
Lou's Place	\$5,895
Lower Clarence Pony Hack Club Inc.	\$28,644
Lucas Heights Community School P and C Association	\$44,400
Macarthur Diversity Services Initiative Ltd	\$38,150
Macarthur Lions Club Inc.	\$7,150
Macarthur Preschool Kindergarten Association Inc.	\$20,000
Macedonian Orthodox Social Services of NSW Inc.	\$28,116
Macquarie Preschools Co-operative Ltd	\$10,404
Maitland Masonic Centre	\$13,713
Manildra Showground Trust	\$14,000
Manly Warringah District Cricket Club Inc.	\$55,000
Manly Warringah Women's Resource Centre Ltd	\$25,000
Manning River Agricultural and Horticultural Society Taree Inc.	\$12,000
Marine Rescue Brunswick	\$9,000
Marine Rescue Camden Haven	\$7,000

Marine Rescue Cottage Point	\$27,919
Marine Rescue Lake Macquarie	\$19,500
Marine Rescue Lemon Tree Passage	\$5,600
Marine Rescue Port Macquarie	\$40,000
Marine Rescue Shellharbour	\$30,616
Marine Rescue Sussex Inlet	\$4,045
Marine Rescue Terrigal	\$35,000
Maroubra Rugby League Football Club Inc.	\$18,260
Maroubra Surf Life Saving Club Inc.	\$18,235
Marrickville District Lawn Tennis Club Ltd	\$22,000
Marrickville West Public School Association	\$15,000
Mary MacKillop Catholic College	\$20,000
Mascot Juniors Rugby League Football Club Inc.	\$22,000
Masonic Holdings Ltd Kurri Kurri	\$22,787
Massey Park Golf Club Ltd	\$13,000
Melkite Catholic Welfare Association Inc.	\$30,000
Melrose Park Public School Parents and Citizens Association	\$20,000
Mental Health Association NSW Inc.	\$150,000
Merewether Golf Club Ltd	\$10,000
Merewether Surf Life-Saving Club Inc.	\$20,000
Mid North Coast Maritime Museum Association Inc.	\$5,000
Mid Western Regional Council	\$25,000
Millthorpe and District Historical Society Inc.	\$10,000
Milton Ulladulla Basketball Association Inc.	\$28,000
Mitchells Island Community Hall	\$8,000
Molong Show Society Inc.	\$5,000
Moorebank Baseball-Softball Club Inc.	\$27,000
Mortlake P&C Association	\$14,000
Moruya Antique Tractor and Machinery Association Inc.	\$2,973
Moruya Public School P&C Association	\$12,916
Moss Vale Community Garden Inc.	\$10,000
Mount Sugarloaf Pony Club Inc.	\$23,800
Mountains Outreach Community Service Inc.	\$3,150
Mt Druitt Town Rangers Soccer Club Inc.	\$38,000
Mt Ousley Public School P&C Association	\$48,000
Mullumbimby Brunswick Cricket Club Inc.	\$20,000
Mulwala Football & Netball Club Inc.	\$60,000
Mummulgum Public Hall Trust	\$8,120
Murwillumbah Showground Trust	\$25,000
Myall Park Croquet Club Inc.	\$19,109
Myall Park Tennis Club Inc.	\$15,700
Nambucca Heads Surf Life Saving Club Inc.	\$12,375
Namoi Valley Archers Inc.	\$11,390
Nana Glen Memorial Hall and Community Centre Inc.	\$11,204
Nareena Hills P&C Association	\$40,000
Narellan Public School P&C	\$15,000
Narrabri & District Historical Society Inc.	\$9,883
Narrandera Bowling & Recreation Club	\$20,000
Narromine Community Skills Project Inc.	\$37,500
Narwee Baptist Community Broadcasters	\$30,000
Native Animal Trust Fund Inc.	\$15,000
New England Art Society Inc.	\$15,135
New England Community College Inc.	\$12,000
New School of Arts Neighbourhood House Inc.	\$31,175
New Zealand Veterans in Australia Inc.	\$13,833

Newcastle City Council	\$75,795
Newcastle National Park Croquet Club Inc.	\$3,000
North Ryde Public School Parents and Citizens Association	\$19,890
North Sydney Council	\$20,000
North Wagga Residents Association Inc.	\$13,000
Northbridge Progress Association Inc.	\$20,000
Northern Agricultural Association Inc.	\$10,000
Northern Lakes Power AFL Inc.	\$50,000
Northern Suburbs Football Association Inc.	\$3,400
NSW Spanish and Latin American Association For Social Assistance Inc.	\$10,000
Nymboida Canoeing Ltd	\$8,600
Oberon Golf Club Ltd	\$20,000
Oberon Junior Rugby League Inc.	\$10,000
Oberon Show Society Inc.	\$20,000
Old Junee Progress & Hall Association Inc.	\$6,230
Oran Park Public School P&C Association	\$15,000
Orange District Cricket Association Inc.	\$10,000
Orange Grove P&C Association	\$24,505
Orange High School P&C Association	\$25,000
Orange Little Athletics Centre Inc.	\$6,000
Orange Regional Conservatorium Inc.	\$13,500
Orara Valley Progress Association Inc.	\$22,162
Outback Dragons Dubbo Inc.	\$16,957
Oxley Island Literary Institute Inc.	\$10,000
Pagewood Botany Football Club Inc.	\$20,000
Panania North P&C Association	\$12,000
Parkes Shire Council	\$30,000
Parramatta City Council	\$30,000
Parramatta District Men's Shed Inc.	\$9,000
Paterson Historical Society Inc.	\$8,000
Pennant Hills Australian Football Club Inc.	\$16,000
Pennant Hills High School P & C Association	\$25,000
Penrith City Council	\$92,000
Penrith City Softball Association Inc.	\$28,679
Penrith District Cricket Club Inc.	\$50,000
Penrith Valley Community Care Inc.	\$12,847
Phoenix Charlestown Baseball Club Inc.	\$11,830
Pied Piper Preschool Association (Wallerawang) Inc.	\$12,940
Pitt Town Parents and Citizens Association	\$40,000
Police Citizens Youth Clubs (PCYC) State Office	\$459,938
Polish Association Of Cabramatta Inc.	\$10,000
Polish Association of Newcastle Inc.	\$20,000
Port Stephens Church of Christ	\$6,080
Portland District Motor Sports Club Association Inc.	\$11,000
Portland Tidy Towns	\$10,000
Possums' Den Coffs Harbour Inc.	\$17,000
Pottsville Beach Primary School P&C Association	\$89,718
Presbyterian Social Services	\$10,000
Qbn FM Inc.	\$35,000
Quest for Life Foundation	\$5,000
Quirindi Rural Heritage Village Inc.	\$2,000
Quirindi Tennis Club Ltd	\$7,000
Radio Skid Row Ltd	\$17,843
Rebels Netball Club Inc.	\$11,250
Red Point Artists Association Inc.	\$10,000

Regional Youth Support Services Inc.	\$11,992
Resourceful Australian-Indian Network Inc.	\$30,000
Returned Services League of Australia Branxton Sub Branch	\$34,354
Returned Services League of Australia City of Lismore Sub Branch	\$25,000
Revesby Public School Parents and Citizens Association	\$27,000
Rhythm Hut Inc.	\$7,350
Richmond Branch of the RSL	\$23,565
Richmond River Gun Club Inc.	\$6,146
Richmond River Riders Inc.	\$15,000
Riding For The Disabled Association (NSW) – The Kendall Centre	\$2,500
Riding For The Disabled Association (NSW) Young Centre	\$15,000
Ringrose Public School Parents and Citizens' Association	\$27,500
Riversmart Australia Ltd	\$50,000
Riverwood Community Centre Ltd	\$40,000
Riverwood Squadron, Australian Air League Inc.	\$45,000
Rockdale Council	\$87,500
Ronald McDonald Forster Retreat	\$18,000
Ronald McDonald House Tamworth	\$13,000
Rose Bay RSL Club Co-op Ltd	\$50,000
Rosies Place Inc.	\$10,284
Rotary Club of Concord Inc.	\$54,210
Rotary Club of Kurrajong North Richmond Inc.	\$11,225
Rotary Club of Newcastle Enterprise Inc.	\$11,270
Rotary Club of Taree Inc.	\$20,000
Rotary Club of Wagga Koorringal Inc.	\$28,471
Rozelle Public School Parents & Citizens Association	\$29,949
RSL Young Sub Branch	\$10,000
Ruse Football Club Inc.	\$23,430
Russian Orthodox Church (NSW) Property Trust	\$23,000
Ryde Area Supported Accommodation for Intellectually Disabled (R.A.S.A.I.D.) Inc.	\$30,000
Ryde Secondary College Parents and Citizens Association Inc.	\$18,000
Sailability NSW Inc.	\$10,000
Salt Church Inc.	\$10,000
Sapphire City Concert Band Inverell Inc.	\$7,937
Sawtell & Districts BMX Club Inc.	\$30,000
Senior Italian Australian Community Inc.	\$534
Seventh-Day Adventist Church (North New South Wales Conference) Ltd	\$2,438
Seventh-Day Adventist Church North New South Wales Conference	\$8,532
Shellharbour Surf Lifesaving Club Inc.	\$6,000
Sikh Mission Centre Sydney Inc.	\$33,000
Singleton Clay Target Club Inc.	\$5,000
Singleton Historical Society and Museum Inc.	\$5,000
Singleton Men's Shed Association Inc.	\$8,000
Sir Roden and Lady Cutler Foundation Inc.	\$25,000
Smithfield Baptist Church	\$25,000
Snowy River Shire Council	\$15,000
Softball Campbelltown Inc.	\$28,160
Soldiers Point Public School P&C Association	\$55,500
South Eastern Sydney Medicare Local Ltd	\$27,720
South Maroubra Surf Life Saving Club Inc.	\$27,595
Southern Highlands Botanic Gardens Ltd	\$20,000

Southern Highlands Christian School Ltd	\$5,380
Southlakes Carers Inc.	\$10,000
Spring Plains Public Hall Trust	\$7,850
Springdale Heights Preschool Inc.	\$20,000
Sridurgadevi Devasthanam	\$16,483
St Agathas Catholic Primary School Pennant Hills	\$9,550
St Anthony's Family Care	\$43,772
St Bernadette's Catholic Church Dundas Valley	\$25,000
St Bernadette's Primary School	\$15,000
St Clair Junior Cricket Club Inc.	\$27,542
St Clair United Soccer Club Inc.	\$15,000
St Davids Uniting Church Haberfield	\$9,878
St Declans Catholic Church Penshurst	\$10,000
St Euphemia College	\$40,000
St George Maronite Catholic Parish Thornleigh	\$8,750
St John the Baptist Serbian	\$30,000
St Joseph's Primary School	\$10,000
St Marys Rugby League Club Ltd	\$45,540
St Peter & Paul Antiochian Orthodox Church	\$83,047
St Peters Anglican Church East Maitland	\$4,840
St Vincent De Paul Society NSW	\$35,000
St. George Preschool (Marsfield) Inc.	\$8,500
Stockton Tennis Club Inc.	\$10,000
Stuarts Point & District Tennis Club Inc.	\$27,765
Sunnyfield	\$112,588
Surf Life Saving Illawarra Inc.	\$24,000
Sussex Inlet Men's Shed Inc.	\$18,080
Sutherland Shire Netball Association Inc.	\$60,000
Sutton & District Community Association Inc.	\$5,000
Swansea RSL Sub Branch	\$25,000
Sydney Jewish Museum	\$28,157
Sylvania Heights Public School Parents & Citizens Association	\$30,000
Sylvanvale Foundation	\$11,925
Tacoma Public School P&C Association	\$26,196
Tamarama Surf Life Saving Club Inc.	\$60,000
Tamworth Community Men's Shed Inc.	\$11,915
Tamworth Regional Council	\$15,000
Tanilba Bay Sailing Club Inc.	\$20,280
Taralga Sports Club Ltd	\$6,620
Taree Amateur Swimming Club Inc.	\$4,000
Tea Gardens Hawks Nest Meals on Wheels Inc.	\$1,796
Temora Lutheran Community Church	\$10,000
Tennis Club of Yerong Creek Inc.	\$40,000
Tennis New South Wales Ltd	\$20,000
Terrigal Trojan Rugby Club Inc.	\$14,498
The Australasian Order Of Old Bastards	\$9,500
The Benevolent Society	\$30,000
The Berrima Court House Trust	\$20,000
The Botany Golf Club Ltd	\$30,000
The Burdekin Association Inc.	\$35,000
The Disability Trust	\$20,000
The Forest Clay Target Club Inc.	\$19,790
The Greek Community of Newcastle Ltd	\$20,000
The Greek Orthodox Community Of NSW Ltd	\$40,000
The Hellenic Orthodox Community of Parramatta and Districts	\$35,000

The Joseph Varga School	\$40,000
The Judge Rainbow Memorial Fund Inc.	\$17,438
The Junction Neighbourhood Centre Inc.	\$20,162
The Junction Works Ltd	\$44,310
The Lakes Surf Life Saving Club Ltd	\$30,000
The Nambucca Valley Arts Council Inc.	\$12,000
The National Trust Of Australia (NSW)	\$26,311
The North Coast National Agricultural and Industrial Society Inc.	\$35,000
The Old Bar Soldiers' Memorial Hall Inc.	\$5,500
The Pastoral & Agricultural Society of Deniliquin Ltd	\$9,772
The Point Preschool Inc.	\$15,130
The Rock Yerong Creek Football Netball Club Inc.	\$35,000
The Salvation Army Property Trust	\$23,000
The Scout Association Of Australia, New South Wales Branch	\$423,573
The Shepherd Centre	\$40,395
The Ted Noffs Foundation Inc.	\$23,000
The Toukley & District Senior Citizens Club Inc.	\$11,637
Thornleigh Soccer Club	\$9,000
Tinonee Historical Society Inc.	\$6,000
Tirkandi Inaburra Cultural & Development Centre Inc.	\$20,000
Toronto Croquet Club Inc.	\$5,530
Tribal Warrior Association Inc.	\$20,000
Tripoli & Mena Association Ltd	\$25,000
Trustees of Bunnan Memorial Hall	\$2,000
Trustees of Church Property for the Diocese of Newcastle	\$36,373
Trustees of the Marist Fathers Province of Australia	\$40,000
Trustees Of The Roman Catholic Church For The Diocese Of Broken Bay	\$27,500
Tuggerah Lakes Secondary College Berkeley Vale Campus Parents & Citizens' Association	\$25,000
Tuggerah Public School Parents and Citizens Association	\$32,000
Tuggerawong Public School P&C Association	\$28,000
Tuross Head Men's Shed Inc.	\$6,000
Tweed Heads Croquet Club Inc.	\$10,000
Tweed Heads Tennis Club Inc.	\$17,094
Tweed United Football Club Inc.	\$56,243
Tweed Valley Neighbourhood Watch Inc.	\$1,426
Twin Towns Radio Yacht Club Inc.	\$19,800
Twyford Hall Inc.	\$50,000
Tyalgum Community Hall Association Inc.	\$5,000
Tyringham Rural Fire Service	\$10,500
UCA – Holroyd Church	\$50,000
UCA – Lismore Regional Mission	\$8,000
UCA – Orange Parish	\$10,000
UCA – Quakers Hill	\$23,000
UCA – Sydney Cheil Uniting Church	\$25,000
UCA – Tahmoor/Yanderra	\$10,000
UCA Campsie Earlwood Parish	\$20,000
UCA Lifeline Newcastle & Hunter	\$16,445
UCA St Johns Child Care Centre	\$20,000
Ulmarra Show Society and Campdraft Committee	\$18,000
Ungarie War Memorial Hall Inc.	\$7,600
United Hospital Auxiliaries of NSW Inc.	\$7,742
Uniting Church In Australia Camden	\$15,000

Uniting Church in Australia Harden Prish	\$4,000
UnitingCare NSW.ACT	\$7,000
Upper Hunter Conservatorium Of Music Inc.	\$9,000
Upper Hunter Shire Council	\$10,000
Upper Lachlan Shire Council	\$15,000
Uralla Arts Council Inc.	\$4,835
Valley Industries Ltd	\$9,000
Vedic Samiti Newcastle Inc.	\$24,380
Wallacia Primary School P&C Association	\$16,977
Wallsend Community Preschool Inc.	\$20,000
Wamberal Surf Life Saving Club Inc.	\$40,000
Wanaaring Parents And Citizens Association	\$16,000
Wangi Peter Pan Kindergarten Inc.	\$5,000
Wantabadgery McDonald Memorial Hall Inc.	\$5,000
Wardell and District Progress Association Inc.	\$23,000
Warialda Pony Club Inc.	\$30,587
Waterford Preschool	\$35,100
Wauchope-Bonny Hills Surf Life Saving Club Inc.	\$12,500
Waverley Action for Youth Services Inc.	\$30,000
Weddin Shire Council	\$14,472
Wellington Amateur Swimming Club Inc.	\$12,000
Wellington Amateur Theatrical Society Inc.	\$20,000
Wesley Community Services Ltd	\$42,000
Westcare Community Services Inc.	\$14,513
Western Suburbs Tennis Inc.	\$11,390
Weston Community Preschool Inc.	\$880
Wildlife Roadkill Prevention Assn Inc.	\$10,000
Willoughby Girls High School Parents & Citizens Association	\$66,500
Windgap Foundation Ltd	\$19,999
Wingecarribee Community Services Centre Inc.	\$8,000
Wingham Men's Shed Inc.	\$11,488
Wingham Showground Trust	\$5,720
Wirreanda Primary School P&C Association	\$16,990
Wisemans Ferry and District War Memorial Inc.	\$16,000
Witmore Enterprises Inc.	\$10,000
Woonona Shamrocks Rugby Club Inc.	\$22,000
Woronora River Sub Branch of The RSL of Australia NSW Branch	\$2,225
Wyndham Men's Shed Inc.	\$2,000
Wyong District Tennis Association Inc.	\$30,000
Wyong Parents and Citizens Association	\$30,000
Yarramalong School Community Centre Inc.	\$7,900
Yarramalong School of Arts Inc.	\$15,000
Yass Show Society Inc.	\$17,000
Yass Valley Men's Shed Inc.	\$10,000
Yates Avenue P&C Association	\$18,000
Yetman Hall and Progress Association	\$10,127
Young and District Family History Group Inc.	\$6,800
Young Child Care Centre Inc.	\$20,000
Young Men's Christian Association (YMCA) of Sydney	\$80,964
Young Regional School of Music Inc.	\$19,940
Your Angel	\$10,000
Total paid in 2014-15	\$17,757,953

Community Languages Grants

Supporting out-of-school programs for school-aged students to maintain and develop their background or heritage language.

