

# Corporate and Enabling Services

## Group Summary

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## Hot Topic Briefs

2	2024-25 Budget (May 2024)	SB24-000164
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## Corporate and Enabling Services 2024–25 Budget Estimates

Response/Facts
<p><b>SB24-000164 – 2024-25 Budget (May 2024)</b></p> <ul style="list-style-type: none"> <li>• Approximately \$61.9 billion will be spent on programs including:                             <ul style="list-style-type: none"> <li>○ \$15.0 billion for early childhood education and care (child care) (Programs 1.1 to 1.2, page 27 of the Education PBS)</li> <li>○ \$30.5 billion for early learning and schools (Programs 1.3 to 1.5, pages 27 and 28 of the Education PBS)</li> <li>○ \$16.5 billion for higher education, research and international (Programs 2.1 to 2.7, pages 47-49 of the Education PBS).</li> </ul> </li> <li>• Over the forward estimates from 2024–25 to 2027–28 the Government has committed to an estimated \$256.8 billion in funding including:                             <ul style="list-style-type: none"> <li>○ \$64.0 billion for early childhood education and care (child care)</li> <li>○ \$128.8 billion for early learning and schools</li> <li>○ \$64.0 billion for higher education, research and international.</li> </ul> </li> </ul>
<p><b>SB24-000165 - 2023-24 MYEFO/PAES (February 2024)</b></p> <ul style="list-style-type: none"> <li>• Approximately \$57.4 billion will be spent on programs including:                             <ul style="list-style-type: none"> <li>○ \$13.6 billion for early childhood education and care (child care) (Programs 1.1 to 1.2, page 27 of the PAES)</li> <li>○ \$29.2 billion for early learning and schools (Programs 1.3 to 1.5, pages 27 &amp; 28 of the PAES)</li> <li>○ \$14.6 billion for higher education, research and international (Programs 2.1 to 2.8, page 39 of the PAES).</li> </ul> </li> <li>• Over the forward estimates to 2026–27 the Government has committed to an estimated \$240.0 billion in funding including:                             <ul style="list-style-type: none"> <li>○ \$58.8 billion for early childhood education and care (child care)</li> <li>○ \$122.2 billion for early learning and schools</li> </ul> </li> </ul> <p>\$59.0 billion for higher education, research and international.</p>
<p><b>SB24-000166 - Campaigns: Child Care Subsidy Changes</b></p> <ul style="list-style-type: none"> <li>• The Child Care Subsidy (CCS) Changes campaign paid advertising was in market from 2 June to 26 August 2023.</li> <li>• Supporting public relations communication activities ran from 2 June to 30 September 2023.</li> <li>• The campaign website (childcaresubsidy.gov.au) was decommissioned on 17 May 2024.</li> <li>• 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.</li> <li>• Funding of <b>\$9.5 million</b> (GST exclusive) in administered (<b>\$8.2 million</b>) and departmental (<b>\$1.3 million</b>) 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).</li> <li>• As at 31 March 2024, <b>\$9,401,375.23</b> (GST exclusive) has been spent.</li> <li>• Departmental funding is allocated for department staffing costs required to develop and manage the campaign.</li> </ul> <p>As at 31 March 2024, the total cost of campaign advertising (media buy) was <b>\$5,984,208.21</b> (GST exclusive) over 2022–23 and 2023–24.</p>



## Corporate and Enabling Services 2024–25 Budget Estimates

### SB24-000167 - 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 and will conclude on 30 June 2024.
  - Supporting public relations activities (online teacher gallery, attendance at careers expos) will continue until 30 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 (BP2 p. 102).
  - As at 31 March 2024, **\$9,126,975.35** (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) in 2023–24.

### SB24-000168 - Contracts and Consultancies

Contracts commenced	1 July 2023 - 31 March 2024*		2022–23 FY *	
	#	\$	#	\$
Consultancy	32	\$11,717,728	30	\$13,974,306
Non-consultancy	224	\$90,096,324	298	\$95,959,430
<b>Total</b>	<b>256</b>	<b>\$101,814,052</b>	<b>328</b>	<b>\$109,933,736</b>

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

- As at 31 March 2024, Education had a total of 559 **active contracts (consultancies and non-consultancies contracts)**, with the value of \$1,039,716,782.
- Expenditure on **Top 10 active consultancy** vendors (1 July 2023 to 31 March 2024) - \$6,580,079.
- Expenditure on **Top 10 active non-consultancy** vendors (1 July 2023 to 31 March 2024) - \$55,997,783.

### SB24-000169 - Contractors

- 1 July 2023: 56.
- 31 March 2024: 57, approximately 3.2% of the total workforce.
- Expenditure on contractors (YTD 31 March 204) - \$7,161,965.35
- New engagements include contractors commencing with the department or being re-engaged under a new contract. Between 1 July 2023 and 31 March 2024, the department had 107 new Contractor engagements. Of these:
  - 35 were re-engagements of the same Contractor under a new contract, of which 32 remained engaged as at 31 March 2024, including one contractor re-engaged 2 additional times.
    - 23 of these re-engagements related to contracts transitioning an existing contract to a People Panel Phase 2 (PPP2) contract.
  - 35 remain engaged as at 31 March 2024.
- Excludes contractors already engaged prior to 1 July 2023

#### Contract Extensions

- Between 1 July 2023 and 31 March 2024, the department extended 6 contracts in relation to contractors.

