

Corporate and Enabling Services

Group Summary

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Corporate and Enabling Services 2023–24 Additional Budget Estimates

Response/Facts
<p>SB23-000528 - 2023–24 Budget (May 2023)</p> <ul style="list-style-type: none"> • Approximately \$55.7 billion will be spent on Educations programs in 2023–24, including: <ul style="list-style-type: none"> ○ \$13.1 billion for support for the child care system and child care subsidy (Program 1.1-1.2, PBS p. 28) ○ \$28.6 billion for early learning and schools (Program 1.3-1.5, PBS p. 28) ○ \$14.0 billion for higher education, research and international (Programs 2.1-2.8, PBS p. 49-50) • Over the forward estimates to 2026–27, this equates to more than \$237.3 billion including: <ul style="list-style-type: none"> ○ \$56.6 billion for early childhood education and care ○ \$121.9 billion for early learning and schools ○ \$58.8 billion for higher education
<p>SB23-000529 - 2023-24 MYEFO/PAES (February 2024)</p> <ul style="list-style-type: none"> • Approximately \$57.4 billion will be spent on Educations programs in 2023–24, including: <ul style="list-style-type: none"> ○ \$13.6 billion for support for the child care system and child care subsidy (Program 1.1-1.2, PAES p. 27) ○ \$29.2 billion for early learning and schools (Program 1.3-1.5, PAES p. 27 & 28) ○ \$14.6 billion for higher education, research and international (Programs 2.1-2.8, PAES p. 39) • Over the forward estimates to 2026–27, this equates to more than \$240.0 billion including: <ul style="list-style-type: none"> ○ \$58.8 billion for early childhood education and care ○ \$122.2 billion for early learning and schools ○ \$59.0 billion for higher education
<p>SB24-000148 – Artificial intelligence</p> <ul style="list-style-type: none"> • The department is taking a considered approach to adopting generative AI to allow time to understand the risks and mitigate them. This work will be informed by the Digital Transformation Agency’s (DTA) adoption of AI in the public sector and whole-of-government guidance as it is developed. • The department has published guidelines on the use of generative AI tools which is based on DTA’s interim advice. • The department restricted the use of generative AI tools including ChatGPT in May 2023 on department issued devices. • The department is participating in an Innovation Pilot with the Department of Employment and Workplace Relations to investigate proof of concept cases to assess the business impact and enhance understanding of potential enterprise-wide implementation. • The department is participating in the Microsoft 365 Co-Pilot trial with Department of Employment and Workplace Relations as part of a broader trial across government coordinated by the DTA running from January to June 2024. <ul style="list-style-type: none"> ○ The department has purchased 100 licences to participate in and evaluate the trial. All staff participating in the trial will be required to complete mandatory training.
<p>SB23-000530 - Automated decision making</p> <ul style="list-style-type: none"> • Automated decision making is used by a number of the department’s IT systems to support high volume and complex business processing. • Where legislation allows, IT systems can lawfully make decisions that do not require subjective judgement. IT systems can also lawfully support humans in making decisions that require subject judgement.

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- The department considers legal compliance related to the use of automated decision making across the design, implementation and operations of the department’s IT systems.
- The department is reviewing its use of automated decision making to ensure compliance with legislative requirements. Should any instances of non-compliance be detected, they will be investigated and remediated.

SB23-000531 - Campaigns: Child Care Subsidy Changes

- The Child Care Subsidy Changes campaign paid advertising was in market from 2 June to 26 August 2023.
- Supporting public relations communication activities ran from 2 June to 30 September 2023.
- The campaign website (childcaresubsidy.gov.au) will remain live until mid 2024.
- Aim of the campaign: raise awareness of the changes to the CCS to ensure parents and carers are informed of the changes and how these changes will help them make decisions about their child care needs.
- Funding of **\$9.5 million** (GST exclusive) in administered (\$8.2 million) and departmental (\$1.3 million) funding over 2 years from 2022–23 to 2023-24 was announced in the 2022–23 Budget (PBS p. 17-18, 37).
- As at 31 December 2023, \$9.4 million (GST exclusive) has been spent.
- Departmental funding is allocated for department staffing costs required to develop and manage the campaign.
- As at 31 December 2023, the total cost of campaign advertising (media buy) was \$5,984,208.21 (GST exclusive).

SB23-000532 - Campaigns: Elevating the Teaching Profession

- The Elevating the Teaching Profession campaign is currently in market.
- The campaign was launched on 31 October 2023, and paid advertising placements commenced on 1 November 2023.
- Paid advertising is due to conclude on 20 April 2024. Supporting public relations activities (online teacher gallery, attendance at careers expos) will continue until June 2024.
- Aim of the campaign: raise the status and value of the role that teachers play in our schools and the wider Australian community.
- Funding of **\$9.975 million** (GST exclusive) in administered funding over 2 years from 2022–23 and 2023–24 included in the *Teacher Workforce Action Plan* measure.
- As at 31 December 2023, \$6.3 million (GST exclusive) has been spent.
- The campaign is being funded by the Australian Government from within existing funding allocations up to \$5 million. An equivalent contribution has been made by state and territory governments.
- Total cost of campaign advertising (media buy) is budgeted at \$6.8 million (GST exclusive).

SB23-000534 – Contractors

- Contractors as at 1 July 2023 – 56
- Contractors as at 31 December 2023 – 50 (approx. 2.9% of total workforce)
- **Expenditure** on contractors (1 July to 31 December 2023) – \$4,876,388 (GST exclusive)
- **New engagements** (1 July to 31 December 2023) – 45 (including re-engagements under new contracts)

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- **Conversions** (1 July to 31 December 2023) – 30 contractor positions converted to 19 ongoing and 11 non-ongoing APS positions
- A contractor may be engaged to perform functions for the department, under the supervision of the department, for output produced on behalf of the department.
- Contractors are individuals not hired under Section 22 of the *Public Service Act 1999* to:
 - provide surge capacity
 - obtain specialist skills
 - undertake short-term roles.
- Contractors are used to meet short-term demand across several categories, including:
 - project and program management
 - compliance and regulation
 - service delivery
 - research
 - administration.

[SB23-000533](#) - Contracts and Consultancies

Contracts commenced:	1 July – 31 December 2023		2022–23	
	#	\$	#	\$
Consultancy	17	\$5,082,476	30	\$13,974,306
Non-consultancy	149	\$66,065,184	303	\$96,107,299
Total	166	\$71,147,659	333	\$110,081,606

- As at 31 December 2023, the department had 470 active contracts, with a value of \$961,387,529.
- For consultancy contracts commenced 1 July – 31 December 2023, 65% were due to the need for independent research or assessment, while 35% were due to the need for specialised or professional skills.
- Expenditure on **Top 10 active consultancy** vendors (1 July – 31 December 2023) – \$2,039,938.
- Expenditure on **Top 10 active non-consultancy** vendors (1 July – 31 December 2023) – \$42,167,078.

[SB23-000535](#) - Cyber Security

- The department is committed to the protection of government and public information, and the integrity and availability of ICT systems, from the threat of cyber security incidents.
- The department adopts a risk-based approach to the management of information risk in accordance with:
 - Protective Security Policy Framework (PSPF)
 - Information Security Manual
 - Australian Cyber Security Centre (ACSC)'s Strategies to Mitigate Cyber Security Incidents, in particular, the 'Essential Eight'.
- The department participates in governance arrangements with DEWR to implement and manage IT security measures.
- Internal education activities include mandatory online training, communications and periodic phishing simulations.
- Questions relating to the PSPF are a matter for the Department of Home Affairs.

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[SB23-000536](#) - Grant Management

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

Grants awarded:	1 July – 31 December 2023		2022-23	
	#	\$	#	\$
New	364	\$1,366,787,622	411	\$233,391,199
Variations	282	\$945,843,728	298	\$193,091,324
Total	646	\$2,282,631,350	709	\$426,482,523

- Grants not published on GrantConnect within 21 days
 - 1 July – 31 December 2023: 9
 - 2022–23: 50
- Where a **Minister is approving the grant**, the department ensures the Minister is aware of relevant requirements of the PGPA Act and CGRGs.
 - It is normal practice, where the department is the delegate, to brief the Minister before grants are announced.
 - Ministers must report annually to the Finance Minister on all instances where they have decided to approve a grant which the relevant official has recommended they be rejected.
 - For the 2022–23 and 2023–24 (to 31 December 2023) reporting periods, there are **no instances** of a Minister approving a grant where a departmental official recommends it be rejected.

[SB23-000540](#) - HR Facts and Figures

As at 31 December 2023:

- FTE:** 1,570.4 (1,467.7 ongoing and 102.7 non-ongoing)
- Headcount:** 1,666 (compared to 1,497 at 30 June 2023)
- ASL:** 2023–24 – 1,469 (p. 14 PAES 2023-24)
2022–23 – 1,292 (p. 20 PBS 2023-24)
- Gender pay gap:** 0.8% (compared to 1.0% at 31 August 2023)
- SES level/cap:** 68.7 FTE against 65 cap (cohort)
- Female SES:** 68.4% of total SES
- Separations:** 166 (incl. 2 VRs)
10.0% separation rate (24.3% for 2022–23)

[SB23-000541](#) - Notifiable Data Breaches

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

Corporate and Enabling Services 2023–24 Additional Budget Estimates

[SB23-000542](#) - Questions on Notice from 2023-24 Supplementary Budget Estimates (October 2023)

- A total of 448 QoNs for the portfolio resulted from the 2023-24 Budget Estimates hearing.
 - 78 spoken, 370 in writing
 - Of these, the department received 229 QoNs (66 spoken and 163 written)
- The department tabled all QoNs on 22 December 2023.

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

Key Points

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

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

Budget measures

- The measures table for the department is on PBS pages 22-24.
- A narrative of measures can be found on PBS pages 14-18.
- Full descriptions of the Education measures are provided in Budget Paper 2: *Budget Measures* (commence on page 98).

Outcome 1 led**Additional Child Care Subsidy – improving access**
(PBS page 14, BP2 page 98)

- The Government will provide \$2.8 million over 4 years from 2023–24 to streamline the delivery of the Additional Child Care Subsidy (ACCS) and expand the exceptional circumstances criteria that can be applied to applications to backdate ACCS (child wellbeing) by more than 28 days.
- The changes will improve access to the ACCS (child wellbeing), which supports families that need practical help to support their child’s safety and wellbeing.
- The cost of this measure will be met from savings identified in the 2023–24 Budget measures titled Child Care Subsidy Reform – additional integrity and Education – reprioritisation.

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

- The Government will undertake additional payment integrity activities to safeguard the Child Care Subsidy program from fraud and non-compliance. This will achieve net savings of \$139.4 million over 4 years from 2023–24.
- Funding of \$13.3 million over 4 years from 2023–24 will be provided to the Department of Education to support a range of activities to further reduce fraudulent Child Care Subsidy claims. To support this work, Services Australia will receive a further \$5.3 million over 4 years from 2023–24 for their digital forensics capability.
- The savings from this measure will offset the 2023–24 Budget measure titled Early Childhood Education and Care Workforce and other Government policy priorities in the Education portfolio.
- This measure builds on the 2022–23 October Budget measure titled Child Care Subsidy Reforms Integrity Package.

Early Childhood Education and Care Workforce

(PBS page 14-15, BP2 pages 99)

- The Government will provide \$72.4 million over 5 years from 2022–23 to support the Early Childhood Education and Care (ECEC) sector to build and retain the ECEC workforce. Funding includes:
 - \$34.4 million over 5 years from 2022–23 to subsidise ECEC services to backfill up to 75,000 early childhood educators, early childhood teachers and centre directors to undertake mandatory or highly recommended training, or to pay an allowance to the educator if training is undertaken outside work hours.
 - \$33.1 million over 5 years from 2022–23 to provide financial assistance for up to 6,000 educators in the ECEC sector to undertake a paid practicum in initial teacher education courses at a bachelor or post-graduate level.
 - \$4.8 million over 5 years from 2022–23 to support up to 2,000 ECEC workers to undertake a practicum exchange at a different service, with a living allowance for students undertaking a practicum in a rural or remote location.
- The initiatives will prioritise support for First Nations educators, and educators in regional and remote areas.
- The cost of this measure will be met from savings identified in the 2023–24 Budget measures titled Child Care Subsidy Reform – additional integrity and Education – reprioritisation.

First Nations – supporting education outcomes

(PBS page 16, BP2 pages 100 – 101)

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

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

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

- The Government will provide \$35.0 million over 4 years from 2022–23 to attract more people to the teaching profession and retain more teachers in the workforce. This funding forms part of the \$328 million National Teacher Workforce Action Plan (the Action Plan) agreed by Commonwealth, State and Territory Education Ministers in December 2022. Funding includes:
 - \$25.0 million over 4 years from 2022–23 to establish a Teacher Workload Reduction Fund to pilot new ways to reduce teacher workloads and maximise the time they have to teach
 - \$10.0 million over 2 years from 2022–23 for a national communications campaign to raise the status of the teaching profession.
- As part of the Action Plan the Government agreed in December 2022 to broaden the cohorts eligible for teaching bursaries to include mid-career professionals, people from culturally and linguistically diverse backgrounds, and other underrepresented communities.
- In addition, the Government will provide \$9.3 million over 4 years from 2023–24 for the Department of Education, the Australian Institute for Teaching and School Leadership, and the Australian Curriculum, Assessment and Reporting Authority to support the implementation of the Action Plan.
- This measure will be fully offset from savings within the Education Portfolio.

Outcome 2 led**Higher Education Support – amendments** (PBS page 18, BP2 page 101)

- The Government will provide additional funding of \$18.7 million over 4 years from 2023–24 (and \$4.7 million per year ongoing) to extend and expand existing higher education student support programs. Funding includes:
 - \$17.7 million over 4 years from 2023–24 (and \$4.7 million per year ongoing) in additional funding for the Higher Education Disability Support Program to enable providers to better support students with disability to access and succeed in higher education, including by helping to purchase equipment and modify teaching materials and delivery methods.
 - \$1.0 million in 2023–24 to maintain the national Microcredentials Marketplace, which enables users to find and compare registered microcredential courses offered by tertiary education providers.
- The Government will also extend the Women in STEM Cadetships and Advanced Apprenticeships Program for two years to 30 June 2027, to provide new and existing participants more time to complete their science, technology, engineering and maths qualification while simultaneously continuing their careers.
- This measure will be fully offset by savings from within the Education portfolio.

Measure impacting both Outcomes**Strengthening the Capability of the Education Portfolio to Deliver Critical Functions** (BP2 page 102)

- The Government will provide \$105.9 million over 4 years from 2023–24 (including \$57.9 million in capital funding, and \$4.1 million per year ongoing) to strengthen the Education portfolio’s capability to deliver critical functions. Funding includes:
 - \$91.7 million over 4 years from 2023–24 (including \$57.9 million in capital funding, and \$4.1 million per year ongoing) to transform program administration for schools and higher education providers by developing a stable, secure, and streamlined information and communications technology platform.
 - \$14.2 million in 2023–24 to support the Department of Education’s critical business and policy functions.

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

Education – reprioritisation (BP2 page 100)

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

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

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

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

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

Measures led by other Portfolios**Better, Safer Future for Central Australia Plan (PBS page 16, BP2 page 83) (Outcome 1 impact)**

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

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

- The Government will provide \$4.5 billion over 10 years from 2023–24 (and \$482.7 million per year ongoing) to support the initial steps in Australia's acquisition of a conventionally-armed, nuclear-powered submarine capability. This forms part of the whole-of-program costs over the decade and funding includes:
 - \$127.3 million over 4 years from 2023–24 for 4,000 additional Commonwealth supported places at universities and other higher education providers for courses that support the skills requirements of the nuclear-powered submarine program, including STEM and management disciplines. Of these places, at least 800 will be allocated to South Australian universities with the remainder to be allocated through a competitive process.
- \$1.1 million over two years from 2023–24 for the Department of Education to support the development and delivery of education, skills and training initiatives for the nuclear-powered submarine program.

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

- The Government will provide \$87.8 million over 5 years from 2022–23 (including \$53.1 million in capital funding, and \$2.0 million per year ongoing) to improve the administration of student loans and enhance the security and privacy of data holdings. Funding includes:
 - \$36.9 million over 5 years from 2022–23 (and \$2.0 million per year ongoing) for the Department of Education to optimise the Tertiary Collection of Student Information system to improve data quality, analytic support and the security of tertiary student loan records.

- The Government will also forgo \$5.4 million in receipts over 5 years from 2022–23 (and \$15.5 million over 2 years to 2033–34) to support students affected by a delay in the transfer of some historical tertiary education loan records to the Australian Taxation Office. This will mean waiving the following debts for affected loans, as determined at the date of transfer to the Australian Taxation Office:
 - historical indexation, as well as indexation that will be applied on 1 June 2023 on loans issued prior to 1 July 2022 under the Higher Education Loan Program, the VET Student Loans program, the Trade Support Loans program and on loans issued in 2017 and 2018 under the VET FEE-HELP program.
 - outstanding debt for VET FEE-HELP loans issued from 2009 to 2016.
- The cost of this measure will be partially met from savings identified in the 2023–24 Budget measures titled Education – reprioritisation.

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

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

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

- OC1 Programs 1.3: Government and 1.4 Non-Government recurrent schools funding are impacted. These are flow on implications to Education programs due to adjustments in the intake of migrants.
- OC2 Receipt measure relates to NZ citizens that obtain Australian citizenship and go on to study a diploma, advanced diploma or an associate degree and defer their student contribution amount under HECS-HELP arrangements.
- Nil impact is shown for the measure as funding has already been provided for by the Government.

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

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

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

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

Closing the Gap – further investment (BP2 page 190)

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

Media

- NIL

Date Last Cleared	12 January 2024
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Issue: 2023-24 MYEFO/PAES (February 2024)
PAES Pg No. 9-12, 16, 27, 28 & 39
MYEFO Pg No. 233
Contact: Marcus Markovic
 Ph: s 22
 Deputy Secretary

Key Points

2023-24 MYEFO measures – as published in the Mid-Year Economic and Fiscal Outlook (MYEFO) 2023-24

- Approximately \$57.4 billion¹ will be spent on programs including:
 - \$13.6 billion for early childhood education and care (child care) (Programs 1.1 to 1.2, page 27 of the PAES).
 - \$29.2 billion for early learning and schools (Programs 1.3 to 1.5, page 27 & 28 of the PAES).
 - \$14.6 billion for higher education, research and international (Programs 2.1 to 2.8, page 39 of the PAES).
- Over the forward estimates to 2026-27 the Government has committed to an estimated \$240.0 billion in funding including:
 - \$58.8 billion for early childhood education and care (child care)
 - \$122.2 billion for early learning and schools
 - \$59.0 billion for higher education, research and international

MYEFO measures

- The measures table for the department commences on page 16 of the PAES and page 233 of the MYEFO. A narrative can be found on pages 9-12.
- Outcome 1 led:
 - Child Care – additional support. \$75.8 million over two years from 2023-24 to support the child care system (MYEFO page 234 and ECY SB23-000564):
 - \$73.8 million in 2023–24 to help child care services increase their capacity to support inclusion of children with disabilities and additional needs by providing funding support for an additional educator at services where children with disabilities or additional needs are enrolled

¹ The program expenditure totals include:

- Administered programs managed by the department
- Appropriations managed by Treasury relating to specific purpose payments and National Partnership payments in schools.
- Does not include amounts not published (ie NFP items).

- \$2.0 million over two years from 2023–24 to support Services Australia to deliver Child Care Subsidy payments.
- The cost of this measure will be partially met from a reprioritisation of funding from the 2023–24 MYEFO measure titled *Education – reprioritisation* (MYEFO page 234).
- South Australian Non-Government Schools – one-off transition assistance (MYEFO page 235 and Schools SB24-000027(DB)).
 - \$24.2 million in 2023–24 to provide one-off transition assistance to non-government schools in South Australia that offer 18 month foundation year programs.
- Strong Beginnings Fund. \$7.1 million over four years from 2023-24 (\$1 million ongoing) (MYEFO pages 235 & 236 and Schools SB24-000012) to improve the quality and performance of initial teacher education programs in the higher education sector, in line with the recommendations of the *Strong Beginnings: Report of the Teacher Education Expert Panel*:
 - \$4.6 million in 2023–24 to support the implementation of new tertiary course requirements for initial teacher education programs by the end of 2025
 - \$2.5 million over two years from 2025–26 (and \$1.0 million per year ongoing) to support higher education providers improve the delivery of initial teacher education programs across the sector.
 - The cost of this measure will be met from a reprioritisation of funding from the 2022–23 October Budget measure titled *Teacher Shortages* and the 2021–22 Budget measure titled *Schools and Youth – supporting students, teachers and young Australians*.
- Outcome 2 led:
 - Australian Universities Accord Interim Report – response to the immediate actions identified in the Australian Universities Accord Interim Report. \$102.6 million over four years from 2023-24 (MYEFO page 233 and HERI SB23-000569/575):
 - \$34.4 million over four years from 2023–24 (and \$10.5 million per year ongoing) to establish up to 20 additional Regional University Study Centres (Regional University Study Hubs) to improve access to tertiary education for regional and remote students, taking the number of Regional University Study Hubs to a total of 54 by 2026
 - \$34.1 million over four years from 2023–24 (and \$323.5 million over 11 years to 2033–34) to extend demand driven

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- Commonwealth supported places to all First Nations university students from 2024
- \$32.5 million over four years from 2023–24 (and \$9.3 million per year ongoing) to establish up to 14 Tertiary Education Hubs (Suburban University Study Hubs) to provide in-person support and an alternative to on-campus study for higher education and vocational education and training students in outer metropolitan and peri-urban areas
 - \$1.1 million over four years from 2023–24 to remove the 50% pass rule retrospectively from 1 January 2023 and to increase reporting on student outcomes
 - \$0.5 million in 2023–24 for the Department of Education to work with state and territory governments to strengthen the institutional governance of universities.
- All: Education – reprioritisation. Savings of \$111.9 million over four years from 2023-24 across the Education portfolio (MYEFO pages 234-235 and HERI SB23-000575):
 - \$56.3 million over four years from 2023–24 (and \$20.7 million per year ongoing) by ceasing the Regional Research Collaboration Program (OC2)
 - \$46.2 million over four years from 2023–24 by redirecting funding from Australia’s Economic Accelerator program (OC2)
 - \$6.2 million in 2023–24 by redirecting funding from the Higher Education and Offshore Microcredentials program (OC2)
 - \$2.0 million over four years from 2023–24 by rescoping initiatives from the 2022–23 October Budget measure titled Child Care Subsidy Reforms Integrity Package (OC1)
 - \$1.2 million over three years from 2023–24 by redirecting funding from the Destination Australia program (OC2).
 - The savings from this measure will be redirected to fund other policy priorities in the Education portfolio.
 - Cross Portfolio measures
 - Employment White Paper (OC2):
 - \$5.6 million in 2023–24 to develop a business case for a National Skills Passport, in consultation with employers, unions, the tertiary education sector and governments (MYEFO page 227)

- \$1.7 million over four years from 2023–24 to turbocharge TAFE Centres of Excellence to drive uptake of higher apprenticeships and undertake consultation to develop degree-level higher apprenticeships in the priority areas of net zero transformation, the care sector and advanced digitalisation (MYEFO page 226).
- Other Portfolio measures
 - Supporting Australian Communities Affected by the Hamas-Israel Conflict (OC1):
 - \$6.0 million in 2023-24 for mental health and wellbeing support to students in Jewish and Islamic schools, and students of Jewish and Islamic faith, recognising the impact of the ongoing conflict on young people in these communities (MYEFO page 274).
 - Migration System Integrity (OC2):
 - \$3.8 million in 2023-24 to strengthen the international education sector and combat exploitation of international students (MYEFO page 271, 272)
 - \$24.9 million over four years from 2023-24 to reshape international student pathways and improve integrity in the international education sector, including redesigning language and application requirements for international students to raise language proficiency and to enhance monitoring and enforcement of student visa conditions (MYEFO page 273).

Media

- Nil

Date Last Cleared	09 February 2024
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Issue: Artificial Intelligence

Contact: Marcus Markovic
Ph: s 22
Deputy Secretary

Key Points

Artificial Intelligence in the department

- Generative AI and Traditional AI present many opportunities for individuals and businesses across Australia. Understandably there is a high level of interest from the community in the potential for improvement in government service delivery.
- The department is taking a considered approach to adopting generative AI to allow time to understand the risks and mitigate them.
- This work will be informed by the Digital Transformation Agency's (DTA) adoption of AI in the public sector and whole-of-government guidance as it is developed.
- The department has published guidelines on the use of generative AI tools which is based on the DTAs interim advice ([Attachment A](#)).
- The department restricted the use of generative AI tools including ChatGPT in May 2023 on department issued devices.
- The department is participating in an Innovation Pilot with the Department of Employment and Workplace Relations (DEWR). The project will investigate proof of concept cases to assess the business impact and enhance understanding of potential enterprise-wide implementation. Outcomes from the pilot will inform advice to senior executives on the future AI innovation and use in the department.