"Amistad Latina" Spanish School Inc.	\$3,121
Academy of Chinese Culture Inc.	\$4,619
Afghan Australian Noor Association Inc.	\$32,084
Afghan Community Support Association of NSW Inc.	\$14,357
Afghan Fajar Association Inc.	\$4,372
Al Bayan School Inc.	\$11,985
Al Sadiq Inc.	\$26,591
Al-Aqsa Inc.	\$28,339
Al-Bayan Institute Inc.	\$20,224
Alhabib Arabic School Inc.	\$31,959
Al-Khair Inc.	\$1,997
Ambassadors Multicultural Mission (International) Association Inc.	\$45,567
Andisheh Persian School Inc.	\$5,743
Arabic Education Society Inc.	\$8,614
Arabic School Alminia Charitable Association	\$15,355
Ariana Afghan Language School Inc.	\$2,871
Armenian General Benevolent Union Ltd	\$4,744
Artarmon Muslim Community Association Inc.	\$4,120
Ashabul Kahfi Language School Inc.	\$30,586
Association for Brazilian Bilingual Children's Development Inc.	\$5,368
Association of Illawarra Community Language Schools Inc.	\$184,071
Assyrian Australian Association	\$14,981
Assyrian's Nation Association Inc.	\$7,241
Auburn Arabic School Inc.	\$26,841
Auburn Ataturk Primary School Inc.	\$22,222
Australian Afghan Hassanain Youth Association Inc.	\$14,481
Australian Association of All Nationalities of China Inc.	\$10,736
Australian Beirut Charitable Association Inc.	\$29,962
Australian Catholic Chinese Community Inc.	\$11,860
Australian Chinese & Descendants Mutual Association Inc.	\$38,076
Australian Chinese Community Association of NSW Inc.	\$26,216
Australian Chinese School Inc.	\$8,115
Australian Council for the Promotion of Chinese Language & Cultural Inc.	\$60,922
Australian Druze Community Inc.	\$7,490
Australian Hindu Multicultural Association Inc.	\$9,738
Australian Islamic Mission Inc.	\$16,978
Australian School of Arabic Inc.	\$10,112
Australian Serbian Language Centre Inc.	\$2,122
Australian Taiwanese Friendship Association Inc.	\$12,983
BACPA (Bangladesh Association for Creative & Performing Arts) Inc.	\$14,856
Balar Malar Tamil Educational Association Inc.	\$31,335
Bangladesh Association of NSW Inc.	\$6,866
Bangladesh Society for Puja & Culture Inc.	\$3,995
Bangladesh Society of Sydney Inc.	\$6,866
Bantal Pulaar Community Group Australia Inc.	\$3,620
Bodhi Vietnamese Language School Inc.	\$8,489
Bonnyrigg Turkish School of Language and Culture Inc.	\$5,743
Bosnian Ethnic School Inc.	\$3,121
Buddharangsee Thai Community Language School Inc.	\$11,360

Bulgarian Cultural and Social Association "Rodina" Inc.	\$2,497
Cabramatta West Spanish School Inc.	\$2,996
Campbelltown Bangla School Inc.	\$11,735
Carlingford Chinese Language School Inc.	\$8,115
Central Council of Croatian Ethnic Schools of NSW Inc.	\$29,587
Chanh Phap Vietnamese Buddhist Youth Association of NSW Inc.	\$6,866
Chen Feng Chinese Language College Inc.	\$2,750
Cherrybrook Chinese Community Association Inc.	\$8,364
Chinese Australian Services Society Ltd	\$25,842
Chinese Catholic Community Inc.	\$17,977
Chinese Language & Literature Association	\$1,997
Clemton Park School Chinese Language and Culture Association Inc.	\$6,492
Co. As. It. Italian Association of Assistance	\$38,700
Community Education & Services Centre Inc.	\$8,364
Czech and Slovak School of Sydney Inc.	\$4,245
Darfur Community Social and Cultural Association in NSW Inc.	\$2,500
Darr Al Nour Inc.	\$17,602
Datong Chinese School Eastern Suburbs Inc.	\$4,120
Datong Chinese School Inc.	\$47,939
De Nederlandse School De Kangoeroe Inc.	\$19,725
Der-Huy Chinese School Inc.	\$13,982
Disciples Church Joyful Korean Language School Inc.	\$5,243
Dundas Chinese School Inc.	\$4,245
Eastern Suburbs Russian School Inc.	\$5,118
Eastlakes Saturday Turkish School Inc.	\$5,867
Eastwood Tamil Study Centre Inc.	\$7,366
Escuela Latinoamericana Central Oeste (Latin American School of the Inner West) Inc.	\$1,623
Fairfield Heights Vietnamese Parent Committee Inc.	\$4,369
Forest Japanese School Inc.	\$2,500
Free Serbian Orthodox Church St George Cabramatta	\$12,609
Free Serbian Orthodox Church St John the Baptist	\$8,377
GDPT Bo Be Minh Quang The Vietnamese Buddhist Youth of NSW Australia Inc.	\$12,734
German Saturday School Sydney Inc.	\$3,995
Goulburn Chinese Language School Inc.	\$1,873
Grace Chinese Christian Church Ltd	\$7,990
Greek Community of Mascot and District Inc.	\$6,367
Greek Orthodox Archdiocese of Australia	\$47,564
Greek Orthodox Church & Community of Bankstown District St Euphemia Ltd	\$8,115
Greek Orthodox Church & Community of Leichhardt & District of St Gerasimos	\$14,481
Greek Orthodox Community of Albury District Inc.	\$749
Greek Orthodox Community of NSW Ltd	\$69,161
Greek Orthodox Parish & Community of Belmore & District All Saints Ltd	\$6,991
Greek Orthodox Parish & Community Of Kogarah & District	\$45,317
Greek Orthodox Parish of Northern & Western Suburbs	\$14,856
Greek Orthodox Parish of St George Rose Bay	\$4,994
Greek Orthodox Parish of St Nicholas of Marrickville	\$7,366
Greek Sunday School of Canterbury & Surrounding Districts Inc.	\$2,122
Hamazkaine Armenian Educational and Cultural Society Regional Committee Inc.	\$30,586
Hanaro Korean School Inc.	\$3,745
Hanyulink Chinese Language School Inc.	\$2,500
Happy Chinese Language Association Inc.	\$9,113

Hellenic Centre For Language & Culture Of Australia Inc.	\$20,848
Hellenic Orthodox Community of Kingsgrove Bexley North Beverley Hills & Districts Ltd	\$22,721
Hellenic Orthodox Community of Parramatta and Districts	\$4,245
Hellenic Orthodox Parish & Community of Blacktown & District Ltd	\$9,363
Hornsby Chinese Education Centre Inc.	\$14,107
Hornsby Chinese Language and Culture School Inc.	\$43,694
Hornsby Japanese School Inc.	\$4,994
Hua Xia Chinese Culture School Inc.	\$25,967
Hungarian School Flemington Inc.	\$5,368
Huyen Quang Buddhist Youth Association Inc.	\$8,614
I.S. Educational Association Inc.	\$13,982
Illawarra Islamic Social Association Inc.	\$7,241
Illawarra Japanese School Inc.	\$2,500
Illawarra Persian Language School Inc.	\$2,500
Imam Ali Arabic School Inc.	\$32,084
Inderjeet Singh Viridi Australian Sikh Association Inc.	\$26,092
Indo-Australia Balbharati Vidyalaya Hindi School Inc.	\$10,915
International Youth Fellowship Inc.	\$1,873
Iranian Educational and Cultural Centre Inc.	\$5,618
Islamic Charity Projects Association Inc.	\$61,172
Islamic Women's Welfare Association Inc.	\$25,842
Japan Club of Sydney (JCS) Inc.	\$23,345
Japanese Sunday School Inc.	\$9,987
Kandiah Nithiyananthan Newcastle Tamil Sangam Inc.	\$2,122
Khmer Adventist Language School Association Inc.	\$7,615
Khmer Community of NSW Inc.	\$14,606
Korean Catholic Language School Inc.	\$33,832
Korean Chaplaincy of Diocese of Parramatta	\$7,241
Lakemba Bangladesh School Inc.	\$7,366
Lao Community Advancement NSW Co-Operative Ltd	\$9,862
Lebanese Arabic School Inc.	\$92,007
Lindfield Korean School Inc.	\$25,093
Liverpool Polish Saturday School Inc.	\$6,242
Looyce Armenian School Inc.	\$2,746
Macedonian School Council of NSW Inc.	\$16,604
Maltese Community Council of NSW Inc.	\$2,122
Maroubra Chinese School Inc.	\$9,238
Maroubra Russian School Inc.	\$5,992
Marrickville West Turkish School Inc.	\$6,117
Matraville Saturday Turkish Ethnic School Inc.	\$2,871
Ming-Der Chinese School Inc.	\$69,661
Minghui School Inc.	\$5,618
Moslem Alawy Society Ltd	\$13,358
Mount Druitt Tamil Study Centre	\$10,112
Muhammadi Welfare Association Inc.	\$2,500
Muslim Women's Association	\$23,345
Nan Tien Temple	\$5,368
Nepean Turkish School Inc.	\$2,996
North Shore Japanese School Inc.	\$5,368
NSW Board Of Jewish Education	\$17,977
NSW Federation of Community Language Schools Inc.	\$108,489
NSW Indo-China Chinese Association Inc.	\$56,428
NSW Japanese School Inc.	\$9,238
NSW Turkish Educational & Cultural Association Inc.	\$12,859
NSW Vinh Khang Chinese School Inc.	\$34,206
Parramatta Hanguel School Inc.	\$6,117
Parramatta Persian Primary & High School Inc.	\$6,871

Pei Ji Chinese School Inc.	\$23,220
Pelangi Indonesia – Indonesian Language School Program	\$3,870
Phap Bao Buddhist Youth Language School Inc.	\$10,736
Philippine Language and Cultural Association of Australia, Inc.	\$1,124
Polish Educational Society in NSW Inc.	\$8,988
Portuguese Community Schools of Sydney Inc.	\$9,862
Portuguese Ethnic Schools Association of Australia Inc.	\$4,245
Presbyterian Church (NSW) Property Trust	\$25,592
Preserving The Arabic Language In Australia (PAL) Inc.	\$6,242
Qing Hua Chinese Language School Inc.	\$99,872
Queanbeyan Community Chinese Language School	\$1,623
Sabdamala – Nepalese Language School Inc.	\$5,743
SAE Soon Korean School	\$36,204
Sanatan Religious & Cultural Association NSW Inc.	\$12,109
School of Vedic Sciences (Aust) Inc.	\$5,992
Seventh-Day Adventist Church (Greater Sydney Conference) Ltd	\$2,500
Sikh Khalsa Mission Inc.	\$3,371
Sikh Mission Centre Sydney Inc.	\$3,371
Somang Korean Language School Inc.	\$3,496
South Coast Portuguese Association Ltd	\$1,873
Sri Guru Singh Sabah Sydney (The Sik Association of Sydney) Inc.	\$12,359
St Alexander Nevsky Russian School Inc.	\$18,355
St Andrew Bogolubsky Russian Ethnic School Inc.	\$4,369
St Andrews Ukrainian Ethnic School	\$5,867
St Charbel's Ethnic School	\$5,992
St George School of Russian Association Inc.	\$2,247
St George Spanish School Inc.	\$3,745
St Lazarus Serbian Orthodox Church	\$13,982
St Nicholas Antiochian Orthodox Church	\$12,484
St Nicholas School of Russian Association Inc.	\$8,739
St Raphael's Greek Orthodox Parish of Liverpool and District Ltd	\$8,489
St Sava Serbian Orthodox Church School – Flemington	\$4,744
St Seraphim Russian Community School Hornsby Inc.	\$5,992
St Thomas the Apostle Chaldean Catholic Church	\$25,717
Sunshine Chinese School Inc.	\$5,992
Sutherland Shire Chinese Language School Inc.	\$10,237
Swedish School In Sydney Inc.	\$14,232
SWS Childrens Chinese School Association	\$3,995
Sydney Cheil Church Korean School Inc.	\$7,366
Sydney Chinese School Inc.	\$51,933
Sydney Elite Chinese School Inc.	\$31,585
Sydney Full Gospel Church Properties Inc.	\$37,327
Sydney Juan Church Language School Inc.	\$2,996
Sydney Korean Church Korean Language School Inc.	\$12,609
Sydney Korean Uniting Church	\$5,743
Sydney Latvian Society Ltd	\$3,246
Sydney Punjabi Society Inc.	\$2,497
Sydney Saturday School of Japanese Inc.	\$36,828
Sydney Suomi-Koulu/Sydney Finnish School Inc.	\$2,372
Sydney Yu Cai Chinese Language School Inc.	\$53,681
Tamil Civic Centre (TCC) Inc.	\$3,121
Tamil Study Centre Homebush Inc.	\$38,956
Telugu Association Inc.	\$1,499
Teng Fei Chinese Language Institute	\$9,238
Thai Education Centre of Australia	\$4,869
The Arabic Australian Education Centre Inc.	\$18,102

The Association of Bhanin El-Minieh Welfare Centre Inc.	\$26,965
The Australia Korean School Inc.	\$21,348
The Australian Arabic Association of Western Sydney Inc.	\$13,108
The Australian Confucius-Mencius Morality Society Inc.	\$5,618
The Fraternal Society of Tripoli Andmena Districts Ltd	\$16,479
The Greek Orthodox Church and Society of the City of Greater Wollongong	\$5,368
The Greek Orthodox Parish & Community of Burwood & District of St. Nectarios Ltd	\$7,241
The Greek Orthodox Parish of South East Sydney	\$10,487
The Hills Chinese School Inc.	\$24,843
The Hunter Parents and Teachers Association of Community Language Schools Inc.	\$131,997
The Lebanese Moslem Association	\$120,845
The Polish Association in Wollongong Inc.	\$2,122
The Polish School of Sydney Inc.	\$5,743
The Sabian Mandaean Association in Australia Ltd	\$8,988
The Sinhalese Cultural Forum of NSW Australia Inc.	\$24,968
The Tue Thanh Viet Tu Alumni Association Aust. Inc.	\$5,493
Tibetan Community of Australia (NSW) Inc.	\$4,494
Timor Chinese Association of NSW	\$4,994
Tongan Language School Inc.	\$4,619
Trustees of the Roman Catholic Church for the Diocese of St. Maroun Sydney	\$28,588
Tzu-Chi Academy Australia Inc.	\$14,981
United Ethnic Education Centre Inc.	\$6,242
Uruguay School of Spanish Language Inc.	\$4,494
Victory Mandarin School Association Inc.	\$5,992
Vietnamese Community in Wollongong Inc.	\$3,745
Vietnamese Cultural Schools Association Inc.	\$250,928
Vietnamese Parents & Citizens Association Inc.	\$75,279
Vietnamese Parents' Committee Green Valley Inc.	\$33,956
Vishva Hindu Parishad of Australia Inc.	\$13,483
Wentworthville Tamil Study Centre Inc.	\$51,809
Western Sydney Chinese School Inc.	\$8,614
Western Sydney Somaliland Community Inc.	\$7,990
Western Sydney Urdu School Inc.	\$6,741
Woo-Ri Full Gospel Church Inc.	\$10,112
Wubuli Maimati	\$2,124
Yagoona Arabic School Inc.	\$16,104
Yiu Wah Chinese School Inc.	\$10,487

Total paid in 2014–15**\$4,338,527**

Cultural Events and Festivals

A range of cultural festivals, events and activities that support Aboriginal cultural expression, increase community awareness and appreciation of Aboriginal culture and history, and help reconciliation between Aboriginal and non-Aboriginal communities.

Aboriginal Disability Network NSW Inc.	\$3,000
Australian Indigenous Oztag Association Inc.	\$15,000
Bogan River Peak Hill Wiradjuri Aboriginal Corporation	\$5,000
Gadigal Information Service Aboriginal Corporation	\$15,000
Illawarra Local Aboriginal Land Council	\$3,000
Mudgin-Gal Aboriginal Corporation	\$2,727

National Aboriginal & Islander Skills Development Association (NAISDA) Ltd	\$22,727
Nowra Youth Services Inc.	\$3,000
Police Citizens Youth Clubs (PCYC) NSW Ltd Mt Druitt	\$5,000
Saltwater Freshwater Arts Alliance Aboriginal Corporation	\$15,000
Tamworth Local Aboriginal Land Council	\$5,000
Wellington Health Service	\$10,000
Total paid in 2014–15	\$104,455

Early Childhood Education and Care Grants

Providing support for preschools, long day care, vacation care, occasional care, early childhood services, sector development and support for children with additional needs.

3Bridges Community Inc.	\$15,370
Abbotsford Community Centre Inc.	\$7,511
Abbotsford Long Day Care Centre Inc.	\$35,254
Abercrombie Street Child Care Ltd	\$46,505
Aberdare Preschool Inc.	\$306,910
Aberdeen Preschool Association Inc.	\$202,016
Adamstown Community Early Learning and Preschool Inc.	\$36,079
Adelong Preschool Inc.	\$170,129
Adventureland Preschool Inc.	\$143,728
Aid Migrants of Spanish Speaking Co Operative Ltd	\$22,088
Albury City Council	\$107,165
Albury Occasional Childcare and Early Learning Centre Association Inc.	\$83,027
Albury Preschool Inc.	\$304,343
Alcheringa Preschool Association Inc.	\$278,428
All Saints Preschool Albion Park Inc.	\$149,190
Alstonville Community Preschool Inc.	\$387,665
Amy Hurd Early Learning Centre Inc.	\$31,579
Anglicare Canberra and Goulburn	\$292,057
Annandale North Out of School Hours Care Association	\$9,498
Annette's Place Inc.	\$168,080
Anzac Village Preschool Association Inc.	\$231,789
Arabic Australian Child Care Centre	\$31,683
Arden Anglican Preschool Kindergarten	\$75,534
Ariah Park Preschool Association Inc.	\$110,036
Armidale and Region Aboriginal Cultural Centre and Keeping Place Inc.	\$10,219
Armidale Community Preschool Inc.	\$266,328
Armidale Ex-Services Memorial Club	\$28,164
Armidale Montessori Preschool Inc.	\$94,999
Armidale Toy Library Inc.	\$25,479
Arncliffe Preschool Inc.	\$265,196
Arndu St Paul's Preschool Association Inc.	\$232,974
Ashfield Baptist Childcare Inc.	\$17,321
Ashmont Preschool Inc.	\$37,610
Auburn City Council	\$53,512
Austral Community Preschool Inc.	\$188,022
Australian Anatolian Community Services Co-op Ltd	\$41,690
Auswide Services Ltd	\$7,350
Avalon School Parents & Citizens Association Inc.	\$12,262
Awabakal Ltd	\$358,975

Bain Park Community Preschool Inc.	\$15,348
Ballina Fox Street Preschool Inc.	\$347,948
Ballina River Street Children's Centre Inc.	\$312,340
Balmain Children's Centre Ltd	\$41,857
Balmain East Out of School Care Inc.	\$6,476
Balranald Early Learning Centre Inc.	\$37,487
Bambi Kindergarten Association Inc.	\$228,281
Bangalow Community Children's Centre Inc.	\$56,263
Bankstown Community Resource Group Inc.	\$217,633
Bankstown Handicapped Childrens Centre Association (BHCCA) Inc.	\$39,892
Bankstown Montessori Association Inc.	\$115,446
Baradine Preschool Inc.	\$108,454
Barham Preschool Association Inc.	\$184,106
Barnardos Australia	\$48,785
Barraba Preschool Inc.	\$189,239
Bathurst Regional Council	\$74,221
Batlow Apple Tree Learning Centre Co-operative Ltd	\$29,575
Baulkham Hills Before & After and Vacation Care	\$16,833
Baulkham Hills Preschool Kindergarten Inc.	\$146,844
Beacon Hill Community Kindergarten Association Ltd	\$182,876
Bega Preschool Association Inc.	\$408,797
Bega Valley Shire Council	\$548,627
Bellbird Preschool Inc.	\$168,423
Bellingen Preschool Inc.	\$233,954
Belmont North Preschool Inc.	\$252,177
Bendemeer Preschool Inc.	\$35,723
Bentley Community Preschool Inc.	\$62,481
Berala Jack & Jill Preschool Kindergarten Inc.	\$401,337
Beresfield Community Children's Education Centre	\$44,345
Berkeley Vale Neighbourhood Centre Inc.	\$12,299
Berkeley Vale Preschool Kindergarten Inc.	\$384,757
Bermagui Preschool Co-Operative Society Ltd	\$225,111
Berrigan Children's Centre Association Inc.	\$26,737
Berry Community Preschool Inc.	\$132,807
Betty Spears Child Care Centre Ltd	\$68,925
Bexley Jack & Jill Preschool Inc.	\$251,321
Big Fat Smile Group Ltd	\$2,861,826
Bilambil Community Preschool & OOSH Inc.	\$187,032
Binnaway Preschool Inc.	\$55,692
Binnowie Kindergarten Co-operative Society Ltd	\$150,948
Biralee Preschool Finley Inc.	\$412,886
Birralee Kindergarten	\$346,528
Birralee Longday Care Centre Inc.	\$40,825
Birrelee Multi Functional Aboriginal Children's Service Aboriginal Corp	\$33,859
Birubi Point Community Preschool Inc.	\$180,211
Blackheath Area Neighbourhood Centre Inc.	\$5,633
Blackheath Kookaburra Kindergarten Inc.	\$218,614
Blacktown Anglican Child Care Centre Inc.	\$37,312
Blacktown Bunyip Inc.	\$175,563
Blacktown City Council	\$1,369,450
Blacktown South Children's Activities Centre Inc.	\$12,609
Bland Shire Council	\$461,580
Blaxland Preschool Kindergarten	\$275,514
Blayney Preschool Inc.	\$217,347
Bligh Park Community Services Inc.	\$15,255
Blinky Bill Portland Child Care Centre Inc.	\$146,656
Blue Gum Montessori Children's House Inc.	\$107,983
Blue Mountains Steiner Wattle Glow Preschool	\$86,792