**Conversions** (Between 1 July 2023 and 31 March 2024), the department converted 32 contractor positions to 19 ongoing APS and 13 non-ongoing APS positions.

## Corporate and Enabling Services 2024–25 Budget Estimates

### SB24-000170 - 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.

### SB24-000171 - Grant Management

- The Department of Education undertakes its grant activities in line with legislative and policy frameworks, including:
  - *Public Governance, Performance and Accountability Act 2013*
  - Commonwealth Grants Rules and Guidelines

Grants awarded	1 July 2023 to 31 March 2024		2022–23	
	#	\$	#	\$
New	1,057	\$1,396,666,048	411	\$233,391,199
Variations	340	\$968,054,908	298	\$193,091,324
<b>Total</b>	<b>1,397</b>	<b>\$2,364,720,956</b>	<b>709</b>	<b>\$426,482,523</b>

- Grants not published on GrantConnect within 21 days.
  - FY2023–24 – 31 March 2024: 403
  - 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, but where the relevant official had recommended that grant be rejected.
  - For the 2022–23 and 2023–24 (to 31 March 2024) reporting periods, there have been **no instances** of a Minister approving a grant where a departmental official recommends it be rejected.

### SB24-000172 - HR Facts and Figures

As at 31 March 2024.

- **FTE:** 1,596.3 (1,512.4 ongoing and 83.9 non-ongoing)
- **Headcount:** 1,707 (compared to 1,666 at 31 December 2023)
- **ASL:** 2024–25 – 1,624 (p. 20 PBS 2024–25)  
2023–24 – 1,469 (p. 14 PAES 2023–24)  
2022–23 – 1,292 (p. 20 PBS 2023–24)
- **Gender pay gap:** -0.5% (compared to 0.8% at 31 December 2023)
- **SES level/cap:** 69.8 FTE against 65 cap (cohort)
- **Female SES:** 74.4% of total SES
- **Separations:** 249 (incl. 3 VRs)  
14.6% separation rate (24.3% for 2022–23)



## Corporate and Enabling Services 2024–25 Budget Estimates

**SB24-000173 - Questions on Notice from 2023-24 Additional Budget Estimates (February 2024)**

- A total of 432 QoNs for the portfolio resulted from the 2023–24 Additional Budget Estimates hearing.
  - 75 spoken, 357 in writing
  - Of these, the department received 180 QoNs (58 spoken and 122 written).

The department tabled all QoNs on 24 May 2024.

**Issue:** 2024-25 Budget (May 2024)  
**Contact:** Marcus Markovic  
 Ph: s 22  
 Deputy Secretary

## Key Points

### **2024–25 Budget – as published in the Portfolio Budget Statements (PBS) 2024–25**

- Measures tables appear on pages 22 and 23.
- Strategic Directions Statement (narrative) commences on page 11.
- Approximately \$62 billion<sup>1</sup> will be spent on programs.
  - \$15 billion for early childhood education and care (child care) (Programs 1.1 to 1.2, page 27 of the PBS).
  - \$30.5 billion for early learning and schools (Programs 1.3 to 1.5, pages 27 and 28 of the PBS).
  - \$16.5 billion for higher education, research and international (Programs 2.1 to 2.8, page 47 and 48 of the PBS).
- Over the forward estimates to 2027–28 the Government has committed to an estimated \$258.8 billion in funding.
  - \$64 billion for early childhood education and care (child care).
  - \$128.8 billion for early learning and schools.
  - \$64 billion for higher education, research and international.
- Summary funding table showing change from 2023–24 to 2024–25 and over related Forward Estimates periods.

Group	2023-24 (\$ billion)*	2024-25 (\$ billion)	% change	2023-24 to 2026-27* (\$ billion)	2024-25 to 2027-28 (\$ billion)	% change
ECY	13.6	15.0	9.3	58.8	64.0	8.1
Schools	29.2	30.5	4.3	122.2	128.8	5.1
HERI	14.6	16.5	11.5	59.0	64.0	7.8
<b>Total</b>	<b>57.4</b>	<b>62.0</b>	<b>7.4</b>	<b>240.0</b>	<b>256.8</b>	<b>6.5</b>

\*as updated at Portfolio Additional Estimates 2023–24.

<sup>1</sup> 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).