Microsoft Co-Pilot 365

- The department is participating in the Microsoft 365 Co-Pilot trial with DEWR as part of a broader trial across government coordinated by the DTA running from January to June 2024. The department has purchased 100 licences to participate in and evaluate the trial.
- Copilot for Microsoft 365 is a personal AI assistant for Office applications such as Outlook, Teams, Word, PowerPoint, Excel.
- Copilot has access to all information in the Microsoft ecosystem that an individual has access to e.g. emails, Teams, Share-point. It can only access internal data and is configured not to access internet content.
- Microsoft has undertaken and Infosec Registered Assessors Program (RAP) assessment at the Protected level.

- The department has adopted the DTA CoPilot for Microsoft 365 Mandatory training package that will be used as part of the departments trial. All staff participating in the trial are required to complete mandatory training.

High Performing Systems for Tomorrow Project (HPST II)

- Australia is one of seven countries collaborating on Phase Two of the OECD's HPST II. The project will explore differences between learning systems and new insights into success factors to inform policy development for secondary education and steer the long-term direction of the OECD's Programme for International Student Assessment (PISA).
- Australia is leading the AI workstream, exploring the implications of AI for education systems.

Media

- ***Public Service Divided over Chat GPT, 16 January 2024***

The article ([Attachment B](#)) discusses the inconsistent approach between government departments in their use of ChatGPT and notes this is alarming considering the privacy and cyber security threats Generative AI tools pose.

- ***Another robo-debt disaster's inevitable if we give AI too much autonomy, Sydney Morning Herald, 12 July 2023***

The article ([Attachment C](#)) discusses the implications of robo-debts' failure, and the necessary guardrails and reforms that must be implemented should the Australian Public Service harness the benefits of generative AI.

- ***APS productivity gains on the table with new taskforce for government use of AI, emerging tech, The Mandarin, 19 September 2023***

The article ([Attachment D](#)) provides an overview of the objectives of the new AI Taskforce led by the Digital Transformation Agency (DTA) and the Department of Industry, Science and Resources (DISR).

- ***No such thing as 'responsible AI': NSW ombud demands human culpability, The Mandarin, 25 September 2023***

The article ([Attachment E](#)) explores the implications of using the term "responsible AI" in government and industry papers, following the submission of the NSW Ombudsman.

Attachments

- [Attachment A](#) - Department of Education AI Guidance
- [Attachment B](#) - Media – Public Service Divided over ChatGPT
- [Attachment C](#) - Media - Another robo-debt disaster's
- [Attachment D](#) - Media - APS productivity gains on the table
- [Attachment E](#) - Media - No such things as “responsible” AI
- [Attachment F](#) - DTA Interim Guidance
- [Attachment G](#) - DISR AI Ethics Principles

Date Last Cleared	08 February 2024
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BACKGROUND

- The department’s guidance ([Attachment A](#)) on the use of generative AI aligns with best practice set out in DTA’s *Interim guidance on generative AI for government agencies* ([Attachment F](#)) and the *AI Ethics Principles* ([Attachment G](#)) developed by the Department of Industry, Science and Resources (DISR).

Key risks associated with the use of AI in government

- Cyber security risks from generative AI outputs producing phishing sites, dangerous malware downloads, and malicious codes and files, that threaten the security of the users’ and department’s network and data.
- The risk of inadvertent classified, personal, or protected information being used in the input data for generative AI, breaching the department’s and individual’s legal responsibilities, such as the obligations under the Privacy Act 1988. This risk is more significant for generative AI than other technologies as the effective use often requires input and prompts that are detailed and specific. It is of particular significance as generative AI servers are often located overseas or controlled by foreign companies or institutions.



Generative AI

Guide to internal use

The department has updated the Guidelines on Using Generative AI as of January 2024, to reflect the first update to [Interim guidance for agencies on government use of generative AI](#) platforms from the Digital Transformation Agency (DTA).

Background and context

The department currently restricts access to unapproved Generative AI, which includes widely used tools capable of generating images, documents and content in natural language. Examples of Generative AI tools include ChatGPT, Bard AI, Dalle-E and Midjourney.

Recognising the benefits Generative AI could bring to our workplace, Department of Employment and Workplace Relation (DEWR) and the Department of Education have established a introduced the Innovation Committee. This new function will streamline the testing and assessment of new technology and rapidly explore the business value of emerging capabilities in a secure and ethical way.

The department is exploring AI services such as Microsoft Copilot as a lower-risk use-case for staff to experiment with Generative AI.

Generative AI tools present new and innovative opportunities for government. However, due to their rapid evolution, the risks involved in their use need to be considered and assessed.

As we make more of this technology available across our platforms it brings with it added responsibility for our staff to be aware of. It is important to understand your obligations and the risks to your circumstances or use case.

Applicability

This document is intended to provide guidance to staff on the appropriate use of generative AI within the department and ensure that the use of AI for work-related or departmental purposes is consistent with the current Digital Transformation Agency's (DTA's) [interim guidance](#) and the department's [privacy](#) and [information security](#) requirements. The guidance will be updated as further information becomes available, particularly to align with any updated whole-of-government advice on the adoption of Generative AI in the public sector.

Key Concepts

The DTA suggests a principle-based approach, designed to ensure the responsible, safe, and ethical use of Generative AI by the Australian Public Service (APS). These principles alongside the two golden rules form the basis for our department's guidelines.

Golden rules

Users **must** assess uses of Generative AI on a case-by-case basis to assess whether the particular use is appropriate. If you are uncertain as to whether a particular use is appropriate or not, you are encouraged to **discuss the risks with your manager or relevant experts** within the department.

Users should follow these two golden rules for use of Generative AI:

- You should be able to explain, justify and take ownership of your advice and decisions.
- Don't input anything that could reveal classified, personal or otherwise sensitive information into public Generative AI tools¹ such as ChatGPT and MidJourney.

Factors to consider when assessing risks:

Use the table below to assist you in determining whether the Generative AI would introduce or exacerbate risks factors outlined below.

If you answer "yes" to any of the below questions, please raise these risks with your manager or relevant experts within the department.

Could the use of the Generative AI introduce or exacerbate a risk of:	Yes	No
Negatively affecting the accessibility or inclusivity of government services (e.g. in regional/remote areas or for culturally and linguistically diverse communities)?		
Unfair discrimination against individuals, communities or groups, particularly in relation to quality of service or allocation of resources/opportunities?		
Perpetuating stereotyping or demeaning representations of individuals, communities or groups (e.g. government publishing such material)?		
Privacy, data governance or cybersecurity breaches?		
An AI system materially influencing decision-making with a legal or similarly significant effect on individuals, communities or groups?		
Physical, psychological or any other kind of harm to individuals, communities, groups or the environment?		
Embarrassment or reputational risk to the government, such as through the mishandling of some sensitive issue or strong community views about the appropriateness of applying AI to the subject matter?		

¹ Public generative AI tools are widely available third party AI platforms, tools or software (whether accessed through a browser or through an application), which have not been approved by the department.



Usage of Generative AI

Users provided access to Generative AI should be familiar with, follow the guidelines and principles below and **must not** use Generative AI in any manner other than what is approved by the department.

Principles

1. Accountability
2. Transparency and explainability
3. Privacy protection and security
4. Fairness and human-centred values
5. Human, societal, and environmental wellbeing.

1. Accountability

To remain open and accountable to the Australian community, you should be able to explain, justify and take ownership of your advice and decisions.

Generative AI tools must not be the final decision-maker on government advice or services.

You may consider using generative AI tools to brainstorm options, generate code or draft content. However, these tools can produce a convincing but inaccurate response to a query, sometimes referred to as 'hallucination'. A staff member with the appropriate skills, knowledge or experience should review output before using it (especially before entering any coding outputs into government systems).

Users **must** ensure they complete any mandatory training in relation to the use of approved generative AI tools.

2. Transparency and explainability

Users **must** make it clear when generative AI tools are being used to inform activities, consider including markings in briefings and official communications indicating if generative AI was used to generate any of the information.

Users **must** critically examine outputs from generative AI tools to ensure your advice and decisions reflect consideration of all relevant information and do not incorporate irrelevant or inaccurate information.

Users **must** be able to explain, justify and take ownership of your advice and decisions.

Users **must** ensure there is an appropriate level of human oversight of all AI generated content and take responsibility to ensure that information is reliable and unbiased.

3. Privacy protection and security

Users **must** not include or reveal classified, personal or otherwise sensitive information to public generative AI tools¹ such as ChatGPT and MidJourney. All activities need to align with legislation and policies relating to information and data (for example the *Privacy Act 1988*, and the Protective Security Policy Framework).

Users **must** not enter information into public generative AI tools unless it has already been made public or would be acceptable to be made public.

Users **must** not enter classified or sensitive information into non-approved generative AI tools including public generative AI tools such as ChatGPT or MidJourney under any circumstances.

Users **must not** enter information that would allow public generative AI tools to extrapolate classified or sensitive information based on the aggregation of content you have entered over time.

Any data entered into public generative AI tools is stored externally to government and we do not know who has access to it.

4. Fairness and human-centred values

Users **should** be aware that generative AI tools are typically trained on broad sets of data that may contain bias. Bias can arise in data where it is incomplete, unrepresentative or reflects societal prejudices. Bias in outputs may disproportionately impact some groups, such as First Nations people, people with disability, LGBTIQ+ communities and multicultural communities.

Before using AI-generated outputs, users **must** have a process in place to ensure that outcomes are fair and meet community expectations. For example, you could include representatives of relevant communities (with appropriate skills, knowledge or experience) in decision-making on use of data and outputs relating to those communities.

Remember, you should be able to explain, justify and take ownership of your advice and decisions.

5. Human, societal and environmental wellbeing

Users **should** engage with generative AI tools to better understand the potential benefits and risks of the technology, and the role it can play in contributing to the strategic priorities of your agency and the Australian Government.

Users **should** only use generative AI tools in a manner consistent with the [APS Values](#), [Employment Principles](#) and [Code of Conduct](#) for purposes that are consistent with improving the wellbeing of the Australian community.

Consider whether your use of Indigenous data and generative AI outputs is consistent with the expectations of First Nations peoples, particularly around Indigenous data sovereignty and governance, and with the forthcoming [APS-wide Framework for Indigenous Data and Governance](#) (expected in 2023).



Further considerations:

- Treat with care any links provided or generated by public generative AI tools or bots. These links could lead to phishing sites or malware downloads. Only click on links from trusted sources.
- Treat with care any files generated by public generative AI tools or bots which have the potential to contain malicious code, such as macros in Microsoft Office files. These files must be considered as potentially malicious, and not interacted with or distributed to other people, until vetted and proven to be non-malicious.
- Where developing tools or processes incorporating generative AI (for example, to summarise information for a daily news update), be sure to continue to monitor performance against intended purpose. Generative AI models are updated from time to time and may learn from the data they interact with. This may affect performance and reliability of output.
- Users **must** align to relevant principles, guidelines and best practice issued by the Australian Government, including:
 - [Australia's AI Ethics Principles](#) - Department of Industry, Science and Resources
 - [Artificial Intelligence guidelines](#) - Australian Government Architecture
- Users **must** report any instances where you are not able to fully apply this guidance to the IT Security Advisor (ITSA) by emailing ITSA@dewr.gov.au.

More Information

For more information about our ongoing AI initiatives, please email your agency AI contact at DEWR_AI_Innovation@dewr.gov.au or DigitalServices@education.gov.au.

By Rosie Lewis Political Correspondent, The Australian Tuesday 16th January 2024

An “alarming” split has been revealed within the federal public service over whether to use artificial intelligence tool ChatGPT, with Home Affairs, the Reserve Bank of Australia and Attorney-General's Department among many that allow the chatbot.

The Coalition has seized on the Albanese government's “inconsistent approach” on ChatGPT after opposition finance spokeswoman Jane Hume asked every department and agency if they permitted its use on their internal networks and what risk management they undertook.

Among the more prominent departments and agencies that have responded to Senator Hume, Social Services, the National Anti-Corruption Commission, Fair Work Commission and Services Australia do not allow the AI tool.

But those that do include the RBA, AG's Department, Home Affairs, Administrative Appeals Tribunal, the Department of Parliamentary Services and the Department of Climate Change, Energy, the Environment and Water.

“The RBA allows employees to use ChatGPT, with less sensitive data only, through Microsoft Bing Chat for Enterprise,” the RBA says.

Home Affairs said staff could access ChatGPT “subject to approval”, and must ensure they don't: “Access or allow access of any official information without the appropriate authority, a valid business reason, and a need to know; access, discuss or share official information via an unapproved messaging or collaboration application, and; disclose or allow the disclosure of any official information without the appropriate authority.”

But Fair Work Commission members and staff have been told they can't use generative AI tools for work purposes.

“On entering a URL for all known and listed generative artificial intelligence tools, users are provided with a warning. The Commission actively monitors our network on an ongoing basis for use of generative AI tools,” the FWC states.

The divide shows how differently departments and agencies - with many still developing AI policies - have interpreted interim guidance released in November by the Digital Transformation Agency on public servants' use of generative AI.

That advice states government employees should assume any information they input to tools such as ChatGPT could become public.

The DTA also advises not to input anything that could reveal classified, personal or otherwise sensitive information, and that employees should be able to explain, justify and take ownership of their advice and decisions.

Opposition home affairs and cyber security spokesman James Paterson said there were significant potential productivity benefits from generative AI tools such as ChatGPT but also major risks.

“The inconsistent approach adopted by the Albanese government is alarming, especially considering the privacy and cyber security threats these tools can pose,” he said.

“They urgently need to put in place a whole-of-government response before it leads to more compromises of the sensitive, private and personal information of Australians held by the government.”

Public Service Minister Katy Gallagher did not respond to questions.

Government sources pointed to the DTA's whole-of-government guidance, noting Labor had established the AI in Government Taskforce.

The government is also considering more than 500 submissions received as part of consultations into a discussion paper on the safe and responsible use of AI, with a response due imminently.

David Batch, Privacy Practice Lead at cyber security firm CyberCX, said the DTA's interim advice was a “good guardrail” but there needed to be specific standards developed for each agency.

“Beyond that, particularly as it belongs to information, security and privacy risks, there should be security and privacy impact assessments done of any implementation of AI in a government department. That is a current requirement under the federal government privacy code if it is accessing personal information,” he said.

Departments that haven't responded to Senator Hume include Defence, Finance, Prime Minister and Cabinet, and Health and Aged Care.

The Sydney Morning Herald

Technology [AI](#)

This was published 6 months ago

OPINION

Another robo-debt disaster's inevitable if we give AI too much autonomy



Rachael Falk

CEO of the Cyber Security Cooperative Research Centre

July 12, 2023 – 5.09pm

Computers do not have compassion. Software is not sensitive. And artificial intelligence lacks emotional intelligence. All of this has been vividly – and tragically – illustrated by the [robo-debt disaster](#). But from the scheme's failure there is a significant opportunity to help ensure this never happens again – an opportunity Australia's policymakers should now grasp with both hands.

If we are to [entrust AI to make important decisions](#) that could – if incorrect – cause real and significant harm, then human oversight is essential. These checks and balances should be regulated across both public and private sectors.



Computer says no: Receptionist robot Nadine of the University of Geneva at a summit on artificial intelligence in Switzerland on July 6. GETTY

The robo-debt scandal should not, as some fear, delay government digital adoption and innovation by years. Now is the time to enhance the operations of digital government by establishing clear guardrails. But this will only be achieved by enshrining human oversight and effective governance in the development and implementation of large digital projects, embedding compassion, sensitivity and emotional intelligence. Most importantly, public trust must be rebuilt.

As the report from the Royal Commission into the Robodebt Scheme starkly highlights, there were virtually no human hands at the wheel when it came to investigating the scheme's data-matching discrepancies, with manual review effectively abandoned. Ultimately, this resulted in an astounding [error rate of at least 27 per cent](#). While we will never know whether reparative action would have been taken to rectify such a huge error rate if effective oversight measures had been in place, it is fair to assume that at the very least such an unacceptable fail rate would have been picked up earlier – and potentially saved lives and much unnecessary anguish. Importantly, there is now a clear mandate for this to occur. As part of her wide-ranging findings, royal commissioner Catherine Holmes made several key recommendations related to data-matching and exchanges and automated decision-making.

These eminently sensible recommendations include reform of legislation and implementation of regulation to introduce a consistent legal framework in which government services can operate; the establishment of an oversight body to monitor and audit automated decision-making; and a strengthening of the governance related to data-matching programs.

Enacting such change will not be easy and resistance will be fierce, but there has never been a more poignant time to regulate for the future. Furthermore, such reform should not be confined

to government – the onus is also on big tech and corporate Australia, which are investing billions into AI development and implementation.

Australian policymakers have traditionally lagged when it comes to applying legislative and regulatory measures to create tech guardrails. There is a dizzying array of voluntary codes, best practice guidance and operational principles, but a dearth of prescriptive and binding legislation and regulation.

In relation to AI, this remains the case. While the federal government is currently consulting on its “Safe and Responsible AI in Australia” discussion paper, any decisive steps to effectively regulate AI in both the public and private sectors remain vague. This is in stark contrast to other jurisdictions, notably the European Union, which is in the final stages of passing its AI legislation.

[This act](#), which has taken several years to effectively finalise, is expected to come into force by late 2023. It takes a risk-based approach to AI regulation, providing a clear blueprint for other legislators to follow. Importantly, the act has struck a balance between the significant benefits AI technologies can bring, the moral dilemmas it poses and the need to encourage ethical innovation without stifling growth. It is a measured, pragmatic and implementable approach to effectively regulate AI.

AI is not bad – there is much good that comes from the use of these diverse and evolving technologies. Efficiencies are found, optimisation is enhanced, and our everyday lives are made simpler.

But, like any sophisticated technology, there is immense scope for misuse. In particular, Generative AI – currently the technology’s most high-profile iteration – clearly illustrates the malicious purposes for which AI can be harnessed – deep fakes, voice cloning and sophisticated scams to name a few.

Ultimately, AI is only as good as the algorithm that operates it, the data that trains it and the law that underpins it. If these are ineffective, as was the case with robo-debt, then calamity can ensue.

Therefore, human checks and balances and intensive oversight must form the cornerstone of establishing an effective and ethical AI ecosystem in Australia. To support this, there is a need for algorithmic transparency at both public and private levels, and legislative and regulatory provisions to ensure intensive governance is enshrined.

Rachael Falk is chief executive of the Cyber Security Cooperative Research Centre and a member of the federal government’s expert advisory board for Australia’s 2023-30 cybersecurity strategy.

The Opinion newsletter is a weekly wrap of views that will challenge, champion and inform your own. [Sign up here.](#)



Rachael Falk is a former lawyer and the current CEO of the Cyber Security Cooperative Research Centre.



Finance minister Katy Gallagher. (AAP Image/Mick Tsikas)

A six-month taskforce has been set up by the federal government to help give some direction on the best — and safest — way public servants can use artificial intelligence (AI).

The taskforce will be jointly led by the Digital Transformation Agency (DTA) and the Department of Industry, Science and Resources (DISR).

Other specialists offering technical and policy expertise will weigh in with public servants to be seconded to the taskforce from The Australian Taxation Office, Department of Finance, Department of Health and Aged Care, Department of Agriculture, Fisheries and Forestry and Department of Home Affairs.

In a statement, public service minister Katy Gallagher said the taskforce would focus on how the public service could use AI technology to “revolutionise the way we live and work”.

Responsible use of technology was the caveat that came with leveraging emerging these digital advances for better public administration, she added.

“AI has the potential to improve productivity within the APS and make government services better for all Australians,” Gallagher said.

“However, as the [robodebt royal commission](https://www.themandarin.com.au/224777-robodebt-royal-commission-savages-impotent-government-lawyers/) (<https://www.themandarin.com.au/224777-robodebt-royal-commission-savages-impotent-government-lawyers/>), has shown, the [unmitigated use of advanced technologies](https://www.themandarin.com.au/224689-robodebt-scheme-rooted-in-wicked-issues-over-frank-advice/) (<https://www.themandarin.com.au/224689-robodebt-scheme-rooted-in-wicked-issues-over-frank-advice/>), also has the potential to [cause harm](https://www.themandarin.com.au/225574-frank-and-fearless-advice-in-the-robodebt-royal-commission-final-report/) (<https://www.themandarin.com.au/225574-frank-and-fearless-advice-in-the-robodebt-royal-commission-final-report/>) and undermine trust in government.



"This taskforce will investigate a policy for the safe and responsible use of AI in government to ensure we can reap the rewards of AI while safeguarding against potential risks," she said.

In keeping with the federal government's [APS reform agenda](https://www.themandarin.com.au/202525-welcome-start-aps-reform/) (<https://www.themandarin.com.au/202525-welcome-start-aps-reform/>), the taskforce has a high-level objective to develop a policy on AI use that is fit for purpose in the digital age and deliver the kind of 'public service for the future' vision expressed in the [2019 Thodey review](https://www.themandarin.com.au/116418-thodey-review-of-the-aps-completed-sent-to-the-prime-ministers-department/) (<https://www.themandarin.com.au/116418-thodey-review-of-the-aps-completed-sent-to-the-prime-ministers-department/>).

The team of experts and APS generalists will have up to six months to develop a suite of proposed guardrails for the use of AI in government. They will be expected to deliver advice, direction, and tools for agencies to leverage the technology safely.

Industry and science minister Ed Husic said that every few months the capabilities of generative AI models were advancing in "leaps and bounds". He said he was looking forward to the results of the taskforce's work.

"It's our job to make sure that we don't just get the maximum benefit from the tech but have solid plans in place to protect our government systems from emerging risks now and into the future," Husic said.

"The government can lead by example by safely and responsibly harnessing the benefits of AI technologies. Our [Safe and Responsible AI in Australia](https://consult.industry.gov.au/supporting-responsible-ai) (<https://consult.industry.gov.au/supporting-responsible-ai>) consultation is reinforcing that message loud and clear."

A total of [\\$101 million was committed by the government](https://www.industry.gov.au/news/investments-grow-australias-critical-technologies-industries#:~:text=As%20part%20of%20the%202023,intelligence%20technologies%20into%20their%20operations.&text=The%20) (<https://www.industry.gov.au/news/investments-grow-australias-critical-technologies-industries#:~:text=As%20part%20of%20the%202023,intelligence%20technologies%20into%20their%20operations.&text=The%20>) in May's Budget for the responsible development of Australia's quantum and artificial intelligence industries.

In June, Australia's chief scientist Cathy Foley issued a '[rapid response](https://www.themandarin.com.au/221825-ais-rapid-evolution-has-experts-warning-change-is-coming-very-fast/)' [report on generative AI](https://www.themandarin.com.au/221825-ais-rapid-evolution-has-experts-warning-change-is-coming-very-fast/) (<https://www.themandarin.com.au/221825-ais-rapid-evolution-has-experts-warning-change-is-coming-very-fast/>). In the report, the government was advised national capabilities, capacities, investments and regulatory frames would need to be re-examined to determine whether they were suitable for optimising AI opportunities.

About the author



(/author/melissa-coade)

By [Melissa Coade](https://www.themandarin.com.au/author/melissa-coade/) (<https://www.themandarin.com.au/author/melissa-coade/>)

Melissa Coade is The Mandarin's news editor based in Canberra's parliamentary press gallery. She has had various government, communications and legal roles, and has written for the Law Society of NSW Journal and Lawyers Weekly.

 (<https://twitter.com/coadem>)





NSW ombud Paul Miller. (Image: Lawters Weekly)

The notion of so-called “responsible artificial intelligence” has been officially and publicly repudiated by one of Australia’s most respected oversight and governance authorities, after the New South Wales ombud lodged a submission cautioning against the use of the term as a form of tech-vendor promotional spin.

In a response that could yet define how public sector agencies explore, adopt and deploy machine learning and AI, the ombud has asserted that humans — and a human chain of command — must continue to be held legally accountable for administrative decisions that are automated and delegated back to machines and software to execute.

The position of ultimate human responsibility for AI (also known as human-on-top) is not a controversial one; however, the NSW ombud has warned Canberra the public sector must not be captured by the spin and contrived lexicon of

major AI proponents and the tech industry.

In an official response to the federal Department of Industry, Science and Resources' "Safe and Responsible AI in Australia" discussion paper, NSW ombud Paul Miller openly questions and challenges the construct of "responsible AI" and questions whether it needs to be accepted.


He also names proponent vendor names and takes a conspicuous swipe at the Big Four pumping up AI's urgency.

"I note that the title of the discussion paper released by the Department refers to 'Responsible AI'. This terminology appears to be more frequently used in recent times, including by some of the private sector entities at the forefront of AI development and deployment, including Google and Microsoft, as well as professional services consultancies that advise both the private sector and government," Miller said, before launching into a legal takedown of some recent concepts.

Miller's position, and independence, are particularly important after the Royal Commission into the Robodebt Scheme left the commonwealth ombud looking rather ordinary in terms of the degree of interrogative vigour it applied to the illegal welfare shakedown.

A major theme of the royal commission was the abrogation of direct human responsibility to clearly defective processes subsequently blamed on automation, an argument that carried little truck with the inquiry.

The NSW ombud appears to have absorbed that lesson.

"The concept of responsibility, in the context of law and morality, refers to the status of deserving praise or blame, reward or punishment, or some other relevant reaction or consequence. It is a concept that requires, at the very least 

(a) a person (being a legal or moral agent) who bears responsibility,

(b) to another person or other persons,

(c) for some thing (which may be actions or inactions, or consequences or outcomes, etc),

(d) having regard to relevant legal or moral norms or criteria (for example, rules or standards about what the person should or should not have done, or about what outcomes or harms the person is expected to bear responsibility for)," Miller wrote in his agency's submission.