Bolton Point Child Care Centre Inc.	\$36,648
Bombala Preschool Inc.	\$122,378
Bondi Beach Cottage Inc.	\$77,079
Boolaroo-Speers Point Community Kindergarten Inc.	\$287,365
Boori Preschool Aboriginal Corporation	\$84,323
Boorowa Preschool Centre Inc.	\$207,979
Botany Bay City Council	\$76,862
Bourke & District Children's Services Inc.	\$337,762
Bowraville Community Preschool Inc.	\$227,751
Bradbury Preschool Kindergarten Association Inc.	\$334,312
Braidwood Preschool Association Inc.	\$178,042
Branxton Preschool Inc.	\$322,018
Brayside Community Preschool Inc.	\$328,429
Brewarrina Shire Council	\$16,351
Broken Hill Happy Day Preschool Kindergarten Inc.	\$358,598
Bronte Activity Centre Inc.	\$9,255
Budgewoi Halekulani Preschool Kindergarten Inc.	\$302,274
Bulahdelah Preschool Inc.	\$142,387
Bundarra Preschool Kindergarten Association Inc.	\$89,639
Bundeena Maianbar Preschool and Children's Services Inc.	\$107,429
Bundgeam Preschool Inc.	\$61,472
Bungendore Preschool Association Inc.	\$168,420
Bunya Child Care Centre Inc.	\$34,525
Bunyip Preschool Harden Inc.	\$93,231
Burren Junction Preschool Association Inc.	\$67,644
Burrumbuttock Preschool Centre Inc.	\$95,056
Burwood Neighbourhood Child Care Co-op Ltd	\$32,227
Byron Bay Preschool Inc.	\$452,491
Byron Shire Council	\$71,175
Cabarita Mortlake Kindergarten Association Inc.	\$162,239
Cabramatta Community Centre Inc.	\$223,290
Calrossy Anglican School Board	\$164,811
Camden Community Connections Inc.	\$35,112
Camden Council	\$65,054
Camden Preschool Kindergarten Co-operative Ltd	\$200,793
Cameragal Montessori School	\$113,696
Campbell Page Ltd	\$145,412
Campbell Street Children's Centre	\$46,081
Campbelltown City Council	\$541,745
Campbelltown Community Preschool Inc.	\$258,789
Campbelltown Presbyterian Community Child Care Centre	\$35,056
Camperdown Child Care Centre	\$38,899
Canowindra Preschool Kindergarten Inc.	\$220,246
Canterbury Children's Cottage	\$28,722
Canterbury City Council	\$255,636
Canterbury Community Child Care Centre Inc.	\$192,839
Cardiff Community Preschool Inc.	\$161,681
Cardiff Early Education & Care Centre Inc.	\$43,498
CareWest Ltd	\$1,687,514
Carinya Neighbourhood Children's Centre Inc.	\$87,970
Carlingford West Kindergarten Inc.	\$106,373
Carlingford West OOSH Centre Inc.	\$16,833
Casino Baptist Church Christian Community Preschool	\$392,750
Castle Hill Preschool Kindergarten Inc.	\$155,192
Caterpillar House Occasional Child Care Association Inc.	\$85,854
Catherine Field Preschool Kindergarten Inc.	\$145,558
Catholic Education Office Diocese of Parramatta	\$940,898

CatholicCare	\$64,735
CatholicCare, Diocese of Broken Bay	\$763,720
Cawongla Playhouse Inc.	\$121,337
Centipede at Glebe School Inc.	\$24,649
Central Shoalhaven Mobile Preschool Unit Inc.	\$304,515
Central West Family Support Group Inc.	\$4,961
Cessnock Multi Purpose Children's Centre Ltd	\$124,571
Channon Children's Centre	\$93,246
Charlestown Child Care & Early Learning Centre	\$33,265
Chatswood Occasional Child Care Centre Inc.	\$63,721
Cherrybrook Community Preschool Inc.	\$97,974
Chester Hill Neighbourhood Centre Inc.	\$17,721
Child and Family Services Wyong Shire Inc.	\$38,381
Children First Inc.	\$1,637,583
Children's House Montessori School	\$95,014
Children's Services Community Management Ltd	\$373,296
Chillingham and Tyalgum Community Preschool Inc.	\$138,474
Chinese Australian Services Society Ltd	\$48,075
Christ Church Gladesville Preschool Kindergarten Inc.	\$274,963
Christ Church St Ives Preschool Inc.	\$131,005
Church of England Children's Homes	\$81,376
City of Sydney Council	\$552,541
Clarence Valley Council	\$13,380
Clovelly Child Care Centre Inc.	\$39,782
Clovelly Out of School Care	\$8,406
Clunes Community Preschool Association Inc.	\$135,201
Coastwide Child & Family Services Inc.	\$51,175
Cobar Mobile Children's Services Inc.	\$296,653
Cobar Preschool Association Inc.	\$341,573
Cobargo Preschool Inc.	\$176,200
Coffs Harbour Preschool Association Inc.	\$292,714
Coldstream Community Preschool Inc.	\$198,864
Coleambally Preschool Association Kindergarten Inc.	\$200,715
Collarenebri Preschool Inc.	\$116,177
Collaroy Plateau Community Kindergarten Inc.	\$183,572
Comboyne Community Preschool Kindergarten Inc.	\$57,435
Community Activities Lake Macquarie Inc.	\$8,437
Community Child Care Co-operative Ltd	\$568,559
Community Connections Solutions Australia Inc.	\$87,116
Community First Step	\$280,000
Community Programs Inc.	\$81,228
Como Preschool Kindergarten Association Inc.	\$174,168
Concord Kindergarten Association Inc.	\$201,446
Concord Occasional Child Care Inc. (Concord Cubby)	\$49,132
Concord West-Rhodes Preschool Inc.	\$209,033
Condobolin Preschool Kindergarten Inc.	\$224,954
Connect Child and Family Services Inc.	\$164,359
Coogee Care Centre	\$4,332
Coogee Synagogue Batory Kindergarten Inc.	\$16,694
Cooks Hill Community Preschool Inc.	\$92,193
Coolah Preschool Kindergarten Inc.	\$183,314
Coolamon Preschool Association Inc.	\$174,913
Coolamon Shire Council	\$80,233
Cooloon Children's Centre Inc.	\$34,263
Cooma Lambie Street Preschool Association Inc.	\$287,817
Cooma North Preschool Association Inc.	\$242,707
Coonamble Children's Services Inc.	\$22,411
Coonamble Preschool Association Inc.	\$265,272
Coonamble Shire Council	\$6,076

Cooranbong Valley Community Preschool Inc.	\$114,821
Cootamundra Preschool Inc.	\$285,663
Coowarra Out of School Hours Care Service Inc.	\$8,869
Copmanhurst Preschool Inc.	\$82,503
Corowa Preschool Association Inc.	\$379,208
Country Women's Association of NSW	\$259,922
Coutts Crossing Preschool Inc.	\$93,450
Cowra Early Childhood Services Co-operative Ltd	\$370,746
Cranbrook School	\$186,771
Cranebrook Community Preschool Inc.	\$198,578
Cranes Community Support Programs Ltd	\$253,112
Creating Links (N.S.W.) Co-operative Ltd	\$11,172
Crescent Head Community Preschool Inc.	\$125,264
Cringila Children's House	\$26,560
Cringila Community Co-operative Ltd	\$228,440
Cronulla Preschool Kindergarten Association Inc.	\$245,925
Crookwell Neighbourhood Centre Inc.	\$104,880
Crows Nest Occasional Child Care Centre	\$31,051
Cudal Community Children's Centre	\$51,104
Cuddle Pie Early Childhood Learning Centre	\$37,119
Culburra & Districts Preschool Inc.	\$157,296
Culcairn Early Childhood Centre Inc.	\$163,290
Cumnock Village Preschool Inc.	\$106,104
Currambena School	\$66,059
Dalaigur Preschool & Children's Services Association Inc.	\$656,029
Darlington Aftercare Association Inc.	\$9,240
Dawn Song Children's Centre Inc.	\$13,633
Delegate & District Preschool Inc.	\$37,506
Deniliquin Childrens Centre Inc.	\$627,819
Denman Children's Centre Association Inc.	\$249,046
Disability South West Inc.	\$17,286
Djanaba Neighbourhood Occasional Care Service	\$44,923
Doonside Kindergarten Inc.	\$289,081
Dorrigoo Preschool Association Inc.	\$181,722
Drummond Park Preschool Association Inc.	\$107,516
Drummoyne Occasional Child Care Inc.	\$46,932
Drummoyne Preschool Kindergarten Inc.	\$192,575
Dubbo & District Preschool Kindergarten Inc.	\$611,586
Dubbo City Council	\$38,919
Dubbo Neighbourhood Centre Inc.	\$13,077
Dubbo West Preschool Inc.	\$777,424
Dunedoo Preschool Kindergarten Inc.	\$257,845
Dungog Community Preschool Kindergarten Inc.	\$190,074
Dunoon Preschool Inc.	\$140,877
Durrumbul Community Preschool Association Inc.	\$173,926
Early Childhood Australia NSW Inc.	\$32,038
East Lindfield Community Preschool Inc.	\$164,795
East Lismore Community Preschool Inc.	\$445,381
East Maitland Preschool Association Inc.	\$526,121
East Willoughby Preschool Inc.	\$61,846
Eastern Suburbs Montessori Association Ltd	\$105,051
Eastern Zone Gujaga Aboriginal Corp	\$33,300
Eastlake Community Child Care Inc.	\$41,976
Eastwood Occasional Child Care Centre Inc.	\$42,908
Eden Creek Fairymount Preschool Inc.	\$218,076
Edgeworth Child Care Centre Inc.	\$35,820
Edgeworth Community Preschool Inc.	\$140,557
Elanora Heights Community Centre Preschool	\$137,666
Elmore Vale Early Learning Centre Inc.	\$37,133

Elizabeth Chifley Memorial Preschool	\$285,333
Elizabeth Macarthur Montessori Preschool Association Inc.	\$85,715
Elizabeth Street Extended Hours Preschool Inc.	\$18,471
Elonera Montessori School	\$90,310
Emanuel School	\$125,031
Emanuel Woollahra Preschool Inc.	\$141,563
Emmerick Street Community Preschool	\$77,003
Engadine Church of Christ Preschool Inc.	\$114,191
Engadine Preschool Kindergarten Inc.	\$247,791
Erina Baptist Community Care Ltd	\$29,725
Ermington West OOSH Care Inc.	\$9,342
Ethnic Child Care Family & Community Services Co-op Ltd	\$46,188
Eugowra Community Children's Centre Inc.	\$127,831
Eungai Preschool Inc.	\$131,693
Eurobodalla Shire Council	\$5,633
Euroka Children's Centre Inc.	\$36,159
Euston Preschool Association Inc.	\$122,017
Evans Head Preschool Association Inc.	\$432,417
Fairfield City Council	\$1,670,578
Fairfield Nursery School Inc.	\$32,955
Felton Street Early Learning Preschool Inc.	\$225,937
Filipino Community Co-operative Ltd	\$26,274
Forbes Child Care Centre Inc.	\$55,865
Forbes Preschool Kindergarten Co-op Ltd	\$437,060
Forest Hill Community Preschool Inc.	\$162,537
Forest Hill Outside School Hours Care Inc.	\$11,432
Forest Lodge After School Care Association (FLASCA) Inc.	\$11,288
Forestville Montessori School	\$194,562
Frederick St Kindergarten Co-op Ltd	\$413,301
Gainmara Birrilee Pre-School Association Inc.	\$328,097
Galloping Gumnut Mobile Children's Services Van Inc.	\$174,246
Galloway Children's Centre Inc.	\$39,179
Gamumbi Early Childhood Education	\$34,415
Ganmain Pied Piper Preschool	\$73,069
Gilgandra Preschool Inc.	\$530,607
Girrawong Preschool Inc.	\$284,601
Girrinbai Community Preschool Inc.	\$315,077
Gladesville Occasional Child Care Centre Inc.	\$40,884
Glen Innes Preschool Association Inc.	\$505,660
Glenbrook Preschool Kindergarten Inc.	\$245,537
Glendale Early Education Centre Inc.	\$35,181
Glendore Child Care Centre Inc.	\$25,203
Glenreagh Preschool Inc.	\$113,941
Gloucester Preschool Inc.	\$342,011
Golden Valley Children's Learning Centre Inc.	\$34,425
Gooodooga Preschool Inc.	\$65,577
Goonellabah Preschool Inc.	\$393,493
Gordon Community Preschool	\$248,831
Gorokan Preschool Inc.	\$598,415
Gosford City Council	\$158,736
Gosford Cubbyhouse Occasional & Long Day Care Centre Inc.	\$34,549
Gosford Preschool Inc.	\$232,702
Goulburn Preschool Association Inc.	\$264,939
Goulding Hill Preschool Inc.	\$199,335
Gowrie NSW	\$440,448
Grace Lutheran Preschool	\$229,788
Granville Multicultural Community Centre Inc.	\$120,101

Grays Point Preschool Kindergarten Association	\$108,856
Great Lakes Children's Centre Inc.	\$194,233
Greek Orthodox Archdiocese of Australia	\$22,395
Greek Orthodox Community of NSW Ltd	\$48,181
Greenacre Church of Christ	\$214,775
Greenhills Child Care Centre Inc.	\$35,958
Grenfell Preschool and Long Day Care Centre Inc.	\$288,069
Griffith Child Care Centre Inc.	\$271,986
Griffith East Preschool Inc.	\$527,235
Griffith Preschool Kindergarten Inc.	\$301,020
Griffith Wiradjuri Aboriginal Preschool Inc.	\$266,782
Gubi Gabun Children's Mobile	\$62,288
Gulgambone Preschool Inc.	\$137,409
Gulgong Preschool Inc.	\$268,708
Gulpa Preschool Inc.	\$130,652
Gummyaney Aboriginal Corporation	\$212,809
Gumnut Bowral Memorial Preschool Inc.	\$220,205
Gumnut Community Preschool Inc.	\$122,208
Gumnut Cottage Inc.	\$34,904
Gundagai Neighbourhood Centre Inc.	\$7,724
Gundagai Preschool Kindergarten Inc.	\$190,349
Gunnedah Baptist Child Care Association Ltd	\$386,802
Gunnedah Family & Children's Service Inc.	\$31,036
Gunnedah Preschool Kindergarten Association Inc.	\$538,893
Gunning & District Preschool Inc.	\$26,970
Guyra Shire Council	\$28,824
Gwydir Mobile Children's Services Inc.	\$251,123
Gwydir Shire Council	\$183,496
Gyndarna Preschool Inc.	\$271,862
Haberfield Baptist Church Preschool Ltd	\$170,402
Hamilton Child Care Centre Inc.	\$27,250
Hamilton Community Preschool Inc.	\$167,730
Happy Days Kindergarten Society Inc.	\$191,972
Harbord Kindergarten Inc.	\$231,390
Hastings Preschool and Long Day Care Centre Inc.	\$32,936
Hawkesbury City Council	\$109,979
Hawkesbury Community Outreach Services Inc.	\$159,246
Hawkesbury Early Childhood Intervention Service Inc.	\$86,925
Hawkesbury River Child Care Inc.	\$40,390
Hay Mobile Children's Service Inc.	\$310,996
Hay Plains Childcare Centre Inc.	\$22,603
Hay Preschool Kindergarten Inc.	\$209,430
Heathdene Community Services Inc.	\$304,421
Henry Street Community Preschool Association Inc.	\$99,495
Henty Early Childhood Association Inc.	\$199,271
Hibiscus Children's Centre	\$173,908
Highfields Preparatory & Kindergarten School Ltd	\$129,272
Hills Montessori Society	\$98,922
Hillston Billylids Inc.	\$27,214
Hobartville Long Day Preschool Inc.	\$35,622
Holbrook Early Learning Centre Inc.	\$53,566
Holroyd City Council	\$274,468
Holroyd/Parramatta Mobile Minders Inc.	\$115,439
Holsworthy Long Day & Occasional Care Centre	\$31,209
Holsworthy Preschool Parents Association Inc.	\$204,789
Holy Trinity Preschool (Beacon Hill) Inc.	\$106,176
Hopepoint Preschool Centre	\$302,772
Hornsby Ku-ring-gai Montessori Society	\$20,038
Hornsby Shire Council	\$128,148

Howlong Preschool Association Inc.	\$209,043
Hunter Region Working Women's Group Ltd	\$45,380
Hunter Valley Grammar School Early Learning Centre	\$190,673
Hunters Hill Preschool Inc.	\$249,762
Hurstville City Council	\$69,565
Illawarra Aboriginal Corporation	\$181,030
Illawarra Area Child Care Ltd	\$398,151
Illawarra Christian School	\$251,040
Illawarra Multicultural Services	\$36,938
Illawarra Toy Library Association Inc.	\$123,899
Iluka Preschool Inc.	\$237,778
Inaburra Preschool	\$223,765
Infants Home Ashfield	\$337,427
Inner City Care Child Care Centre	\$40,106
Inner Sydney Montessori Association	\$38,277
Integricare	\$1,500,680
Intereach Ltd	\$16,808
Inverell Disability Services Inc.	\$225,362
Inverell District Family Services Inc.	\$1,394,364
Ivanhoe Preschool Centre	\$45,195
Jacaranda Preschool Centre Inc.	\$350,679
Jack & Jill Pre-School Association (Lithgow) Inc.	\$334,686
Jannali Preschool Kindergarten Inc.	\$147,097
Jarjum Centre Inc.	\$188,952
Jerilderie Preschool Kindergarten Inc.	\$123,143
Jesmond Community Preschool Association Inc.	\$288,020
Jesmond Early Education Centre Inc.	\$54,806
Jindera Preschool Association Inc.	\$226,744
Joey's Pouch Early Years Educational & Preschool Centre Inc.	\$31,991
Jumbunna Children's Centre Ltd	\$47,862
Jumbunna Community Preschool & Early Intervention Centre Inc.	\$1,094,547
Jumping Jacks Community Preschool Inc.	\$208,654
June RSL Memorial Preschool Inc.	\$429,209
Kangaroo Valley Preschool Inc.	\$106,580
Kapooka Early Childhood Centre Inc.	\$176,160
KARI Aboriginal Resource Inc.	\$12,290
Karingal Preschool Nelson Bay Inc.	\$201,992
Karuah Pre-School Association Inc.	\$156,039
Katoomba Childrens Cottage Inc.	\$41,629
Katoomba Leura Preschool Association Inc.	\$315,590
Katoomba Neighbourhood Centre Inc.	\$8,610
Keiraville Community Preschool Inc.	\$185,442
Kellys Place Children's Centre	\$40,735
Kellyville After School Care Inc.	\$7,407
Kellyville Preschool Inc.	\$208,484
Kemblawarra Child & Family Centre Inc.	\$18,887
Kempsey Children's Services Co-operative Ltd	\$170,999
Kempsey Respite Services Inc.	\$22,881
Kenthurst Before & After School Care Inc.	\$16,726
Kenthurst Preschool Kindergarten Inc.	\$189,130
Keymer Child Care Centre Inc. – Child Care	\$63,111
Khancoban & District Children's Resource Centre	\$59,053
Kiama Preschool Inc.	\$389,561
Kids Korner Combined Occasional Care Centre Inc.	\$34,149
Kids of the Castle Occasional Care Centre Inc.	\$53,242
Kidsafe NSW Inc.	\$90,117
Killarney Vale Preschool Kindergarten Inc.	\$258,775
Kinburra Preschool Inc.	\$226,601