## Reprioritisation

- Relevant Budget documents: Budget Paper No. 2.
- The Accord is listed in Cross Portfolio measures – pages 62-64
  - The cost of this measure will be partially met from the following savings:
    - \$57.2 million over 4 years from Destination Australia Program (refer QB24-000080)
    - \$8.0 million over 4 years from Quality Indicators for Learning and Teaching Programs (refer QB24-000080)
- Education measures appear pages 86-89
  - Child Care Subsidy Reform – further measures for strong and sustainable foundations. (Integrity Measure)
    - \$410.7 million (net savings) will be redirected to support other Government policy priorities in the Education Portfolio.
    - This measure will contribute, in part or in full, to the following:
  - Closing the Gap – Education.
    - The Government has already provided partial funding for this measure. The cost of this measure will be partially met from savings identified in the Education Portfolio.
  - *Inclusion Support Program – additional funding.*
    - The cost of this measure will be met from a reprioritisation of funding from the 2024–25 Budget measure titled Child Care Subsidy Reform – further measures for strong and sustainable foundations.
  - *School Education Support.*
    - The Government will partially offset these costs by redirecting \$29.4 million over 4 years from 2024–25 from the 2018–19 MYEFO measure titled National School Reform Agreement – Commonwealth contribution to national policy incentives.
    - The remaining costs of this measure will be partially met from within the existing resourcing of the Department of Education and savings identified in the Education Portfolio.

### **Estimates Variations**

- Relevant Budget documents: Budget Paper No.1 pages 97 and 98
  - Child Care Subsidy Payment (bottom of page 97) - \$621.1 million increase largely reflecting additional support to families due to higher care costs.
  - Payments to Non-government schools (page 98) - \$136.7 million increase due to revised enrolment projections.
  - Payments to Government schools (page 98) - \$209.0 million increase largely due to increased number of students attracting a 'student with disability' loading.
- There are also variations across a range of other programs due to indexation and parameter adjustments which are reflected in the relevant program expense tables in the PBS.

### **Movement of Funds**

- Movement of Funds outcomes are published in the following:
  - 2024–25 Budget PBS
    - Outcome 1 – page 29
    - Outcome 2 – page 49
  - 2023–24 PAES
    - Outcome 1 – page 29
    - Outcome 2 – page 39



### Terminating Measures

- Relevant Publication: PBS
  - Program 1.4 – page 37
    - Non-Government Representative Bodies
    - SA Non-Government Schools – one off transition.
  - Program 1.5 – pages 42 & 43
    - Engaged Classrooms
    - National Consent Survey
    - Science, Technology, Engineering and Mathematics (STEM)
    - Student Wellbeing Boost
    - First Nation Education.
  - Program 2.1 – page 51
    - HESA Transition Fund Loading.
  - Program 2.3 – page 55
    - National Microcredentials Marketplace
    - Central Coast Health and Wellbeing Precinct
    - Jobs and Growth in Tasmania.
  - Program 2.6 – page 61
    - Centre for Augmented Reasoning
    - Enhance Research Capacity of Regional Universities (refer QB24-000079)
    - Strategic University Fund (refer QB24-000079).

### Media

NIL

Date Last Cleared	24 May 2024
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**Issue:** 2023-24 MYEFO/PAES (February 2024)  
**PAES Pg No.** 9, 10, 11, 12, 16, 27, 28 & 39  
**MYEFO Pg No.** 226, 227, 233, 234, 235, 236, 271, 272, 273, 274  
**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 billion<sup>1</sup> 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, pages 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 of the PAES.
- Outcome 1 led:
  - Child Care – additional support. \$75.8 million over 2 years from 2023–24 to support the child care system (MYEFO page 234, PAES page 10 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

<sup>1</sup> 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 2 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, PAES page 10).
  - South Australian Non-Government Schools – one-off transition assistance (MYEFO page 235, PAES page 10 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 4 years from 2023–24 (\$1.0 million ongoing) (MYEFO pages 235 & 236, PAES page 10 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 2 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 4 years from 2023–24 (MYEFO page 233 and HERI SB23-000569/575):
    - \$34.4 million over 4 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 (PAES page 10)

- \$34.1 million over 4 years from 2023–24 (and \$323.5 million over 11 years to 2033–34) to extend demand driven Commonwealth supported places to all First Nations university students from 2024 (PAES page 11)
  - \$32.5 million over 4 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 (PAES page 11)
  - \$1.1 million over 4 years from 2023–24 to remove the 50% pass rule retrospectively from 1 January 2023 and to increase reporting on student outcomes (PAES page 11)
  - \$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 (PAES page 11).
- All: Education – reprioritisation. Savings of \$111.9 million over 4 years from 2023–24 across the Education portfolio (MYEFO pages 234-235, PAES pages 17 and 21, and HERI SB23-000575):
  - \$56.3 million over 4 years from 2023–24 (and \$20.7 million per year ongoing) by ceasing the Regional Research Collaboration Program (OC2)
  - \$46.2 million over 4 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 4 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 3 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, (PAES page 11)
    - \$1.7 million over 4 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, (PAES page 11).
- 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, (PAES page 10).
  - Migration System Integrity (OC2):
    - \$3.8 million (1.0 million to TEQSA) in 2023–24 to strengthen the international education sector and combat exploitation of international students (MYEFO pages 271 & 272, (PAES page 12)
    - \$24.9 million over 4 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	29 April 2024
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<b>Issue:</b>	<b>Campaigns: Child Care Subsidy Changes</b>
<b>PBS Pg No.</b>	Pages 17 to 18 and page 37 of the 2022-23 PBS
<b>Contact:</b>	<b>Marcus Markovic</b>
	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](http://childcaresubsidy.gov.au)) was decommissioned on 17 May 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 a dedicated campaign website ([childcaresubsidy.gov.au](http://childcaresubsidy.gov.au)) which provided



information on CCS and links to the Starting Blocks and Services Australia websites. The campaign website was decommissioned on 17 May 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 March 2024, **\$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 March 2024**