"This means that there is no such thing as 'Responsible AI. Instead, we suggest referring to responsible actors (such as in the term 'responsible officers', as used in the NSW AI Assurance Framework) or at the very least to responsible activities (like 'responsible AI development' or 'responsible use of AI', as used elsewhere in your discussion paper), which will usually implicate a relevant actor/s who is undertaking those actions. Our concern here is more than a matter of semantics," Miller continued.

It's a notable fight to pick too, given that while the commonwealth may have jurisdiction over telecommunications and thus the cloud, it certainly does not have sole carriage of software and how it is deployed, especially if that software and hardware is on-premises (on-prem).

"We worry that referring to 'Responsible AI' risks obscuring the real questions about responsibility for AI. Those questions include who is responsible, and what is their responsibility, in respect of the development of AI, the deployment of AI, any uses or harms caused by AI (whether known or unanticipated), and so on. These are critical questions that will need to be considered in the development of regulatory responses to AI," Miller wrote.

The submission of the NSW ombud comes as the federal government attempts to wrangle the various attempts of AI proponents to extend their reach across government directly or extend into regulated businesses.

The Albanese government announced \$101.2 million in funding to "support businesses to integrate quantum and artificial intelligence technologies into their operations" in the 2023-2024 Budget.



Australian Government Architecture

Menu

Interim guidance on government use of public generative AI tools - November 2023

Updated on 22 November 2023

Notice

This guidance will be iterative. It is provided for government agencies to implement within their organisation. APS staff should follow their agency's policies and guidance on using generative AI tools in the first instance.

Feedback from public consultation on the responsible use of AI in Australia will be used to inform consideration across government on appropriate regulatory and policy responses that may include future iterations of this guidance.

Guidance for Australian Public Service (APS) staff

Generative AI tools present new and innovative opportunities for government. However, due to their rapid evolution and uptake, the risks involved in their use need to be considered and assessed.

The breadth of government activities includes developing policy advice for ministers, delivering programs to industry, providing services to the community and providing

regulatory oversight. As such, the risk of using generative AI tools for official activities is context-specific and requirements will differ depending on how they are deployed.

Users should first and foremost align with their departmental or agency ICT obligations and policies. The DTA encourages departments and agencies to review their policies related to AI in line with this advice.

This guidance will be supplemented in due course with a risk framework to assist with the risk assessment process.

Golden rules

As you consider using generative AI tools in your work, you should assess the potential benefits and risks for each use case and take appropriate steps to mitigate them.

The principles, tactical guidance and use cases that follow will guide responsible application of these tools. Above all, apply these two **golden rules**.

- ▶ You should be able to explain, justify and take ownership of your advice and decisions.
- ▶ Assume any information you input into public generative AI tools¹ could become public. Don't input anything that could reveal classified, personal or otherwise sensitive information.

Principles in practice

This section provides guidance to help APS staff adhere to [Australia's AI Ethics Principles](#) when using generative AI tools, and is organised into sub-sections as follows:

1. Accountability
2. Transparency and explainability
3. Privacy protection and security
4. Fairness and human-centred values
5. Human, societal and environmental wellbeing

APS staff are encouraged to read and understand [Australia's AI Ethics Principles](#).

1. Accountability

Accountability is one of Australia's AI Ethics Principles and one of the five [APS Values](#). To remain open and accountable to the Australian community, you should be able to explain, justify and take ownership of your advice and decisions.

Generative AI tools must not be the final decision-maker on government advice or services.

You may consider using generative AI tools to brainstorm options, generate code or draft content. However, these tools can produce a convincing but inaccurate response to a query, sometimes referred to as 'hallucination'. A human with the appropriate skills, knowledge or experience should review output before using it (especially before entering any coding outputs into government systems).

Finally, you should undertake appropriate training to enable you to critically analyse the outputs produced by generative AI tools and to understand the limitations of the technology.

2. Transparency and explainability

It should be clear when generative AI tools are being used by government to inform activities. Users could consider including markings in briefings and official communications indicating if generative AI was used to generate any of the information.

Building on the accountability principle, you should critically examine outputs from generative AI tools to ensure your advice and decisions reflect consideration of all relevant information and do not incorporate irrelevant or inaccurate information.

Remember, you should be able to explain, justify and take ownership of your advice and decisions.

3. Privacy protection and security

Inputs into public generative AI tools should not include or reveal classified, personal or otherwise sensitive information. All activities need to align with legislation and policies relating to information and data (for example the *Privacy Act 1988*, and the Protective Security Policy Framework).

Government information must only be entered into public generative AI tools if it has already been made public or would be acceptable to be made public. Employees determining that the information in question is suitable for public release must have the appropriate organisational delegation to do so.

Classified or sensitive information must not be entered into these tools under any circumstances.

You should not enter information that would allow public generative AI tools to extrapolate classified or sensitive information based on the aggregation of content you have entered over time.

Any data entered into public generative AI tools is stored externally to government and we do not know who has access to it. Where available, you should disable any settings or permissions which save chat history.

4. Fairness and human-centred values

Generative AI tools are typically trained on broad sets of data that may contain bias. Bias can arise in data where it is incomplete, unrepresentative or reflects societal prejudices.

Generative AI tools may reproduce biases present in the training data, which could lead to misleading or unfair outputs. Bias in outputs may disproportionately impact some groups, such as First Nations people, people with disability, LGBTIQ+ communities and multicultural communities.

Before using AI-generated outputs, you should consider whether you have a process in place to ensure that outcomes are fair and meet community expectations. For example, you could include representatives of relevant communities (with appropriate skills,

knowledge or experience) in decision-making on use of data and outputs relating to those communities.

Remember, you should be able to explain, justify and take ownership of your advice and decisions.

5. Human, societal and environmental wellbeing

You should engage with generative AI tools to better understand the potential benefits and risks of the technology, and the role it can play in contributing to the strategic priorities of your agency and the Australian Government.

You should weigh the benefits and risks of a particular use of generative AI, and consider whether it is the right tool for the job. Traditional tools may be cheaper, safer or better suited to the task at hand.

You should only use generative AI tools in a manner consistent with the [APS Values](#), [Employment Principles](#) and [Code of Conduct](#) for purposes that are consistent with improving the wellbeing of the Australian community. You should also consider intellectual property rights of third parties as well as broader copyright issues when using these tools and seek legal advice where necessary.²

Consider whether your use of Indigenous data and generative AI outputs is consistent with the expectations of First Nations peoples, particularly around Indigenous data sovereignty and governance, and with the forthcoming Framework for Governance of Indigenous Data.

Tactical guidance - dos and don'ts

- ▶ Check whether your use of generative AI aligns with your departmental or agency ICT obligations and policies, including whether you are required to obtain approval or register your use of the platform before you use it.
- ▶ When you are using a public generative AI tool that requires a login as part of your work, you should use your work email to sign up or log in, and create a unique password (do not use your work account password). If a public generative AI tool can be used without needing to create an account, then don't create an account.
- ▶ Do not distribute or click on any links provided or generated by public generative AI tools or bots. These links could lead to phishing sites or malware downloads. Only click on links from trusted sources.
- ▶ Treat with care any files generated by public generative AI tools or bots which have the potential to contain malicious code, such as macros in Microsoft Office files. These files must be considered as potentially malicious, and not interacted with or distributed to other people, until vetted and proven to be non-malicious.
- ▶ Where developing tools or processes incorporating generative AI (for example, to summarise information for a daily news update), be sure to continue to monitor performance against intended purpose. Generative AI models are updated from time to time and may learn from the data they interact with. This may affect performance and reliability of output.
- ▶ Align to relevant principles, guidelines and best practice issued by the Australian Government, including:

- ▶ [Australia's AI Ethics Principles](#) - Department of Industry, Science and Resources
- ▶ [Artificial Intelligence guidelines](#) - Australian Government Architecture
- ▶ You should report any instances where you are not able to fully apply this guidance to your agency's relevant senior accountable officer (e.g. Chief Information Security Officer or Chief Information Officer).

Use cases

Generating 'first pass' content

Nick needs to develop a project plan and is wondering if he can use ChatGPT to create a baseline project plan that he can then improve upon.

What should Nick do?

Nick can get the template of a project plan from ChatGPT. Nick must refrain from entering any details of the project, such as the project name, agency, names of systems/software, high level requirements or staff members involved. These details could provide sensitive information about the project to ChatGPT.

Generating files or documents

Stephanie is creating an urgent report to present later in the day and realises she is short of time to make a PowerPoint presentation. She is planning to upload the data for the slides to a public AI platform to help create a quick presentation.

What should Stephanie do?

Stephanie must not upload or input any sensitive or classified information into public AI platforms. She could input non-sensitive information, such as information available on a government website or an agency report that has been released publicly. She could also ask the AI for generic slide templates to help her prepare her presentation.

Using generative AI-powered search

Roque is writing technical requirements for a tender that needs to go out urgently. Roque wants to type his requirements into Google Bard to confirm some of the technical specifications around monitor resolutions.

What should Roque do?

Roque can use Google Bard to find information about technical aspects, however Roque should take care not to input any details of his agency's specific requirements or any organisational information. Roque should also take care not to mention the word tender or any market sensitive information that could, combined with his official email address, indicate a tender is being prepared by his agency. The information received should also be thoroughly validated by a human for appropriateness and accuracy before being used.

Exploring datasets

Angus is doing some basic data analysis on a publicly-available dataset. He is wondering whether he can use ChatGPT Plus to help him generate some insights from the data.

What should Angus do?

Given the data Angus is using is publicly available and there is no particular sensitivity to the topic he is researching, Angus can use ChatGPT Plus to assist him with data analysis.

However, Angus should remember that generative AI tools can produce output that is inaccurate or biased. Before sharing more broadly or making any use of the insights, Angus should check that the output fairly and accurately reflects the data.

Footnotes

¹Public generative AI tools are widely available third party AI platforms, tools or software (whether accessed through a browser or through an application), such as ChatGPT and MidJourney, which have not been security risk assessed by your agency and approved for use with classified or sensitive data. This also includes the enterprise version of Microsoft Copilot (previously referred to as Bing Chat Enterprise), where agencies have enabled it for staff use.

²Note that some AI service providers have announced that they will provide indemnity for IP liability in some circumstances. See e.g. Adobe Firefly (<https://www.adobe.com/au/sensei/generative-ai/firefly/enterprise.html>) and Microsoft (<https://blogs.microsoft.com/on-the-issues/2023/09/07/copilot-copyright-commitment-ai-legal-concerns/>).

Was this information helpful?

Yes

No



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Transformation Agency

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THIS PAGE BELONGS TO: AUSTRALIA'S
ARTIFICIAL INTELLIGENCE ETHICS FRAMEWORK

Australia's AI Ethics Principles

Australia's 8 Artificial Intelligence (AI) Ethics Principles are designed to ensure AI is safe, secure and reliable.

They will help:

- achieve safer, more reliable and fairer outcomes for all Australians
- reduce the risk of negative impact on those affected by AI applications
- businesses and governments to practice the highest ethical standards when designing, developing and implementing AI.

A voluntary framework

The principles are voluntary. We intend them to be aspirational and complement – not substitute – existing AI regulations and practices.

By applying the principles and committing to ethical AI practices, you can:

- build public trust in your product or organisation
- drive consumer loyalty in your AI-enabled services
- positively influence outcomes from AI
- ensure all Australians benefit from this transformative technology.

Principles at a glance

- **Human, societal and environmental wellbeing:** AI systems should benefit individuals, society and the environment.
- **Human-centred values:** AI systems should respect human rights, diversity, and the autonomy of individuals.
- **Fairness:** AI systems should be inclusive and accessible, and should not involve or result in unfair discrimination against individuals, communities or groups.
- **Privacy protection and security:** AI systems should respect and uphold privacy rights and data protection, and ensure the security of data.
- **Reliability and safety:** AI systems should reliably operate in accordance with their intended purpose.
- **Transparency and explainability:** There should be transparency and responsible disclosure so people can understand when they are being significantly impacted by AI, and can find out when an AI system is engaging with them.
- **Contestability:** When an AI system significantly impacts a person, community, group or environment, there should be a timely process to allow people to challenge the use or outcomes of the AI system.
- **Accountability:** People responsible for the different phases of the AI system lifecycle should be identifiable and accountable for the outcomes of the AI systems, and human oversight of AI systems should be enabled.

Principles in detail

Human, social and environmental wellbeing

Throughout their lifecycle, AI systems should benefit individuals, society and the environment.

This principle aims to clearly indicate from the outset that AI systems should be used for beneficial outcomes for individuals, society and the environment. AI system objectives should be clearly identified and justified. AI systems that help address areas of global concern should be encouraged, like the **United Nation's Sustainable Development Goals** (<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>).

Ideally, AI systems should be used to benefit all human beings, including future generations.

AI systems designed for legitimate internal business purposes, like increasing efficiency, can have broader impacts on individual, social and environmental wellbeing. Those impacts, both positive and negative, should be accounted for throughout the AI system's lifecycle, including impacts outside the organisation.

Human-centred values

Throughout their lifecycle, AI systems should respect human rights, diversity, and the autonomy of individuals.

This principle aims to ensure that AI systems are aligned with human values. Machines should serve humans, and not the other way around. AI systems should enable an equitable and democratic society by respecting, protecting and promoting human rights, enabling diversity, respecting human freedom and the autonomy of individuals, and protecting the environment.

Human rights risks need to be carefully considered, as AI systems can equally enable and hamper such fundamental rights. It's permissible to interfere with certain human rights where it's reasonable, necessary and proportionate.

All people interacting with AI systems should be able to keep full and effective control over themselves. AI systems should not undermine the democratic process, and should not undertake actions that threaten individual autonomy, like deception, unfair manipulation, unjustified surveillance, and failing to maintain alignment between a disclosed purpose and true action.

AI systems should be designed to augment, complement and empower human cognitive, social and cultural skills. Organisations designing, developing, deploying or operating AI systems should ideally hire staff from diverse backgrounds, cultures and disciplines to ensure a wide range of perspectives, and to minimise the risk of missing important considerations only noticeable by some stakeholders.

Fairness

Throughout their lifecycle, AI systems should be inclusive and accessible, and should not involve or result in unfair discrimination against individuals,

communities or groups.

This principle aims to ensure that AI systems are fair and that they enable inclusion throughout their entire lifecycle. AI systems should be user-centric and designed in a way that allows all people interacting with it to access the related products or services. This includes both appropriate consultation with stakeholders, who may be affected by the AI system throughout its lifecycle, and ensuring people receive equitable access and treatment.

This is particularly important given concerns about the potential for AI to perpetuate societal injustices and have a disparate impact on vulnerable and underrepresented groups including, but not limited to, groups relating to age, disability, race, sex, intersex status, gender identity and sexual orientation. Measures should be taken to ensure the AI produced decisions are compliant with anti-discrimination laws.

Privacy protection and security

Throughout their lifecycle, AI systems should respect and uphold privacy rights and data protection, and ensure the security of data.

This principle aims to ensure respect for privacy and data protection when using AI systems. This includes ensuring proper data governance, and management, for all data used and generated by the AI system throughout its lifecycle. For example, maintaining privacy through appropriate data anonymisation where used by AI systems. Further, the connection between data, and inferences drawn from that data by AI systems, should be sound and assessed in an ongoing manner.

This principle also aims to ensure appropriate data and AI system security measures are in place. This includes the identification of potential security vulnerabilities, and assurance of resilience to adversarial attacks. Security measures should account for unintended applications of AI systems, and potential abuse risks, with appropriate mitigation measures.

Reliability and safety

Throughout their lifecycle, AI systems should reliably operate in accordance

with their intended purpose.

This principle aims to ensure that AI systems reliably operate in accordance with their intended purpose throughout their lifecycle. This includes ensuring AI systems are reliable, accurate and reproducible as appropriate.

AI systems should not pose unreasonable safety risks, and should adopt safety measures that are proportionate to the magnitude of potential risks. AI systems should be monitored and tested to ensure they continue to meet their intended purpose, and any identified problems should be addressed with ongoing risk management as appropriate. Responsibility should be clearly and appropriately identified, for ensuring that an AI system is robust and safe.

Transparency and explainability

There should be transparency and responsible disclosure so people can understand when they are being significantly impacted by AI, and can find out when an AI system is engaging with them.

Achieving transparency in AI systems through responsible disclosure is important to each stakeholder group for the following reasons^[1]:

- for users, what the system is doing and why
- for creators, including those undertaking the validation and certification of AI, the systems' processes and input data
- for those deploying and operating the system, to understand processes and input data
- for an accident investigator, if accidents occur
- for regulators in the context of investigations
- for those in the legal process, to inform evidence and decision-making
- for the public, to build confidence in the technology

Responsible disclosures should be provided in a timely manner, and provide reasonable justifications for AI systems outcomes. This includes information that helps people understand outcomes, like key factors used in decision making.

This principle also aims to ensure people have the ability to find out when an AI system is engaging with them (regardless of the level of impact), and are able to obtain a reasonable disclosure regarding the AI system.

Contestability

When an AI system significantly impacts a person, community, group or environment, there should be a timely process to allow people to challenge the use or outcomes of the AI system.

This principle aims to ensure the provision of efficient, accessible mechanisms that allow people to challenge the use or output of an AI system, when that AI system significantly impacts a person, community, group or environment. The definition of the threshold for 'significant impact' will depend on the context, impact and application of the AI system in question.

Knowing that redress for harm is possible, when things go wrong, is key to ensuring public trust in AI. Particular attention should be paid to vulnerable persons or groups.

There should be sufficient access to the information available to the algorithm, and inferences drawn, to make contestability effective. In the case of decisions significantly affecting rights, there should be an effective system of oversight, which makes appropriate use of human judgment.

Accountability

Those responsible for the different phases of the AI system lifecycle should be identifiable and accountable for the outcomes of the AI systems, and human oversight of AI systems should be enabled.

This principle aims to acknowledge the relevant organisations' and individuals' responsibility for the outcomes of the AI systems that they design, develop, deploy and operate. The application of legal principles regarding accountability for AI systems is still developing.

Mechanisms should be put in place to ensure responsibility and accountability for AI systems and their outcomes. This includes both before and after their design, development, deployment and operation. The organisation and individual accountable for the decision should be identifiable as necessary. They must consider the appropriate level of human control or oversight for the particular AI system or use case.

AI systems that have a significant impact on an individual's rights should be accountable to external review, this includes providing timely, accurate, and complete information for the purposes of independent oversight bodies.

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Footnotes

1. () Content based on the [Ethically aligned design \(https://standards.ieee.org/\)](https://standards.ieee.org/) report by IEEE ↵

Contact us at the department

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ACKNOWLEDGEMENT OF COUNTRY

Our department recognises the First Peoples of this Nation and their ongoing cultural and spiritual connections to the lands, waters, seas, skies, and communities.

We Acknowledge First Nations Peoples as the Traditional Custodians and Lore Keepers of the oldest living culture and pay respects to their Elders past and present. We extend that respect to all First Nations Peoples.

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

Key Points

Education IT systems using automated decision making

- Automated decision making is used by a number of the department's IT systems to support high volume and complex business processing.
- Where legislation allows, IT systems can lawfully make decisions that do not require subjective judgement. IT systems can also lawfully support humans in making decisions that require subject judgement.
- The department considers legal compliance related to the use of automated decision making across the design, implementation and operations of the department's IT systems.
- The department is reviewing its use of automated decision making to ensure compliance with legislative requirements. Should any instances of non-compliance be detected, they will be investigated and remediated as required.

Risk mitigation mechanisms for automated decisions

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

Media

- NIL

Date Last Cleared	10 January 2024
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BACKGROUND

- Automated decision making occurs when a person's legal right, duty or obligation is determined by a computer in accordance with the relevant legislation.
- There are 2 broad types of automated decision making. These involve the automation of:
 - Discretionary decisions based on reason and judgement. Automation of these types of decisions may make use of Artificial Intelligence (AI) or machine learning to support processing and automate decisions. The department's IT systems do not use AI or machine learning to make discretionary decisions.
 - Non-discretionary decisions based on pre-determined criteria and legislation, which set out what must be considered and how it is to be decided. The department uses IT systems to automate these types of decisions based on pre-defined business rules, formulas, or algorithms. These decisions do not involve discretions being exercised or subjective judgements being made.
- The use of automated decision making can give rise to areas of legal risk. Key amongst these is administrative law risk; that is, the risk that a decision made using the automated system might be found to be invalid, either on the basis that the computer system is not capable of 'applying' the particular statutory criteria in a valid way, or on the (overlapping) basis that the law does not authorise the use of the automated system for this purpose.
- The Department of Industry, Science and Resources (DISR) and the Digital Transformation Agency (DTA) are leading the Cross-Agency Taskforce on AI in Government. The DISR and DTA have released interim guidance on government use of publicly available generative AI platforms in 2023. Following, the department released internal interim guidance on the use of generative AI.

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

Key Points

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

Campaign status

- The *Child Care Subsidy (CCS) Changes* campaign (the campaign) is no longer in market.
- Paid advertising was in market from 2 June to 26 August 2023.
- Supporting public relations communication activities for the campaign commenced on 2 June 2023 and ceased on 30 September 2023.
- The campaign website (childcaresubsidy.gov.au) will remain live until mid-2024.

Campaign approach

- **Developmental research** conducted in March 2023, to inform the communication approach, highlighted a lack of awareness about the detail of the changes to the CCS amongst parent and carers.
- The **aim of the campaign** was to raise awareness of the changes to the CCS to ensure parents and carers are informed of the changes and how these changes will help them make decisions about their child care needs.
- The **objectives** of the campaign were to:
 - increase access to information and understanding about the CCS reforms amongst audiences
 - increase understanding amongst audiences of the value of the early childhood education and care workforce.
- **Primary target audiences** included parents and carers with children either currently in early childhood education and care services, or parents considering placements in the future, including multicultural and First Nations parents and carers. The **secondary target audience** included the Australian public.
- The **call to action** for the campaign was to visit the dedicated campaign website (childcaresubsidy.gov.au) which provided

information on CCS and links to the Starting Blocks and Services Australia websites. The campaign website will be decommissioned prior to end of June 2024.

- The CCS changes campaign was considered by the Independent Communications Committee (ICC) on 5 May 2023. The ICC determined the campaign is capable of complying with principles 1–4 of the Guidelines on Information and Advertising Campaigns.
- Draft advertising materials were tested with the target audience during creative development.
- In accordance with the Guidelines, the Government agreed to the campaign, including its content and timing.
- The Secretary, Mr Tony Cook PSM, certified the campaign complied with Principles 1–5 of the Guidelines on 31 May 2023, taking into account the report of the ICC and advice and evidence provided by officers within the department.
- The Secretary’s certification statement was published on the department’s website on 2 June 2023.

Budget

- The total budget for the campaign was **\$9.5 million** over 2 years from 2022–23 to 2023–24.
- As at 31 December 2023, **\$9,401,375.23 million (GST exclusive)** has been spent.
- Funding of **\$9.5 million (GST exclusive)** in administered (**\$8.2 million**) and departmental (**\$1.3 million**) funding over 2 years from 2022–23 to 2023–24 was announced in the 2022–23 Budget (PBS p. 17-18, 37; BP2 p. 94).
- Departmental funding is allocated for department staffing costs required to develop and manage the campaign.

Table 1: Administered budget breakdown as at 31 December 2023

Financial year	2022–23	2023–24	2024–25	2025–26	2026–27	Total
Administered Budget Allocation	\$4,835,000	\$3,380,000	-	-	-	\$8,215,000.00
Committed	\$4,821,94.84	\$3,377,613.67	-	-	-	\$8,199,555.51
Uncommitted	\$13,058.16	\$2,386.33	-	-	-	\$15,444.49

Table 2: Contracts issued and actual spend for the campaign – as at 31 December 2023

Supplier	Description	Contract value (GST excl)	Total amount paid (GST excl)	Period of activity	Austender reference and date published
Ipsos Public Affairs	Research agency	\$324,769.34	\$324,768.91	27 Feb – 30 Jun 2023	CN3953240 22 March 2023
The Monkeys	Creative agency	\$982,963.82	\$963,529.93	30 Mar– 30 Jun 2023	CN3959966 21 April 2023
Cox Inall Ridgeway	First Nations communications supplier	\$289,972.50	\$252,500.00	5 Apr – 30 Sep 2023	CN3959878 21 April 2023
Horizon	Public relations agency	\$200,000.00	\$192,118.18	5 Apr – 30 Sep 2023	CN3959969 21 April 2023
Embrace Society	Multicultural communications supplier	\$256,600.00	\$256,000.00	5 Apr – 30 Sep 2023	CN3962478 4 May 2023
Universal McCann	Media buy agency	\$6,015,000.00	\$5,984,208.21	3 Jun – 26 Aug 2023	CN3967635 23 May 2023
Hall and Partners	Evaluation supplier	\$130,249.85	\$128,250.00	27 Apr – 30 Sep 2023	CN3967645 23 May 2023
TOTAL		\$8,199,555.51	\$8,101,375.23		

Media Buy

- As at 31 December 2023, the total cost of campaign advertising was **\$5,984,208.21 (GST exclusive)** over 2022–23 and 2023–24.
- The total actual cost was slightly under the budgeted amount due to the availability of advertisement placement at time of booking.