Kindamindi Co-Op Ltd	\$28,809
Kindilan Early Childhood Centre Inc.	\$99,118
King Street Community Preschool East Maitland Inc.	\$210,283
Kingscliff Mini School Inc.	\$205,531
Kinma Ltd	\$81,488
Koala Child Care Centre	\$46,861
Kogarah City Council	\$222,849
Kogarah Community Services Inc.	\$5,636
Kogil Street Preschool Association Inc.	\$25,467
Koninderie Community Based Preschool Inc.	\$208,181
Kookaburra Korner Early Education Centre Inc.	\$40,862
Koolyangarra Preschool Aboriginal Corporation	\$344,909
Koonawarra Area Residents Association Inc.	\$1,576
Koorana Child & Family Services Inc.	\$817,406
Kootingal & District Preschool Inc.	\$249,486
KU Children's Services	\$16,509,528
Kubby House Child Care Centre Inc.	\$14,372
Kulai Preschool Aboriginal Corporation	\$397,516
Kunghur Community Preschool Inc.	\$64,299
Ku-ring-gai Council	\$45,326
Kurnell Preschool Kindergarten Inc.	\$112,809
Kurri Early Childhood Centre Inc.	\$69,523
Kurri Kurri and District Preschool Kindergarten Inc.	\$521,962
Kurri Kurri Community Centre Inc.	\$7,881
Kyogle Preschool & Outside School Hours Care Association Inc.	\$196,385
Lachlan Shire Council	\$120,781
Lady Game Community Kindergarten Inc.	\$116,963
Lake Cargelligo District Community Children's Centre Association Inc.	\$181,401
Lake Macquarie City Council	\$63,311
Lalor Park Preschool Kindergarten Association Inc.	\$297,814
Lane Cove Council	\$50,551
Lane Cove Occasional Child Care Inc.	\$53,368
Lane Cove Out of School Inc.	\$12,322
Lapstone Out of School Hours Inc.	\$13,611
Lapstone Preschool Kindergarten Association Inc.	\$238,220
Larool Preschool Inc.	\$130,034
Lawrence Community Preschool Inc.	\$61,361
Lawson Community Preschool Association Inc.	\$208,230
Learning Links	\$316,395
Leeton Preschool Association Inc.	\$523,358
Leeton Shire Council	\$14,472
Leeton Shire Council – Child Care Centre	\$33,734
Leichhardt Municipal Council	\$104,632
Leichhardt Out Of School Hours Care Inc.	\$10,933
Lennox Head Community Preschool Inc.	\$331,406
Lightning Ridge Preschool Centre Inc.	\$262,746
Lilly Pilly Community Preschool Inc.	\$277,359
Lindfield Montessori Society Inc.	\$44,875
Lismore Neighbourhood Centre Inc.	\$34,137
Lismore Parish Centre Preschool Inc.	\$220,641
Lismore Preschool Inc.	\$491,278
Little Bear Child Care Cottage Inc.	\$28,622
Little Yuin Preschool Family Centre Aboriginal Corporation	\$100,703
Liverpool City Council	\$439,402
Liverpool Neighbourhood Connections Inc.	\$120,015
Lockhart Preschool Kindergarten Inc.	\$65,468
Long Flat Preschool Association Inc.	\$57,519

Long Jetty Preschool Inc.	\$263,610
Lower Bucca Community Preschool Inc.	\$122,910
Lower Hunter Children's Activity Van Association Inc.	\$305,024
Lower Hunter Temporary Care Inc.	\$19,743
Lower Macleay Preschool Inc.	\$328,120
Lyrebird Preschool Kindergarten Nowra East Inc.	\$349,762
Macarthur Multicultural Children's Services Association Inc.	\$60,724
Macarthur Preschool Kindergarten Association Inc.	\$267,371
Macedonian Orthodox Community Church St Petka Inc.	\$20,538
Macksville Preschool Childcare Centre Ltd	\$35,997
Macleay Community Preschool Inc.	\$243,539
Macquarie Hills Community Preschool Inc.	\$229,611
Macquarie Preschools Co-Operative Ltd	\$465,302
Maitland Baptist Church Child Care Inc.	\$32,000
Maitland Child Care Centre Inc.	\$38,412
Maitland Nursery School Inc.	\$347,654
Malabar Occasional Child Care Centre Inc.	\$37,887
Malabar/Chifley Parent Co-operative Ltd	\$27,153
Mallee Family Care Inc.	\$56,494
Manilla Community Preschool Inc.	\$273,703
Manly Council	\$295,051
Manly Vale Community Kindergarten Inc.	\$133,158
Manly Warringah Montessori Society	\$91,712
Marayong House Neighbourhood	\$102,070
Marayong Preschool Kindergarten Inc.	\$299,019
Maronite Sisters of the Holy Family	\$230,036
Maroubra Junction Before & After School Care	\$8,171
Maroubra Neighbourhood Children's Centre Co-operative Ltd	\$25,925
Marrickville Council	\$594,335
Maryland Care & Early Education Centre Inc.	\$53,838
Maryland OOSH Inc.	\$17,372
Mathoura Preschool Inc.	\$72,273
Mayfield Central Community Preschool Kindergarten Ltd	\$276,705
McGraths Hill Children's Centre Inc.	\$34,622
Medowie Community Preschool Inc.	\$199,192
Mendooran Preschool Inc.	\$93,193
Menindee Children's Centre	\$173,276
Menindee Preschool Association	\$639,971
Merindah Children's Centre Inc.	\$22,353
Merriwa Preschool Kindergarten Association Inc.	\$239,187
Merrydays Kindergarten Society Inc.	\$32,140
Merrylands Christian Preschool Association Inc.	\$347,306
Metford Child Care Centre Ltd	\$39,393
Mid Mountains Out of School Hours Service Inc.	\$5,636
Milton-Ulladulla Preschool Association Inc.	\$251,414
Mindaribba Local Aboriginal Land Council	\$110,807
Minimbah Preschool, Primary School Aboriginal Corporation	\$433,643
Minooka Preschool Centre Inc.	\$202,083
Miranda Kindergarten Association Inc.	\$335,210
Mission Australia	\$986,227
Mitchell Early Learning Centre Inc.	\$34,538
Mittagong Preschool Kindergarten Inc.	\$266,771
Moama & District Preschool Centre Inc.	\$287,224
Mobile Childrens Services Association	\$336,271
Molong District Preschool Inc.	\$183,642
Monaro Early Intervention Service Inc.	\$25,567

Monaro Mobile Preschool Inc.	\$170,796	Northside Montessori Society	\$86,507
Moree Family Support Inc.	\$11,809	Norwood Community Preschool Inc.	\$120,149
Moree Plains Shire Council	\$4,469	Nought to Five Early Childhood Centre Inc.	\$28,221
Moree Preschool Inc.	\$297,632	Nurruby Children's Services Inc.	\$34,840
Moresby Park Preschool Inc.	\$255,325	Oberon Children's Centre Inc.	\$166,798
Morisset & District Children's Centre Co-operative Ltd	\$26,302	Ocean Shores Preschool Inc.	\$205,356
Mortdale Community Services Inc.	\$57,295	Old Bar Community Preschool Inc.	\$676,411
Moruya Preschool Kindergarten Inc.	\$246,447	Ooranga Family Mobile Resource Association Inc.	\$675,091
Mosman Municipal Council	\$54,094	Open Arms Care Inc.	\$25,141
Moulamein Preschool Inc.	\$77,501	Orama Preschool Inc.	\$156,115
Mount Druitt Church of Christ Child Care Centre Inc.	\$22,205	Orana Community Preschool Inc.	\$233,354
Mount Hutton Child Care Centre Inc.	\$32,755	Orange City Council	\$242,830
Mount Zion Board of Trustees	\$20,745	Orange Preschool Kindergarten Ltd	\$300,047
Mountain Community Children's Centre	\$60,664	Paddington Church of Christ Kindergarten	\$58,131
Mountains Outreach Community Service Inc.	\$197,204	Palm Beach War Memorial Kindergarten Inc.	\$91,174
Mt Warning Community Preschool Inc.	\$134,055	Pambula Preschool Kindergarten Association Inc.	\$360,041
Mudgee Preschool Kindergarten Co-operative Ltd	\$677,105	Parkes Early Childhood Centre Inc.	\$450,461
Mullumbimby Community Preschool Association Inc.	\$145,515	Parklands Community Preschool & Children's Centre Inc.	\$256,848
Multi Purpose Allira Gathering Association Inc.	\$32,182	Parramatta City Council	\$169,781
Mulwala Preschool Inc.	\$148,410	Paterson Preschool Inc.	\$169,137
Murrin Bridge Preschool Association Inc.	\$131,599	Pathways Early Childhood Intervention Inc.	\$105,811
Murrumbateman Early Childhood Centre Association Inc.	\$218,753	Peak Hill Preschool Kindergarten Inc.	\$152,367
Murrurundi Preschool Inc.	\$108,293	Peninsula Community Centre Inc.	\$67,722
Muswellbrook Child Care Centre Inc.	\$27,881	Pennant Hills War Memorial Children's Centre Association Inc.	\$233,575
Muswellbrook Preschool Kindergarten Inc.	\$657,094	Penrith City Council	\$1,814,183
Nabiac & District Preschool Association Inc.	\$64,147	Penrith Community Aid Service Association Inc.	\$53,637
Nambucca Heads Preschool Play Centre Pty Ltd	\$318,710	Periwinke Children's Centre	\$178,918
Nana Glen Preschool Inc.	\$128,769	Peter Pan Preschool Kindergarten – Tamworth Inc.	\$373,581
Nanima Preschool Association Inc.	\$299,658	Peter Pan Preschool Wollongong Inc.	\$119,893
Narooma Preschool Kindergarten Association Inc.	\$281,908	Peter Rabbit Community Preschool Inc.	\$76,851
Narrabeen Community Kindergarten Inc.	\$206,532	Petersham Activities Centre for Children Inc.	\$11,116
Narrabri & District Community Aid Service Inc.	\$78,004	Pied Piper Preschool Association – Wallerawang Inc.	\$276,711
Narrandera Preschool Inc.	\$32,596	Pinnaroo OOSH Inc.	\$9,239
Narromine Preschool Kindergarten Inc.	\$505,143	Pippies Early Childhood Centre Inc.	\$37,735
Narwee Preschool Kindergarten Inc.	\$387,580	Pius X Aboriginal Corporation	\$482,133
Network of Community Activities	\$184,692	Playmates Cottage Child Care	\$38,919
New School of Arts Neighbourhood House Inc.	\$86,754	Playtime Preschool Centre Inc.	\$239,717
Ngallingnee Jarjum Tabulam & District Community Preschool Inc.	\$145,779	Pleasant Hills Preschool Kindergarten Inc.	\$37,869
Ngayaamba Waluura Aboriginal Corporation	\$234,693	Police Citizens Youth Clubs NSW Ltd	\$42,120
Nimbin Neighbourhood & Information Centre Inc.	\$11,423	Ponyara Preschool Kindergarten Association Ltd	\$201,308
Nimbin Preschool & Childcare Association Inc.	\$191,694	Port Macquarie Community Preschool Ltd	\$611,560
Nimmitabel Preschool Inc.	\$56,735	Port Macquarie Neighbourhood Centre Inc.	\$13,983
Noah's Ark Centre of Shoalhaven Inc.	\$107,971	Port Stephens Council	\$173,806
Noiseworks OOSH Inc.	\$12,039	Possums' Community Preschool Association Inc.	\$133,450
Noogaleek Children's Centre	\$40,929	Possums' Corner Child Care Centre Inc.	\$35,173
Nords Wharf Community Preschool Inc.	\$99,276	Possums' Den Coffs Harbour Inc.	\$58,495
Normanhurst West Community Preschool Inc.	\$83,219	Pottsville Community Preschool Inc.	\$179,106
North Brighton Preschool Inc.	\$215,722	POW Place Community Child Care Centre Ltd	\$34,766
North Epping Kindergarten Association Inc.	\$211,751	Presbyterian Church of Australia in the State of New South Wales	\$163,199
North Richmond Community Centre Inc.	\$5,635	Presbyterian Social Services	\$34,241
North Rocks Carlingford Casual Child Care Centre Inc.	\$48,445	Pretty Beach Community Preschool Inc.	\$188,323
North Rocks Preschool Inc.	\$185,826	Pymble Turramurra Preschool Inc.	\$189,216
North Ryde Community Preschool Inc.	\$289,603	Queanbeyan and District Preschool Association	\$1,033,610
North Shore Temple Emanuel	\$101,745	Queanbeyan Young Mens Christian Association (YMCA) Inc.	\$15,362
North St Marys Neighbourhood Centre Inc.	\$480,427	Quirindi Preschool Kindergarten Inc.	\$340,604
North Sydney Council	\$27,849	Rainbow Playhouse Preschool Inc.	\$145,379
Northern Beaches Montessori Association Inc.	\$46,637	Rainbow Preschool Association Inc.	\$838,431
Northside Baptist Preschool Centre – Northbridge	\$120,931		

Rainbow Street Childcare Centre Inc.	\$34,761
Randwick Open Care For Kids Inc.	\$35,336
Randwick Out of School Hours Care Centre	\$4,075
Raymond Terrace Community Preschool Inc.	\$358,753
Raymond Terrace Early Education Inc.	\$37,154
Reachout Mobile Resource Unit Inc.	\$50,427
Redhead Community Preschool Inc.	\$142,904
Resource & Toy Library Broken Hill & Western Region Inc.	\$112,490
Revesby Now 'N' Then Occasional Child Care Centre Inc.	\$36,404
Richmond Before & After Care Association Inc.	\$11,473
Richmond Hill Community Preschool Inc.	\$76,772
Richmond Preschool Kindergarten Association Inc.	\$308,598
Richmond Valley Care-Ring Association Inc.	\$44,829
Riverina Children's Activity Van Inc.	\$268,927
Riverside Preschool Inc.	\$151,912
Riverwood Community Centre Inc.	\$206,377
Rocky Hall Preschool Association	\$64,484
Rooty Hill Outside of School Hours Care Centre Inc.	\$6,765
Rose Bay Out of School Care Centre Inc.	\$5,635
Rosebank Community Preschool Inc.	\$94,587
Rosebery Child Care Centre	\$33,576
Rosellas Community Preschool Inc.	\$314,111
Ross Circuit Preschool Centre Inc.	\$362,948
Rowena Preschool Inc.	\$32,924
Royal Institute for Deaf and Blind Children	\$586,431
Royal Society for the Welfare of Mothers & Babies	\$27,474
Rozelle Child Care Centre Ltd	\$68,769
Rylstone Kandos Preschool Inc.	\$234,403
Salamander Bay Childcare Centre Inc.	\$52,127
Samaritans Foundation Diocese of Newcastle	\$1,568,144
Sans Souci Community Preschool Association Inc.	\$392,980
Scone & District Preschool Inc.	\$429,491
SDN Child & Family Services Pty Ltd	\$1,109,275
SDN Children's Services	\$1,209,707
Seven Hills North P & C Association	\$11,741
Share Care Inc.	\$15,657
SHARE Co-operative Society Ltd	\$11,904
Shellharbour City Council	\$27,685
Shine For Kids Co-operative Ltd	\$18,738
Shoalhaven Community Preschool Inc.	\$377,805
Silverlea Early Childhood Services Inc.	\$28,134
Singleton Council	\$208,877
Singleton Heights Preschool Inc.	\$417,085
Singleton Preschool Inc.	\$366,822
Snugglespot Day Care Centre Inc.	\$97,910
SOS Preschool	\$284,524
South West Rocks Preschool	\$347,442
Southlake Community Services Inc.	\$8,090
Southside Montessori Society	\$86,889
Springdale Heights Preschool Inc.	\$217,809
Springwood and District Preschool Kindergarten Association Inc.	\$313,266
Springwood Neighbourhood Centre Co-operative Ltd	\$9,504
St Andrew's Children's Neighbourhood Centre Inc.	\$20,172
St Andrews Church Community Preschool Inc.	\$101,277
St Andrew's Kindergarten Abbotsford Inc.	\$169,955
St Anthony's Family Care	\$23,063
St Demiana & St Athanasious Coptic Orthodox Church	\$5,852

St Dunstan's Preschool Kindergarten Inc.	\$299,042
St George Preschool (Marsfield) Inc.	\$182,321
St Ives Occasional Care	\$49,387
St Ives Preschool Kindergarten Association	\$144,514
St John's North Ryde Preschool Inc.	\$204,062
St John's Preschool Ashfield Inc.	\$315,233
St Lukes Preschool	\$182,243
St Lukes Preschool Dapto Inc.	\$322,511
St Lukes Preschool Northmead Inc.	\$139,701
St Mark's Brighton-le-Sands Preschool Kindergarten Inc.	\$141,662
St Mark's Child Care Centre Oakhurst Inc.	\$31,228
St Mark's Northbridge Kindergarten Inc.	\$152,944
St Mark's Preschool Kindergarten Inc.	\$148,173
St Mark's Vacation Care Centre	\$11,222
St Mary & St Mina's Vacation Care	\$6,101
St Mary's Child Care Centre Ltd	\$32,636
St Mary's Community Preschool Casino Ltd	\$321,896
St Marys District Baptist Church Out Of School Hours Care St Clair	\$13,376
St Mary's Guildford Preschool Inc.	\$258,459
St Mary's North Tamworth Preschool Inc.	\$286,102
St Mary's Rainbow Preschool	\$170,921
St Paul's Lutheran Kindergarten Inc.	\$20,390
St Peters Community Preschool Inc.	\$180,846
St Peters Preschool Ltd	\$228,869
St Peter's Preschool Tamworth Inc.	\$435,487
St Stephen's Belrose Kindergarten Inc.	\$192,439
St Stephens Preschool Kindergarten Inc.	\$167,560
St Therese Community Preschool Inc.	\$60,683
St Thomas' Preschool Ltd	\$105,830
St Thomas Rozelle Child Care Centre	\$29,801
St Vincent De Paul Society NSW	\$91,759
Strathfield & District Hebrew Congregation	\$138,806
Strathfield One Stop Child Care Service Inc.	\$62,519
Stroud Neighbourhood Children's Co-operative Ltd	\$123,063
Stuarts Point Preschool Association Inc.	\$222,113
Styles Street Children's Community Long Day Care Centre Inc.	\$46,118
Sun Valley Preschool Kindergarten Inc.	\$97,751
Sunny Corner Toy Library Inc.	\$27,042
Surry Hills Neighbourhood Centre Inc.	\$46,319
Sutherland Shire Council	\$476,047
Swansea Community Cottage Inc.	\$36,247
Sydney Anglican Schools Corporation	\$260,673
Sydney Local Health District	\$8,135
Sydney Montessori Society	\$117,935
Sydney South West Area Health	\$24,404
Sydney University Settlement	\$23,318
Sylvanvale Foundation	\$122,267
Tamworth Montessori Association Inc.	\$125,438
Tamworth Toy Library Inc.	\$12,343
Tarago Preschool Association Inc.	\$98,836
Taree & District Preschool Ltd	\$302,547
Tathra Children's Services Inc.	\$249,181
Tea Gardens Hawks Nest Preschool Kindergarten Inc.	\$115,910
Temora Preschool and Out of School Hours Inc.	\$422,157
Tenterfield Child Care Centre Inc.	\$31,793
Tenterfield Preschool Kindergarten Inc.	\$263,111
Terrey Hills Community Kindergarten Inc.	\$100,789