Financial year	2022–23	2023–24	2024–25	2025–26	2026–27	Total
Administered Budget Allocation	\$4,835,000.00	\$3,380,000.00	-	-	-	\$8,215,000.00
Committed	\$4,821,94.84	\$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 March 2024**

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
<b>Total</b>		<b>\$8,199,555.51</b>	<b>\$8,101,375.23</b>		

**Media Buy**

- As at 31 March 2024, 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
<b>Total</b>	<b>\$5,984,208.21</b>

**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%
<b>Total</b>	<b>\$5,984,208.21</b>	<b>100%</b>

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 March 2024, the campaign website ([childcaresubsidy.gov.au](https://childcaresubsidy.gov.au)) had been viewed over 778,000 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
17 May 2024	Campaign website decommissioned

## 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).

<b>Date Last Cleared</b>	06 May 2024
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<b>Issue:</b>	<b>Campaigns: Elevating the Teaching Profession</b>
<b>PBS Pg No.</b>	p. 15 – PBS 2023-24 and p.102 BP2
<b>Contact:</b>	<b>Marcus Markovic</b> 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) was launched on 31 October 2023 and paid advertising placements commenced on 1 November 2023.
- Paid advertising concluded on 20 April 2024.
- Supporting public relations activities, such as the online teacher gallery and attendance at career expos, will continue until 30 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 **call to action** for the campaign is to visit the dedicated campaign website ([BeThatTeacher.gov.au](https://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.
- As part of the media buy, media partnerships have been utilised for the campaign. Universal McCann identified and engaged with media outlets with proven success in reaching specific target audiences.

- For youth audiences, the department has partnered with The Brag, a youth-focused digital publisher. This partnership involves written and video case studies featuring three teachers, published on the Rolling Stone Australia website and social media channels.
- SBS have been engaged to reach the multicultural target audience through a series on SBS's 'Australia Explained' podcast. Four teachers from language groups, including Arabic, Cantonese, Mandarin and Vietnamese are being interviewed about their teaching career and experiences. These are due to run in May and June 2024.
- For First Nations audiences, radio interviews with First Nations teachers are planned to be featured on First Nations radio stations in 4 communities including Alice Springs NT, Cairns QLD, Port Augusta SA and Geraldton WA.

#### ***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, throughout the campaign development.
- 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 10 times, as at 31 March 2024.
- 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 March 2024 there have been:

- 896,373 views of the Be That Teacher campaign website landing page.
- 64 teacher stories published on the Be That Teacher online teacher gallery.
- 19,782,025 completed views of the video advertisement on social media channels.

- 51,653,059 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 March 2024, **\$9,126,975.35 (GST exclusive)** has been spent including contracted work and departmentally sourced products (Table 3).

**Table 1: Budget breakdown, as at 31 March 2024**

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	\$9,485,764.13	-	-	-	\$9,914,764.13
Uncommitted	-	\$60,235.87	-	-	-	\$60,235.87

- 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/territories collectively co-contributed **\$5 million** toward to cost of the campaign in accordance with the established proportions.

**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
<b>Total</b>	<b>\$5,000,000.00</b>



**Table 3: Contracts issued and actual spend for the campaign –  
as at 31 March 2024**

Supplier	Description	Contract value (GST excl.)	Total spent to 31 March 2024 (GST excl.)	Period of activity	AusTender reference and date published
WhereTo	Research supplier	\$304,895.45	\$304,145.00	24 Mar 2024 – 30 Jun 2024	CN3956522 6 Apr 2023
Clemenger BBDO	Creative agency	\$1,734,300.00	\$1,732,291.05	02 May 2023 – 30 Jun 2024	CN3967715 24 May 2023
Think HQ	Public relations agency	\$331,818.18	\$199,987.96	05 Jun 2023 – 30 Jun 2024	CN3972232 8 Jun 2023
CultureVerse	Multicultural communications supplier	\$199,993.75	\$179,994.38	05 Jun 2023 – 30 Jun 2024	CN3972231 8 Jun 2023
33 Creative	First Nations communications supplier	\$300,000.00	\$269,357.70	05 Jun 2023 – 30 Jun 2024	CN3972230 8 Jun 2023
Universal McCann	Media buy agency	\$6,800,000.00	\$6,284,988.13	16 Aug 2023 – 30 Jun 2024	CN4002326 12 Sep 2023
Hall & Partners	Evaluation research supplier	\$206,127.04	\$142,888.92	20 Sep 2023 – 30 Jun 2024	CN4007749 5 Oct 2023
New Age Graphics	Graphic design for online teacher gallery	\$30,000.00	\$5,692.50	27 Oct 2023 – 30 Jun 2024	CN4019386 29 Nov 2023
Other suppliers	QR code creation costs and banners	\$7,629.71	\$7,629.71	01 Oct 2023 – 30 Jun 2024	N/A
<b>Total</b>		<b>\$9,914,764.13</b>	<b>\$9,126,975.35</b>		