Table 3: Breakdown of media spend per channel:

Channel	Total cost (GST excl)
Television	\$2,069,110.02
Newspaper	\$94,154.18
Radio	\$489,513.43
Out of home	\$1,495,745.21
Cinema	\$290,743.20
Digital display, search and social	\$1,398,674.10
Advertising service fees	\$146,268.07
Total	\$5,984,208.21

Table 4: Breakdown of media spend per state/territory

State/territory	Cost (GST excl)	Percentage
National*	\$1,863,137.81	36.5%
Australia Capital Territory	\$16,184.00	0.5%
New South Wales	\$1,288,455.12	19%
Northern Territory	\$52,137.00	1%
Queensland	\$814,991.48	12%
South Australia	\$456,920.00	8%
Tasmania	\$50,893.00	1%
Victoria	\$819,493.80	12%
Western Australia	\$621,996.00	10%
Total	\$5,984,208.21	100%

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

Public relations activities

- Horizon Communication Group was appointed as the public relations supplier on 5 April 2023. Public relations activities comprised of:
 - development and distribution of fact sheets, infographic, social media tiles and a resource toolkit
 - stakeholder outreach
 - media outreach.
- Embrace Communications was appointed as the multicultural communication supplier on 5 April 2023. The below the line communication activities included:
 - development and distribution of translated fact sheets, press ads, infographics and posters for multicultural audiences
 - development and distribution of testimonials from parents and carers from multicultural backgrounds
 - development of audio content pitched to multicultural radio outlets
 - outreach to multicultural media
 - outreach to multicultural communities.

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

Evaluation

- In accordance with the Guidelines, the whole-of-government campaign evaluation research supplier Hall & Partners was engaged on 8 May 2023 to conduct benchmarking, tracking and evaluation research.
 - The benchmarking, tracking and evaluation research measured the effectiveness of the campaign amongst key target audiences.
 - Benchmark research was in field from 9 May to 2 June 2023, prior to campaign launch. The research methodology involved an online quantitative survey which was completed by 800 respondents.
 - Benchmark research found that 76% of parents and carers indicated they had heard about CCS, but only 60% claimed to be aware of the changes to CCS.
 - Tracking research was in field from 6 June to 27 August 2023. The research methodology involved fortnightly online quantitative surveys with a sample size of approximately 75 respondents per week.
 - The tracking research informed the final campaign evaluation which indicated the advertising campaign performed well with a strong call to action. Perceptions of the campaign were positive, particularly in terms of the advertising being perceived as easy to understand and encouraging action.
- As at 31 December 2023, the campaign website (childcaresubsidy.gov.au) had been viewed over 768,000 times with resources being downloaded over 17,000 times since campaign launch on 2 June 2023.

Table 5: Campaign chronology

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

Media

- There was extensive media coverage on the CCS changes during the campaign.
- Media sentiment in relation to the CCS changes focused on the increase of fees by early childhood education and care centres, lack of access to child care, and educator shortages.
- Several articles featured stories of families who were now paying more for child care due to the increase in fees made by providers, despite the increased CCS.

BACKGROUND

- The *Family Assistance Legislation Amendment (Cheaper Child Care) Act 2022* received Royal Assent on 29 November 2022.
- A national advertising campaign, the New Child Care Package campaign, to communicate the introduction of the CCS was developed and in market across 2 phases – one in 2017 and a subsequent phase in 2018.
 - The total budget for the campaign was \$16.3 million (GST exclusive) (*referenced in PBS 2016–17 no.1.5 – p. 39*).
 - Total expenditure for the campaign was \$15.2 million (GST exclusive) (*referenced in Dept of Finance Campaign Advertising by Australian Government Departments and Agencies Report 2017–18*).
 - The total media buy expenditure was \$12 million (GST exclusive).

Date Last Cleared	08 February 2024
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Issue:	Campaigns: Elevating the Teaching Profession
PBS Pg No.	p. 15 – PBS 2023-24 and p.102 BP2
Contact:	Marcus Markovic
	Ph: s 22
	Corporate and Enabling Services
	Deputy Secretary

Key Points

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

Campaign status

- The *Elevating the Teaching Profession* communication campaign (the campaign) is currently in market.
- The campaign was launched on 31 October 2023 and paid advertising placements commenced on 1 November 2023.
- Paid advertising is due to conclude on 20 April 2024, with supporting public relations activities, such as the online teacher gallery and attendance at career expos, continuing until June 2024.

Campaign approach

- **Developmental research** conducted in March and April 2023 to inform the communication approach, highlighted the need for a national campaign to signal to the community and teachers the value of teachers and the importance of the profession within the community, and for Australia's future.
- The **aim of the campaign** is to raise the status and value of the role that teachers play in our schools and the wider Australian community.
- The **objectives** of the campaign are to:
 - promote teaching as a valued and rewarding career
 - promote the status of the teaching profession
 - educate the public about the critical role teachers play in educating Australian children and preparing them for life after school.
- **Primary target audiences** include secondary school-aged students, individuals who are considering a career change, and individuals already in the teaching and early childhood and care workforce. This includes First Nations and multicultural audiences.
Secondary target audiences include parents of secondary school-aged students, universities, and the general public.
- The proposed **call to action** for the campaign is to visit the dedicated campaign website (BeThatTeacher.gov.au) which includes the

campaign materials, information on how to join the teaching profession and links to state and territory education websites.

- The campaign was considered by the Independent Communications Committee (ICC) on 20 July 2023. The ICC determined that the campaign is capable of complying with principles 1–4 of the Guidelines on Information and Advertising Campaigns.
- In accordance with the Guidelines, the final campaign material and the proposed timing of the launch of the campaign was considered by Government on 9 October 2023.
- The Secretary, Mr Tony Cook PSM, certified the campaign complied with Principles 1–5 of the Guidelines on Information and Advertising Campaigns by non-corporate Commonwealth entities on 24 October 2023 taking into account the report of the ICC and advice and evidence provided by officers within the department.
- The Secretary’s certification statement was published on the department’s website on 27 October 2023.
- The department will continue to publish approved campaign creative materials on the campaign website as they are available.

Creative approach

- Concept testing research undertaken by WhereTo identified the ‘Be That Teacher’ creative concept developed by Clemenger BBDO as the preferred concept with the target audiences.
- The selected concept focuses on the inspiring role and enduring impact teachers have on their students. The creative idea showcases stories of 8 teachers who have a memento that reminds them of a student (or students) they have had a positive and lasting impact on.
- One teacher from each state and territory was chosen to participate in the campaign. Filming took place in Melbourne from 22 to 25 August 2023.
- The 8 teachers were each paid an honorary fee of \$2,500 for their participation in the campaign. Their travel and accommodation expenses were also paid by the department.
- A bespoke video advertisement was created for multicultural audiences featuring footage from the mainstream videos.

State/territory and teaching industry involvement

- Two stakeholder consultation groups were established to ensure that a representative group of teachers across Australia, and state/territory governments had the opportunity to provide feedback and advice on key campaign messages and creative approach.
- Teachers who participated in a Teacher Workforce Roundtable, held at Australian Parliament House in Canberra last August, were invited to participate in the Campaign Steering Group of Teachers.
- The Campaign Steering Group of Teachers met 4 times, as at 31 December 2023.
- State and territory Education Ministers were invited to nominate a senior communication and policy official to participate in the Campaign Working Group of Jurisdictions (the Working Group).
- The Working Group met 9 times, as at 31 December 2023.
- The department is collaborating with the Working Group on campaign public relations activities where appropriate.
- The Working Group members have assisted, and continue to assist, the department in sourcing teachers to appear in the campaign, including undertaking probity and integrity checks on the selected teachers.

Campaign performance

As at 31 January 2024 there have been:

- 555,317 views of the Be That Teacher campaign website landing page
- 38 teacher stories published on the Be That Teacher online teacher gallery
- 6,907,501 completed views of the video advertisement on social media channels
- 37,299,939 completed views of the video advertisement on digital channels.

Budget – Elevating the teaching profession communication campaign

- The total funding for the campaign is **\$9.975 million (GST exclusive)** in administered funding over 2022–23 and 2023–24.
- Funding for the campaign falls under the *Teacher Workforce Action Plan* measure on page 102 of 2023–24 Budget Paper 2.
- On 25 September 2023, the department received notification that a Movement of Funds (MoF) for unspent funds in 2022-23 had been approved. The original and revised budget allocation is detailed below.

- As at 31 December 2023, **\$6,296,696.25 (GST exclusive)** has been spent including contracted work (Table 3) and departmentally sourced products.

Table 1: Budget breakdown, as at 31 December 2023

Financial year	2022–23	2023–24	2024–25	2025–26	2026–27	Total
Original Budget Allocation	\$1,680,000.00	\$8,295,000.00	-	-	-	\$9,975,000.00
Post-MoF Budget Allocation	\$429,000.00	\$9,546,000.00	-	-	-	\$9,975,000.00
Committed	\$429,000.00	\$9,453,809.59	-	-	-	\$9,882,809.59
Uncommitted	-	\$92,190.41	-	-	-	\$92,190.41

- There is no departmental funding allocated to this campaign.
- The campaign is being funded by the Australian Government from within existing funding allocations **up to \$5 million**.
- Additionally, all states and territories have collectively co-contributed **\$5 million** toward to cost of the campaign in accordance with the established proportions. Details are shown in Table 2.

Table 2: State and territory financial contributions

State/Territory	Contribution
NSW	\$1,598,500.00
VIC	\$1,266,500.00
QLD	\$1,005,100.00
WA	\$528,800.00
SA	\$358,300.00
TAS	\$109,000.00
ACT	\$84,900.00
NT	\$48,900.00
TOTAL	\$5,000,000.00

Table 3: Contracts issued and actual spend for the campaign – as at 31 December 2023

Supplier	Description	Contract value (GST excl.)	Total spent to 31 Dec 2023* (GST excl.)	Period of activity	AusTender reference and date published
WhereTo	Research supplier	\$304,895.45	\$304,145.00	24 Mar – 31 June 2024	CN3956522 6 Apr 2023
Clemenger BBDO	Creative agency	\$1,734,300.00	\$1,731,404.55	2 May 2023 – 30 Jun 2024	CN3967715 24 May 2023
Think HQ	Public relations agency	\$299,863.64	\$97,075.99	5 Jun 2023 – 31 Mar 2024	CN3972232 8 Jun 2023
CultureVerse	Multicultural communications supplier	\$199,993.75	\$99,996.88	5 Jun 2023 – 31 Mar 2024	CN3972231 8 Jun 2023
33 Creative	First Nations communications supplier	\$300,000.00	\$149,678.72	5 Jun 2023 – 31 Mar 2024	CN3972230 8 Jun 2023
Universal McCann	Media buy agency	\$6,800,000.00	\$3,802,336.88	16 Aug 20223 – 20 Apr 2024	CN4002326 12 Sep 2023
Hall & Partners	Evaluation research supplier	\$206,127.04	\$102,063.52	20 Sep 2023 – 30 Jun 2024	CN4007749 5 Oct 2023
New Age Graphics	Overflow graphic design for online teacher gallery	\$30,000.00	\$2,365.00	27 Oct 2023 – 30 Jun 2025	CN4019386 29 Nov 2023
TOTAL		\$9,875,179.88	\$6,289,066.54		

*Note that other campaign expenses including the cost for the advertising QR code and pull-up banners for jurisdictions, at a total value of \$7,629.71, are not included in the table above. Total spend including those costs is \$6,296,696.25 (GST exclusive).

Media Buy

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

Table 4: Breakdown of media buy budget per channel:

Channel	Total cost (GST excl.)
Digital, digital search and social media	\$2,500,000.00
Out-of-home	\$1,676,965.64
Cinema	\$680,536.80
Multicultural channels (television and social)	\$493,250.00
First Nations (television and social)	\$168,473.20
Media partnerships	\$290,906.00
Advertising and management fees	\$895,188.00
Contingency (for use to optimise best performing channels)	\$94,680.36
Total	\$6,800,000.00

Public relations activities

- Think HQ were engaged on 5 June 2023 to deliver public relations activities. As at 31 December 2023, this has included:
 - Eight written case studies developed and published to the campaign website.
 - Stories and profiled teachers pitched to media outlets. These have been positively received by media outlets.
- CultureVerse were engaged on 5 June 2023 to deliver communication for multicultural audiences. As at 31 December 2023, they have delivered:
 - A bespoke video advertisement for multicultural television and social media.
 - An opinion piece and article for the campaign website and social media.
 - Media outreach post campaign launch.
- 33 Creative were engaged on 5 June 2023 to deliver communications for First Nations audiences. As at 31 December 2023, this has included:
 - First Nations artwork created by an Indigenous teacher and artist, used on above-the-line and below-the-line campaign materials intended for First Nations audiences.
 - Two case studies and a poster published to the campaign website.

Research

- Developmental research was undertaken to inform the communication approach for the campaign.
- Draft and final advertising materials were tested with the target audience during creative development.
- In accordance with the Guidelines, the whole-of-government campaign evaluation research supplier Hall & Partners was engaged to conduct benchmarking, tracking and evaluation research.
- Benchmarking research and the first round of tracking research have been completed.
- The benchmarking tracking and evaluation research measures the effectiveness of the campaign amongst key target audiences.
- Benchmark research was in field from 6 to 28 October 2023, prior to campaign launch. The research methodology involved an online quantitative survey which was completed by 1,500 respondents.
- Benchmark research found, prior to campaign launch, 20% of students would consider a career in teaching, along with 30% of career changers and 55% of First Nations career changers.
- Benchmark research also found that among most target audiences, participants had heard or seen mostly negative information about the teaching profession, though most believed teaching should be more valued in society.
- The first burst of tracking research, undertaken from 13 to 25 November 2023, shows that campaign recognition is approximately 25–30% of all participants. Social and digital video is the most recognised channel.
- The early tracking research also indicates that some students may be becoming more open the idea of becoming a teacher.

Table 5: Campaign chronology

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

Date	Action
5 June 2023	Think HQ (public relations supplier), CultureVerse (multicultural communication supplier) and 33 Creative (First Nations communication supplier) engaged by the department
26 June 2023	Government consideration of the recommended creative concept
27 June – 8 September 2023	Creative production
20 July 2023	Independent Communication Committee considered the campaign and determined the campaign is capable of complying with the <i>Australian Government Guidelines on Information and Advertising Campaigns</i>
14 – 17 August 2023	Concept refinement testing round 1 in field
14 September 2023	Concept refinement testing round 2 in field
9 October 2023	Government consideration of campaign creative
24 October 2023	Department of Education Secretary certification of the campaign
25 October 2023	Final government approval to launch in market
31 October 2023	Campaign launched
1 November 2023	Paid advertising commenced in market

Media

- Media coverage was initially extensive, following a press conference to launch the campaign on 31 October 2023 by the Prime Minister, the Minister for Education, the Hon Jason Clare MP, and the NSW Minister for Education and Early Learning, the Hon Prue Car MP, at Kirrawee High School in NSW.
- Media sentiment was positive, focusing on the government's commitment to reforms in the teaching profession, and the nature of the stories told by the campaign teachers.

Background

- On **14 December 2022**, the Australian Government agreed to a national advertising campaign of up to **\$10 million** over 2022–23 and 2023–24 to elevate the status of the teaching profession.
- The campaign is detailed as an action in *The National Teacher Workforce Action Plan* – priority area 4: Elevating the profession; action 23: A targeted national campaign to raise the status and value the role of teachers.
- At the Education Ministers Meeting on 15 December 2022, Ministers agreed in-principle that states and territories would collectively contribute **\$5 million** towards the cost of the national campaign.
- The Australian Government will contribute the remaining **\$5 million**.

Date Last Cleared	08 February 2024
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Issue: Contracts and Consultancies**Contact: Marcus Markovic**
Ph: s 22
Deputy Secretary – Corporate and Enabling**Key Points****Table 1: Non-Consultancy Contracts and Consultancy Contracts on AusTender**

	<i>Education - Commenced 1 July 2023 to 31 December 2023*</i>		<i>Education - Commenced 2022–23 FY *</i>	
	#	Total Contract Value	#	Total Contract Value
Non-Consultancy Contracts				
<i>Administered</i>	41	\$46,294,568	102	\$67,927,489
<i>Departmental</i>	108	\$19,770,616	201	\$28,179,810
Total contracts	149	\$66,065,184	303	\$96,107,299
Consultancy Contracts				
<i>Administered</i>	2	\$194,564	14	\$12,369,693
<i>Departmental</i>	15	\$4,887,912	16	\$1,604,613
Total consultancies	17	\$5,082,476	30	\$13,974,306
Totals ¹	166	\$71,147,659	333	\$110,081,606

* Contracts and consultancies over \$10,000 GST inclusive as on AusTender. AusTender data extracted 2 January 2024 (commenced date data).

Consultancy Contracts

- Consultants are defined (as per RMG 423) as the provision of professional, independent advice and other strategic services that:
 - involve the development of an intellectual output which represents the independent view of the Service Provider
 - assists with entity decision-making.
- The top 10 consultancy contracts (by value) that **commenced** in the financial year 2023–24 as at 31 December 2023 and financial year 2022–23, are listed in [Attachment A](#).

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

- The top 10 consultancy contracts (by value) **active** in financial year 2023–24 as at 31 December 2023 and financial year 2022–23 are listed in [Attachment B](#).
- As at 31 December 2023, Education had a total of 470 **active contracts (consultancies and non-consultancies contracts)**, with the value of \$961,387,529.

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

Reasons for consultancy	Contracts Commenced 1 July 2023 to 31 December 2023*	Contracts Commenced 2022–23 FY*
Need for independent research or assessment	65.0%	33.3%
Need for specialised or professional skills	35.0%	66.7%
Skills currently unavailable within agency	-	-
Total	100%	100%

*AusTender data (administered and departmental) extracted 2 January 2024 for consultancies over \$10,000 GST inclusive.

Table 3: Education - Categories for consultancy contracts commenced between 1 July 2022 to 31 December 2023

Category	Contracts commenced 1 July 2023 to 31 December 2023*		Contracts commenced 2022–23 FY*	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Management advisory services	95.0%	\$4,830,376	85.8%	\$11,993,206
Research programs	-	-	12.7%	\$1,767,930
Business administration services	2.7%	\$135,100	-	-
Corporate objectives or policy development	1.4%	\$72,000	-	-
Audit services	-	-	1.3%	\$186,000
Human resource services	0.9%	\$45,000	-	-
Strategic planning consultation services	-	-	0.2%	\$27,170
Total	100%	\$5,082,475	100%	\$13,974,306

*AusTender data (administered and departmental) extracted 2 January 2024 for consultancies over \$10,000 GST inclusive

Table 4: Education - Categories for consultancy contracts active between 1 July 2022 to 31 December 2023

Category	Contracts Active in 1 July to 31 December 2023*		Contracts Active in FY 2022–23*	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Management Advisory Services	49.4%	\$16,530,378	38.1%	\$15,115,708
Education and Training Services	31.1%	\$10,400,500	26.2%	\$10,400,500
Research Programs	17.5%	\$5,870,305	34.4%	\$13,677,401
Development Finance	0.7%	\$240,000	0.6%	\$240,000
Audit Services	0.6%	\$186,000	0.5%	\$186,000
Business Administration Services	0.4%	\$135,100	-	-
Corporate objectives or policy development	0.2%	\$72,000	-	-
Human resources services	0.1%	\$45,000	-	-
Business Intelligence Consulting Services	-	-	0.2%	\$64,350
Strategic Planning consultation services	-	-	0.1%	\$27,170
Total	100%	\$33,479,283	100%	\$39,711,129

*AusTender data extracted (administered and departmental) 2 January 2024 for consultancies over \$10,000 GST inclusive.

Table 5: Education - Expenditure on Top 10 consultancy vendors active between 1 July 2023 to 31 December 2023

Vendor Names	Total value of active contracts (GST incl)	Expenditure Value (GST incl)
Parkville Institute Ltd	\$10,400,500	-
SNAICC	\$6,644,143	\$423,498
KPMG	\$3,775,020	\$38,058
Orima Research Pty Ltd	\$3,087,890	\$87,890
Deloitte Touche Tohmatsu	\$2,408,180	\$792,751
BDO Services Pty Ltd	\$1,650,000	\$435,191
Acil Allen Consulting Pty Ltd	\$1,322,000	\$202,741
Australian Academy of Technology	\$990,000	-
Dandolo Partners	\$689,554	-
Minter Ellison – ACT	\$495,000	\$495,000
Total:	\$31,212,008	\$2,039,938

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

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

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

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

Table 7: Education - Expenditure on Top 10 Non-consultancy vendors active between 1 July 2023 to 31 December 2023

Vendor Names	Total value of active contracts (GST incl)	Expenditure Value (GST incl)
KU Children's Services	\$233,558,184	\$10,638,256
Community Child Care Association	\$86,387,587	\$3,684,501
Queensland Tertiary Admissions	\$63,751,572	-
The Social Research Centre	\$63,991,570	\$3,822,793
Teach For Australia	\$63,134,500	\$6,600,000
Education Services Australia	\$50,303,664	\$1,232,840
Communicare Inc	\$38,225,562	\$1,602,811
Gowrie SA	\$30,553,231	\$1,267,406
Autism Spectrum Australia (Aspect)	\$23,265,000	\$3,429,800
La Trobe University	\$20,897,333	\$9,888,670
Total:	\$674,068,203	\$42,167,078

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

Vendor Names	Total value of active contracts (GST incl)	Expenditure Value (GST incl)
KU Children's Services	\$233,558,184	\$35,417,876
Community Child Care Association	\$86,387,587	\$12,867,194
Queensland Tertiary Admissions	\$63,751,572	\$4,150,908
Teach For Australia	\$63,134,500	\$18,247,400
Education Services Australia Ltd	\$59,685,208	\$1,203,667
Communicare Inc	\$38,225,562	\$6,897,590
The Social Research Centre	\$38,136,455	\$6,618,148
Gowrie SA	\$30,553,231	\$5,456,470
Autism Spectrum Australia (Aspect)	\$23,265,000	\$6,360,200
La Trobe University	\$20,897,333	\$2,779,662
Total:	\$657,594,631	\$99,999,115

Non-Consultancy Contracts

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

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

Category	Contracts Commenced 1 July 2023 to 31 December 2023*		Contracts Commenced 2022–23 FY*	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Project management	36.2%	\$23,933,350	9.6%	\$10,538,580
Research programs	18.6%	\$12,276,619	21.6%	\$23,787,341
Advertising	11.3%	\$7,480,000	10.6%	\$11,634,688
Computer services	10.3%	\$6,819,769	3.4%	\$3,708,784
Temporary personnel services	9.5%	\$6,283,189	10.1%	\$11,101,691
Management advisory services	3.4%	\$2,247,785	15.4%	\$16,975,646
Other	2.8%	\$1,909,893	6.4%	\$6,109,939
Personnel recruitment	2.6%	\$1,745,132	5.5%	\$6,076,775
Legal services	2.3%	\$1,500,000	0.1%	\$98,640
Project administration or planning	1.4%	\$903,100	0.5%	\$582,501
Education and Training Services	0.6%	\$409,687	10.7%	\$11,730,736
Management support services	0.5%	\$344,000	3.9%	\$4,250,239
Graphic design	0.3%	\$212,659	1.0%	\$964,911
Insurance and retirement services	-	-	2.1%	\$2,307,965
Total	100%	\$66,065,184	100%	\$96,107,299

*AusTender data (administered and departmental) as at 31 December 2023 for contracts over \$10,000 GST inclusive.

The 'Big Seven' Contracts**Table 10A: Education - The 'Big Seven' contracts commenced between 1 July 2022 to 31 December 2023**

	Education - Commenced 1 July 2023 to 31 December 2023*		Education - Commenced 2022–23 FY*	
	#	Total Contract Value	#	Total Contract Value
Non-consultancy Contracts				
<i>Deloitte</i>	3	\$722,500	3	\$1,239,145
<i>Ernst & Young</i>	1	\$40,000	1	\$27,275
<i>KPMG</i>	-	-	6	\$703,250
<i>PWC</i>	-	-	5	\$1,374,641
<i>Boston Consulting Group</i>	-	-	1	\$2,200,000
<i>Accenture</i>	-	-	-	-
<i>McKinsey</i>	-	-	-	-
Total contracts	4	\$762,500	16	\$5,544,310
Consultancies				
<i>Deloitte</i>	1	\$320,777	2	\$1,597,216
<i>Ernst & Young</i>	2	\$441,520	2	\$170,500
<i>KPMG</i>	1	\$2,692,540	-	-
<i>PWC</i>	-	-	4	\$1,469,917
<i>Boston Consulting Group</i>	-	-	-	-
<i>Accenture</i>	-	-	-	-
<i>McKinsey</i>	-	-	-	-
Total consultancies	4	\$3,454,838	8	\$3,237,633
Totals	8	\$4,217,338	24	\$8,781,943

*AusTender data (administered and departmental) as at 31 December 2023 for contracts over \$10,000 GST inclusive.