Thankakali Aboriginal Corporation	\$6,765
Tharawal Aboriginal Corporation	\$38,687
The Armidale Waldorf School Ltd	\$89,920
The Benevolent Society	\$53,727
The Creativity Centre Inc.	\$16,922
The Cubbyhouse Preschool & Occasional Care Centre Inc.	\$49,886
The Entrance Preschool Kindergarten Association Inc.	\$334,070
The Factory Community Centre Inc.	\$207,808
The Grace Child Care Centre Inc.	\$74,998
The Greta Community Preschool Inc.	\$123,992
The Guardian Angel Preschool Kindergarten Inc.	\$19,420
The Gynea Nursery School and Kindergarten Co-operative Society Ltd	\$298,527
The Hills Community Kindergarten Inc.	\$243,984
The Hills Shire Council	\$218,140
The Illawarra Disability Trust	\$10,768
The Jack & Jill Kindergarten – Hornsby	\$246,299
The John Wycliffe Christian Education Association Ltd	\$74,075
The Junction Works Ltd	\$53,696
The Killarney School Ltd	\$77,090
The Little School Preschool Inc.	\$72,372
The Mountain Preschool Lowanna Inc.	\$52,654
The Northern Nursery School Ltd	\$253,406
The Oaks Preschool Kindergarten Co-operative Ltd	\$197,295
The Point Preschool Inc.	\$67,216
The Rainbow Children's Centre Inc.	\$40,981
The Rock Preschool Inc.	\$114,349
The Salvation Army	\$34,133
The Scots School Albury	\$137,716
The Shepherd Centre – For Deaf Children	\$163,403
The Trangie Preschool Kindergarten Association Ltd	\$148,622
The Tumut Pre-School Co-operative Society Ltd	\$424,926
Thredbo Early Childhood Centre Inc.	\$18,241
Thurgoona Preschool Inc.	\$290,657
Tibooburra Multi Purpose Centre Inc.	\$82,159
Tocumwal Preschool Kindergarten Inc.	\$194,488
Tooleybuc Preschool Association Inc.	\$130,217
Toongabbie Before & After School Care & Vacation Care Inc.	\$9,267
Toongabbie Christian School OOSH	\$12,655
Tooraweenah Preschool Association Inc.	\$29,254
Toormina Community Preschool Inc.	\$255,273
Toronto Community Child Care Centre Inc.	\$37,842
Tottenham Preschool Kindergarten Association Inc.	\$88,109
Toukley Preschool Kindergarten Inc.	\$334,903
Tower Preschool Inc.	\$49,837
Towri Aboriginal Corporation	\$29,057
Toxteth Kindergarten Inc.	\$17,024
Tregear Presbyterian Kindergarten	\$457,658
Trinity Preschool Orange Inc.	\$600,423
Trundle Children's Centre Inc.	\$67,848
Trustees Of The Christian Brothers	\$179,248
Trustees Roman Catholic Church Diocese of Lismore	\$551,001
Tullamore Preschool & Child Care Centre Inc.	\$64,541
Tumbarumba Shire Council	\$60,443
Tuntable Falls Early Childhood Centre Inc.	\$76,555
Tweed Heads Community Preschool Inc.	\$116,460
Tweed Shire Vacation Care Inc.	\$21,450
U@MQ Ltd	\$53,986

Ulladulla Children's Centre Inc.	\$35,448
UnitingCare Burnside	\$165,782
UnitingCare NSW.ACT	\$4,843,842
University of New England	\$13,930
University of New South Wales	\$126,746
Upper Hunter Community Services Inc.	\$190,045
Upper Macleay Preschool Inc.	\$92,573
Uralla Preschool Kindergarten Inc.	\$275,450
Urana Shire Council	\$175,674
Uranquinty Preschool Association Inc.	\$59,308
Urunga Community Preschool Inc.	\$232,034
UTS Child Care Inc.	\$47,316
Valla Community Preschool Inc.	\$393,417
Valley Preschool Inc.	\$55,129
Wagga Wagga East Before & After School Care Centre Inc.	\$6,183
Wakool Preschool Inc.	\$47,849
Walcha Council	\$309,165
Walgett Preschool and Long Day Care Centre Inc.	\$70,836
Walgett Shire Council	\$33,210
Wallsend Community Preschool	\$233,815
Wallum Community Preschool and Family Centre Inc.	\$268,784
Wangi Peter Pan Kindergarten Inc.	\$251,692
Warialda Preschool Inc.	\$153,983
Warilla Baptist Church Preschool	\$229,633
Warners Bay Early Learning & Care Centre Inc.	\$47,074
Warragamba Preschool Inc.	\$290,950
Warren Preschool Kindergarten Inc.	\$363,847
Warren Shire Council	\$6,194
Warringah Council	\$299,173
Warrumbungle Shire Council	\$565,592
Wauchope Preschool Kindergarten Inc.	\$263,974
Waverley Community Out of School Care Inc.	\$13,975
Waverley Council	\$112,014
Wee Waa & District Pre-School Association Inc.	\$220,926
Wellington Community Children's Centre Inc.	\$392,046
Wentworth District Preschool Play Centre Inc.	\$166,623
Wentworth Falls Preschool Kindergarten Inc.	\$208,967
Werris Creek & District Preschool Association Inc.	\$220,511
Wesley Community Services Ltd	\$7,141
Wesley Mission	\$30,050
West Albury Preschool Centre Inc.	\$278,782
West Bathurst Preschool Inc.	\$578,693
West Epping Preschool Association Inc.	\$224,958
West Ryde Neighbourhood Children's Centre	\$30,327
Western Sydney Local Health District	\$12,283
Westlawn Preschool Inc.	\$237,771
Weston Community Preschool Inc.	\$221,070
Wilberforce Early Learning Centre Inc.	\$34,839
Wilberforce Preschool Kindergarten Inc.	\$138,567
Williamtown Preschool Inc.	\$127,780
Willoughby City Council	\$96,274
Willoughby Community Preschool Inc.	\$62,565
Willow Tree Preschool Inc.	\$75,957
Wilsons Creek Community Preschool Inc.	\$85,994
Windsor Presbyterian Preschool Kindergarten	\$84,280
Windsor Preschool Association Inc.	\$349,700
Wingham & District Preschool Kindergarten Ltd	\$707,764
Winmalee Community Preschool Inc.	\$222,450

Wiradjuri Aboriginal Corporation Community & Child Care Centre	\$26,558
Wollondilly Shire Council	\$31,110
Wollongbar Community Preschool Inc.	\$193,893
Wollongong Unicentre Ltd	\$40,825
Wombat Occasional Care Centre Inc.	\$102,696
Woodbine Neighbourhood Centre Inc.	\$97,764
Woodenbong Preschool Kindergarten Inc.	\$119,119
Woodrising Natural Learning Centre	\$39,685
Woodville Community Service Inc.	\$33,296
Woolgoolga Child Care Centre Inc.	\$19,751
Woollahra Municipal Council	\$200,982
Woomera Aboriginal Corp Albury	\$238,510
Woy Woy Peninsula Community Childcare Co-operative Society Ltd	\$119,441
Wunanbiri Preschool Inc.	\$234,902
Wyoming Community Centre Inc.	\$10,063
Wyong Preschool Kindergarten Association Inc.	\$504,095
Wyong Shire Council	\$178,648
Yalbilliga Boori Day Care Centre Aboriginal Corporation	\$32,924
Yamba Preschool Kindergarten Association Inc.	\$251,920
Yarrabin Outreach Inc.	\$411,830
Yarran Early Intervention Inc.	\$29,748
Yarrunga Early Learning Centre Inc.	\$42,805
Yass Early Childhood Centre Association	\$320,456
Yass Montessori Preschool Inc.	\$240,861
Yawarra Community & Child Care Centre Ltd	\$24,115
Yenda Preschool Kindergarten Inc.	\$192,309
Yeoval Preschool Inc.	\$101,477
Young Child Care Centre Inc.	\$38,837
Young Men's Christian Association (YMCA) Of Sydney	\$40,282
Young Preschool Kindergarten Inc.	\$438,051
YWCA Hunter Region Inc.	\$13,893
Total paid in 2014–15	\$189,767,116

Educational Support Grant Program

Providing payments to non-profit organisations demonstrating an outstanding contribution to the education sector across the state.

Aurora Projects and Programs Pty Ltd	\$130,000
Australian Children's Television Foundation	\$135,100
Council of Catholic School Parents	\$76,600
Early Childhood Intervention Australia NSW/ACT Inc.	\$10,000
Federation Of Parents & Citizens Association of NSW	\$358,800
Institute For Family Advocacy & Leadership Development Inc.	\$32,000
Learning Difficulties Coalition of NSW Inc.	\$30,000
Learning Links	\$24,000
NSW Aboriginal Education Consultative Group Inc.	\$90,000
School Sport Australia Inc.	\$61,504
SPELD NSW Ltd	\$31,200
Talent Development Project Inc.	\$221,000
The Association of Independent Schools of NSW Limited	\$60,500
The Isolated Children's Parents' Association of NSW Inc.	\$49,100
Vision Australia Ltd	\$10,100
Total paid in 2014–15	\$1,319,904

Elsa Dixon Aboriginal Employment Program

Supporting Aboriginal people in the provision and development of employment opportunities.

Armidale & District Business Enterprise Centre Ltd	\$44,673
Ashford Local Aboriginal Land Council	\$50,000
Booroongen Djugun Aboriginal Corporation	\$44,673
BoysTown	\$89,346
Bunjum Aboriginal Co-Operative Ltd	\$44,673
Campbell Page Ltd	\$153,000
Enterprise & Training Company Ltd	\$226,731
Griffith Skills Training Centre Inc.	\$352,346
Historic Houses Trust of NSW	\$68,401
Hunter Region Business Enterprise Centre Inc.	\$133,940
Jobs Australia Enterprises Ltd	\$113,456
Lane Cove Council	\$10,350
Moree Plains Shire Council	\$16,577
Murdi Paaki Regional Enterprise Corporation Ltd	\$216,293
Shoalhaven Community Development Ltd	\$44,673
Souths Cares PBI Ltd	\$127,109
The Illawarra ITeC Ltd	\$89,346
Ungooroo Aboriginal Corporation	\$137,640
Verto Ltd	\$158,346
Total paid in 2014–15	\$2,121,576

Emerging Priorities Program

Addressing training needs in industries with identified skills shortages.

ACFIPS Arts Communications Finance Industries and Property Services Ltd	\$216,300
Agrifood Skills Australia Ltd	\$64,375
Armidale & District Business Enterprise Centre Ltd	\$69,000
Booroongen Djugun Aboriginal Corporation	\$68,312
Enterprise & Training Company Ltd	\$64,337
Forestworks Ltd	\$48,925
Manufacturing Skills Australia	\$79,825
Murdi Paaki Regional Enterprise Corporation Ltd	\$67,266
NSW Community Services & Health Industry Training Advisory Body Inc.	\$72,100
NSW Public Sector Industry Training Advisory Body Inc.	\$68,495
NSW Utilities & Electrotechnology Industry Training Advisory Body Ltd	\$72,100
Resources and Infrastructure NSW ITAB Ltd	\$68,495
Service Skills Australia	\$90,125
The Illawarra ITeC Ltd	\$68,991
Transport and Logistics Industry Skills Council Ltd	\$64,375
Total paid in 2014–15	\$1,183,021

Intervention Support Grants: Young people with disabilities

Supporting the delivery of educational programs for children with disability.

Aberdare Preschool Inc.	\$2,404
Albury Preschool Kindergarten Inc.	\$5,323

All Saints Preschool Albion Park Inc.	\$2,404
Alstonville Community Preschool Inc.	\$2,404
Anglican Church Of Australia	\$2,404
Annette's Place Inc.	\$4,808
Anzac Village Preschool Association Inc.	\$10,817
Apostolic Church Australia Ltd as the Operator of a PBI	\$18,000
Arndu St Paul's Preschool Association Inc.	\$8,413
Aspire Support Services Ltd	\$81,775
Autism Spectrum Australia (Aspect)	\$445,800
Awabakal Ltd	\$9,615
Ballina Fox Street Preschool Inc.	\$2,404
Ballina River Street Children's Centre Inc.	\$4,808
Bambi Kindergarten Association Inc.	\$6,009
Baptist Union Of NSW – Maitland	\$7,726
Barnardos Australia	\$23,779
Bathurst Early Childhood	\$118,494
Baulkham Hills Preschool Kindergarten Inc.	\$2,404
Bega Preschool Association Inc.	\$3,606
Bellbird Preschool Inc.	\$2,404
Belmont North Preschool Inc.	\$3,606
Berala Jack & Jill Preschool Kindergarten Inc.	\$3,606
Beresfield Community Children's Education Centre	\$13,812
Berkeley Vale Preschool Kindergarten Inc.	\$12,019
Bexley Jack & Jill Preschool Inc.	\$6,009
Big Fat Smile Group Ltd	\$51,921
Binnowie Kindergarten Co-operative Society Ltd	\$3,606
Biralee Preschool Finley Inc.	\$3,606
Birralee Kindergarten	\$8,413
Blacktown City Council	\$37,642
Bland Shire Council	\$3,606
Blaxland Preschool Kindergarten	\$12,019
Blayney Pre School Inc.	\$1,203
Bolton Point Child Care Centre Inc.	\$3,606
Boolaroo-Speers Point Community	\$7,212
Boys' Town Engadine	\$20,000
Bradbury Preschool Kindergarten Association Inc.	\$4,808
Branxton Preschool Inc.	\$10,817
Brayside Community Preschool Inc.	\$2,404
Broken Hill Happy Day Preschool Kindergarten Inc.	\$6,606
Budgewoi-Halekulani Preschool Kindergarten Inc.	\$18,543
Bunyip Preschool Harden Inc.	\$3,205
Byron Bay Preschool Inc.	\$3,904
Byron Shire Early Intervention Association Inc.	\$58,432
Camden Preschool Kindergarten Co-operative Ltd	\$7,211
Canterbury Community Child Care Centre Inc.	\$2,405
Carewest Ltd	\$6,009
Catherine Field Preschool Kindergarten Inc.	\$2,404
Catherine Sullivan Centre	\$56,840
CatholicCare	\$171,799
Central Coast Community College	\$48,000
Cerebral Palsy Alliance	\$468,727
Children First Inc.	\$25,050
Children's Services Community Management Ltd	\$6,601
Christ Church Gladesville Pre-School Kindergarten Inc.	\$4,808
Christ Church St Ives Preschool Inc.	\$4,808
Clunes Community Preschool Association Inc.	\$3,606
Coffs Harbour Preschool Association	\$2,404
Como Preschool Kindergarten Association Inc.	\$6,009
Condobolin Preschool Kindergarten Inc.	\$8,768

Connect Child and Family Services	\$85,968
Cooloom Children's Centre Inc.	\$5,404
Cooma Lambie Street Preschool Association Inc.	\$9,615
Copmanhurst Preschool Inc.	\$2,404
Corowa Preschool Association Inc.	\$3,606
Country Women's Association of NSW	\$3,000
Cowra Special Needs Services Inc.	\$43,919
Cranes Community Support Programs Ltd	\$220,403
Cronulla Preschool Kindergarten Inc.	\$2,404
Cuddle Pie Early Childhood Learning	\$2,404
Delegate & District Preschool Inc.	\$2,404
Denman Childrens Centre Association	\$3,606
Doonside Kindergarten Inc.	\$3,606
Drummoyne Preschool Kindergarten Inc.	\$3,606
Dubbo & District Preschool Kindergarten Inc.	\$7,211
Dubbo West Preschool Inc.	\$4,808
Early Education (EarlyEd) Inc.	\$241,606
Early Links Inclusion Support	\$138,419
Early Start	\$19,987
East Lake Community Child Care	\$6,364
East Lismore Community Preschool Inc.	\$3,606
East Maitland Preschool Kindergarten Association Inc.	\$7,211
Elanora Heights Community Centre Preschool Co-operative Society Ltd	\$3,606
Engadine Church of Christ Preschool Kindergarten Inc.	\$2,404
Engadine Preschool Kindergarten Inc.	\$8,413
Fairfield City Council	\$200,392
Firstchance Inc.	\$231,513
Forbes Pre-School Kindergarten Co-op. Ltd.	\$4,808
Frederick St Kindergarten Co-op Ltd	\$16,826
Gamumbi Early Childhood Education	\$5,404
Gilgandra Preschool Inc.	\$3,606
Girrinbai Community Preschool Inc.	\$8,928
Glen Innes Pre-School Association Inc.	\$3,606
Glen Innes Severn Council	\$13,193
Glendore Child Care Centre Inc.	\$3,961
Golden Valley Children's Learning Centre Inc.	\$3,000
Goonellabah Preschool Inc.	\$14,422
Gordon Community Preschool	\$4,808
Gorokan Preschool Inc.	\$12,019
Goulburn and District Children's Services Association Inc.	\$51,326
Goulburn Preschool Association Inc.	\$2,404
Grace Lutheran Preschool Moree	\$7,211
Grenfell Preschool and Long Day Care Centre Inc.	\$2,641
Gulpa Preschool Inc.	\$2,404
Gunnedah Baptist Child Care Association Ltd	\$21,427
Gunnedah Family and Children's Services Inc.	\$38,487
Gunnedah Preschool Kindergarten Association Inc.	\$7,211
Hamilton Child Care Centre Inc.	\$5,404
Hastings Early Intervention Program Inc.	\$195,343
Hawkesbury Early Childhood Intervention Service Inc.	\$69,579
Heathdene Community Services Inc.	\$13,461
Highfields Preparatory and Kindergarten School Ltd	\$2,404
Holroyd City Council	\$54,783
Horizon Early Childhood Intervention Service Inc.	\$60,968
Hornsby Shire Council	\$14,707
House With No Steps	\$84,611
Howlong Preschool Association Inc.	\$4,808
Hunter Prelude Early Intervention Centre Inc.	\$229,870

Hunter Region Working Women's Group Ltd	\$5,404
Hunters Hill Pre School Inc.	\$9,615
Illawarra Area Child Care Ltd	\$19,608
Inaburra Preschool	\$7,211
Infants Home Ashfield	\$34,501
Integricare	\$23,730
Inverell Disability Services Inc.	\$37,115
Inverell District Family Services Inc.	\$ 9,852
Jacaranda Preschool Centre Inc.	\$12,019
Jannali Preschool Kindergarten Inc.	\$3,606
Jesmond Community Preschool Association Inc.	\$6,010
Jumbunna Community Preschool and Early Intervention Centre Inc.	\$86,086
Kapooka Early Childhood Centre Inc.	\$4,808
Karingal Preschool Nelson Bay Inc.	\$3,606
Karuah Preschool Association Inc.	\$2,404
Katoomba Childrens Cottage Inc.	\$7,566
Keiraville Community Preschool Inc.	\$2,404
Kellyville Preschool Inc.	\$6,010
Kempsey Children's Services Co-operative Ltd	\$11,738
Kempsey Early Intervention Program Inc.	\$80,135
Kenthurst Preschool Kindergarten Inc.	\$11,015
Kiama Preschool Inc.	\$8,413
Kindilan Early Childhood Centre Inc.	\$7,684
Kingscliff Mini School Incorporated	\$4,808
Koorana Child and Family Services Inc.	\$167,276
KU Children's Services	\$658,375
Kurnell Preschool Kindergarten Inc.	\$3,606
Kurrajong Waratah	\$502,156
Kurri Kurri and District Preschool Kindergarten Inc.	\$13,221
Lalor Park Preschool Kindergarten Association Inc.	\$2,404
Lambing Flat Enterprises Ltd	\$31,476
Lapstone Preschool Kindergarten Association Inc.	\$247,252
Learning Links	\$100,727
Lennox Head Community Preschool Inc.	\$3,606
Lifestart Co-operative Ltd	\$457,457
Lindfield Montessori Society Inc.	\$2,404
Lindisfarne Anglican School	\$2,404
Lismore Parish Centre Preschool Inc.	\$3,606
Lismore Preschool Inc.	\$8,413
Liverpool City Council	\$38,836
Long Jetty Preschool Inc.	\$6,009
Lower Macleay Preschool Inc.	\$4,808
Lyrebird Preschool Kindergarten Nowra East Inc.	\$2,404
Macarthur Preschool Kindergarten Association Inc.	\$4,808
Macksville Preschool Childcare Centre Ltd	\$2,641
Macquarie Hills Community Preschool Inc.	\$6,009
Macquarie Preschools Co-operative Ltd	\$7,211
Manilla Community Preschool Inc.	\$4,808
Manly Council	\$10,807
Manly Vale Community Kindergarten Inc.	\$3,606
Manning and Great Lakes Early Intervention Inc.	\$143,336
Marayong Preschool Kindergarten Inc.	\$13,221
Marrickville Council	\$5,609
Mater Dei	\$307,906
Mayfield Central Community Preschool Kindergarten Ltd	\$2,404
Medowie Community Preschool Inc.	\$3,606
Merindah Children's Centre Inc.	\$5,838
Merriwa Preschool Kindergarten Association Inc.	\$2,404