**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	\$2,486,965.33
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	\$228,616.77
Advertising and management fees	\$903,684.98
Contingency (for use to optimise best performing channels)	\$161,507.28
<b>Total</b>	<b>\$6,800,000.00</b>

**Public relations activities**

- Think HQ were engaged on 5 June 2023 to deliver public relations activities. As at 31 March 2024, 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.
  - Campaign presence at selected career expos to promote teaching:
    - Melbourne VCE and Careers Expo, Thursday 2 May – Saturday 4 May 2024
    - Perth Education, Training & Employment Careers Expo, Thursday 16 May – Sunday 19 May 2024
    - Brisbane Careers and Employment Expo, Friday 24 May – Saturday 25 May 2024
    - Western Sydney Careers Expo, Thursday 27 June – Saturday 29 June 2024.
- CultureVerse were engaged on 5 June 2023 to deliver communication for multicultural audiences. As at 31 March 2024, they have delivered:
  - A bespoke video advertisement for multicultural television and social media.
  - Opinion pieces and articles for the campaign website and social media.



- Media outreach post campaign launch, including pitching of case study articles/opinion pieces.
- Email outreach to multicultural stakeholders with case studies and articles and links to multicultural materials on the campaign website.
- 33 Creative were engaged on 5 June 2023 to deliver communications for First Nations audiences. As at 31 March 2024, 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.
  - Three editorials, two video case studies, social media resources, a fact sheet and a poster developed and published to the campaign website.
  - Email outreach to First Nations stakeholders featuring case studies and links to the campaign website.
  - Media pitching of First Nations campaign media voices Joseph Collinson (NT) and Kylie Captain (NSW), and editorial featuring Torres Strait Island teacher, Cedella Anson.

## 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 3 rounds of tracking research have been completed as at 31 March 2024.
- 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 tracking research, undertaken from 4 to 15 March 2024, shows that campaign recognition is on average 35% of all participants. Social and digital video is the most recognised channel.
- The tracking research also indicates that some students are increasingly having conversations with friends or family about a teaching career.

**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
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
20 April 2024	Paid advertising concluded



## 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.
- There has been recent positive campaign coverage by multicultural and First Nations media outlets.

## 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 contributed the remaining **\$5 million**.

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

	<i>Education - Commenced 1 July 2023 to 31 March 2024*</i>		<i>Education - Commenced 2022–23 FY *</i>	
	#	Total Contract Value	#	Total Contract Value
<b>Non-Consultancy Contracts</b>				
<i>Administered</i>	64	\$58,579,342	101	\$68,110,916
<i>Departmental</i>	160	\$31,516,982	197	\$27,848,513
<b>Total contracts</b>	<b>224</b>	<b>\$90,096,324</b>	<b>298</b>	<b>\$95,959,430</b>
<b>Consultancy Contracts</b>				
<i>Administered</i>	9	\$3,080,349	14	\$12,369,693
<i>Departmental</i>	23	\$8,637,379	16	\$1,604,613
<b>Total consultancies</b>	<b>32</b>	<b>\$11,717,728</b>	<b>30</b>	<b>\$13,974,306</b>
<b>Totals <sup>1</sup></b>	<b>256</b>	<b>\$101,814,052</b>	<b>328</b>	<b>\$109,933,736</b>

\* Contracts and consultancies over \$10,000 GST inclusive as on AusTender, with data extracted 2 April 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 March 2024 and financial year 2022–23, are listed in [Attachment A](#).
- The top 10 consultancy contracts (by value) **active** in financial year 2023–24 as at 31 March 2024 and financial year 2022–23 are listed in [Attachment B](#).

<sup>1</sup> 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.



- As at 31 March 2024, Education had a total of 559 **active contracts (consultancies and non-consultancies contracts)**, with the value of \$1,039,716,782.