Table 10B: Education - The 'Big Seven' contracts active between 1 July 2022 to 31 December 2023

	Education - Active 1 July 2023 to 31 December 2023*		Education – Active 2022–23 FY*	
	#	Total Contract Value	#	Total Contract Value
Non-consultancy Contracts				
<i>Deloitte</i>	5	\$1,719,645	4	\$1,596,576
<i>Ernst & Young</i>	1	\$40,000	1	\$27,275
<i>KPMG</i>	7	\$579,900	12	\$6,134,070
<i>PWC</i>	6	\$6,725,350	9	\$11,519,513
<i>Boston Consulting Group</i>	-	-	1	\$2,200,000
<i>Accenture</i>	-	-	-	-
<i>McKinsey</i>	-	-	-	-
Total contracts	19	\$9,064,896	27	\$21,477,434
Consultancies				
<i>Deloitte</i>	4	\$2,408,180	4	\$2,799,915
<i>Ernst & Young</i>	2	\$441,520	2	\$170,500
<i>KPMG</i>	2	\$3,775,020	1	\$1,082,480
<i>PWC</i>	2	\$548,188	6	\$2,424,452
<i>Boston Consulting Group</i>	-	-	-	-
<i>Accenture</i>	-	-	1	\$1,702,344
<i>McKinsey</i>	-	-	-	-
Total Consultancies	10	\$7,172,909	14	\$8,179,690
Totals	29	\$16,237,804	41	\$29,657,124

*AusTender data (administered and departmental) extracted 2 January 2024 for contracts over \$10,000 GST inclusive.

- The total value of contracts with the Big Seven firms represents 5.93% of the total of all contracts **commenced** for financial year 2023–24 as at 31 December 2023. Top 10 contracts for the financial years are listed in [Attachment D](#).
- Education contracts with the Big Seven at a value of \$8,781,943 represents 7.98% of the total of all contracts **commenced** in financial year 2022–23.

Table 12: Contracts not published within 42 days on AusTender

Reporting Requirement Breached	Education - Published from 1 July 2023 to 31 December 2023*	Education - Published 2022–23 FY*
42-day AusTender Reporting instances	60	64

- Data extracted 2 January 2024. Data used is start date data and includes contracts and contract amendments.

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

Actions taken

- In each instance, the breaching official and their SES manager have been notified and training offered to the breaching official.
- The Executive Board receives quarterly reporting on non-compliance.

Non-compliance with other Commonwealth entities 2022–23

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

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

- Education was invited to provide a submission to Senate Standing Committee on Finance and Public Administration - Inquiry into Management and Assurance of Integrity by Consulting Services. The department provided a submission on 19 May 2023.
- The department responded to Inquiry Questions on Notice – IQ23-000007 refers.

Australia National Audit Office (ANAO) Audits related to Procurement

- Outcomes from the ANAO's recent publications (April 2023) have been evaluated against Education procurement policies and procedures, with no issues identified.
 - *Audit Insights - Procurement and contract management* and the *Auditor-General Report No.19 (2022–23) Procurement Complaints Handling*.

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

Conflict of interest (Col) in procurement

- The department's **AAI 1.7 – Disclosure of Interests** places a duty on all “workers” to disclose interests relating to the affairs of the department so as to not undermine the confidence and trust in dealings with the department, and the Commonwealth more broadly.
- The department has a comprehensive policy for the management of Col which complies with the Australian Public Service (APS) Code of Conduct, Public Service Act and Regulations.
- The Col Policy applies to all “workers” which covers:
 - all ongoing and non-ongoing SES and non-SES APS employees
 - contractors and consultants engaged by the department
 - board, committee, and panel members, including grant assessors and external advisors working for the department.
- Terms and conditions contained within the Commonwealth Contracting Suite and Panel Deeds require suppliers to declare any real or perceived Col that might arise relevant to the performance of their obligations under the contract.
- The department engaged the Australian Government Solicitor to carry out a review of Col Policy and processes.
 - The advice confirmed the department has satisfactory policies and processes to manage conflicts of interest and provided some recommendations to further strengthen outcomes. As a result:
 - Col clauses in our contract templates have been further strengthened.
 - The department has revised its Col Policy in response.
 - We have established a *Conflict of Interest Hub*, where declarations from departmental staff, consultants, contractors and other specified personnel are stored centrally.

We are strengthening compliance with Col requirements for onboarding managers.

Media

- [**Agency heads tasked with reducing use of consultants and contractors, The Mandarin, 24 October 2023.**](#)
With the release of the Strategic Commissioning Framework, agencies must reduce consultancy and contractor work. Using external workforce like contractors or consultants, should be in 'limited circumstances.' The Framework applies to all Public Service Act agencies.

Attachments

[**Attachment A**](#) – Top 10 Consultancy Contracts commenced in Financial Year 2022–2023 and 2023–2024

[**Attachment B**](#) – Top 10 Consultancy Contracts Active in Financial Year 2023-24

[**Attachment C**](#) – Top 10 Non-consultancy contracts (by value) commenced in Financial Year 2023-24 and Financial Year 2022–2023

[**Attachment D**](#) – Attachment D - Big Seven contracts commenced in Financial Year 2023–24 and Financial Year 2022–23.

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

- The Department of Finance issued a new version of the Commonwealth Procurement Rules on 1 July 2022. These changes were communicated to staff via a Chief Financial Officer email of 23 June 2022 and a further intranet notice on 11 July 2022 announcing further changes.
- The Procurement and Grant Policy and Services team communicate regularly to all staff on changes to procurement policy and guidance, including updating the Procurement intranet page and Intranet announcements.

Date Last Cleared	16 January 2024
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Attachment A

Education - Top 10 consultancy contracts (by value) commenced in financial year 2023–24 as at 31 December 2023 (data as at 2 January 2024)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN4015398	Corporate and Enabling Services	23-Oct-2023	30-Jun-2026	\$2,692,540	Departmental	Independent Project Assurance Services for the Transforming Program Administration for Schools and Universities Project	Management advisory services	KPMG
2	CN4012133	Higher Education, Research and International	07-Sep-2023	30-Nov-2023	\$495,000	Departmental	External legal expertise to inform the development of Action plan priority number 5 for Strengthening University Governance	Management advisory services	Minter Ellison - ACT
3	CN4015399	Higher Education, Research and International	30-Oct-2023	31-Jan-2024	\$320,777	Departmental	Research Project to inform the design of the new Suburban University Study Hubs program.	Management advisory services	Deloitte Touche Tohmatsu
4	CN4004258	Higher Education, Research and International	08-Aug-2023	15-Dec-2023	\$312,720	Departmental	Counsellor Allowance Review	Management advisory services	Ernst and Young
5	CN4013540	Higher Education, Research and International	10-Oct-2023	31-May-2024	\$249,572	Departmental	Review of the Higher Education Research Commercialisation Intellectual Property Framework	Management advisory services	Acil Allen Consulting Pty Ltd

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Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
6	CN4011504	Schools	05-Oct-2023	30-Jun-2024	\$164,564	Administered	Evaluation of the Curious Minds (Summer Schools for STEM) program	Management advisory services	Acil Allen Consulting Pty Ltd
7	CN4013537	Higher Education, Research and International	26-Sep-2023	30-Nov-2023	\$142,773	Departmental	Technical modelling services to inform the Australian Universities Accord Panel	Management advisory services	BIS Oxford Economics Pty Ltd
8	CN3995951	Corporate and Enabling Services	10-Jul-2023	30-Nov-2023	\$135,100	Departmental	Contract Lead Reviewer for Financial and Resourcing Review	Business administration services	Liza Carroll Consulting
9	CN4013545	Corporate and Enabling Services	27-Oct-2023	22-Dec-2023	\$128,800	Departmental	Program Management Assurance Pilot for Early Childhood and Youth	Management advisory services	Ernst and Young
10	CN3993250	Corporate and Enabling Services	03-Jul-2023	30-Jun-2024	\$101,059	Departmental	Independent Integrity Advisor Service	Management advisory services	RLW Consulting

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**Education - Top 10 consultancy contracts (by value) commenced in financial year 2022-23
(data as at 2 January 2024)**

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3886997	Early Childhood and Youth	01-Jul-22	30-Jun-25	\$6,644,143	Administered	Connected Beginnings and the Community Child Care Fund Restricted Program Partnership	Management advisory services	SNAICC Cairns and District Chinese
2	CN3969724	Early Childhood and Youth	08-Mar-23	30-Jun-24	\$1,650,000	Administered	Community Child Care Funding Business Support	Management Advisory Services	BDO Services Pty Ltd
3	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	\$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
4	CN3957498	Early Childhood and Youth	09-Mar-23	30-Jun-23	\$486,927	Administered	Review of the In-Home Care Program	Management Advisory Services	PriceWaterhouse Coopers
5	CN3957499	Early Childhood and Youth	07-Mar-23	30-Jun-23	\$447,226	Administered	Review of the Inclusion Support Program	Management advisory services	Deloitte Touche Tohmatsu
6	CN3908812	Early Childhood and Youth	17-Aug-22	20-Aug-22	\$434,803	Administered	Strategic Support for Inclusion Support Program	Research programs	PriceWaterhouse Coopers
7	CN3995947	Schools	21-Jun-23	18-Dec-23	\$389,769	Administered	First Nations Teacher Strategy - Preparatory Phase Project	Research programs	The Nous Group
8	CN3968685	Early Childhood and Youth	18-Apr-23	31-Dec-23	\$338,188	Administered	Review of existing targeted programs – National Workforce Strategy	Management advisory services	PriceWaterhouse Coopers

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Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
9	CN3931705	Higher Education, Research and International	15-Nov-22	28-Feb-23	\$300,000	Administered	Consultancy Services for Analysis of High-Performance Computing and Data Research Infrastructure (NDRI) Landscape	Management Advisory Services	The Nous Group
10	CN3900649	Schools	25-Jul-22	11-Nov-22	\$255,459	Administered	National School Chaplaincy Evaluation	Research programs	Dandolopartners

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Attachment B

**Education - Top 10 consultancy contracts (by value) active in financial year 2023–24 as at 31 December 2023
(data extracted 2 January 2024)**

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3864838	Early Childhood and Youth	31-Mar-2022	31-Dec-2026	\$10,400,500	Administered	Early Years Education Program Replication Trial	Education and Training Services	Parkville Institute Ltd
2	CN3886997	Early Childhood and Youth	01-Jul-2022	30-Jun-2025	\$6,644,143	Administered	Connected Beginnings and the Community Child Care Fund Restricted Program Partnership	Management advisory services	SNAICC Cairns and District Chinese
3	CN3615516	Early Childhood and Youth	24-Jul-2019	30-Sep-2023	\$3,000,000	Administered	Child Care Payment Accuracy Estimates and Data Analytics	Research programs	Orima Research Pty Ltd
4	CN4015398	Corporate and Enabling Services	23-Oct-2023	30-Jun-2026	\$2,692,540	Departmental	Independent Project Assurance Services	Management advisory services	KPMG
5	CN3969724	Early Childhood and Youth	08-Mar-2023	30-Jun-2024	\$1,650,000	Administered	Community Child Care Funding Business Support	Management advisory services	BDO Services Pty Ltd
6	CN3962110	Early Childhood and Youth	21-Apr-2023	28-Mar-2024	\$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
7	CN3854214	Schools	04-Mar-2022	31-Dec-2023	\$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG
8	CN3888010	Higher Education, Research and International	24-Jun-2022	30-Sep-2024	\$990,000	Departmental	Research Consultancy Services	Management advisory services	Australian Academy of Technology
9	CN3784514	Schools	16-Jun-2021	30-Jun-2025	\$659,284	Administered	Evaluation Primary Connections, Science by Doing	Research programs	Acil Allen Consulting Pty Ltd

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

10	CN4012133	Higher Education, Research and International	07-Sep-2023	30-Nov-2023	\$495,000	Departmental	External legal expertise to inform the development of Action plan priority number 5 for Strengthening University Governance	Management advisory services	Minter Ellison - ACT
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Education - Top 10 Consultancy Contracts (by value) active in FY 2022-23 (data extracted 2 January 2024)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3864838	Early Childhood and Youth	31-Mar-22	31-Dec-26	\$10,400,500	Administered	Early Years Education Program Replication Trial	Education and Training Services	Parkville Institute Ltd
2	CN3886997	Early Childhood and Youth	01-Jul-22	30-Jun-25	\$6,644,143	Administered	Connected Beginnings and the Community Child Care Fund Restricted Program Partnership	Management advisory services	SNAICC Cairns and District Chinese
3	CN3615516	Early Childhood and Youth	24-Jul-19	30-Sep-23	\$3,000,000	Administered	Child Care Payment Accuracy Estimates and Data Analytics	Research programs	Orima Research Pty Ltd
4	CN3873690	Early Childhood and Youth	11-Apr-22	26-Apr-23	\$1,702,344	Departmental	Early Childhood Education and Care Market Monitoring Project	Research programs	Accenture Australia Pty Ltd
5	CN3969724	Early Childhood and Youth	08-Mar-23	30-Jun-24	\$1,650,000	Administered	Community Child Care Funding Business Support	Management advisory services	BDO Services Pty Ltd
6	CN3884136	Early Childhood and Youth	15-Jun-22	30-Jun-23	\$1,419,990	Administered	Connected Beginnings Mid-Term Evaluation	Management advisory services	Inside Policy
7	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	\$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
8	CN3854214	Schools	04-Mar-22	31-Dec-23	\$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG
9	CN3888010	Higher Education, Research and International	24-Jun-22	30-Sep-24	\$990,000	Departmental	Research Consultancy Services for Commercialisation opportunities and pathways in key areas of science and technology	Management advisory services	Australian Academy of Technology

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

10	CN3900644	Schools	29-Jun-2022	30-Jun-2023	\$937,905	Administered	Evaluation of Literacy and Mathematics Initiatives	Research programs	Dandolopartners
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**Education - Top 10 Non-Consultancy Contracts (by value) commenced in FY 2023-24 as at 31 December 2023
(data extracted 2 January 2024)**

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3998245	Early Childhood and Youth	09-Aug-23	31-Aug-26	\$23,933,350	Administered	Supplier for the Australian Early Development Census 2024 collection (Cycle 6)	Project management	The Social Research Centre
2	CN4002326	Schools	16-Aug-23	20-Apr-24	\$7,480,000	Administered	Elevating the Teaching Profession Campaign	Advertising	Universal McCann
3	CN3998242	Early Childhood and Youth	28-Aug-23	30-Oct-26	\$1,195,128	Administered	AEDC 2024 Collection - National Implementation in QLD	Research programs	Education Queensland Department of Education and Training
4	CN4013541	Corporate and Enabling Services	02-Oct-23	05-Apr-24	\$1,184,172	Departmental	Provision of Technology and Project Support Services for (Business Design, Architecture and Digital Services)	Computer services	Conceptsix Pty Ltd
5	CN4009080	Corporate and Enabling Services	01-Jul-23	30-Jun-24	\$1,131,570	Departmental	Labour Hire - Senior Data Analysis x 3	Personnel recruitment	Hays Personnel Services

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

6	CN3998243	Early Childhood and Youth	28-Aug-23	30-Oct-26	\$1,108,080	Administered	AEDC 2024 Collection - National Implementation in NSW	Research programs	NSW Department of Education and Training
7	CN3998244	Early Childhood and Youth	28-Aug-23	30-Oct-26	\$909,553	Administered	AEDC 2024 Collection - National Implementation in VIC	Research programs	Victorian Department of Education and Training
8	CN4011505	Schools	11-Oct-23	11-Oct-25	\$880,000	Administered	Services to assist in the delivery of the First Nations Languages Education Program	Project administration or planning	First Languages Australia
9	CN4011506	Early Childhood and Youth	10-Oct-23	30-Oct-26	\$871,776	Administered	AEDC 2024 Collection - National Implementation in SA	Research programs	Department of Education and Child Development
10	CN3993249	Early Childhood and Youth	10-Jul-23	31-Dec-23	\$715,627	Departmental	Child Care Subsidy Administration Officer x 4	Temporary personnel services	Hudson Global Resources (Aust) Pty

**Education - Top Ten Non-consultancy Contracts (by value) commenced in financial year 2022–23
(data extracted 22 December 2023)**

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3975666	Schools	08-Jun-23	31-Mar-25	\$11,549,545	Administered	Provision of a Voluntary Mental Health Check Tool for Schools	Research programs	Macquarie University
2	CN3935411	Higher Education, Research and International	09-Nov-22	30-Jun-25	\$10,480,280	Administered	Contract for the Third-Party Service Provider National Industry PhD Program	Project management	Campus Plus Pty Ltd
3	CN3967635	Early Childhood and Youth	19-May-23	30-Sep-23	\$6,616,500	Administered	Child Care Subsidy Campaign	Administered	Universal McCann
4	CN3988200	Schools	30-Jun-23	30-Jan-26	\$3,319,987	Administered	Micro credentials for Teachers	Education and Training Services	University of Adelaide Integrated Biological Systems
5	CN3957511	Early Learning Programs and Youth	10-Mar-23	13-Mar-25	\$3,251,604	Administered	In Home Care Quality and Safety Project	Management support services	Australian Children's Education & Association
6	CN3939685	Corporate and Enabling Services	06-Jan-23	30-Jun-24	\$2,307,965	Departmental	Insurance	Insurance and retirement services	Comcare
7	CN3925238	Schools	28-Oct-22	30-Apr-23	\$2,200,000	Departmental	Business Case Development	Computer Services	The Boston Consulting Group Pty Ltd
8	CN3937051	Early Childhood and Youth	03-Jan-23	30-Jun-24	\$2,102,823	Administered	ACECQA Stage 2 Proposal 11	Education and Training Services	Australian Children's Education & Association

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
9	CN3953239	Higher Education, Research and International	22-Feb-23	30-Jun-24	\$2,007,001	Administered	Education and Training Services	Education and Training Services	University of Adelaide
10	CN3953637	Early Childhood and Youth	14-Mar-23	31-Dec-25	\$1,916,695	Administered	Survey of Parents and Services	Research Programs	Orima Research Pty Ltd

**Education – Top 10 Active Contracts (by value) with “Big Seven” firms in FY 2023–24 as at 31 December 2023
(data extracted 2 January 2024)**

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN4015398	Corporate and Enabling Services	23-Oct-23	30-Jun-26	\$2,692,540	Departmental	Independent Project Assurance Services for the Transforming Program Administration for Schools and Universities Project	Management Advisory Services	KPMG
2	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	\$1,149,990	Administered	Review of the Community Child Care Fund	Management Advisory Services	Deloitte Touche Tohmatsu
3	CN3854214	Schools	04-Mar-22	31-Dec-23	\$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research Programs	KPMG
4	CN3862100	Higher Education, Research and International	31-Mar-22	24-May-24	\$490,187	Administered	Opportunities And Barriers to Diversification	Research Programs	Deloitte Touche Tohmatsu
5	CN3957499	Early Childhood and Youth	07-Mar-23	30-Sep-23	\$447,226	Administered	Review of the Inclusion Support Program	Management Advisory Services	Deloitte Touche Tohmatsu

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

6	CN3968685	Early Childhood and Youth	18-Apr-23	31-Dec-23	\$338,188	Administered	Review of Existing Targeted Programs - National Workforce Strategy	Management Advisory Services	Pricewaterhousecoopers Consulting
7	CN4015399	Higher Education, Research and International	30-Oct-23	31-Jan-24	\$320,777	Departmental	Research Project to Inform the Design of the New Suburban University Study Hubs Program	Management Advisory Services	Deloitte Touche Tohmatsu
8	CN4004258	Higher Education, Research and International	08-Aug-23	15-Dec-23	\$312,720	Departmental	Counsellor Allowance Review	Management Advisory Services	Ernst and Young
9	CN3953641	Early Childhood and Youth	27-Feb-23	28-Jul-23	\$210,000	Departmental	Early Childhood National Vision Consultation	Management Advisory Services	PriceWaterhouse Coopers
10	CN4013545	Corporate and Enabling Services	27-Oct-23	22-Dec-23	\$128,800	Departmental	Program Management Assurance Pilot for Early Childhood and Youth	Management Advisory Services	Ernst and Young

Education – Top 10 Active Contracts (by value) with “Big Seven” consultancy firms in FY 2022–23 as at 31 December 2023 (data extracted 2 January 2023)

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3873690	Early Childhood and Youth	11-Apr-22	26-Apr-23	\$1,702,344	Departmental	Early Childhood Education and Care Market Monitoring Project	Research programs	Accenture Australia Pty Ltd
2	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	\$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
3	CN3854214	Schools	04-Mar-22	31-Dec-23	\$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG
4	CN3873689	Early Childhood and Youth	11-Apr-22	03-Mar-23	\$712,512	Departmental	Development of Early Childhood Education and Care Market Strategy	Management advisory services	Deloitte Touche Tohmatsu
5	CN3856691	Early Childhood and Youth	14-Feb-22	31-Dec-22	\$624,534	Administered	Attendance Data Scoping Study	Research programs	PWC
6	CN3862100	Higher Education, Research and International	31-Mar-22	24-May-24	\$490,187	Administered	Opportunities and Barriers to Diversification	Research programs	Deloitte Touche Tohmatsu
7	CN3957498	Early Childhood and Youth	09-Mar-23	30-Jun-23	\$486,927	Administered	Review of the In Home Care Program	Management advisory services	PriceWaterhouse Coopers
8	CN3957499	Early Childhood and Youth	07-Mar-23	30-Sep-23	\$447,226	Administered	Review of the Inclusion Support Program	Management advisory services	Deloitte Touche Tohmatsu

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

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

Issue: Contractors

Contact: Marcus Markovic
Ph: s 22
Deputy Secretary

Key Points

Contractor Numbers

- As at 1 July 2023, the Department of Education had 56 Contractors engaged.
- As at 31 December 2023, 50 Contractors were engaged, or approximately 2.9% of the total workforce.

Contractor Overview

- A contractor may be engaged to perform functions for the department, under the supervision of the department, for output produced on behalf of the department.
- Contractors are individuals not hired under Section 22 of the *Public Service Act 1999* to:
 - provide surge capacity
 - obtain specialist skills
 - undertake short-term roles.
- Contractors are used to meet short-term demand across several categories, including:
 - project and program management
 - compliance and regulation
 - service delivery
 - research
 - administration.
- The majority of the department's contractors are engaged through labour hire firms and sourced through government panel arrangements.
- Contractors can also be engaged directly through a sole trader, however, instances of this are rare.

Contractors Active at 31 December 2023 by Group

Group	Non-ICT	ICT	Total
Corporate and Enabling Services	4	1	5
Early Childhood and Youth	29	-	29
Higher Education, Research and International	10	-	10
Schools	6	-	6
Total	49	1	50

Contractors Active at 31 December 2023 by Job Family

Job Family	Total
Accounting and Finance	2
Administration	3
Communications and Marketing	3
Human Resources	2
ICT	2
Project and Programme	14
Research	12
Service Delivery	12
Grand Total	50

Contractors Active at 31 December 2023 by AusTender Category

AusTender Category	Total
Computer services	9
Management advisory services	7
Management support services	1
Personnel recruitment	6
Temporary personnel services	27
Grand Total	50

Expenditure on Contractors

Financial Year	Expenditure (GST exclusive)
2023-24 (YTD 31 December 2023)	\$4,876,338

Active Contracts by Supplier by value as at 31 December 2023

Supplier	Contractors	Contracts	Value GST inclusive	% Total
Hays Personnel Services	16	9	\$3,833,210	29%
Randstad	7	7	\$1,610,562	12%
Hudson Global Resources	6	3	\$1,270,741	10%
Nisus Australia	2	2	\$856,478	7%
Data#3	2	2	\$800,000	6%
GMT Canberra	2	2	\$676,000	5%
Onpoint 365	2	2	\$432,000	3%
Compas	1	1	\$371,712	3%
Larrison	1	1	\$369,000	3%
Encore IT Services	1	1	\$350,000	3%
Halcyon Knights	1	1	\$344,000	3%
Ultimum ICT	1	1	\$336,600	3%
IT Alliance Pty Ltd	1	1	\$319,000	2%
Octango	1	1	\$302,940	2%
Karlka Recruiting Group	1	1	\$286,000	2%
Horizon One Recruitment	1	1	\$267,000	2%
M&T Resources	1	1	\$214,500	2%
Experis Australia	1	1	\$182,160	1%
Chandler MacLeod	1	1	\$144,246	1%
ServeGate	1	1	\$86,625	1%
Grand Total	50	40	\$13,052,774	100%

Note: Some contracts are across multiple years.

Contractor Engagements

New engagements	1 July 2023 to 31 December 2023
Non-ICT	45
Total	45

- New contractor engagements include contractors commencing with the department or being re-engaged under a new contract.
- Between 1 July 2023 and 31 December 2023, the department had 45 new contractor engagements. Of these:
 - 32 remain engaged as at 31 December 2023
 - 11 were re-engagements of the same contractor under a new contract, of which 7 remained engaged as at 31 December 2023.

Contract Extensions

- Between 1 July 2023 and 31 December 2023, the department extended 6 contracts in relation to contractors.

Converting positions to APS

- Between 1 July 2023 and 31 December 2023, the department converted 30 contractor positions to 19 ongoing APS and 11 non-ongoing APS positions.