Merrydays Kindergarten Society Inc.	\$7,566
Mikayla Children's Centre Inc.	\$11,000
Minooka Preschool Centre Inc.	\$2,404
Miranda Kindergarten Association Inc.	\$13,221
Mission Australia	\$174,746
Mittagong Preschool Kindergarten Inc.	\$7,211
Moama and District Preschool Centre Inc.	\$2,404
Molong District Preschool Inc.	\$2,404
Monaro Early Intervention Service Inc.	\$93,344
Moree Preschool Inc.	\$31,074
Moresby Park Preschool Inc.	\$4,808
Moriah War Memorial College Association	\$8,919
Morisset & District Children's Centre Co-operative Ltd	\$4,808
Moruya Preschool Kindergarten Inc.	\$2,404
Mount Hutton Child Care Centre Inc.	\$8,081
Mudgee Preschool Kindergarten Co-operative Ltd	\$8,413
Murrumbateman Early Childhood Centre Association Inc.	\$3,606
Musicians Making a Difference Inc.	\$32,400
Muswellbrook Child Care Centre Inc.	\$5,404
Muswellbrook Preschool Kindergarten Inc.	\$8,413
Nambucca Heads Pre-School Play Centre Pty Ltd	\$4,121
Nambucca Valley Children's Group Inc.	\$32,626
Narrabeen Community Kindergarten Inc.	\$9,615
Noah's Ark Centre of Shoalhaven Inc.	\$86,891
North Brighton Preschool Inc.	\$4,808
North Ryde Community Preschool Inc.	\$3,606
North St Marys Neighbourhood Centre Inc.	\$4,808
Norwood Community Preschool Inc.	\$3,606
Nurruby Children's Services Inc.	\$11,881
Oberon Children's Centre Inc.	\$1,803
Ocean Shores Preschool Inc.	\$2,404
Old Bar Community Preschool Inc.	\$3,606
Open Arms Care Inc.	\$4,327
Orana Community Preschool Inc.	\$3,606
Orana Early Childhood Intervention and Education Project Inc.	\$177,827
Orange District Early Education Program Inc.	\$127,985
Pacific Hills Christian Education Ltd	\$3,606
Pambula Preschool Kindergarten Association Inc.	\$6,010
Parkes Early Childhood Centre Inc.	\$8,928
Parklands Community Preschool and Children's Centre Inc.	\$3,606
Paterson Preschool Inc.	\$3,606
Pathways – Early Childhood	\$116,272
PEDAL Early Childhood Intervention Service Inc.	\$89,666
Pennant Hills War Memorial Children's Centre Association Inc.	\$4,808
Penrith City Council	\$71,860
Peter Rabbit Community Preschool Inc.	\$2,404
Pied Piper Preschool Association (Wallerawang) Inc.	\$2,404
PlayAbility Inc.	\$40,741
Ponyara Preschool Kindergarten Association Ltd	\$1,203
Port Macquarie Community Preschool Ltd	\$4,808
Pottsville Community Preschool Inc.	\$3,606
Presbyterian Social Services	\$44,275
Pymble Turramurra Preschool Inc.	\$4,808
Queanbeyan and District Preschool Association Inc.	\$21,634
Queanbeyan Children's Special Needs Group Inc.	\$62,805
Rainbow Preschool Association Broken Hill Inc.	\$6,009
Raymond Terrace Community Preschool Inc.	\$4,808

Richmond Preschool Kindergarten Association Inc.	\$7,211
Rosellas Community Preschool Inc.	\$3,606
Ross Circuit Preschool Centre Inc.	\$3,606
Royal Institute for Deaf and Blind Children	\$813,838
Salamander Bay Childcare Centre Inc.	\$7,448
Sans Souci Community Preschool Association Inc.	\$10,817
Scone and District Preschool Inc.	\$7,211
SDN Child and Family Services Pty Ltd	\$196,774
SDN Children's Services	\$106,797
Shoalhaven Community Preschool Inc.	\$7,211
Silverlea Early Childhood Services Inc.	\$5,769
Singleton Heights Preschool Inc.	\$6,009
Singleton Preschool Kindergarten Inc.	\$4,808
Snugglepott Day Care Centre Inc.	\$27,849
Southern Cross University Children's Centre	\$3,206
Special Needs Support Group Inc.	\$141,249
Springdale Heights Preschool Inc.	\$3,606
St Andrew's Kindergarten Abbotsford Inc.	\$3,606
St Anthony's Family Care	\$53,478
St Dunstan's Preschool Kindergarten Inc.	\$7,211
St Ives Preschool Kindergarten Association	\$6,009
St Luke's Preschool Dapto Inc.	\$2,404
St Luke's Preschool Northmead Inc.	\$3,606
St Mark's Brighton-le-Sands Preschool Kindergarten Inc.	\$2,404
St Mark's Preschool Kindergarten Inc.	\$3,606
St Peters Community Preschool Inc.	\$2,404
St Stephen's Preschool Kindergarten Inc.	\$3,606
St. George Preschool (Marsfield) Inc.	\$2,404
Stepping Stones Early Learning Ltd	\$14,029
Summerland Early Intervention Program Inc.	\$108,353
Sutherland Shire Council	\$78,342
Sydney Community College Ltd	\$9,000
Sylvanvale Foundation	\$63,314
Taree & District Preschool Ltd	\$3,606
Tathra Children's Services Inc.	\$3,606
The Entrance Preschool Kindergarten Association Inc.	\$16,139
The GyMEA Nursery School and Kindergarten Co-operative Society Ltd	\$8,413
The Hills Community Kindergarten Inc.	\$7,211
The Jack and Jill Kindergarten	\$6,010
The Killarney School Ltd	\$2,404
The Northcott Society	\$39,550
The Northern Nursery School Ltd	\$3,606
The Oaks Preschool Kindergarten Co-operative Ltd	\$2,404
The Rainbow Children's Centre Inc.	\$72,604
The Shepherd Centre – For Deaf Children	\$17,586
The SOS Preschool Ltd	\$10,817
The STaR Inclusive Early Childhood Association Inc.	\$83,017
The Toybox Centre Inc.	\$117,693
The Trustees of the Roman Catholic Church for the Diocese of Parramatta	\$3,000
Thurgoona Preschool Inc.	\$3,606
Toukley Preschool Kindergarten Inc.	\$4,808
Trinity Preschool Orange Inc.	\$10,817
Trustees of the Christian Brothers – Waverley College	\$8,413
Trustees of the Roman Catholic Church for the Diocese of Broken Bay	\$9,798
Trustees of the Roman Catholic Church for the Diocese of Lismore – Parish of St Francis Xavier	\$25,504
Tweed Heads Community Preschool Inc.	\$2,405

Tweed Valley Early Childhood Intervention Service Inc.	\$161,264
UnitingCare NSW.ACT	\$117,801
Uralla Preschool Kindergarten Inc.	\$3,606
Uranquinty Preschool Association Inc.	\$3,606
Valla Community Preschool Inc.	\$3,606
Vision Australia Ltd	\$230,382
Walcha Council	\$8,869
Walgett Preschool and Long Daycare Centre Inc.	\$1,886
Wallsend Community Preschool Inc.	\$3,606
Wallum Community Preschool and Family Centre Inc.	\$6,009
Wangi Peter Pan Kindergarten Inc.	\$4,808
Warrumbungle Shire Council	\$6,246
Wauchope Preschool Kindergarten Inc.	\$3,606
Werris Creek and District Preschool Association Inc.	\$2,404
West Bathurst Preschool Inc.	\$6,010
Westlawn Preschool Inc.	\$3,606
Willoughby Community Preschool Inc.	\$3,606
Windsor Preschool Association Inc.	\$7,211
Wingham & District Pre-School Kindergarten Ltd	\$4,808
Winmalee Community Preschool Inc.	\$6,009
Wollongbar Community Preschool Inc.	\$3,606
Woodrising Community Preschool and Childcare Centre Inc.	\$2,404
Woodrising Natural Learning Centre Inc.	\$3,961
Woy Woy Peninsula Community Childcare Co-operative Society Ltd	\$12,729
Wyong Preschool Kindergarten Association Inc.	\$8,413
Yalbillunga Boori Day Care Centre Aboriginal Corporation	\$3,606
Yamba Preschool Kindergarten Association Inc.	\$3,606
Yarran Early Intervention Services Inc.	\$298,054
Yass Early Childhood Centre Association Inc.	\$2,404
Yeoval Preschool Inc.	\$4,808
Young Men's Christian Association (YMCA) of Sydney	\$9,000
Total paid in 2014–15	\$12,358,641

Minister for Aboriginal Affairs Discretionary Grants

Supporting events and activities identified by regional staff and consistent with NSW Government policy and Aboriginal Affairs strategic directions.

BE Centre	\$2,265
Nepean Community & Neighbourhood Services	\$6,792
Police Citizens Youth Clubs (PCYC) NSW Ltd Mt Druitt/Blacktown	\$3,024
South Coast Women's Health and Welfare Aboriginal Corporation	\$1,000
West Tamworth League Club Ltd	\$1,055
Total paid in 2014–15	\$14,136

Minister for Education Discretionary Grants

Enabling the Minister to provide grants to support the delivery of education programs.

Ballina Fox Street Pre-School Inc.	\$5,000
Ballina River Street Children's Centre Inc.	\$5,000

Baradine Pre-School Inc.	\$5,000
Bega Valley Shire Council	\$5,000
Big Fat Smile	\$5,000
Binnaway Pre-School	\$5,000
Bowraville Community Pre-School Inc.	\$5,000
Broken Hill Happy Day Pre-School Kindergarten Inc.	\$5,000
Bundgeam Pre-School Inc.	\$5,000
Bunyip Pre-School Harden Inc.	\$5,000
Cabramatta Community Centre Inc.	\$5,000
Casino Baptist Church Christian Community Pre-School	\$5,000
Catholic Education Office Diocese of Parramatta	\$5,000
Cawongla Playhouse Inc.	\$5,000
Coldstream Community Pre-School Inc.	\$5,000
Coonamble Pre-School Association Inc.	\$5,000
Copmanhurst Pre-School	\$5,000
Country Women's Association of NSW	\$5,000
Cranes Community Support Programs Ltd	\$5,000
Cringila Community Co-operative	\$5,000
Dalaigur Pre-School & Children's Services Association Inc.	\$10,000
Fairfield City Council	\$25,000
Felton Street Early Learning Pre-School Inc.	\$5,000
Gainmara Birrilee Pre-School Association Inc.	\$5,000
Gilgandra Pre-School Inc.	\$5,000
Girrawong Pre-School Inc.	\$5,000
Glen Innes Pre-School Association Inc.	\$5,000
Goodooga Pre-School Inc.	\$5,000
Gorokan Pre-School Inc.	\$5,000
Gyndarna Pre-School	\$5,000
Hibiscus Children's Centre Inc.	\$5,000
Illawarra Aboriginal Corporation	\$5,000
Illawarra Area Child Care Ltd	\$5,000
Iluka Pre-School Inc.	\$5,000
Integricare	\$5,000
Inverell District Family Services Inc.	\$10,000
Jumbunna Community Pre-School & Early Intervention Centre Inc.	\$5,000
Kempsey Children's Services Co-operative Ltd	\$10,000
Kooyangarra Pre-School Aboriginal Corporation	\$5,000
Koorana Child & Family Services Inc.	\$5,000
KU Children's Services	\$40,000
Kunghur Community Pre-School Inc.	\$5,000
Kurri Kurri and District Pre-School Kindergarten Inc.	\$5,000
Lightning Ridge Pre-School	\$5,000
Lismore Parish Centre Pre-School Inc.	\$5,000
Lismore Preschool Inc.	\$5,000
Lower Macleay Pre-School Inc.	\$5,000
Lyrebird Pre-School Kindergarten	\$5,000
Manilla Community Pre-School Inc.	\$5,000
Mission Australia	\$5,000
Moresby Park Pre-School Inc.	\$5,000
Mountain Pre-School Lowanna Inc.	\$5,000
Nambucca Heads Pre-School Play Centre Pty Ltd	\$5,000
Nanima Pre-School Association Inc.	\$5,000
Ngallingnee Jarjum Tabulam & District Community Preschool Inc.	\$5,000
Ngayaamba Waluura Aboriginal Corporation	\$5,000
Nimbin Pre-School & Child Care Association Inc.	\$5,000
North St Marys Neighbourhood Centre Inc.	\$5,000

Peak Hill Pre-School Kindergarten Inc.	\$5,000
Playtime Pre-School Centre Inc.	\$5,000
Port Stephens Council	\$5,000
Rainbow Pre-School Association Inc.	\$10,000
Raymond Terrace Community Pre-School Inc.	\$5,000
Riverwood Community Centre Inc.	\$5,000
Rylstone Kandos Pre-School Inc.	\$5,000
Shoalhaven Community Pre-School Inc.	\$5,000
Southside Montessori Pre-School	\$5,000
St Mary's Community Pre-School Casino Inc.	\$5,000
St Mary's Guildford Pre-School	\$5,000
Stuarts Point Pre-School Association Inc.	\$5,000
Taree & District Pre-School Ltd	\$5,000
The Entrance Pre-School Kindergarten Association Inc.	\$5,000
Toormina Community Pre-School Incorporated	\$5,000
Toukley Pre-School Kindergarten Inc.	\$5,000
Tregear Presbyterian Kindergarten	\$5,000
Trustees Roman Catholic Church Diocese of Lismore	\$5,000
Tuntable Falls Early Childhood Centre Inc.	\$5,000
Upper Macleay Pre-School Inc.	\$5,000
Walgett Pre-School and Long Day Care Centre Inc.	\$5,000
Warilla Baptist Pre-School	\$5,000
Wauchope Pre-School Kindergarten Inc.	\$5,000
Weston Community Pre-School Inc.	\$10,000
Wingham & District Pre-School Kindergarten Ltd	\$5,000
Wyong Preschool Kindergarten Association Inc.	\$5,000
Total paid in 2014–15	\$500,000

Miscellaneous Education Grants

Supporting non-government organisations making outstanding contributions to educational outcomes in NSW.

Australian Braille Authority	\$1,000
NSW Primary Principals' Association Inc.	\$371,000
NSW Secondary Principals' Council Inc.	\$190,203
Professional Teachers' Council, NSW	\$308,178
School Administrative and Support Staff Professional Association (SASSPA) NSW Inc.	\$27,738
Stewart House	\$227,150
Total paid in 2014–15	\$1,125,269

NAIDOC Grants

Providing funding to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week is celebrated not only in Aboriginal communities but throughout Australia in schools, local councils and workplaces.

Aboriginal Medical Service Co-operative Ltd	\$1,000
Aged and Community Services NSW & ACT	\$1,000
Amaroo Local Aboriginal Land Council	\$700
Anaiwan Local Aboriginal Land Council	\$1,000
Anglicare Riverina	\$500
Armajun Aboriginal Health Service Inc.	\$1,000

Armidale Dumaresq Council	\$2,000
Ashford Local Aboriginal Land Council	\$1,500
Bahtabah Local Aboriginal Land Council	\$2,000
Bankstown City Council	\$1,750
Barkuma Neighbourhood Centre Inc.	\$700
Barnardos Australia	\$800
Bathurst Local Aboriginal Land Council	\$1,000
Bega Local Aboriginal Land Council	\$1,500
BEST Employment Ltd	\$1,750
Birpai Local Aboriginal Land Council	\$2,000
Birrang Enterprise Development Company Ltd	\$2,500
Black Cockatoo Arts Inc.	\$2,200
Blacktown City Council	\$2,000
Booroongen Djugun Ltd	\$500
Bunyah Local Aboriginal Land Council	\$1,000
Coonabarabran Local Aboriginal Land Council	\$2,000
Cowra Information & Neighbourhood Centre Inc.	\$500
Deniliquin Local Aboriginal Land Council	\$1,000
Dubbo City Council	\$1,500
Edmund Rice College	\$2,000
Families Sharing Culture Aboriginal Corporation	\$1,000
First Hand Solutions Aboriginal Corporation	\$2,000
Forbes Preschool Kindergarten Co-op. Ltd.	\$500
Gloucester Worimi First Peoples Aboriginal Corporation	\$1,500
Grafton Ngerrie Local Aboriginal Land Council	\$1,000
Growing Potential Ltd	\$2,000
Gurehlgam Corporation Ltd	\$1,000
Guthrie House Cooperative Inc.	\$1,250
Guyra Local Aboriginal Land Council	\$500
Henschke Primary School	\$500
Holy Spirit School	\$500
Holy Trinity Catholic Primary School	\$500
Illawarra Aboriginal Corporation	\$2,500
Illawarra Koori Men's Support Group Inc.	\$990
Interrelate Ltd	\$2,000
James Sheahan Catholic High School	\$500
Jarjum Centre Inc.	\$1,000
Kamilaroi Ageing & Disability services	\$500
Karuah Preschool Association Inc.	\$800
Koori Kids	\$2,000
Kurrachee Co-operative Society Ltd	\$500
Kurranulla Aboriginal Corporation	\$1,500
La Salle Academy – Lithgow	\$500
Lower Hunter Aboriginal Inc.	\$750
MacKillop College – Bathurst	\$500
Merana Community Association for the Hawkesbury Inc.	\$1,500
Mingaan Wiradjuri Aboriginal Corporation	\$1,500
Mingaletta Aboriginal & Torres Strait Islander Corporation	\$1,750
Miyay Birray Youth Service Inc.	\$2,000
Multi-Purpose Allira Gathering Association	\$500
NAIDOC Westlakes Inc.	\$2,000
Namoi House Inc.	\$1,000
Narrabri Shire Council	\$500
National Centre of Indigenous Excellence Ltd	\$2,000
Ngambaga Bindarray Gurrwaa Community Service Aboriginal Corporation	\$500
Ngarru Mayin Elders Aboriginal Corporation	\$1,000
Nimbin Health and Welfare Association Inc.	\$1,000

Nyngan Local Aboriginal Land Council	\$1,500
Parkes & District Neighbourhood & Community Information Centre Inc.	\$1,000
Pius X Aboriginal Corporation	\$1,500
Sandhills Foundation For Aboriginal Affairs (Aboriginal Corporation)	\$1,000
Seventh-Day Adventist Schools (North New South Wales) Ltd	\$2,500
SHINE for Kids Cooperative Ltd	\$500
Shoalhaven City Council	\$2,500
Snowy River Shire Council	\$860
South Coast Women's Health and Welfare Aboriginal Corporation	\$1,000
South Eastern Aboriginal Regional Management Service Cooperative Ltd	\$2,500
Southern Women's Group Inc.	\$1,000
St Francis Xavier School	\$2,500
St Joseph's Primary School	\$500
St Mary's Catholic School Wellington	\$500
St Vincent's Hospital Ltd	\$500
Tamworth Regional Council	\$2,000
Taree Indigenous Development and Employment Ltd	\$2,500
Tharawal Local Aboriginal Land Council	\$1,500
The Assumption Catholic School Bathurst	\$500
Thiyama-Li Family Violence Service Inc.	\$1,500
Towri Aboriginal Corporation	\$500
Trustees of the Diocese of Wagga Wagga as Trustee for Kildare Catholic College	\$500
Trustees of the Roman Catholic as Trustee for St Johns Primary Dubbo	\$500
Tweed Byron Local Aboriginal Land Council	\$500
Twofold Aboriginal Corporation	\$3,000
Waddi Housing and Advancement Corporation Ltd	\$1,000
Wagga Wagga City Council	\$2,750
Walgett Local Aboriginal Land Council	\$1,500
Walla Mulla Family and Community Support Ltd	\$1,500
Wanaruah Local Aboriginal Land Council	\$700
Warren Macquarie Local Aboriginal Land Council	\$1,500
Wellington Council	\$1,000
Werin Aboriginal Corporation Medical Clinic	\$500
Winanga-Li Aboriginal Child and Family Centre Ltd	\$1,250
Wollondilly Shire Council	\$500
Woodville Community Services Inc.	\$1,500
Yalbillanga Boori Day Care Centre Aboriginal Corporation	\$1,500
Total paid in 2014–15	\$125,000

National Partnerships, National Quality Agenda for Early Childhood Education and Care

Formal partnerships between NSW and the Commonwealth Government in the areas of literacy and numeracy, low-socioeconomic-status school communities, rewards for great teachers, national quality framework, helping our kids understand finances and improving teacher quality.