**Table 2: Education - Reasons for consultancy contracts as a proportion to the number of contracts – commenced between 1 July 2022 to 31 March 2024**

Reasons for consultancy	Contracts Commenced 1 July 2023 to 31 March 2024*	Contracts Commenced 2022–23 FY*
Need for independent research or assessment	56.0%	33.3%
Need for specialised or professional skills	41.0%	66.7%
Skills currently unavailable within agency	3.0%	-
<b>Total</b>	<b>100%</b>	<b>100%</b>

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

**Table 3: Education - Categories for consultancy contracts commenced between 1 July 2022 to 31 March 2024**

Category	Contracts commenced 1 July 2023 to 31 March 2024*		Contracts commenced 2022–23 FY*	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Management advisory services	70.9%	\$8,309,924	85.8%	\$11,993,206
Research programs	24.9%	\$2,916,704	12.7%	\$1,767,930
Personnel recruitment	1.2%	\$139,500	-	-
Business administration services	1.2%	\$135,100	-	-
Human resource services	1.1%	\$124,700	-	-
Corporate objectives or policy development	0.6%	\$72,000	-	-
Audit services	0.2%	\$19,800	1.3%	\$186,000
Strategic planning consultation services	-	-	0.2%	\$27,170
<b>Total</b>	<b>100%</b>	<b>\$11,717,728</b>	<b>100%</b>	<b>\$13,974,306</b>

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

**Table 4: Education - Categories for consultancy contracts active between 1 July 2022 to 31 March 2024**

Category	Contracts Active in 1 July to 31 March 2024*		Contracts Active in FY 2022-23*	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Management advisory services	49.9%	\$20,009,927	38.1%	\$15,115,708
Education and training services	25.9%	\$10,400,500	26.2%	\$10,400,500
Research programs	21.9%	\$8,787,009	34.4%	\$13,677,401
Development finance	0.6%	\$240,000	0.6%	\$240,000
Audit services	0.5%	\$205,800	0.5%	\$186,000
Personnel recruitment	0.3%	\$139,500	-	-
Business administration services	0.3%	\$135,100	-	-
Human resources services	0.3%	\$124,700	-	-
Corporate objectives or policy development	0.2%	\$72,000	-	-
Business intelligence consulting services	-	-	0.2%	\$64,350
Strategic planning consultation services	-	-	0.1%	\$27,170
<b>Total</b>	<b>100%</b>	<b>\$40,114,536</b>	<b>100%</b>	<b>\$39,711,129</b>

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



**Table 5: Education - Expenditure on Top 10 consultancy vendors active between 1 July 2023 to 31 March 2024**

Vendor Names	Total value of active contracts (GST incl)	Expenditure Value (GST incl)
Parkville Institute Ltd	\$10,400,500	\$1,485,000
SNAICC	\$6,644,143	\$2,028,896
KPMG	\$3,775,020	\$79,060
Orima Research Pty Ltd	\$3,087,890	\$87,890
Deloitte Touche Tohmatsu	\$2,756,109	\$1,178,308
Accenture Australia	\$2,109,029	-
The Nous Group	\$1,869,269	\$439,269
BDO Services Pty Ltd	\$1,650,000	\$771,104
Acil Allen Consulting Pty Ltd	\$1,322,006	\$381,752
Ernst and Young	\$1,280,778	\$128,800
<b>Total:</b>	<b>\$34,894,744</b>	<b>\$6,580,079</b>

Note: Some top vendors have nil expenditure for 2023-24 Financial year as at 31 March 2024.

**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
<b>Total:</b>	<b>\$10,870,145</b>

- 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 March 2024**

Vendor Names	Total value of active contracts (GST incl)	Expenditure Value (GST incl)
Ku Children's Services	\$247,544,235	\$19,533,769
Community Child Care Association	\$88,881,067	\$7,343,977
The Social Research Centre	\$63,991,570	\$8,613,432
Queensland Tertiary Admissions	\$63,751,572	-
Teach For Australia	\$63,134,500	\$6,600,000
Education Services Australia Ltd	\$57,547,701	\$1,182,803
Communicare Inc	\$39,931,882	\$3,195,117
Gowrie Sa	\$31,653,231	\$2,526,782
Early Childhood Australia	\$30,480,110	\$1,352,103
Autism Spectrum Australia (Aspect)	\$23,265,000	\$5,629,800
<b>Total</b>	<b>\$710,180,868</b>	<b>\$55,997,783</b>



**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
<b>Total:</b>	<b>\$657,594,631</b>	<b>\$99,999,115</b>

**Non-Consultancy Contracts**

- The top 10 non-consultancy contracts (by value), that commenced in the financial year 2023–24 as at 31 March 2024 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 March 2024**