Contractor Pay Rates

- Contractors are engaged in accordance with the Commonwealth Procurement Rules (CPRs). Assessing value for money is a core component of the CPRs.
- Contractor pay rates differ due to:
 - markets in different locations
 - skill sets
 - levels of responsibility.
- The department supports fair pay conditions for contractors.
- The department has not collected information on the margin charged by labour hire firms or the hourly rate paid to the contractor by the supplier, as it was not a requirement for labour hire firms to disclose this information.
 - With the implementation of the People Panel Phase 2 – Labour Hire from 7 August 2023, this information is required to be provided by suppliers in their Work Order (see Background for more information).
 - to date no contractor engaged under a PPP2 contract is paid less than their equivalent APS level.

Hourly Rate of Contractors Active as at 31 December 2023

- As at 31 December 2023, hourly rates paid to the supplier for:
 - Non-ICT contractors ranged from \$52.49 to \$214.50 (GST inclusive).
 - One ICT contractor was engaged for \$206.25 (GST inclusive).

Management of Contractors

- All SES in the department are public servants.
- All contractors are managed by APS staff.

Indigenous Procurement Policy

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

- As at 31 December 2023, the department had 4 contractors (8% of total Contractors) engaged from Indigenous owned businesses.

Practising a diverse and fair approach to the market

- Contractor engagement is undertaken through a fair and competitive approach resulting in arrangements with a diverse cohort of suppliers.
- This practice is also demonstrated within single procurement activities where more than one firm may be chosen to supply contractors for a particular outcome. Examples are at [Attachment A](#).

Integrity of our Contracted Workforce

Security

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

Training for Contractors

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

Fraud and Conflict of Interest

- The department's AAI 1.7 – Disclosure of Interests places a duty on all “workers” to disclose interests relating to the affairs of the department so as to not undermine the confidence and trust in dealings with the department, and the Commonwealth more broadly.
- The Conflict of Interest Policy applies to all “workers” including contractors.
- All contractors are required to:
 - be aware of their fraud and conflict of interest obligations prior to commencing
 - complete the applicable Conflict of Interest Form and sign a Fraud and Conflict of Interest Responsibilities Form agreeing to comply with the department's Fraud Control and Conflict of Interest policies
 - undertake Fraud Awareness training.
- Terms and conditions contained within the Commonwealth Contracting Suite and Panel Deeds require suppliers to declare any real or perceived conflicts of interest that might arise relevant to the performance of their obligations under the contract.

Exit Process for Contractors

- Supervisors are required to complete an Exit Advice Notice for all contracted personnel separating from the department, at least one week before the contract end date.
- This ensures that all department resources allocated to the exiting contracted personnel are returned and system and building accesses terminated.

Media

Nil

Attachments

- [Attachment A](#) – Single Procurement - Multiple Suppliers

BACKGROUND

- On 7 August 2023, the Department of Finance (Finance) implemented the People Panel Phase 2 (PPP2).
- The PPP2 is mandatory for all agencies to procure labour hire for roles that fall within its scope from 7 August 2023.
 - The majority of labour hire procured by the department fall under the scope of the panel.
- A key feature of the PPP2 is that suppliers are required to reveal details about the hourly rate charged to the department and how it is calculated, including detailing their profit margins and hourly rate paid to the contractor by the supplier.
- Finance has directed that agencies should consider a new procurement under the PPP2 prior to exercising any extensions available under current contracts.
 - Information about the implementation and support and direction for the department to procure non-ICT labour hire under the PPP2 has been provided to Education staff on the Intranet.
- Finance has also directed agencies to transition existing labour hire contracts to the PPP2 within 6 months of implementation (by 7 February 2024).
 - Support and direction for contract managers to administer transition is currently under development.
- Out of scope of the PPP2 is ICT labour hire and a new categorisation of 'Professional Contractor', which is a type of labour hire with 'specialised' skills or knowledge.
 - Finance has advised that People Panel Phase 3 – Professional Contractors – will be implemented in the future.

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

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

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

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

Key Points

- The department is committed to the protection of government and public information, and the integrity and availability of ICT systems, from the threat of cyber security incidents. The department operates a PROTECTED network.
- The department adopts a risk-based approach to the management of information risk in accordance with government policy in particular the Protective Security Policy Framework (PSPF), the Information Security Manual and Australian Cyber Security Centre's (ACSC) Strategies to Mitigate Cyber Security Incidents, in particular, the 'Essential Eight'.
- The department provided its last annual assessment on its protective security maturity under the PSPF to the Department of Home Affairs on 28 September 2023 (previously the Attorney-General's Department).
- To ensure the ongoing safeguarding of information held by the department, we do not publicly discuss the details of our information security arrangements. To do so would provide details that malicious actors may exploit and increase the department's risk. Questions relating to the PSPF are a matter for the Department of Home Affairs, who can respond on behalf of the Commonwealth.
- The department applies the principle of proportionate security, with the level of effort and expenditure allocated appropriate to the likelihood and consequence of cyber security risks to the department's information and systems.
- The department participates in governance arrangements with the Department of Employment and Workplace Relations (DEWR) to implement and manage IT security measures.
- The department has several internal activities to educate its staff on Cyber Security including mandatory online training and regular communications. In addition, the department executes periodic phishing simulations coupled with user training on how to recognise and report phishing attacks.

Media

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

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

- ***Other ongoing media attention***

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

Attachments

[Attachment A](#) – Media release: TikTok ban on Government devices.

[Attachment B](#) – Parliamentary questions summary.

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BACKGROUND

- The following five core elements underpin the department's cyber security approach. These elements are provided under the shared services arrangement with DEWR:
 - **Secure by design:** due diligence on all hardware and software implemented within the DEWR ICT environment. Security measures are applied throughout the system lifecycle, including capturing security requirements alongside business requirements and incorporating these into system designs.
 - DEWR security hardens the configuration of operating systems and applications.
 - **Rapid mitigation:** Proactively monitoring publicly known vulnerabilities – through vendors, the ACSC and other sources, and patches or mitigates as quickly as possible.
 - **Assurance:** Carrying out security assessments internally and by independent third parties to identify security gaps and act to close these gaps. This includes assessment carried out under the Information Security Registered Assessors Program, penetration tests and vulnerability assessments.
 - **Collaboration:** Partnering with the ACSC, vendors and service providers, and with other Government agencies, sharing intelligence and knowledge, to reduce the risk of cyber threats.
 - **Cyber resilience:** Monitoring and responding to risks posed by cyber security threats to maintain business operations.

Essential Eight

- The ACSC released an enhanced Essential Eight Model (E8MM) in July 2021, that included the following changes:
 - redefining the number of maturity levels and what they represent
 - moving to a stronger risk-based approach to implementation
 - implementing the mitigation strategies as a package.
- The 2022–23 Essential Eight Work Program has been developed around these changes.
- The ACSC updates the E8MM annually to capture updated cyber security advice that is contemporary, fit for purpose and practical. Updates last made in November 2023.

Parliamentary questions

- The department has responded to several parliamentary questions. A summary of responses is provided at [Attachment B](#).

TikTok ban on Government devices

The Hon Mark Dreyfus KC MP

4 April 2023 | Media Release

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

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

For information on the Protective Security Policy Framework, visit [Protective Security Policy Framework](#).

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

For information on how to safely use social media applications, visit [eSafety](#).

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

Parliamentary question summary

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

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

- The Department of Education undertakes its grant activities in line with legislative and policy frameworks, including the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and the Commonwealth Grants Rules and Guidelines 2017 (CGRGs).
- In making recommendations to the Minister or their delegate, the department ensures the decision maker is aware of the relevant requirements of the PGPA Act and the CGRGs, the specifics of the Grant Opportunity Guidelines (GOGs), and other relevant information.
- The department ensures the selection process to award grant funding is proportional to the scale and risk profile of the grant opportunity.
- The department ensures it is compliant with requirements under the CGRGs when awarding funding through selection processes. This includes:
 - creating and publishing GOGs
 - ensuring the appropriateness of the organisation receiving funding (i.e. assessment against eligibility criteria)
 - reporting of the awarded grant funding on GrantConnect
 - ministerial reporting against Senate Orders 13 (Murray) and 16 (Minchin).
- The department uses Grants Administration Hubs consistent with whole-of-government arrangements outlined in the *Streamlining Government Grants Administration (SGGA)* program.

Table 1 - Grants Management (as published on GrantConnect as at 31 December 2023)

	1 July 2023 to 31 December 2023 (Attachment A1)		2022–2023 (Attachment A)	
	New Agreements	Programs	New Agreements	Programs
Internally Managed	288	11	282	47
Grants Hub Managed	77	6	129	17
TOTAL	364	17	411	64

- As noted in table 1 Grant programs not managed internally are managed by the Community Grants Hub (CGH). No current Education grants are managed by the Business Grants Hub.

Grants Awarded

- A list of new grant agreements and the process used to award funding for these programs for Education in the 2023–24 financial year to 31 December 2023 and the 2022–23 financial year are at [Attachment A1](#) and [Attachment A](#).

Table 2 - Grants Awarded

	1 July 2023 to 31 December 2023		2022–23	
	Instances of Publication	Grant Agreements Total Value	Instances of Publication	Grant Agreements Total Value
New Agreements	364	\$1,336,787,622	411	\$233,391,199
Variations to Existing Agreements	282	\$945,843,728	298	\$193,091,324
Total	646	\$2,282,631,350	709	\$426,482,523

Table 3 - Grants Awarded by Process – New Agreements

	1 July 2023 to 31 December 2023		2022–23	
	Instances of Publication	Value	Instances of Publication	Value
Open Competitive	52	\$16,233,316	38	\$51,137,117
Demand Driven	107	\$1,836,927	204	\$3,382,849
Targeted or Restricted Competitive	7	\$21,799,049	46	\$77,087,446
Closed Non-Competitive	29	\$1,289,116,363	11	\$90,669,131
Ad hoc, One-Off	169	\$7,801,967	112	\$11,114,656
Total	364	\$1,336,787,622	411	\$233,391,199

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

Ministerial Involvement and Requirements

- Ministers may approve the awarding of grant funding. However, Ministers must:
 - not approve the grant without first receiving written advice from officials on the merits of the proposed grant or group of grants (CGRGs Section 4.10 (a))
 - record, in writing, the basis for the approval relative to the GOGs and the key principle of achieving value with relevant money (CGRGs Section 4.10 (b)).

Role of the Minister

- Where a Minister is involved in the role as an approver, the department ensures the Minister is aware of relevant requirements of the PGPA Act and CGRGs. For example:
 - outlining the selection processes used to select grant recipients
 - making recommendations based on the process outcome.
- It is normal practice, where the department is the delegate, to brief the Minister before grants are announced.
- Ministers must report annually to the Finance Minister on all instances where they have decided to approve a grant, but where the relevant official had recommended that grant be rejected (CGRGs Section 4.12 (a)).
- For the 2022–23 and 2023–24 reporting period to 31 December 2023, there are no instances of a Minister approving a grant where a departmental official had recommended it be rejected.

Grants not published within 21 days on GrantConnect

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

Table 4 - Instances of Grant Publishing Breaches

CGRG (section 5.3) Requirement Breached	2023-24 as at 31 December 2023	2022-23
21-day GrantConnect Reporting instances	9	50

- The department undertakes regular communication to program managers and SES in relation to mandatory grant reporting requirements.

National Redress Scheme

- The National Redress Scheme (the Scheme) was established to provide acknowledgement and support to people who experienced institutional child abuse.
- The Redress Grant Connected Policy (Redress GCP) restricts access to Australian Government grant funding for non-government institutions that are not participating in the Scheme.
- The department supports this policy.
- The department has no current funding arrangements in place with institutions identified as either not joining or showing intent to join the Scheme.

Media

- **WA Schools to receive \$22m student wellbeing boost, *The Educator Online*, 2 September 2023**
All WA schools will benefit from \$22.3m Commonwealth Student Wellbeing Boost for mental health and wellbeing projects. This funding will provide key enhancements to existing student wellbeing programs, delivering additional support to run events and initiatives. Individual schools will decide how to best use the Student Wellbeing Boost to support their students.
- **Scholarship offer to boost teaching ranks, *The Daily Telegraph*, 6 November 2023**
5,000 scholarships will be up for grabs as part of a national initiative to lure more people into teaching. New scholarships of \$40,000 will be available for undergraduate and \$20,000 scholarships for post graduate. The scholarships would help tackle the teaching workforce shortages.

Attachments

[Attachment A](#) and [Attachment A1](#) – Department Granting Activity; Education

[Attachment B](#) – Senate Order 16 List of Grants; Education and Youth

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BACKGROUND**Grant Risk Assessment and Grant Approval Process**

- As per the CGRGs, an accountable authority or an official or the Minister can approve the proposed commitment of relevant money in relation to a grant.
- Criteria for determining the grant approval process is based on the self-assessment risk rating of the grant program and GOGs, in consultation with Department of Finance and Prime Minister and Cabinet.
- Risks assessments include program, implementation, grantee and activity risks. Considerations also include complexity of the grant opportunity's design, the expected number of eligible applicants and constitutional and legislative risk.
- For low risk assessments, GOGs and grants can be approved, in writing, by the relevant Portfolio Minister or accountable authority or official (in accordance with Financial Delegations) or the relevant Portfolio Minister.
- For medium or high-risk assessments, approval for GOGs is sought in writing from the Finance Minister.

Ministerial Involvement - Open Competitive Processes

Grant Program	Approval of GOGs	Awarded Funding
Emerging Priorities Program Open Competitive	Minister Robert	7 April 2022 - Minister Robert approved 34 of 35 projects recommended by the Department, 2 additional projects were also approved. 5 July 2022 - Minister Clare agreed to continue with the 34 of 35 projects recommended by the Department, the 2 additional projects were not supported to proceed.
City-Country Partnerships Grant	A/g Minister Robert approved guidelines on 15 February 2022. The open grant round was conducted between February and March 2022. (without change)	1 July 2022 - Minister Clare approved grant round outcomes (as recommend by the Department).
Destination Australia (Round 1, 2 and 3)	Minister Tehan (without change)	Minister Tehan (Round 1 and 2) and Minister Tudge (Round 3) as recommended by the Department.
Community Child Care Fund (Round 1)	Minister Birmingham (approved after consultation on design and implementation)	As recommended by the Department.
Community Child Care Fund (Round 3)	Minister Tehan (approved after agreement on proposed changes)	Round 3 – departmental delegate with a noting brief provided to Minister Tudge in June 2021.

Selection Process Definitions

The department utilises multiple selection processes to award grant funding:

- **Closed Non-Competitive Process**

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

- **Open Competitive Processes**

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

- **Targeted (or Restricted) Processes**

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

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

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

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

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

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

- **Demand Driven Process**

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

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

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

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

Applications are assessed individually against the selection criteria.

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

- Senate Order 16 or the 'Minchin Order' requires the Minister to table a list of grants, a week prior to each estimates hearing.
- Tabling for this reporting period includes all new and variations to existing grants published in the period 1 September 2023 to 31 December 2023 and was presented and signed off by Minister Clare to the President of the Senate on 2 February 2024 - [MS24-000013](#) at **Attachment B**.

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

Attachment A

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

Note:

*This list as published on GrantConnect by the responsible program areas has been subsequently cleansed to improve consistency of the published program names and Portfolio Budget Statement (PBS) outcome.
 *Value of grants awarded is the value published on Grant Connect and does not represent expenditure.
 *Grant Programs not being managed by a Grants Hub were either established prior to the establishment of the Hubs, obtained an exemption, or are anticipated to transition to a Hub in future.
 *Hub Services Column J: CCCF program streams utilise Grants Hub services in full, part or not at all. Services provided by Grants Hubs can vary.

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

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

Attachment A

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

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

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

Attachment A.1

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

Note:

*This list as published on GrantConnect by the responsible program areas has been subsequently cleansed to improve consistency of the published program names and Portfolio Budget Statement (PBS) outcome.
*Value of grants awarded is the value published on Grant Connect and does not represent expenditure.
*Grant Programs not being managed by a Grants Hub were either established prior to the establishment of the Hubs, obtained an exemption, or are anticipated to transition to a Hub in future.
*Hub Services Column J: CCCF program streams utilise Grants Hub services in full, part or not at all. Services provided by Grants Hubs can vary.

Group	PBS Program Name	Grant Program/Title	Selection Process	Delegate for Grant Funding	Value of Grants Awarded	Minister funding was Awarded Under	Funding Awarded in Minister's Electorate	Did the Minister Approve a Non Recommended Application for Funding	Are Hub services utilised?	Total Grant Awards
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Capital Support	Open Competitive	Departmental	\$2,310,000	Clare	No	No	Yes	7
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Community Support	One-off/Adhoc	Departmental	\$16,500	Clare	No	No	Yes	1
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support	One-off/Adhoc	Departmental	\$562,891	Aly	No	No	Yes	9
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support	Open Competitive	Departmental	\$13,923,317	Aly	No	No	Yes	45
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	Quality Support - Australian Childrens Education and Care Quality Authority	Closed Non-Competitive	Departmental	\$52,708,000	Clare	No	No	Yes	1
ECCC	DE 22/23 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	\$63,700	Clare	No	No	No	11
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	\$871,349	Clare	No	No	No	95
ECCC	DE 21/22 1.1 Support for the Child Care System (20/21)	Collaborative and Strategic Innovative Solutions Project - Resource and Analysis	Demand Driven	Departmental	\$901,877	Clare	No	No	No	1
ECCC	DE 23/24 DE 18/19 1.1 Support for the Child Care System (18/19)	Community Child Care Fund (CCCF)	Targeted or Restricted Competitive	Departmental	\$2,110,517	Clare	No	No	No	1
ECCC	DE 23/24 1.1 Support for the Child Care System	Connected Beginnings	Targeted or Restricted Competitive	Departmental	\$5,693,034	Clare	No	No	No	2
ECCC	DE 23/24 DE Output 1.1 Support for the Child Care System	Special Circumstances - Special Appropriation	One-off/Adhoc	Departmental	\$2,464,504	Clare	No	No	No	14
ECCC	DE 23/24 1.1 Support for the Child Care System	Community Child Care Fund Restricted Expansion (Closing the Gap)	Closed Non-Competitive	Departmental	\$5,605,729	Clare	No	No	No	4
ECCC	DE 23/24 DE Other Outcome 1 Education	Support for the Administration of the ABC Takeover Program and the Heywire Summit	Targeted or Restricted Competitive	Departmental	\$350,000	Clare	No	No	No	1
ECCC	DE 23/24 1.1 Support for the Child Care System	Early Childhood Education and Care Workforce Taskforce	One-off/Adhoc	Departmental	\$4,758,072	Aly	No	No	No	145
Schools	DE 23/24 1.5 Early Learning and Schools Support	Scaling Up Success in Remote Schools	Targeted or Restricted Competitive	Departmental	\$11,000,000	Clare	No	No	No	1
Schools	DE 23/24 DE Output 1.5 Admin 2019-20 Early Learning and Schools Support	Commonwealth Regional Scholarships Program	Targeted or Restricted Competitive	Departmental	\$2,645,500	Clare	No	No	Yes	2
Schools	DE 23/24 DE Output 1.5 Admin 2019-20 Early Learning and Schools Support	Commonwealth Regional Scholarships Program	Closed Non-Competitive	Departmental	\$5,439,500	Clare	No	No	No	1
HERI	DE 21/22 2.6 Research Capacity	National Collaborative Research Infrastructure Strategy (NCRIS)	Closed Non-Competitive	Departmental	\$23,880,023	Clare	No	No	No	1
HERI	DE 23/24 2.6 Research Capacity	National Collaborative Research Infrastructure Strategy (NCRIS)	Closed Non-Competitive	Departmental	\$1,201,483,110	Clare	No	No	No	22
					<u>\$</u>	<u>1,336,787,622</u>				<u>364</u>

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Senate Procedural Order of Continuing Effect 16 Grants Approved for the Period 1 September 2023 to 31 December 2023 Education and Youth Granting		
Grant Title	Recipient Name Published	Value Published (Incl. GST)
CCCF Open Competitive Capital Support	Oz EJ & L Enterprises Pty Limited	\$330,000
CCCF Open Competitive Capital Support	Montessori Beginnings Maribyrnong Proprietary Limited	\$330,000
CCCF Open Competitive Capital Support	Loxton District Childrens Centre Incorporated	\$330,000
CCCF Open Competitive Capital Support	Davmat Investments Proprietary Limited	\$330,000
CCCF Open Competitive Capital Support	ACN 163 182 643 Proprietary Limited	\$330,000
CCCF Open Competitive Capital Support	Murilla Community Centre Incorporated	\$330,000
CCCF Open Competitive Capital Support	Moree Plains Shire Council	\$330,000
CCCF Open Competitive Community Support	Learn to Play Play to Learn Proprietary Limited	\$16,500
CCCF Open Competitive Sustainability Support	Queensland Police-Citizens Youth Welfare Association	\$8,283
CCCF Open Competitive Sustainability Support	Uniting (Victoria and Tasmania) Limited	\$22,000
CCCF Open Competitive Sustainability Support	Moree Plains Shire Council	\$660,000
CCCF Open Competitive Sustainability Support	Montessori Beginnings Maribyrnong Proprietary Limited	\$503,800
CCCF Open Competitive Sustainability Support	Loxton District Childrens Centre Incorporated	\$660,000
CCCF Open Competitive Sustainability Support	J & L Enterprises Proprietary Limited	\$660,000
CCCF Open Competitive Sustainability Support	Davmat Investments Proprietary Limited	\$660,000
CCCF Open Competitive Sustainability Support	ACN 163 182 643 Proprietary Limited	\$660,000
CCCF Open Competitive Sustainability Support	The Gowrie (WA) Incorporated	\$660,000
CCCF Open Competitive Sustainability Support	Goodstart Early Learning Limited	\$469,700
CCCF Open Competitive Sustainability Support	Ballarat and District Aboriginal Co-operative Limited	\$660,000
CCCF Open Competitive Sustainability Support	AR Business Management Proprietary Limited ATF AR Business Management Trust	\$224,197
CCCF Open Competitive Sustainability Support	Kempsey Family Day Care Incorporated	\$63,470
CCCF Open Competitive Sustainability Support	Mid-Western Regional Council	\$77,000

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
CCCF Open Competitive Sustainability Support	Northern Rivers Children's Services Limited	\$55,000
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Alice Springs Family Day Care Incorporated	\$27,177
CCCF Open Competitive Sustainability Support	Fraser Coast Family Day Care Proprietary Limited	\$110,000
CCCF Open Competitive Sustainability Support	Fraser Coast Family Day Care Proprietary Limited	\$110,000
CCCF Open Competitive Sustainability Support	Fraser Coast Family Day Care Proprietary Limited	\$132,000
CCCF Open Competitive Sustainability Support	Maitland Family Day Care Scheme Incorporated	\$648,162
CCCF Open Competitive Sustainability Support	Maitland Family Day Care Scheme Incorporated	\$418,000
CCCF Open Competitive Sustainability Support	Maitland Family Day Care Scheme Incorporated	\$418,000
CCCF Open Competitive Sustainability Support	Thrive Group Tasmania Incorporated	\$351,695
CCCF Open Competitive Sustainability Support	Thrive Group Tasmania Incorporated	\$351,695
CCCF Open Competitive Sustainability Support	Fraser Coast Family Day Care Proprietary Limited	\$115,000
CCCF Open Competitive Sustainability Support	Upper Hunter Shire Council	\$259,226
CCCF Open Competitive Sustainability Support	Coffs Harbour & District Family Day Care Scheme Incorporated	\$233,475
CCCF Open Competitive Sustainability Support	Ballina-Byron Family Day Care Association Incorporated	\$176,000

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
CCCF Open Competitive Sustainability Support	Ausscot Care Proprietary Limited	\$434,502
CCCF Open Competitive Sustainability Support	Ausscot Care Proprietary Limited	\$434,502
CCCF Open Competitive Sustainability Support	Murilla Community Centre Incorporated	\$382,465
CCCF Open Competitive Sustainability Support	Southern Cross Support Services Proprietary Limited	\$371,962
CCCF Open Competitive Sustainability Support	Department for Education	\$399,740
CCCF Open Competitive Sustainability Support	Department for Education	\$394,680
CCCF Open Competitive Sustainability Support	Department for Education	\$312,180
CCCF Open Competitive Sustainability Support	Department for Education	\$443,476
CCCF Open Competitive Sustainability Support	Department for Education	\$619,124
CCCF Open Competitive Sustainability Support	Better Future Family Day Care Proprietary Limited	\$522,500
CCCF Open Competitive Sustainability Support	The Creche and Kindergarten Association Limited	\$30,876
CCCF Open Competitive Sustainability Support	Helping Hands Network Proprietary Limited	\$30,389
CCCF Open Competitive Sustainability Support	Wanslea Early Learning and Development Limited	\$55,000
CCCF Open Competitive Sustainability Support	Alpine Resorts Victoria	\$110,000
CCCF Open Competitive Sustainability Support	Edge Early Learning QLD Proprietary Limited	\$126,677
CCCF Open Competitive Sustainability Support	Lukahrairie Proprietary Limited	\$146,667
Commonwealth Regional Scholarship Program	The BUSY Group Limited	\$5,439,500
Community Child Care Fund (CCCF)	Warlpiri Youth Development Aboriginal Corporation	\$2,110,517
Community Child Care Fund Restricted Expansion (Closing the Gap)	Bundiyarra Aboriginal Community (Aboriginal Corporation)	\$1,782,202
Community Child Care Fund Reporting Expansion in Kowanyama (Closing the Gap)	Kowanyama Aboriginal Shire Council	\$1,356,532
Community Child Care Fund Restricted Expansion in Alice Springs (Closing the Gap)	Central Australian Aboriginal Congress Aboriginal Incorporation	\$745,535
Connected Beginnings	Kura Yerlo Incorporated	\$2,467,245
Connected Beginnings	Kummara Limited	\$3,225,789