Australian Children's Education and Care Quality Authority	\$2,077,740
Total paid in 2014–15	\$2,077,740

National Partnerships, Helping Our Kids Understand Finances – Money Smart Teaching Project

Supporting the delivery of professional learning on Money Smart Teaching.

Catholic Education Commission NSW	\$52,343
The Association of Independent Schools of NSW Ltd	\$39,880
Total paid in 2014–15	\$92,223

National Partnerships, Literacy and Numeracy Action Plan

Formal funding agreements between the Minister for Education and the Catholic Education Commission and Association of Independent Schools to support the participation of targeted Catholic and independent schools in the NSW Literacy and Numeracy Action Plan.

Catholic Education Commission NSW	\$10,377,750
The Association of Independent Schools of NSW Ltd	\$4,249,619
Total paid in 2014–15	\$14,627,369

National Partnerships, National School Chaplaincy Programme

A Commonwealth-funded initiative supporting the emotional wellbeing of students and the school community through the provision of pastoral care.

Albert Park Public School P&C Association	\$18,950
Alstonville Religious Education Association Inc.	\$15,000
Anglican Diocese of Bathurst Synod Management Fund	\$18,950
Ariah Park Parent & Citizens Association Chaplaincy & Welfare Programme	\$18,950
Asquith Boys High School	\$18,950
Belmont High School Special Religious Education Board Inc.	\$18,950
Budgewoi P&C Association	\$18,950
C3 Church Sydney Ltd	\$18,950
Campus Crusade for Christ Australia	\$175,600
Cardiff Christian Education Board	\$18,950
Catholic Diocese Of Maitland-Newcastle	\$41,690
Catholic Education Commission NSW	\$1,976,957
Centacare Bathurst	\$18,950
Central Coast Evangelical Church Inc.	\$18,950
Chester Hill Neighbourhood Centre Inc.	\$18,950
Christian City Church Kingscliff	\$18,950
Christian Outreach Centre	\$18,950
Churches of Christ Community Care	\$18,950
Coastcare Inc.	\$37,900
Community Activities Lake Macquarie Inc.	\$75,800
Connect Christian Church Inc.	\$90,800
Dorrigo Public School P&C Association	\$18,950
Emmaville Central School P&C Association	\$18,950
Fusion Australia Ltd	\$38,950

Generate Ministries NSW High Schools Special Religious Education Association Inc.	\$2,527,947
Gosford Area High School Christian Ministry Association Inc.	\$56,850
Great Lakes Education Christian Care Association Inc.	\$56,850
Hamilton Baptist Church Inc.	\$39,795
Hawkesbury Community Services	\$37,900
HCC ACT Inc.	\$56,850
Imaginations Church Inc.	\$56,850
Impact Church	\$18,950
Kahibah Public School Parents and Citizens Association Inc.	\$18,950
Kempsey High School P&C Association	\$42,950
Kiama Public School P&C Association	\$18,950
Kyogle Public School P&C Association	\$18,950
Life Resources Centre Inc.	\$18,950
Macquarie Life Church Inc.	\$284,250
Minnamurra Public School P&C Association	\$18,950
Nepean Community & Neighbourhood Services	\$52,900
North West Chaplains	\$182,650
Northern Peninsular SRE Association Inc.	\$18,950
OnPsych School Welfare Pty Ltd	\$37,900
Pacific Palms Public School Parents and Citizens Association	\$18,950
Parkview Public School P&C Association	\$18,950
Potters House Christian Church Fairfield	\$37,900
Raymond Terrace Christian Education Association Inc.	\$18,950
Reach Community Initiatives	\$113,700
REAL Inc. Religious Education Association of Lismore Inc.	\$75,800
Shellharbour Public School Parents And Citizens Association	\$18,950
Shirelve Ltd	\$18,950
St George Youth Services Inc.	\$18,950
St Mary's Community Care Inc.	\$37,900
STARTTS	\$18,950
Tamworth Chaplains Board	\$94,750
Tarrawanna Public School P&C Association	\$18,950
Terranora Public School P&C Association	\$18,950
The Association of Independent Schools of NSW Ltd	\$2,416,281
The Bush Church Aid Society of Australia	\$20,000
The Corporate Trustees of the Diocese of Armidale	\$38,950
Tumut District School Chaplaincy Services	\$18,950
Warialda Public School P&C Association	\$47,900
Wattle Grove Public School Parents & Citizens Association	\$18,950
Westdale Parents and Citizens Association Inc.	\$18,950
Wyong District Christian Education Association Inc.	\$18,950
Young Life Australia Inc.	\$96,645
Your Dream Inc.	\$386,150
YWCA NSW	\$114,750
Total paid in 2014–15	\$10,049,315

National Partnerships, Programs Supporting Disengaged Youth

Supporting disadvantaged youth. The service includes educational programs such as the delivery of the Making Up for Lost Time in Literacy (MultiLIT) program as well as MiniLIT and self-paced learning programs for disengaged youth.

The Exodus Foundation	\$600,000
Total paid in 2014–15	\$600,000

NSW Reconciliation Council

Building relationships between Aboriginal and non-Aboriginal people in NSW, increase the profile of NAIDOC week and Reconciliation week and promote awareness of initiatives such as healing that support reconciliation.

NSW State Reconciliation Council	\$245,000
Total paid in 2014–15	\$245,000

Our Languages, Our Way

Supporting Aboriginal community ownership and participation in Aboriginal language revitalisation.

Bega Aboriginal Education Consultative Group	\$27,220
Eastern Zone Gujaga Aboriginal Corporation	\$28,447
Eden Local Aboriginal Land Council	\$26,620
Murdi Paaki Regional Enterprise Corporation Ltd	\$29,173
Muurrbay Aboriginal Language and Culture Co-operative Ltd	\$52,100
Total paid in 2014–15	\$163,560

Productivity Places Program Grants

Providing training to upskill industry sectors and workers, as well as supporting job seekers to develop the necessary skills to gain employment.

Access Group Training Ltd	\$1,412
Access Training Institute Pty Ltd	\$12,540
ACE Community Colleges Ltd	\$16,170
Active Industry Training Ltd	\$8,813
Applied Training Solutions Pty Ltd	\$24,933
Atkinson Training & Development Pty Ltd	\$1,665
Australian College of Commerce and Management Pty Ltd	\$1,561
Auswide Projects Ltd	\$924
Bannister Technical Pty Ltd	\$14,784
Benchmark Resources Pty Ltd	\$36,510
Coates Hospitality Services Pty Ltd	\$16,513
Employment & Training Australia Inc.	\$11,998
Enterprise & Training Company Ltd	\$6,534
Equalis Pty Ltd	\$2,873
Forsythes IT & Training Pty Ltd	\$80,640

House With No Steps	\$8,879
Illawarra Area Child Care Ltd	\$12,433
Illawarra Retirement Trust	\$26,136
International Child Care College Pty Ltd	\$1,245
Julie Reid Management Pty Ltd	\$2,189
Karben Training Solutions	\$14,281
Kreate Pty Ltd	\$12,882
Lianrick Pty Ltd	\$23,004
M.B.H. Management Pty Ltd	\$12,147
Macquarie Employment Training Service Inc.	\$5,445
Mental Health Co-ordinating Council Inc.	\$7,987
OCTEC Ltd	\$2,224
Ramsden Telecommunications Training Pty Ltd	\$1,285
Recognition First Pty Ltd	\$7,623
Royal Rehabilitation Centre Sydney	\$18,905
Southern Pathology Services Pty Ltd	\$1,911
Tamworth Community College Inc.	\$3,799
Taronga Conservation Society Australia	\$18,716
The Association of Superannuation Funds of Australia Ltd	\$2,888
The Illawarra ITeC Ltd	\$1,315
The Quality Training Company Pty Ltd	\$13,194
UNE Partnerships Pty Ltd	\$9,148
Workers Educational Association	\$27,566
Total paid in 2014–15	\$473,072

Regional Conservatorium of Music Grants

Providing operating funding to conservatoriums to offer a comprehensive range of music-educational activities for students and community members.

Association of NSW Regional Conservatoriums Inc.	\$60,000
Central Coast Conservatorium Inc.	\$397,034
Clarence Valley Conservatorium Inc.	\$452,517
Coffs Harbour Regional Conservatorium Ltd	\$356,459
Conservatorium Mid North Coast Inc.	\$75,000
Goulburn Regional Conservatorium Inc.	\$356,459
Gunnedah Conservatorium Inc.	\$149,157
Macquarie Conservatorium of Music Inc.	\$356,459
Mitchell Conservatorium Inc.	\$422,034
Murray Conservatorium Inc.	\$401,746
New England Conservatorium of Music Ltd	\$407,034
Northern Rivers Conservatorium Arts Centre Inc.	\$336,171
Orange Regional Conservatorium Inc.	\$260,400
Riverina Conservatorium of Music Ltd	\$403,534
South West Music Inc.	\$197,901
Tamworth Regional Conservatorium Of Music Inc.	\$356,459
Upper Hunter Conservatorium of Music Inc.	\$376,746
Wollongong Conservatorium Of Music Ltd	\$397,034
Young Regional School Of Music Inc.	\$356,459
Total paid in 2014–15	\$6,118,602

Skills Reform Program

Delivering a productive and highly skilled workforce that contributes to Australia's economic future and enables all working-age Australians to develop the skills and qualifications needed to participate effectively in the labour market.

A H F B Pty Ltd	\$7,337
Aboriginal Health and Medical Research Council of NSW	\$259,438
Above & Below Adventure Company Pty Ltd	\$114,999
Acacia Group Ltd	\$469,443
Academy Holdings Pty Ltd	\$135,888
Access Community Group Ltd	\$7,927
Access Group Training Ltd	\$320,849
Access Training Institute Pty Ltd	\$88,457
ACE – North Coast Inc.	\$883,120
ACE Community Colleges Ltd	\$198,014
Active Career College Pty Ltd	\$19,760
Active Industry Training Ltd	\$96,134
Advanced Education Australia Pty Ltd	\$288,288
Alan Bartlett Consulting Pty Ltd	\$1,280
Albury Wodonga Community College Ltd	\$229,566
Alstonville–Ballina Community College	\$586,160
Anglicare Canberra & Goulburn	\$53,048
Apex Training Solutions Pty Ltd	\$570,971
Applied Training Solutions Pty Ltd	\$410,092
Ash Pty Ltd	\$32,217
Astute Training Pty Ltd	\$250,470
Atkinson Training & Development Pty Ltd	\$21,093
Aurora Training and Professional Services Pty Ltd	\$140,851
Austrain Academy Pty Ltd	\$102,505
Australian Airline Pilot Academy Pty Ltd	\$184,800
Australian Child Care Career Options (ACCCO) Pty Ltd	\$17,909
Australian College of Commerce and Management Pty Ltd	\$1,248,854
Australian College of Management Studies Pty Ltd	\$102,373
Australian College of Professionals Pty Ltd	\$95,737
Australian Construction Training Services Pty Ltd	\$33,445
Australian Education & Training Solutions Pty Ltd	\$135,432
Australian Employment & Training Solutions Pty Ltd	\$15,414
Australian Forensic Services Pty Ltd	\$63,924
Australian Health Professional Training Solutions Pty Ltd	\$50,385
Australian Industry Group Training Services Pty Ltd	\$13,865
Australian Institute of Workplace Learning Pty Ltd	\$171,785
Australian Integrated Training	\$3,058
Australian Red Cross Society	\$26,101
Australian Retailers Association	\$720,505
Australian Salesmasters Training Co Pty Ltd	\$71,227
Australian Training Company Ltd	\$66,627
Australian Vocational Training Academy Pty Ltd	\$33,396
Auswide Projects Ltd	\$49,333
Avana Learning Pty Ltd	\$36,816
Ballina Region Community College Inc.	\$41,057
Bankstown Community College Inc.	\$54,669
Bannister Technical Pty Ltd	\$540,447
Barrington Training Services Pty Ltd	\$627,927
BBT Training Australia Pty Ltd	\$358,970
BCA National Training Group Pty Ltd	\$331,053

Belelmo Pty Ltd	\$4,205
Benchmark Resources Pty Ltd	\$565,233
Blended Learning International Pty Ltd	\$9,654
Blue Visions Management Pty Ltd	\$427,210
Booroongen Djugun Aboriginal Corporation	\$3,845
Brainwave Learning Centre Pty Ltd	\$30,349
Break Thru People Solutions	\$131,454
Bridgeworks Personnel Ltd	\$274,043
Brucemac Pty Ltd	\$167,300
Byron Region Community College Inc.	\$738,045
C E Training Consultants Pty Ltd	\$646,539
Camden Haven Community College Inc.	\$587,346
Careers Australia Institute of Training Pty Ltd	\$17,558
Central Coast Community College	\$1,001,653
Cerebral Palsy Alliance	\$183,817
Challenger Training Pty Ltd	\$12,770
City East Community College Inc.	\$388,189
City-Wide Building and Training Services Pty Ltd	\$62,048
Club Sail Pty Ltd	\$11,884
Coates Hospitality Services Pty Ltd	\$400,405
Coffs Coast Community College Inc.	\$365,126
College of Transformation Education & Training Pty Ltd	\$47,612
Comet Training Pty Ltd	\$75,940
Community Child Care Co-operative Ltd	\$120,438
Community College–Northern Inland Inc.	\$1,150,269
Community Colleges Australia Ltd	\$87,500
Congia Enterprises Pty Ltd	\$6,608
Contour Systems Pty Ltd	\$19,437
Co-operative for Aborigines Ltd	\$16,345
Co-operative Learning Ltd	\$90,000
Dental Assistants Professional Association Inc.	\$9,569
Diversity Skills Training Pty Ltd	\$7,290
Donna Mere Morrell-Pullin	\$131,393
East West Training Solutions Pty Ltd	\$61,318
Education Training & Employment Australia Pty Ltd	\$25,616
Educational Living Pty Ltd	\$6,553
Emma's Secret Investments Pty Ltd	\$3,770
Employment & Training Australia Inc.	\$489,940
Endeavour Industries Ltd	\$13,513
Enterprise & Training Company Ltd	\$432,871
Equalis Pty Ltd	\$71,826
Equals International (Aust) Pty Ltd	\$3,338
Essential Personnel Association Inc.	\$19,620
F.A.C.T.S. (Geelong) Pty Ltd	\$13,056
Ferngood Pty Ltd	\$21,973
First Impressions Resources Pty Ltd	\$77,851
Five Star Training Pty Ltd	\$39,426
Ford Motor Company of Australia Ltd	\$2,512
Fork Skills Operations Pty Ltd	\$200,655
Forsythes IT & Training Pty Ltd	\$735,946
Foundation Education Pty Ltd	\$1,364
Franklyn Scholar (Australia) Pty Ltd	\$367,283
Furnishing Industry Association of Australia Ltd	\$38,548
GL Marketing & Distribution Pty Ltd	\$40,963
Glen Charles Knight	\$21,965
Griffith Skills Training Centre Inc.	\$68,914
Group314 Pty Ltd	\$231,125
H&H Accredited Training Australasia Inc.	\$540,585
Health & Safety Advisory Services Pty Ltd	\$55,103

Hornsby Ku-Ring-Gai Community College Inc.	\$326,745
House With No Steps	\$342,792
Housing Industry Association Ltd	\$397,678
Hume Learning Institute Pty Ltd	\$306,515
Hunter Councils Inc.	\$124,161
Hunter Valley Training Company Pty Ltd	\$23,452
Hurstville Enterprise Association for People Services Inc.	\$5,309
IDH Bricklaying Pty Ltd	\$74,382
Ihtidal Jabbouri	\$154,558
Illawarra Area Child Care Ltd	\$351,016
Illawarra Retirement Trust	\$49,371
Impact Training Institute Pty Ltd	\$538,267
Indigenous Training Solutions	\$35,488
Inner West Skills Centre Inc.	\$163,612
Innovative Learning Solutions Pty Ltd	\$95,065
Institute of Strategic Management Pty Ltd	\$164,944
International Beauty Academy	\$220,712
International Child Care College Pty Ltd	\$46,365
ISA Kiama Pty Ltd	\$390,103
J.W.W. Trading Pty Ltd	\$115,253
J2S Training Solutions Pty Ltd	\$359,793
JCE Positive Outcomes Pty Ltd	\$221,500
Joblink Plus Ltd	\$411,727
Julie Reid Management Pty Ltd	\$67,179
Kaplan Education Pty Ltd	\$247,730
Karben Training Solutions	\$341,481
Kiama Community College Inc.	\$1,134,326
Kirana Training Pty Ltd	\$207,329
Kogarah Rockdale Training Scheme Inc.	\$79,947
Kreate Pty Ltd	\$114,904
Labtech Training Pty Ltd	\$28,168
Lake Macquarie Business Centre Ltd	\$91,006
Leadership Management Australia Pty Ltd	\$338,226
Leadership Success Pty Ltd	\$178,541
Learning Lab Pty Ltd	\$525,663
Learning Sphere Training Solutions Pty Ltd	\$290,245
Lennox Institute Pty Ltd	\$522,390
Lewelmo Pty Ltd	\$438,880
Lexon Industries Pty Ltd	\$461,200
Lianrick Pty Ltd	\$261,954
Linked Training Group Pty Ltd	\$12,415
Living Planit Pty Ltd	\$33,120
M.B.H. Management Pty Ltd	\$159,561
Macarthur Community College Inc.	\$517,779
Macleay Valley Workplace Learning Centre Inc.	\$1,667
Macquarie Community College	\$1,049,691
Macquarie Employment Training Service Inc.	\$153,672
Mai-Wel Ltd	\$660,975
Mamre Plains Ltd	\$39,600
Managed Corporate Outcomes Pty Ltd	\$622,546
Management Consultancy International Pty Ltd	\$499,252
Management Institute of Australia No.1 Pty Ltd	\$16,559
Management Institute of Australia No.2 Pty Ltd	\$8,602
Marshall, Kristen	\$120,236
Mask Academy Pty Ltd	\$93,110
Master Builders Association of NSW Pty Ltd	\$479,943
Masters in Building Training Pty Ltd	\$292,020
Maxis Solutions Pty Ltd	\$35,640
Maxwells Services Pty Ltd	\$164,455