Category	Contracts Commenced 1 July 2023 to 31 March 2024*		Contracts Commenced 2022–23 FY*	
	%	Total Value (GST incl)	%	Total Value (GST incl)
Project management	28.2%	\$25,396,283	11.0%	\$10,538,580
Research programs	21.7%	\$19,521,987	23.0%	\$22,035,303
Temporary personnel services	11.3%	\$10,203,405	11.8%	\$11,303,691
Computer services	8.8%	\$7,934,757	3.9%	\$3,708,784
Advertising	8.3%	\$7,480,000	12.2%	\$11,669,838
Management advisory services	4.8%	\$4,289,949	5.2%	\$4,982,439
Travel Facilitation	3.7%	\$3,305,346	-	-
Personnel recruitment	2.4%	\$2,172,287	6.0%	\$5,784,016
Education and Training Services	2.1%	\$1,882,737	12.1%	\$11,598,777
Legal services	2.1%	\$1,870,000	0.1%	\$98,640
Project administration or planning	1.4%	\$1,253,100	0.5%	\$582,501
Audit Services	1.3%	\$1,151,934	0.1%	\$74,140
Market Research	0.8%	\$676,006	0.2%	\$205,765
Graphic design	0.6%	\$531,025	0.9%	\$826,911
Printing	0.5%	\$450,000	-	-
Human Resource Services	0.5%	\$434,623	0.2%	\$192,887
Management support services	0.4%	\$344,000	4.4%	\$4,250,239
Insurance and retirement services	-	-	2.4%	\$2,307,965
Other	1.3%	\$1,198,886	6%	\$5,798,953
<b>Total</b>	<b>100%</b>	<b>\$90,096,324</b>	<b>100%</b>	<b>\$95,959,430</b>

\*AusTender data (administered and departmental) as at 31 March 2024 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 March 2024**

	Education - Commenced 1 July 2023 to 31 March 2024*		Education - Commenced 2022–23 FY*	
	#	Total Contract Value	#	Total Contract Value
<b>Non-consultancy Contracts</b>				
<i>Deloitte</i>	3	\$722,500	3	\$1,239,145
<i>Ernst &amp; Young</i>	1	\$40,000	1	\$27,275
<i>KPMG</i>	5	\$222,110	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>	-	-	-	-
<b>Total contracts</b>	<b>9</b>	<b>\$984,610</b>	<b>16</b>	<b>\$5,544,310</b>
<b>Consultancies</b>				
<i>Deloitte</i>	3	\$668,706	2	\$1,597,216
<i>Ernst &amp; Young</i>	4	\$1,280,778	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>	1	\$2,109,029	-	-
<i>McKinsey</i>	-	-	-	-
<b>Total consultancies</b>	<b>9</b>	<b>\$6,751,053</b>	<b>8</b>	<b>\$3,237,633</b>
<b>Totals</b>	<b>18</b>	<b>\$7,735,662</b>	<b>24</b>	<b>\$8,781,943</b>

\*AusTender data (administered and departmental) as at 31 March 2024 for contracts over \$10,000 GST inclusive.

- The total value of contracts with the Big Seven firms represents 19.4% of the total of all contracts **commenced** for financial year 2023–24 as at 31 March 2024. 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 7.99% of the total of all contracts **commenced** in financial year 2022–23.

**Table 10B: Education - The 'Big Seven' contracts active between 1 July 2022 to 31 March 2024**

	Education - Active 1 July 2023 to 31 March 2024*		Education – Active 2022–23 FY*	
	#	Total Contract Value	#	Total Contract Value
<b>Non-consultancy Contracts</b>				
<i>Deloitte</i>	5	\$1,719,645	4	\$1,596,576
<i>Ernst &amp; Young</i>	1	\$40,000	1	\$27,275
<i>KPMG</i>	12	\$802,010	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>	-	-	-	-
<b>Total contracts</b>	<b>24</b>	<b>\$9,287,006</b>	<b>27</b>	<b>\$21,477,434</b>
<b>Consultancies</b>				
<i>Deloitte</i>	6	\$2,756,109	4	\$2,799,915
<i>Ernst &amp; Young</i>	4	\$1,280,778	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	\$2,109,029	1	\$1,702,344
<i>McKinsey</i>	-	-	-	-
<b>Total Consultancies</b>	<b>15</b>	<b>\$10,469,123</b>	<b>14</b>	<b>\$8,179,690</b>
<b>Totals</b>	<b>39</b>	<b>\$19,756,129</b>	<b>41</b>	<b>\$29,657,124</b>

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

- The Department only has 1 remaining active contract with PwC, the contract is for internal audit, with an end date of 20 December 2024. As at 31 March 2024 this contract has never been used.



## Indigenous Procurement Policy (IPP)

The 2023-24 financial year IPP target for Education has been set by the National Indigenous Australians Agency (NIAA) at \$2.119 million in contract values and 21 contracts. As of 31 March 2024, Education's IPP target has been exceeded.

**Table 11. IPP Performance for FY 2023-24 and FY 2022-23**

IPP Performance Target	Financial Year 2023-24		Financial Year 2022-23	
	Annual Target	Actual YTD 31 March	Target	Actual
(a) Total number of contracts	21	24	9	39
(b) Total value of contracts	\$2.119m	\$2.187m	\$1.803m	\$10.712m

**Source:** AusTender, HUB shopping cart and credit card transaction data as at 31 March 2024. The Annual Report includes AusTender data only. Data includes multi-year contracts.