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$374,908
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$364,343
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$355,782
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$341,325
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$340,673
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$337,937
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$299,976
Early Childhood Education and Care Workforce Taskforce	Goodstart Early Learning Limited	\$163,290
Early Childhood Education and Care Workforce Taskforce	Duerinckx Enterprises Proprietary Limited ATF Duerinckx Futures Family Trust	\$96,194
Early Childhood Education and Care Workforce Taskforce	YMCA of the Northern Territory Limited	\$93,128
Early Childhood Education and Care Workforce Taskforce	One Tree Community Services Incorporated	\$92,778
Early Childhood Education and Care Workforce Taskforce	Queensland Police-Citizens Youth Welfare Association	\$72,290
Early Childhood Education and Care Workforce Taskforce	Queensland Police-Citizens Youth Welfare Association	\$70,694
Early Childhood Education and Care Workforce Taskforce	Ballarat City Council	\$53,438
Early Childhood Education and Care Workforce Taskforce	Orange City Council	\$52,449
Early Childhood Education and Care Workforce Taskforce	Jofira Proprietary Limited ATF The Jofira Unit Trust	\$46,384
Early Childhood Education and Care Workforce Taskforce	Story House Early Learning No 23 Proprietary Limited	\$43,209
Early Childhood Education and Care Workforce Taskforce	Carlton St Child Care Investments Proprietary Limited	\$42,698
Early Childhood Education and Care Workforce Taskforce	St Columba Anglican School Council Incorporated	\$38,563
Early Childhood Education and Care Workforce Taskforce	Kids Club Early Childhood Learning Centres Proprietary Limited	\$36,284
Early Childhood Education and Care Workforce Taskforce	Nurruby Children's Services Incorporated	\$34,853
Early Childhood Education and Care Workforce Taskforce	Edge Early Learning QLD Proprietary Limited	\$34,791
Early Childhood Education and Care Workforce Taskforce	Cairns & District Child Care Development Association Incorporated	\$34,188

Corporate - Hot Topics (February 2024) - Hot Topic Briefs

Grant Title	Recipient Name Published	Value Published (Incl. GST)
Early Childhood Education and Care Workforce Taskforce	Four Star Management Proprietary Limited	\$33,748
Early Childhood Education and Care Workforce Taskforce	Isabella's Childcare Centre Proprietary Limited ATF Bells Trust	\$30,911
Early Childhood Education and Care Workforce Taskforce	Big Fat Smile Group Limited	\$30,813
Early Childhood Education and Care Workforce Taskforce	Childcare Providers Proprietary Limited ATF The Childcare Providers Trust	\$30,233
Early Childhood Education and Care Workforce Taskforce	Leongatha Childrens Centre Incorporated	\$28,176
Early Childhood Education and Care Workforce Taskforce	LPN Childcare Proprietary Limited ATF The Trustee for the Liesl Pyke-Nott Family Trust	\$26,998
Early Childhood Education and Care Workforce Taskforce	Harmony Lennox Head One Proprietary Limited	\$25,522
Early Childhood Education and Care Workforce Taskforce	Howley Proprietary Limited	\$25,428
Early Childhood Education and Care Workforce Taskforce	J K Epsom Proprietary Limited	\$25,207
Early Childhood Education and Care Workforce Taskforce	North East Regional Pre-School Association Incorporated	\$23,698
Early Childhood Education and Care Workforce Taskforce	Warrumbungle Shire Council	\$23,263
Early Childhood Education and Care Workforce Taskforce	Think Childcare Services Proprietary Limited	\$22,207
Early Childhood Education and Care Workforce Taskforce	Sheehan Care Proprietary Limited ATF Sheehan Care Trust	\$22,163
Early Childhood Education and Care Workforce Taskforce	Green Leaves (QLD14) Early Learning Centres Proprietary Limited	\$22,053
Early Childhood Education and Care Workforce Taskforce	Moyne Shire Council	\$20,229
Early Childhood Education and Care Workforce Taskforce	Story House Early Learning No 10 Proprietary Limited	\$20,127
Early Childhood Education and Care Workforce Taskforce	Tasmanian Child Care Centres Proprietary Limited	\$19,999
Early Childhood Education and Care Workforce Taskforce	Michel Hanna Enterprises Proprietary Limited	\$19,753
Early Childhood Education and Care Workforce Taskforce	Griffith Child Care Centre Incorporated	\$19,408
Early Childhood Education and Care Workforce Taskforce	Gippsland Lakes Community Health	\$19,123
Early Childhood Education and Care Workforce Taskforce	Tylden Primary School	\$19,071
Early Childhood Education and Care Workforce Taskforce	The University of New England	\$18,419
Early Childhood Education and Care Workforce Taskforce	Kaja Holdings Proprietary Limited	\$18,152

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Early Childhood Education and Care Workforce Taskforce	Imagine Education Early Learning Centres No. 9 Proprietary Limited	\$18,095
Early Childhood Education and Care Workforce Taskforce	Country Childrens Early Learning Proprietary Limited	\$17,397
Early Childhood Education and Care Workforce Taskforce	KU Children's Services	\$16,802
Early Childhood Education and Care Workforce Taskforce	Grow Early Education Platz Proprietary Limited	\$16,279
Early Childhood Education and Care Workforce Taskforce	Corangamite Shire Council	\$15,771
Early Childhood Education and Care Workforce Taskforce	Willowbank Early Learning Centre Proprietary Limited	\$15,556
Early Childhood Education and Care Workforce Taskforce	Young Adventurers Early Childhood Education Services Proprietary Limited	\$15,422
Early Childhood Education and Care Workforce Taskforce	Bass Coast Children's Centre Incorporated	\$15,222
Early Childhood Education and Care Workforce Taskforce	Gilmi Enterprises Proprietary Limited	\$15,048
Early Childhood Education and Care Workforce Taskforce	Cubby House For Kids Proprietary Limited	\$14,885
Early Childhood Education and Care Workforce Taskforce	Parap Family Centre Incorporated	\$14,808
Early Childhood Education and Care Workforce Taskforce	Discovery Early Education Proprietary Limited ATF Discovery Early Education Trust	\$14,669
Early Childhood Education and Care Workforce Taskforce	Hollywood Kids Proprietary Limited	\$14,422
Early Childhood Education and Care Workforce Taskforce	Castlemaine Child Care Co-operative Limited	\$14,374
Early Childhood Education and Care Workforce Taskforce	Grow Early Education Bundaberg Proprietary Limited	\$14,247
Early Childhood Education and Care Workforce Taskforce	Grenfell Preschool and Long Day Care Centre Incorporated	\$14,109
Early Childhood Education and Care Workforce Taskforce	Crows Nest and District Children's Centre and Kindergarten Assoc Incorporated	\$14,001
Early Childhood Education and Care Workforce Taskforce	Westcare Proprietary Limited	\$13,483
Early Childhood Education and Care Workforce Taskforce	Kids Korner Combined OCC Care Centre Incorporated	\$13,476
Early Childhood Education and Care Workforce Taskforce	Hayat Business Services Proprietary Limited	\$13,447
Early Childhood Education and Care Workforce Taskforce	Grans & Co. Proprietary Limited	\$13,431
Early Childhood Education and Care Workforce Taskforce	Aspire Education & Care Group Proprietary Limited	\$13,016
Early Childhood Education and Care Workforce Taskforce	Snowy Mountains Care and Early Learning Centre Incorporated	\$12,936

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Early Childhood Education and Care Workforce Taskforce	Little Kindy Proprietary Limited	\$12,845
Early Childhood Education and Care Workforce Taskforce	Gloucester Pre-School Incorporated	\$12,835
Early Childhood Education and Care Workforce Taskforce	Ridgeview Grand Central Proprietary Limited	\$12,699
Early Childhood Education and Care Workforce Taskforce	Sydney Childcare Collective Proprietary Limited	\$12,456
Early Childhood Education and Care Workforce Taskforce	Devonport Child Care Centres Incorporated	\$11,945
Early Childhood Education and Care Workforce Taskforce	SDN Children's Services	\$11,569
Early Childhood Education and Care Workforce Taskforce	Mondabella Proprietary Limited	\$11,465
Early Childhood Education and Care Workforce Taskforce	Gamumbi Early Childhood Education Centre Incorporated	\$11,277
Early Childhood Education and Care Workforce Taskforce	Roxento Proprietary Limited	\$10,807
Early Childhood Education and Care Workforce Taskforce	Towong Shire Council	\$10,501
Early Childhood Education and Care Workforce Taskforce	Kalbar Early Learning Proprietary Limited	\$10,399
Early Childhood Education and Care Workforce Taskforce	Imagine Education Early Learning Centres No. 5 Proprietary Limited	\$10,399
Early Childhood Education and Care Workforce Taskforce	Mackay Christian Colleges Limited	\$9,993
Early Childhood Education and Care Workforce Taskforce	Parkside Early Learning Centre Proprietary Limited as Trustee for Parkside Trust	\$9,968
Early Childhood Education and Care Workforce Taskforce	DMP Child Care Association Incorporated	\$9,968
Early Childhood Education and Care Workforce Taskforce	Kangaroo Island Children's Services	\$9,701
Early Childhood Education and Care Workforce Taskforce	Asteve Proprietary Limited	\$9,490
Early Childhood Education and Care Workforce Taskforce	Redeemer Lutheran School Incorporated	\$9,114
Early Childhood Education and Care Workforce Taskforce	Littlies Group Proprietary Limited	\$8,489
Early Childhood Education and Care Workforce Taskforce	Aurum Childcare Proprietary Limited	\$8,476
Early Childhood Education and Care Workforce Taskforce	SK Alliance Proprietary Limited ATF The Hill Top Trust	\$8,476
Early Childhood Education and Care Workforce Taskforce	Murray Valley Aboriginal Co-operative Limited	\$8,152
Early Childhood Education and Care Workforce Taskforce	KAKL Proprietary Limited ATF Kelken Family Trust	\$7,859

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Early Childhood Education and Care Workforce Taskforce	Snowy Valleys Council	\$7,578
Early Childhood Education and Care Workforce Taskforce	The Trustee for Creekside Kids Trust	\$7,429
Early Childhood Education and Care Workforce Taskforce	Collie Early Education Incorporated	\$7,404
Early Childhood Education and Care Workforce Taskforce	Swanfels Proprietary Limited	\$7,158
Early Childhood Education and Care Workforce Taskforce	Choices Family Day Care Proprietary Limited	\$7,128
Early Childhood Education and Care Workforce Taskforce	Norwood Community Creche Incorporated	\$6,921
Early Childhood Education and Care Workforce Taskforce	Glenvale State School Parents And Citizens Association	\$6,843
Early Childhood Education and Care Workforce Taskforce	Wynbring Jida Incorporated	\$6,843
Early Childhood Education and Care Workforce Taskforce	Jumbunna Childrens Centre Limited	\$6,413
Early Childhood Education and Care Workforce Taskforce	Little Learning Group Proprietary Limited	\$6,173
Early Childhood Education and Care Workforce Taskforce	Scallywags Childcare Centre Palmerston Incorporated	\$5,908
Early Childhood Education and Care Workforce Taskforce	Lachlan Council	\$5,828
Early Childhood Education and Care Workforce Taskforce	Malaron Proprietary Limited	\$5,797
Early Childhood Education and Care Workforce Taskforce	Chloe & Jack Proprietary Limited	\$5,612
Early Childhood Education and Care Workforce Taskforce	Tumut Kindy Early Learning Centre Proprietary Limited	\$5,386
Early Childhood Education and Care Workforce Taskforce	Parkes Early Childhood Centre Incorporated	\$5,292
Early Childhood Education and Care Workforce Taskforce	VPM In Home Care	\$5,066
Early Childhood Education and Care Workforce Taskforce	Barossa Valley Community Creche Incorporated	\$4,864
Early Childhood Education and Care Workforce Taskforce	Beechworth Community Childcare Centre Incorporated	\$4,746
Early Childhood Education and Care Workforce Taskforce	JCU Early Learning Centres Ptroproprietary Limited	\$4,746
Early Childhood Education and Care Workforce Taskforce	McKay Children's Centre Incorporated	\$4,317
Early Childhood Education and Care Workforce Taskforce	Navigator College Incorporated	\$4,238
Early Childhood Education and Care Workforce Taskforce	Mitchell Early Learning Centre Incorporated	\$4,238

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Early Childhood Education and Care Workforce Taskforce	Swan Hill Rural City Council	\$4,238
Early Childhood Education and Care Workforce Taskforce	Queensland Childcare Centres Proprietary Limited Atf The Trustee For Hawkins Family Trust	\$4,238
Early Childhood Education and Care Workforce Taskforce	Millaa Proprietary Limited	\$4,238
Early Childhood Education and Care Workforce Taskforce	JJ Mek Proprietary Limited ATF The JJ Mek Family Trust	\$4,238
Early Childhood Education and Care Workforce Taskforce	Towri Aboriginal Corporation	\$4,088
Early Childhood Education and Care Workforce Taskforce	Milligan House Child Care Centre Incorporated	\$3,676
Early Childhood Education and Care Workforce Taskforce	Dragonfly Play & Learn Proprietary Limited	\$3,580
Early Childhood Education and Care Workforce Taskforce	Story House Early Learning No 28 Proprietary Limited	\$3,302
Early Childhood Education and Care Workforce Taskforce	City of Greater Shepparton	\$3,288
Early Childhood Education and Care Workforce Taskforce	Yungaburra Community Kindergarten Association Incorporated	\$3,288
Early Childhood Education and Care Workforce Taskforce	S & A Chemello Proprietary Limited	\$3,179
Early Childhood Education and Care Workforce Taskforce	Kinderoos Group Proprietary Limited	\$3,179
Early Childhood Education and Care Workforce Taskforce	Shire of Kulin	\$3,072
Early Childhood Education and Care Workforce Taskforce	Natural Wonders Early Learning Proprietary Limited	\$2,965
Early Childhood Education and Care Workforce Taskforce	J Clapham Proprietary Limited	\$2,780
Early Childhood Education and Care Workforce Taskforce	Golden Wattle Family Day Care Proprietary Limited	\$2,349
Early Childhood Education and Care Workforce Taskforce	Loch Primary School	\$2,272
Early Childhood Education and Care Workforce Taskforce	Illawarra Family Day Care Scheme Incorporated	\$2,272
Early Childhood Education and Care Workforce Taskforce	Golden Plains Shire Council	\$2,272
Early Childhood Education and Care Workforce Taskforce	Berry Springs School Council Incorporated	\$2,272
Early Childhood Education and Care Workforce Taskforce	Story House Early Learning No 1 Proprietary Limited	\$2,032
Early Childhood Education and Care Workforce Taskforce	Lingalonga Early Years Learning Centre Incorporated	\$2,032
Early Childhood Education and Care Workforce Taskforce	Kialla West Primary School	\$1,816

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Early Childhood Education and Care Workforce Taskforce	T&C Koelewyn Proprietary Limited	\$1,601
Early Childhood Education and Care Workforce Taskforce	Moree Family Day Care Incorporated	\$1,549
Early Childhood Education and Care Workforce Taskforce	Blinky Bill Early Learning Portland	\$1,060
Early Childhood Education and Care Workforce Taskforce	Kool Kids The Hive Proprietary Limited	\$801
Early Childhood Education and Care Workforce Taskforce	The Gums Childcare Centre Proprietary Limited	\$801
Early Childhood Education and Care Workforce Taskforce	Story House Early Learning No 21 Proprietary Limited	\$508
Early Childhood Education and Care Workforce Taskforce	J & S Holdings Investments Proprietary Limited ATF J & S Penrith OOSH	\$508
Innovative Solutions Support	Holy Spirit Outside Schools Care	\$1,375
Innovative Solutions Support	NCC early learners	\$440
Innovative Solutions Support	Shepherds Bay Montessori Academy	\$6,246
Innovative Solutions Support	Goodstart Early Learning Prairiewood	\$6,336
Innovative Solutions Support	Discovery Early Learning Centres - Dominic	\$3,234
Innovative Solutions Support	YMCA Reynella OSHC	\$11,947
Innovative Solutions Support	Hornsby Heights Pre-School and Kindergarten	\$9,992
Innovative Solutions Support	Guardian Childcare & Education Blackwall	\$9,858
Innovative Solutions Support	Tenison Woods College Early Learning and Community Centre	\$9,238
Innovative Solutions Support	Saranna early childhood education and care centre	\$8,900
Innovative Solutions Support	Guardian Childcare & Education St Ives	\$8,188
Innovative Solutions Support	Water Street Child Care & Kindergarten	\$7,817
Innovative Solutions Support	Carinya Early Childhood Centre	\$7,315
Innovative Solutions Support	Goodstart Early Learning Kangaroo Flat	\$6,859
Innovative Solutions Support	Goodstart Early Learning North Ryde	\$6,758
Innovative Solutions Support	Emali Early Learning Centre - Underdale	\$6,529

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Innovative Solutions Support	Coomera Playschool Early Learning Centre	\$6,164
Innovative Solutions Support	Mini Masterminds North Ryde	\$5,808
Innovative Solutions Support	Goodstart Early Learning Mosman - Cabramatta Road	\$4,244
Innovative Solutions Support	Amy Hurd Early Learning Centre Incorporated	\$4,224
Innovative Solutions Support	Tyndale Christian School Strathalbyn Early Learning Centre	\$3,404
Innovative Solutions Support	Ganeinu - Gan Izzy	\$3,379
Innovative Solutions Support	Dragonflys Early Learning	\$1,430
Innovative Solutions Support	Little Ducks Childcare Wilston	\$23,376
Innovative Solutions Support	Turtle Cove Early Learning Centre Central	\$21,183
Innovative Solutions Support	Building Futures Care	\$18,481
Innovative Solutions Support	Goodstart Early Learning Elara - Harvest Street	\$17,744
Innovative Solutions Support	Children's Hospital Child Care Centre Association	\$16,652
Innovative Solutions Support	Goodstart Early Learning Bray Park - Kensington Way	\$15,904
Innovative Solutions Support	Guardian Childcare & Education Paradise	\$11,960
Innovative Solutions Support	Ingle Farm Primary School OSHC	\$11,439
Innovative Solutions Support	Amaroo Early Learning Centre	\$10,940
Innovative Solutions Support	Kids Oasis	\$5,659
Innovative Solutions Support	Ada Mary A'beckett Childrens Centre	\$3,384
Innovative Solutions Support	Leeton Early Learning Centre	\$3,379
Innovative Solutions Support	Scots Early Learning Centre - Melville Street Campus	\$533
Innovative Solutions Support	Confident Kids Child Care & Early Learning Salisbury	\$15,130
Innovative Solutions Support	Walford Early Learning Centre	\$11,459
Innovative Solutions Support	Nido Early School Duncraig	\$10,791

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Innovative Solutions Support	Goodstart Early Learning Parmelia	\$10,307
Innovative Solutions Support	Jack & Jill Kindergarten Mosman	\$8,406
Innovative Solutions Support	Playbright Rosebery	\$5,302
Innovative Solutions Support	Oakdowns Early Learning Centre	\$1,832
Innovative Solutions Support	Smiling Children Early Learning Centre	\$1,676
Innovative Solutions Support	Fraser Primary School After School Care Program	\$1,301
Innovative Solutions Support	Westernport Child Care Centre and Kindergarten - Lang Lang	\$942
Innovative Solutions Support	Good Shepherd Lutheran College Howard Springs Campus Early Learning Centre	\$2,396
Innovative Solutions Support	Springs Early Education on Jewell	\$4,132
Innovative Solutions Support	Wonderschool (Woden) Proprietary Limited	\$5,258
Innovative Solutions Support	Cornubia Park Early Learning Centre	\$26,472
Innovative Solutions Support	Making Waves Early Childhood Education Centre	\$3,997
Innovative Solutions Support	Uniting Mawarra Outside School Hours Care Elderslie	\$7,504
Innovative Solutions Support	PCYC Gladstone Central Outside School Hours Care	\$32,050
Innovative Solutions Support	St Clare's Catholic School Outside School Hours Care	\$20,573
Innovative Solutions Support	Clarkson Safe n Sound Daycare	\$12,415
Innovative Solutions Support	The After School Klub Rainbow Street	\$11,790
Innovative Solutions Support	Lady Gowrie - Gordon Square Education and Care Service	\$11,623
Innovative Solutions Support	St Mary's Day Care Center	\$6,758
Innovative Solutions Support	St Mary's Day Care Center	\$3,660
Innovative Solutions Support	Keiki Early Learning Edgewater	\$4,752
Innovative Solutions Support	Daphne Street Child Care and Specialist Early Learning Centre	\$1,771
Innovative Solutions Support	Scots Early Learning Centre - Campbell Street Campus (OSHC)	\$990

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
Innovative Solutions Support	Milestones Early Learning Roma	\$854
Innovative Solutions Support	Carmichael Kids Child Care & Early Learning Centre	\$8,008
Innovative Solutions Support	Gidgee Kids Early Learning Centre	\$21,296
Innovative Solutions Support	Goodstart Early Learning Toowoomba - Spring Street	\$3,844
Innovative Solutions Support	Tumut Vacation and After School Care	\$4,169
Innovative Solutions Support	Prepare Early Education Centre Forestville	\$8,364
Innovative Solutions Support	Ashgrove House Nursery School and ELC	\$12,323
Innovative Solutions Support	MindChamps Early Learning at Shellharbour	\$17,752
Innovative Solutions Support	Fit Kidz Learning Centre Putney	\$2,662
Special Circumstances - Special Appropriation	Fleurieu Occasional Community Children's Centre Incorporated	\$70,400
Special Circumstances - Special Appropriation	Camp Australia Proprietary Limited	\$15,105
Special Circumstances - Special Appropriation	Camp Australia Proprietary Limited	\$2,192
Special Circumstances - Special Appropriation	Camp Australia Proprietary Limited	\$1,486
Special Circumstances - Special Appropriation	Camp Australia Proprietary Limited	\$2,469
Special Circumstances - Special Appropriation	Camp Australia Proprietary Limited	\$5,917
Special Circumstances - Special Appropriation	Camp Australia Proprietary Limited	\$2,897
Special Circumstances - Special Appropriation	Camp Australia Proprietary Limited	\$7,083
Special Circumstances - Special Appropriation	Augusta & District Community Childcare Incorporated	\$14,142
Special Circumstances - Special Appropriation	AFLCS Proprietary Limited	\$118,096
Support for the Administration of the ABC Takeover Program and the Heywire Summit	Australian Broadcasting Coporation (ABC)	\$350,000
Commonwealth Regional Scholarship Program	The BUSY Group Limited	\$5,439,500
National Collaborative Research Infrastructure Strategy (NCRIS) project	Australian Access Federation Limited	\$3,234,000
National Collaborative Research Infrastructure Strategy (NCRIS)	Depart Primary Industries & Regions	\$23,880,023

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Grant Title	Recipient Name Published	Value Published (Incl. GST)
National Collaborative Research Infrastructure Strategy (NCRIS)	The Australian National University	\$33,301,137
National Collaborative Research Infrastructure Strategy (NCRIS)	AuScope Limited	\$99,081,392
National Collaborative Research Infrastructure Strategy (NCRIS)	The University of Sydney	\$34,032,966
National Collaborative Research Infrastructure Strategy (NCRIS)	University of Tasmania	\$158,535,341

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

Key Points

Organisation Chart

- The Department of Education organisation chart, as published on the department's website in February 2024, is provided at [Attachment A](#).

Key Workforce Statistics at 31 December 2023

- **Headcount** (HC) was 1,666 (compared to 1,497 at 30 June 2023).
- Following the Budget 2023-24 Portfolio Additional Estimates Statements, the department's revised approved **Average Staffing Level (ASL)** is 1,469 (page 14 PAES 2023-2024). Previously, the department's approved ASL was 1,431 (page 20, PBS tabled on 9 May 2023).
- Consistent with the Department of Education Portfolio Guide, as at 30 June 2023, the **Education Portfolio** employed 1,761 staff under the *Public Service Act 1999*. Of this, 1,611 are employed in Canberra, central Melbourne and Sydney (91.5%), 115 in other capital cities (6.5%) and 25 (1.4%) in regional areas across Victoria, Queensland, New South Wales, South Australia, Tasmania, Western Australia with 10 staff located overseas.

Gender pay gap

- The APS Remuneration Survey Report 2022 (released August 2023) for the department covering the period 1 January 2022 to 31 December 2022 indicated a gender pay gap of 3.8%. This was less than the APS gender pay gap of 5.2% in the APS Remuneration Report 2022.
- As at 31 December 2023, department data showed a gender pay gap of 0.8%, which is lower than the department's previous gender pay gap of 1.0% as at 31 August 2023.
- The Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 requires the department to publish employer gender pay gaps. The department participated in the annual Public Sector reporting program in November 2023 by submitting relevant data and responses to the Workplace Gender Equality Agency. In addition, the department is committed to embedding gender equality and inclusion in all that it does and is in process of developing additional internal reporting tools to monitor the wage gap.