McDonald's Australia Ltd	\$99,108
McElvenny Ware Pty Ltd	\$3,895
McLeod Training Organisation Pty Ltd	\$5,964
MEGT (Australia) Ltd	\$21,504
Mental Health Co-ordinating Council Inc.	\$144,698
Metro Screen Ltd	\$62,370
Motor Traders' Association of NSW	\$69,417
Murray Mallee Training Company Ltd	\$112,734
Murwillumbah Adult Education Centre Inc.	\$410,279
My Trade Start Pty Ltd	\$100,216
National College Australia Pty Ltd	\$300,744
National Food Institute Pty Ltd	\$138,382
National Insurance Brokers Association of Australia	\$834
National Training Group Pty Ltd	\$388,824
National Training Organisation Pty Ltd	\$50,275
Nepean Community College Inc.	\$681,320
New England Community College Inc.	\$448,303
Newskills Ltd	\$22,064
Norman Chee & Thu Tram Chee Pty Ltd	\$281,393
Nortec Employment & Training Ltd	\$6,635
Northern Beaches Community College Inc.	\$402,769
Northnet Inc.	\$123,354
Novaskill	\$705,447
NSW Family Day Care Association Inc.	\$4,973
NSW Fishing Industry Training Committee Ltd	\$303,228
Nursing Group Pty Ltd	\$226,498
O.R.C.A (Ocean Recreation Careers Australasia) Pty Ltd	\$15,056
OCTEC Ltd	\$464,516
On-Focus Inc.	\$3,185
Pacific College of Technology Pacific College Pty Ltd	\$17,587
Pearsons School of Floristry Pty Ltd	\$4,034
Penrith Skills for Jobs Ltd	\$117,727
Pharmaceutical Society of Australia	\$4,214
Pinnacle Financial Services Academy Pty Ltd	\$21,978
Pivotal Training & Development Pty Ltd	\$27,770
Port Macquarie Community College Inc.	\$813,720
Professional Training Services Australia Pty Ltd	\$82,685
Proteen for Teens Inc.	\$191,523
Reach for Training Pty Ltd	\$1,151,685
Real Corporate Partners Pty Ltd	\$142,164
Real Estate Institute of NSW Ltd	\$207,772
Real Estate Training Solutions Pty Ltd	\$11,458
Recognition First Pty Ltd	\$216,602
Response Consulting Australia Pty Ltd	\$97,534
Response Employment & Training Pty Ltd	\$176,237
Riverina Community College Ltd	\$1,119,926
Robinson Education Centre Inc.	\$544,014
Royal Rehabilitation Centre Sydney	\$38,305
RTV Consultancy Pty Ltd	\$209,925
Safetynet Management Solutions Pty Ltd	\$50,610
Segla International Pty Ltd	\$45,169
Singleton Community College Inc.	\$155,034
SkillNet Australia (NSW) Pty Ltd	\$1,940
Skills Training Australia Group Pty Ltd	\$251,974
SMR Learning Services Pty Ltd	\$84,553
Southern Pathology Services Pty Ltd	\$87,484
Southern Solutions – Training Services Pty Ltd	\$25,774
St George & Sutherland Community College Inc.	\$445,169
St Patrick's Business College Ltd	\$38,750

Statewide Business Training Pty Ltd	\$104,328
Steven Millard & Associates Pty Ltd	\$87,892
Study Group Australia Pty Ltd	\$52,470
Sureway Skills Training Pty Ltd	\$583,547
Swimming Pool & Spa Association of NSW Ltd	\$20,319
Sydney Community College Ltd	\$140,000
Sydneylearning Pty Ltd	\$3,993
Tactical Training Group Pty Ltd	\$555,808
Tamworth Community College Inc.	\$672,376
Taronga Conservation Society Australia	\$17,396
The Association of Superannuation Funds of Australia Ltd	\$257,575
The Centre for Volunteering	\$10,692
The Change Network Pty Ltd	\$487,873
The College of Nursing	\$3,722
The Crusader Union of Australia	\$4,480
The Deaf Society of NSW	\$488,791
The Design Works College of Design Pty Ltd	\$1,789
The Eurobodalla Adult Education Centre Inc.	\$638,491
The Illawarra ITeC Ltd	\$464,169
The LDC Group Asia Pacific Pty Ltd	\$11,083
The Meetings Industry Association of Australia Ltd	\$203,693
The ORS Group Pty Ltd	\$4,620
The Parramatta College Inc.	\$398,729
The Pharmacy Guild of Australia	\$9,440
The Quality Training Company Pty Ltd	\$853,773
The Uniting Church in Australia Property Trust (NSW)	\$1,369,532
Tomaree Community College Inc.	\$418,704
Train Australia Pty Ltd	\$11,700
Traineeship Management Australia Pty Ltd	\$812,908
Training Beyond 2000 Pty Ltd	\$70,781
Training Education & Management Services Pty Ltd	\$8,263
Training Experts Australia Pty Ltd	\$12,896
Training Specialists (Australia) Pty Ltd	\$310,936
Transformed Pty Ltd	\$10,598
Transqual Pty Ltd	\$2,596
Trustee for The Salvation Army (NSW) Property Trust	\$326,233
Tuggerah Lakes Community College Inc.	\$702,437
Tursa Employment & Training Inc.	\$26,599
UNE Partnerships Pty Ltd	\$756,057
United World College Pty Ltd	\$259,327
UPC Pty Ltd	\$251,023
Upskilled Pty Ltd	\$216,910
Verto Ltd	\$1,573,681
Vijia Chain	\$175,184
Vision Training Institute Pty Ltd	\$694,275
Vocational Institute of Australia Pty Ltd	\$4,870
Vocational Training Australia Pty Ltd	\$25,410
W G Learning Pty Ltd	\$39,994
Waverly Action for Youth Services Inc.	\$18,350
Western College Inc.	\$858,650
Western Riverina Community College Inc.	\$411,836
Westrac Pty Ltd	\$45,441
Wise Group Ltd Partnership	\$340,289
Work Savvy Pty Ltd	\$274,906
Workers Educational Association	\$2,749,618
WPC Group Ltd	\$8,077
Yarnteen College Inc.	\$26,992
Total paid in 2014–15	\$67,841,965

Strategic Skills Program Grants

Providing training to upskill workers and support job seekers in developing the necessary skills to gain employment.

Academy of Training Pty Ltd	\$1,454
Access Group Training Ltd	\$22,326
ACE Community Colleges Ltd	\$8,133
Active Industry Training Ltd	\$67,205
Agrifood Skills Australia Ltd	\$35,188
Applied Training Solutions Pty Ltd	\$15,206
Association of Childrens Welfare Agencies Inc.	\$2,287
Atkinson Training & Development Pty Ltd	\$2,534
Aurora Training and Professional Services Pty Ltd	\$7,339
Austrain Academy Pty Ltd	\$19,608
Australian College of Commerce and Management Pty Ltd	\$18,269
Australian Forensic Services Pty Ltd	\$12,830
Australian Health Professional Training Solutions Pty Ltd	\$33,399
Australian Institute of Management NSW & ACT Training Centre Ltd	\$15,316
Australian Institute of Workplace Learning Pty Ltd	\$2,306
Australian Retailers Association	\$114,152
Australian Training Company Ltd	\$111,409
Bannister Technical Pty Ltd	\$33,345
Barrington Training Services Pty Ltd	\$85,598
BBT Training Australia Pty Ltd	\$24,665
BCA National Training Group Pty Ltd	\$40,545
Benchmark Resources Pty Ltd	\$155,505
Blue Visions Management Pty Ltd	\$69,027
Bridgeworks Personnel Ltd	\$13,162
Canterbury–Hurlstone Park RSL Club Ltd	\$93,022
Centre for Excellence in Rail Training Pty Ltd	\$2,807
Century Group Pty Ltd	\$31,647
Cerebral Palsy Alliance	\$123,218
Coates Hospitality Services Pty Ltd	\$2,905
Community College–Northern Inland Inc.	\$69,839
Congia Enterprises Pty Ltd	\$4,925
Co-operative for Aborigines Ltd	\$632,071
CTPM Australasia Pty Ltd	\$43,898
Donna Mere Morrell-Pullin	\$75,971
Eagle Wing Education and Training Pty Ltd	\$140,769
Education Training & Employment Australia Pty Ltd	\$9,000
Employment & Training Australia Inc.	\$263,848
Endeavour Industries Ltd	\$11,034
Enterprise & Training Company Ltd	\$7,380
Equalis Pty Ltd	\$38,449
Equals International (Aust) Pty Ltd	\$17,484
Essential Personnel Association Inc.	\$21,910
Five Star Training Pty Ltd	\$101,200
Forestworks Ltd	\$28,500
Forsythes IT & Training Pty Ltd	\$461,189
Franklyn Scholar (Australia) Pty Ltd	\$17,343
Hammond Institute Pty Ltd	\$88,391
House With No Steps	\$100,247
Hume Learning Institute Pty Ltd	\$56,298
IDH Bricklaying Pty Ltd	\$146,562
Illawarra Area Child Care Ltd	\$10,589
Illawarra Retirement Trust	\$38,776

Impact Training Institute Pty Ltd	\$115,325
Indigenous Training Solutions	\$74,658
Institute of Strategic Management Pty Ltd	\$194,760
International Child Care College Pty Ltd	\$1,023
ISA Kiama Pty Ltd	\$10,204
JCE Positive Outcomes Pty Ltd	\$12,750
Joblink Plus Ltd	\$1,318
John Joseph Norton	\$25,567
Julie Reid Management Pty Ltd	\$12,764
Karben Training Solutions	\$122,621
Kogarah Rockdale Training Scheme Inc.	\$25,729
Learning Sphere Training Solutions Pty Ltd	\$114,972
Lennox Institute Pty Ltd	\$18,401
Lewelmo Pty Ltd	\$25,780
Lexon Industries Pty Ltd	\$11,015
Lianrick Pty Ltd	\$137,446
M.B.H. Management Pty Ltd	\$4,562
Mai-Wel Ltd	\$269,438
Management Consultancy International Pty Ltd	\$163,895
Manufacturing Skills Australia	\$46,500
Master Builders Association of NSW Pty Ltd	\$24,219
McElvenny Ware Pty Ltd	\$29,515
Metro Screen Ltd	\$22,453
Mobile Plant Operator Training Services Pty Ltd	\$9,504
National Aboriginal & Islander Skills Development Association (NAISDA) Inc.	\$98,899
National College Australia Pty Ltd	\$4,570
National Food Institute Pty Ltd	\$3,493
Nortec Employment & Training Ltd	\$16,638
Northern Beaches Community College Inc.	\$12,524
Novaskill	\$56,260
NSW Community Services & Health Industry Training Advisory Body Inc.	\$30,000
NSW Fishing Industry Training Committee Ltd	\$97,662
NSW Public Sector Industry Training Advisory Body Inc.	\$28,500
NSW Utilities & Electrotechnology Industry Training Advisory Body Ltd	\$30,000
Nursing Group Pty Ltd	\$104,469
O.R.C.A (Ocean Recreation Careers Australasia) Pty Ltd	\$66,387
Pegasus Management Pty Ltd	\$47,553
Penrith Skills For Jobs Ltd	\$46,985
Pivotal Training & Development Pty Ltd	\$2,856
Precision Training Australia Pty Ltd	\$29,249
Professional Training Services Australia Pty Ltd	\$73,080
Reach for Training Pty Ltd	\$130,505
Real Estate Institute of NSW	\$17,325
Recognition First Pty Ltd	\$3,190
Resources and Infrastructure NSW ITAB Ltd	\$24,935
Riverina Community College Ltd	\$28,805
RTV Consultancy Pty Ltd	\$3,787
Service Skills Australia	\$52,500
Skills Training Australia Group Pty Ltd	\$27,648
Southern Pathology Services Pty Ltd	\$990
Southern Training Organisation Pty Ltd	\$13,283
St George & Sutherland Community College Inc.	\$78,800
St Patrick's Business College Ltd	\$13,871
Study Group Australia Pty Ltd	\$18,480
Sureway Skills Training Pty Ltd	\$35,664
Tamworth Community College Inc.	\$67,741
Taronga Conservation Society Australia	\$66,839

The Association of Superannuation Funds of Australia Ltd	\$34,848
The Centre for Volunteering	\$18,349
The Deaf Society of NSW	\$77,683
The Eurobodalla Adult Education Centre Inc.	\$9,979
The Illawarra ITeC Ltd	\$23,623
The Pharmacy Guild of Australia	\$1,565
The Uniting Church in Australia Property Trust (NSW)	\$98,613
Training Beyond 2000 Pty Ltd	\$50,047
Transport and Logistics Industry Skills Council Ltd	\$37,500
Trustee for The Salvation Army (NSW) Property Trust	\$37,714
UNE Partnerships Pty Ltd	\$79,725
UPC Pty Ltd	\$22,379
Upskilled Pty Ltd	\$43,400
Verto Ltd	\$30,845
Waverly Action for Youth Services Inc.	\$140,350
Work Savvy Pty Ltd	\$29,845
Workers Educational Association	\$158,234
Total paid in 2014–15	\$7,252,682

VET in Schools Consortium Grants

Purchasing externally delivered vocational education and training (VET) courses for secondary students.

Catholic Education Commission NSW	\$866,544
The Association of Independent Schools of NSW Ltd	\$562,836
Total paid in 2014–15	\$1,429,380

Youth Assistance Strategies Grants

Developing programs designed to prevent youth from disengaging from educational opportunities.

3Bridges Community Inc.	\$78,155
Access Community Group Ltd	\$167,930
Albury/Wodonga Youth Emergency Services Ltd	\$60,000
Anglicare Canberra & Goulburn	\$143,252
Arab Council of Australia Inc.	\$2,324
Auswide Projects Ltd	\$24,711
Backtrack Youth Works Jobs Australia Enterprises Ltd	\$177,135
Bellambi Neighbourhood Centre Inc.	\$131,928
Blacktown Youth Services Association Inc.	\$1,657
Break Thru People Solutions	\$110,227
Byron Youth Service Inc.	\$42,768
Campbell Page Ltd	\$79,220
Capital Country Industry Education Partnership (CCIEP) Inc.	\$282,620
Careers Network Inc.	\$210,000
Centacare Diocese of Wilcannia – Forbes	\$74,096
Central Coast Community College	\$76,398
Cessnock District Learning Centre Inc.	\$50,966
Coffs Coast Community College Inc.	\$105,142
Coolamon Shire Council	\$65,450
Employment & Training Australia Inc.	\$53,015
Enterprise & Training Company Ltd	\$24,458
Granville Multicultural Community Centre Inc.	\$108,294
Heaps Decent Ltd	\$35,000

Information & Cultural Exchange Inc.	\$104,810
Inner West Skills Centre Inc.	\$57,606
Khmer Community of NSW Inc.	\$33,413
Kiama Community College Inc.	\$55,620
Liverpool Neighbourhood Connections Inc.	\$1,729
Macarthur Diversity Services Initiative Ltd	\$1,576
Maitland Youth Development Unit Inc.	\$104,044
Mamre Plains Ltd	\$50,209
Marrickville Youth Resource Centre	\$1,405
MICEEP Murray Industry & Community Education Employment Partnership Inc.	\$73,724
Mid Coast Connect Inc.	\$94,500
Mission Australia	\$307,672
MTC Australia Ltd	\$929,968
Multicultural Communities Council of Illawarra Inc.	\$108,384
Murdi Paaki Regional Enterprise Corporation Ltd	\$864
Narrandera Shire Council	\$55,610
National Aboriginal Sporting Chance Academy (Aboriginal Corporation)	\$105,000
Network for Educational Workplacement Inc.	\$104,888
New School Of Arts Neighbourhood House Inc.	\$1,200
NORTEC Employment & Training Ltd	\$98,826
North St Mary's Neighbourhood Centre Inc.	\$1,351
Northern Beaches Business Education Network Inc.	\$215,425
Northern Rivers Social Development Council	\$106,656
Northern Rivers VET in Schools Consortium Inc.	\$75,565
Northnet Inc.	\$990
Novaskill	\$105,000
OCTEC Ltd	\$186,981
Open Family Australia Inc.	\$25,973
Parramatta Schools Industry Partnership Inc.	\$35,000
Penrith Skills For Jobs Ltd	\$3,151
Police Citizens Youth Clubs (PCYC) NSW Ltd Mt Druitt	\$42,243
Port Macquarie Community College Inc.	\$58,076
Queanbeyan City Council	\$24,948
Riverwood Community Centre Ltd	\$58,807
Robinson Education Centre Inc.	\$15,682
Rosemount Good Shepherd Youth & Family Services Inc.	\$21,384
Southern Youth & Family Services Association Inc.	\$214,145
St George Youth Services Inc.	\$93,986

The Parks Community Network Inc.	\$1,321
The Parramatta College Inc.	\$96,628
The Salvation Army – Café Horizons	\$141,457
The Salvation Army (NSW) Property Trust	\$57,050
The Trustee for Rugby Youth Foundation Trust	\$5,744
Trustee for The Salvation Army (NSW) Property Trust	\$30,579
Uniting Church Property Trust (NSW) Wesley Mission	\$135,872
Uniting Care NSW.ACT	\$619
Vietnamese Community In Australia NSW	\$2,863
Weave Youth Family Community Inc.	\$105,000
Wentworth Shire Council	\$97,300
Wesley Community Services Ltd	\$30,072
Western College Inc.	\$316,434
Western Student Connections Macquarie Darling Workplacement Inc.	\$246,707
Western Sydney Training & Education Centre Inc.	\$1,200
Wollongong City Council	\$3,346
Workers Educational Association – Hunter	\$200,475
Youth Connections	\$1,125
Youth Connections North Coast Inc.	\$103,888
Youth Express Association Inc.	\$167,644
YWCA NSW	
Total paid in 2014–15	\$7,426,482

CONTACT US

The Department of Education is located at:

35 Bridge Street
Sydney NSW 2000

Phone: 1300 679 332

Office hours: 8.30am to 5.00pm

Website: dec.nsw.gov.au

Email address: DECinfo@det.nsw.edu.au

NSW public schools

The department operates more than 2,200 schools across NSW. Addresses and contact details for all public schools are available on the website: www.schools.nsw.edu.au/schoolfind

Aboriginal Affairs

Website: aboriginalaffairs.nsw.gov.au

Contact details for Aboriginal Affairs regional offices: aboriginalaffairs.nsw.gov.au/contact

State Training Services

As part of machinery-of-government changes that came into effect on 1 July 2015, the functions of State Training Services transferred to the Department of Industry, Skills and Regional Development. State Training Services head office is located at:

Level 12, 1 Oxford Street
Darlinghurst NSW 2010

Phone: (02) 9561 8000

Website: training.nsw.gov.au

Locations and contact details for [regional offices](#) are available on the website.

Office of Communities

As part of machinery-of-government changes that came into effect on 1 July 2015, the functions of Communities Policy and Programs, Office of Communities, transferred to the Department of Family and Community Services. The functions are now part of the Participation and Inclusion directorate in the Programs and Service Delivery division, located at:

223–229 Liverpool Rd
Ashfield NSW 2131

Information on Participation and Inclusion is on the Family and Community Services website: facs.nsw.gov.au/participation-and-inclusion

Volunteering website: volunteering.nsw.gov.au

Youth website: youth.nsw.gov.au

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The Department of Education Annual Report 2015 can be accessed on the department's website: dec.nsw.gov.au.

The department will endeavour to make the report available in other formats on request.

The department has not incurred any external costs in producing the report.

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