APS bargaining

- APS-wide bargaining (Part A) negotiations Commenced on 30 March 2023 and concluded on 30 November 2023 with the release of the Statement of Common Conditions (SOCC), including the Commonwealth Pay Offer.
- The department's Agency Lead Negotiator (ALN) represented the department's position on common terms and conditions during bargaining meetings with the Australia Public Service Commission (APSC), Unions and Individual Bargaining Representatives (IBR).
- The department received one nomination as an IBR for Part A and Agency bargaining (Part B). The IBR subsequently withdrew and was revoked by instrument in accordance with the *Fair Work Act 2009*.
- To support the ALN, the department's Enterprise Bargaining Taskforce was created and staffed with three full-time equivalent employees who reported to the ALN.
- The majority of terms and conditions within the SOCC released by the APSC retained or enhanced existing provisions under the department's current agreement; *Department of Education and Training Enterprise Agreement 2016–2019*.
- 15 meetings occurred between the department and the Community and Public Sector Union (CPSU) during Part B negotiations.
- The department opened the access period on 7 December 2023, sharing the proposed *Department of Education Enterprise Agreement 2024–2027 (EA)* and relevant draft policies to all staff.
- The ballot occurred from 15 December 2023 to 20 December 2023, with 84.4% of eligible staff participating in the vote. Of those participants, 93.4% voted yes.
- The department lodged an application with the Fair Work Commission to approve the EA on 22 December 2023. On 19 January 2024, the Fair Work Commission approved the EA. The new agreement came into effect on 26 January 2024.

Diversity and inclusion

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

Action Plan 2023–25 (RAP) and the Inclusion and Diversity Strategy 2024-25

- The department's Innovate RAP is endorsed by Reconciliation Australia. The RAP reflects the National Agreement on Closing the Gap and aligns with the *Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24*.
- The department's Inclusion and Diversity Strategy and accompanying Action Plan was endorsed by the department's People, Culture and Integrity Committee on 5 December 2023. Staff and stakeholders contributed in a consultation phase by participating in discussion and providing written feedback.
- The department's Indigenous Business is Everyone's Business (IBEB) Committee has oversight of the RAP Implementation Plan with updates against deliverable actions reported at quarterly meetings.
- The *Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy (2020–24)* includes targets by classification level noted in Table 1 below along with the proportion of departmental employees that identify in HR systems as having First Nations heritage.

Table 1:

Classification	Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24 targets (per cent)	Percentage of First Nations staff at 31 Aug 2023	Percentage of First Nations staff at 31 Dec 2023
APS4-6	5.0%	4.3%	4.3%
EL1-2	5.0%	1.6%	1.7%
SES	3.0%	6.8%	5.7%

- The decrease in percentage of SES staff that identify as first nations is due to an increase of SES staff, the number of staff who identify as first nations has remained the same.
- The *Australian Public Service Disability Employment Strategy (2020–25)* aims to increase employment of people with disability across the APS to 7% by 2025. Table 2 includes the comparison of employment target for people with disability in the APS by 2025 and the proportion of the departmental employees that identify in the HR system as having disability at 31 Dec 2023.

Table 2:

Employment target for people with disability in the APS by 2025 (per cent)	Percentage of departmental staff with Disability at 31 Aug 2023	Percentage of departmental staff with Disability at 31 Dec 2023
7.0%	6.2%	6.3%

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

Table 3: General Staffing Information

Type	31 Jul 2022	30 Jun 2023	31 Aug 2023	31 Dec 2023	Change Jun 23 - Dec 23
FTE	1,297.2	1,391.3	1,499.2	1,570.4	179.1
Ongoing	1,249.6	1,313.9	1,407.4	1,467.7	153.8
Non-Ongoing	47.6	77.4	91.8	102.7	25.3
Full Time	1,132.0	1,218.0	1,304.0	1,373.0	155.0
Part Time	165.2	173.3	195.2	197.4	24.1
Headcount	1,400	1,497	1,616	1,666	169
Ongoing	1,334	1,401	1,502	1,549	148
Non-Ongoing	66	96	114	117	21
Full Time	1,162	1,245	1,332	1,391	146
Part Time	238	252	284	275	23
TPL/TT	211	242	239	312	70
Temporary Performance	191	209	205	280	71
Temporary Transfer	20	33	34	32	-1

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

Table 4: Actual Average Staffing Level (ASL)

	30 Jun 2023	31 Aug 2023	31 Dec 2023	Variance Jun 23–Dec 23
Total	1,248	1,405	1,460	212
Outcome 1	768	874	904	136
Outcome 2	480	531	556	76

Table 5: Department Headcount by Group

Group	31 Jul 2022	30 Jun 2023	31 Aug 2023	31 Dec 2023	Change Jun 23 – Dec 23
Total	1,400	1,497	1,616	1,666	169
Executive Group	16	21	18	19	-2
Corporate and Enabling Services	252	330	337	369	39
Early Childhood and Youth	307	389	414	430	41
Higher Education, Research and International	452	433	479	492	59
Schools	373	324	368	356	32

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

Table 6: Department FTE by Group

Group	31 Jul 2022	30 Jun 2023	31 Aug 2023	31 Dec 2023	Change Jun 23 – Dec 23
Total	1,297.2	1,391.3	1,499.2	1,570.4	179.1
Executive Group	16.0	21.0	18.0	19.0	-2.0
Corporate and Enabling Services	236.7	306.2	316.0	350.2	44.0
Early Childhood and Youth	289.5	368.7	390.2	407.5	38.8
Higher Education, Research and International	412.0	400.2	437.6	465.6	65.4
Schools	343.0	295.1	337.4	328.1	33.0

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

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

Classification	Female		Male		Uses a different term**		Total Workforce	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Total	1,130	67.8%	530	31.8%	6	0.4%	1,666	100%
APS2	10	50.0%	10	50.0%			20	1.2%
APS3*	20	54.1%	17	45.9%			37	2.2%
APS4	82	66.7%	41	33.3%			123	7.4%
APS5	142	66.0%	73	34.0%			215	12.9%
APS6	264	71.5%	105	28.5%			369	22.1%
GOVLWR1 (APS 5/6)	4	50.0%	4	50.0%			8	0.5%
EXEC1	379	72.2%	146	27.8%			525	31.5%
GOVLWRS1 (EXEC1)	15	83.3%	3	16.7%			18	1.1%
EXEC2	151	61.6%	94	38.4%			245	14.7%
GOVLWRP2 (EXEC2)	8	66.7%	4	33.3%			12	0.7%
SESB1	39	62.9%	23	37.1%			62	3.7%
SESB2	14	63.6%	8	36.4%			22	1.3%
SESB3	2	50.0%	2	50.0%			4	0.2%

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

*The APS 3 cohort includes APS 3 Trainees.

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

Table 8: Employee headcount by Location at 31 December 2023

Location	Total Workforce	
Total	1,666	100%
ACT	1,373	82.4%
New South Wales (Sydney, Newcastle, Dubbo)	51	3.1%
Victoria (Melbourne)	69	4.1%
Queensland (Brisbane, Mackay, Townsville, Cairns)	64	3.8%
South Australia (Adelaide)	47	2.8%
Tasmania (Hobart)	16	1.0%
Northern Territory (Alice Springs, Darwin)	7	0.4%
Western Australia (Perth)	29	1.7%
Overseas (Beijing, Brazil, Delhi, Hanoi, Jakarta, Kuala Lumpur, Mexico, Tokyo)	10	0.6%

Table 9: Current international staff

Location	Classification	Commence	Cease	*New proposed ceased date
Beijing	EXEC1	1/08/2021	May-2025	
	SESB1	1/08/2021	Aug-2024	
Brazil	EXEC2	9/09/2021	Nov-2024	
Delhi	EXEC1	9/01/2023	Jan-2026	
	SESB1	19/11/2021	Nov-2024	Jan-2025
Hanoi	EXEC2	05/12/2020	Nov-2024	
Jakarta	EXEC2	17/11/2021	Nov-2024	Sept-2025
Kuala Lumpur	EXEC2	31/10/2020	Dec-2024	Jan-2025
Mexico City	EXEC2	04/08/2021	Aug-2024	Jan-2025
Tokyo	EXEC2	15/09/2021	Sep-2024	Jun-2025

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

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

	Band 3	Band 2	Band 1	Total SES (FTE)	SES as % of Staff (HC)	Female (HC)	Female as % of SES (HC)
31 Jul 2022	4	12	39.7	55.7	3.9%	30	54.4%
30 Jun 2023	4	12.9	45.0	61.9	4.1%	38	61.4%
31 Aug 2023	4	14.9	48.9	67.8	4.2%	42	61.9%
31 Dec 2023	4	14.9	49.9	68.7	4.1%	47	68.4%

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

Table 11: SES Recruitment

1 July 2023 to 31 December 2023	Female	Male	Total
Internal Promotion	1	1	2
External Promotion	3	1	4
External Engagement	3	0	3
External Transfer	4	1	5
Total SES commencements	11	3	14

Table 12: Vacancies advertised

1 July 2023 to 31 December 2023	Internal	External	Total
Vacancies advertised	65*	72	137

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

* This excludes SES roles advertised.

- The recruitment of staff is managed by groups within their allocated budgets and staffing levels.
- At 31 December 2023, the department had 1 external recruitment processes advertised on APS Jobs (this denotes the number of recruitment processes live on APS jobs on the reporting date).
- 82 new staff are due to commence from 1 January 2024.

Table 13: Commencements by Reason

1 July 2023 to 31 December 2023	Non-SES	SES	Total
Engagement – Ongoing	98	1	99
Engagement – Non-Ongoing	58	1	59
Transfer/Promotion	157	9	166
Transfer – Temporary	9	1	10
Total Commencements	322	12	334

Table 14: Commencements from Outside the APS by headcount

	Ongoing	Non-Ongoing	Total	Percent of total commencements
FYTD 31 December 2023	99	59	158	47.3%

Table 15: Separation Rates (per cent)

	1 July 2022 – 30 June 2023	1 July 2023 – 31 August 2023	1 July 2023 – 31 December 2023
All separations	24.3%	3.9%	10.0%
Organisation Initiated	2.9%	0.1%	1.1%
Employee Initiated	21.4%	3.9%	8.8%

Note: The separation rate is based on the last available headcount for the respective reporting periods and total separations financial year to date. Therefore, the rate at 31 August 2023 is a two-month rate and at 31 December 2023 it is six-month rate.

Table 16: Separations by Reason – FYTD 31 December 2023

Separations		Total
Employee Initiated	Transfer/Promotion to another department	89
	Resignation	48
	Retirement	8
	Other (Includes invalidity and deceased)	2
	Total Employee Initiated	147
Organisation Initiated	Voluntary Redundancy (HR records not HR system data)	2 (2 SES Incentives)
	Transfer Machinery of Government	0
	Non-ongoing contract cessation	15
	Other (dismissal, failing to meet a condition of engagement, end of temporary transfer)	2
	Total Organisation Initiated	19
Total number of employee separations		166

Table 17: Entry Level Employment Programs at 31 December 2023

Program	Number	Notes
Graduate Program	0	<p>Graduates commence as an APS3 and complete a Graduate Certificate in Public Administration facilitated through the University of Canberra. Graduates advance to an APS5 upon successful completion of the program.</p> <p>34 graduates completed the 2023 program on 8 December 2023 and successfully advanced.</p> <p>36 graduates are expected to commence in the 2024 Graduate Program on 8 February 2024.</p>
Indigenous Apprenticeship Program (IAP)	4	<p>Four apprentices engaged in the 2023-24 program commenced on 31 July 2023.</p> <p>This whole-of-government 12-month program is coordinated by Services Australia. Education apprentices were engaged as APS3 employees and will complete a Diploma of Government, advancing to the APS4 upon successful completion.</p>
Australian Government Apprenticeship Program (AGAP)	3	<p>Three apprentices engaged in the 2023-24 program commenced on 30 October 2023.</p> <p>This whole-of-government 12-month program is coordinated by the Department of Employment and Workplace Relations. Candidates commence as an APS3 and complete a Diploma of Government. Candidates advance to an APS4 upon successful completion.</p>
Science Policy Fellowship	2	<p>Two Fellows engaged in the 2023-24 program commenced on 3 July 2023. An initiative of the Chief Scientist, candidates are employed for 12 months as an APS6 non-ongoing Policy Officer.</p>
Australian Government School Leaver Program (AGSLP)	0	<p>This whole-of-government 12-month program is coordinated by the Department of Finance and the Australian Taxation Office. The program is open to candidates who have graduated high school in the period two years prior to the program commencing. Participants commence as an APS1 and complete a Certificate IV in HR Management/Certificate IV in Government. Candidates advance to an APS2 upon successful completion of the program.</p> <p>This new program was previously two separate initiatives known as the Career Starter Program and Human Resources School Leaver Program.</p> <p>3 participants are expected to commence on 15 February 2024.</p>
Data Internship Program	0	<p>This whole-of-government program is coordinated by the Australian Public Service Commission (APSC) within the Career Pathways stream. The program aims to attract data talent currently studying in a data related field. Participants commence as an APS2 for up to 3 months.</p> <p>Interest from business areas is being sought for future placements.</p>

Digital Traineeship Program	0	This whole-of-government program is coordinated by the Australian Public Service Commission (APSC). Candidates are employed in an ongoing capacity at classifications from APS1 – APS6, based on the business area requirements. Candidates will complete a 12-month placement in the program. Interest from business areas is being sought for future placements.
Stepping Into Internship Program	0	This program is offered through the Australian Network on Disability (AND). It offers university students or recent graduates with disability the opportunity to gain practical experience and gain confidence in the workplace through a temporary paid internship at the APS2 classification, giving them an advantage to step into a career. Participants complete 152 hours of work which can take up to 3 months. 12 interns completed the winter intake which commenced between late July – mid August. The Department intends to opt into the 2024 winter cohort.

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

Diversity Group	Ongoing	Non-Ongoing	Total	Per cent of Department's Workforce	Overall APS proportion of employees*
Aboriginal and Torres Strait Islander	50	3	53	3.2%	3.5%
People with disability	97	8	105	6.3%	5.1%
Non-English-Speaking Background	126	9	135	8.1%	5.9%
Female	1,057	73	1,130	67.8%	60.4%
Mature Age 55+	202	14	216	13.0%	19.0%
Part Time	240	35	275	16.5%	12.7%

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

*APS data sourced from the APSED Employment Data 30 June 2023 release.

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

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

Location	Headcount
Total	53
ACT	35
New South Wales (<i>Sydney</i>)	1
Victoria (<i>Melbourne</i>)	1
Queensland (<i>Brisbane, Mackay, Townsville, Cairns</i>)	10
South Australia (<i>Adelaide</i>)	1
Tasmania (<i>Hobart</i>)	-
Northern Territory (<i>Darwin</i>)	2
Western Australia (<i>Perth</i>)	3
Overseas	-

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

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

Classification	Total workforce	
Total	53	100%
APS3*	3	5.7%
APS4	6	11.3%
APS5	11	20.8%
APS6	13	24.5%
EXEC1	11	20.8%
EXEC2	4	7.5%
SESB1	4	7.5%
SESB2	1	1.9%

Note: Data based on actual classification. Data includes individuals in acting arrangements in the system at time of reporting.

*The APS 3 cohort includes APS 3 Trainees.

Totals may not equal due to rounding. Excludes inactive employees, casuals, contractors, Public Office Holders, and the Secretary.

Table 20: Unscheduled Absence Rates*

	FYTD 31 Dec 2023
Unscheduled absence days per FTE	8.9

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

Media

- NIL

Attachments

[Attachment A](#) – Department of Education organisation chart

Date Last Cleared	08 February 2024
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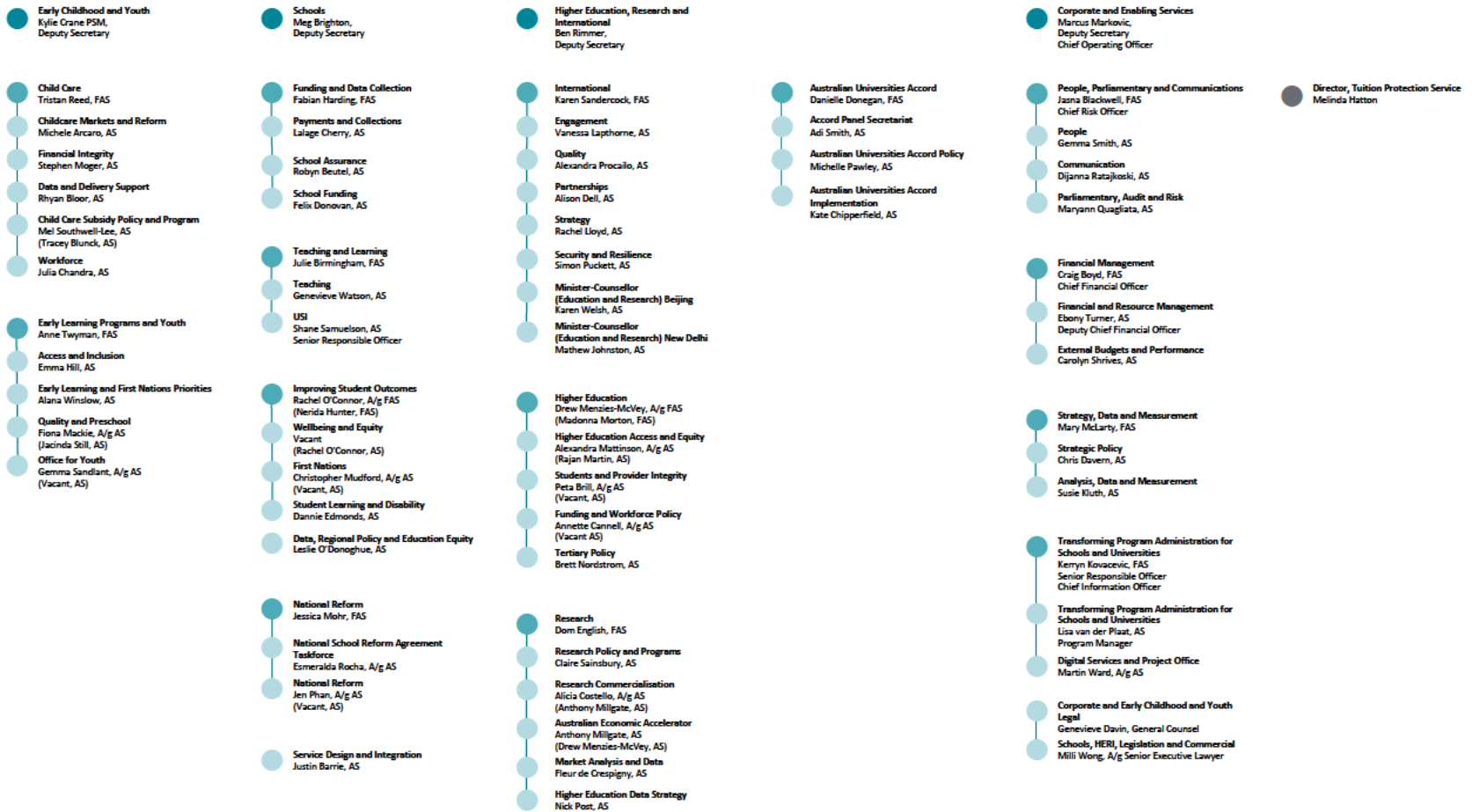
● Secretary
Mr Tony Cook PSM

● Executive Assistant
to the Secretary
Vanessa Jordan

● Executive Officer
to the Secretary
Lucy Vangelatos

Organisational Chart

Effective 1 February 2024



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

● Statutory Office Holder

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

Key Points

- In the 12 months to 31 December 2023, the department was impacted by one incident, involving a cyber attack on a contracted service provider, that was determined to be an eligible data breach for the purposes of the *Privacy Act 1988*.
- The provider was HWL Ebsworth, one of the department's legal services providers, and the cyber attack affected a number of Australian Government agencies and private sector entities that were clients of the firm.
- The department worked with HWL Ebsworth to assess the incident under the notifiable data breaches scheme and to prepare notifications to affected individuals. In October 2023, HWL Ebsworth completed the notification process to affected individuals and the Office of the Australian Information Commissioner (OAIC) in respect of the data breach as it related to the department's data.

Media

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

BACKGROUND

Eligible Data Breach – HWL Ebsworth

- In May 2023, legal firm HWL Ebsworth alerted the Australian Government to a cyber attack involving ransomware and claims of data exfiltration, including publication of the firm's data to the dark web.
- A total of 65 Australian Government entities were impacted as direct clients of the firm through its legal and consulting services. A large number of private sector clients were also affected.
- In October 2023, HWL Ebsworth advised the department it had completed the notification process to affected individuals and the OAIC, in respect of the data breach as it related to the department's data.
- The Department of Home Affairs released the list of Australian Government agencies affected by the breach on 15 December 2023 in response to a question on notice.

Notifiable Data Breaches Scheme

- The Scheme came into effect on 22 February 2018 and increased penalties came into effect on 13 December 2022.
- The Scheme requires mandatory notification to affected individuals and OAIC where there has been an 'eligible data breach'.
 - An 'eligible data breach' is unauthorised access to, or unauthorised disclosure of, personal information that would be likely to result in 'serious harm' to an individual.
 - 'Serious harm' includes serious physical, psychological, emotional, financial or reputational harm.
- Serious or repeated non-compliance with the Scheme may attract penalties of up to \$2.5 million for non-corporate entities and for corporate entities, an amount not more than the greater of the following:
 - \$50 million
 - if the court can determine the value of the benefit that the body corporate, and any related body corporate, have obtained directly or indirectly and that is reasonably attributable to the conduct constituting the contravention—three times the value of that benefit
 - if the court cannot determine the value of that benefit—30 per cent of the adjusted turnover of the body corporate during the breach turnover period for the contravention.
- The Scheme applies to all APP entities, including the department. Two or more entities may hold personal information jointly.
 - An eligible data breach of one of the department's contracted service providers will generally be a joint breach with the department. The entity with the most direct relationship with the individuals affected by the data breach should generally carry out the notification.

Issue: Questions on Notice from 2023-24 Supplementary Budget Estimates (October 2023)

Contact: Marcus Markovic
Ph: s 22
Corporate and Enabling Services
Deputy Secretary

Key Points

- The Department of Education, related portfolio entities and the Australian Children's Education and Care Quality Authority appeared at the 2023–24 Supplementary Budget Estimates hearing on 26 October 2023.
- A total of 448 Questions on Notice (QoNs) resulted from the hearing—78 were requested during the hearing and 370 were received in writing after the hearing.
- QoNs were due for tabling by 15 December 2023.
- The department tabled all QoNs on 22 December 2023.
- The department authors and finalises responses to QoNs, which are noted by the relevant portfolio Minister's office.
 - This process is consistent with Section 4.16.1 of the Government Guidelines for Official Witnesses published by PM&C.
- Of the total, 277 QoNs were provided to Ministers' offices between 8 November and 1 December 2023, 160 QoNs were provided between 5 and 12 December 2023. The remaining 11 QoNs were provided on 18 December 2023.

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

- Letters to the President of the Senate to comply with Senate Order 21 for QoNs taken at the 2023–24 Supplementary Budget Estimates hearing on 26 October 2023 were due to be tabled on 2 February 2024. Portfolio responses were tabled by:
 - the Hon Jason Clare MP, Minister for Education, on 7 February 2024
 - the Hon Dr Anne Aly MP, Minister for Early Childhood Education and Minister for Youth, on 19 January 2024.
- There were no unanswered QoNs to report.

- Minister Clare's Order was tabled late as the department was investigating the status of two QoNs that were tabled by the department on 22 December 2023 but were appearing as unanswered on the APH website. This was to ensure the Minister's tabled response was correct.

Date Last Cleared	09 February 2024
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BACKGROUND**2023–24 Supplementary Budget Estimates hearing – 26 October 2023**

- Distribution of QoNs from the hearing:

Entity	QoNs	
	Spoken	Written
Department of Education	66	163
o Cross Portfolio	11	53
o Higher Education Research and International	12	32
o Early Childhood and Youth	18	35
o Schools	23	42
o Ministers	2	1
Australian Curriculum, Assessment and Reporting Authority (ACARA)	1	53
Australian Institute for Teaching and School Leadership (AITSL)	2	52
Australian Research Council (ARC)	4	49
Tertiary Education Quality and Standards Agency (TEQSA)	3	50
Australian Children's Education and Care Quality Authority (ACECQA)	2	3
Sub total	78	370
TOTAL	448	

Previous hearing: 2023–24 Budget Estimates hearing (June 2023)

- The Department of Education and related portfolio entities appeared at the 2022–23 Budget Estimates hearing on 1 and 2 June 2023.
- A total of 553 QoNs resulted from the hearing—106 were requested during the hearing and 447 were received in writing after the hearing.
- Due to the number of written QoNs received in the department after 16 June 2023 (date set by the committee for senators to submit QoNs), various tabling dates were applied between 14 July and 17 August 2023.
- The department tabled all QoNs on 25 August 2023.
- The distribution of QoNs from the hearing:

Entity	QoNs
Department of Education	314
Australian Curriculum, Assessment and Reporting Authority (ACARA)	60
Australian Institute for Teaching and School Leadership (AITSL)	64
Australian Research Council (ARC)	58
Tertiary Education Quality and Standards Agency (TEQSA)	57
TOTAL	553