## Modern Slavery

- The Australian Government established the *Modern Slavery Act 2018* (the Act) to combat modern slavery in the domestic and global supply chains of goods and services in Australia.
- The department has had no cause to respond to any case of modern slavery.
- No increased portfolio supply chain risks have been identified during the 2022–23 financial year in relation to ICT procurements, which are undertaken by the Department of Employment and Workplace Relations (DEWR) on behalf of the department.
  - DEWR advises its ICT Procurement team has had no cause to respond to any reports of modern slavery.
  - DEWR further advises that suppliers are made aware of their responsibilities with the inclusion of a modern slavery clause and there have been no issues reported with suppliers signing work orders and contracts that have included a clause.

**Table 12: Contracts not published within 42 days on AusTender**

Reporting Requirement Breached	Education - Published from 1 July 2023 to 31 March 2024*	Education - Published 2022–23 FY*
42-day AusTender Reporting instances	80	64

\*Data extracted 4 April 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*.
- The increase in 42-day non-compliance is largely (67.5%) related to system issues with the Commonwealth Procurement Reporting Framework (cPRF) implemented in 2023–24.
- The department is liaising with the Department of Finance to prevent such issues in the future, and are undertaking additional assurance steps while publishing through the cPRF.
- 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 taking actions to incorporate recommendations into our practices and guidance material.

### ***Conflict of interest (Col) in procurement***

- The department's **AAI 1.8 – 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, labour hire workers and other specified personnel are stored centrally.

**Media**

- [\*\*Finance's 'basic' spreadsheet error triggers reform calls,\*\*](#)  
*Tom Burton, The Australian Financial Review, 8 April 2024.*  
The federal Finance department failed to remove hidden tabs in a master spreadsheet, exposing confidential pricing data, a [review](#) has found, as vendors called for reform of the \$70 billion tender system. Commonwealth ombudsman Michael Manthorpe found that human error led to the mistaken release in February of sensitive pricing data for all 410 consulting vendors.

**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 active 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.

<b>Date Last Cleared</b>	22 May 2024
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Attachment A

**Education - Top 10 consultancy contracts (by value) commenced in financial year 2023–24 as at 31 March 2024 (data as at 2 April 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	Management advisory services	KPMG
2	CN4042628	Higher Education, Research and International	26-Feb-24	28-Jun-24	\$2,109,029	Departmental	Combined Pass Business Case (CPBC) to provide Government options for a production of National Skills Passport	Research programs	Accenture Australia
3	CN4040019	Early Childhood and Youth	22-Feb-24	30-Jun-26	\$1,430,000	Administered	Independent evaluation of the development and trial of the Preschool Outcomes Measure	Management advisory services	The Nous Group
4	CN4039106	Higher Education, Research and International	26-Feb-24	30-Jun-24	\$807,675	Departmental	Stakeholder Engagement to inform the National Skills Passport review	Research programs	Meld Studios
5	CN4040017	Schools	05-Mar-24	31-Dec-24	\$539,258	Administered	Provision of External Assurance Services	Management advisory services	Ernst and Young

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Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
6	CN4012133	Higher Education, Research and International	07-Sep-23	30-Nov-23	\$495,000	Departmental	External legal expertise to inform the development of Action plan priority number 5	Management advisory services	Minter Ellison
7	CN4041392	Schools	08-Mar-24	30-May-25	\$445,365	Administered	Evaluation of the Let's Count and Little Scientists programs	Management advisory services	Dandolopartners
8	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
9	CN4004258	Higher Education, Research and International	08-Aug-23	15-Dec-23	\$312,720	Departmental	Counsellor Allowance Review	Management advisory services	Ernst and Young
10	CN4042627	Corporate and Enabling Services	08-Mar-24	28-Jun-24	\$300,000	Departmental	Program Management Assurance	Management advisory services	Ernst and Young

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**Education - Top 10 consultancy contracts (by value) commenced in financial year 2022-23  
(data as at 2 March 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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Corporate - Hot Topics (June 2024) - Hot Topic Briefs

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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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**Education - Top 10 consultancy contracts (by value) active in financial year 2023–24 as at 31 March 2024 (data extracted 2 April 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
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	CN4015398	Corporate and Enabling Services	23-Oct-23	30-Jun-26	\$2,692,540	Departmental	Independent Project Assurance Services	Management advisory services	KPMG
5	CN4042628	Higher Education, Research and International	26-Feb-24	28-Jun-24	\$2,109,029	Departmental	Combined Pass Business Case (CPBC) to provide Government options for a production of National Skills Passport	Research programs	Accenture Australia
6	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
7	CN4040019	Early Childhood and Youth	22-Feb-24	30-Jun-26	\$1,430,000	Administered	Independent evaluation of the development and trial of the Preschool Outcomes Measure	Management advisory services	The Nous Group

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

8	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
9	CN3854214	Corporate and Enabling Services	04-Mar-22	31-Dec-23	\$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG
10	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

**Education - Top 10 Consultancy Contracts (by value) active in FY 2022-23 (data extracted 2 April 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
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	CN3864136	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	\$980,000	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 (June 2024) - Hot Topic Briefs

10	CN3900644	Schools	29-Jun-22	30-Jun-23	\$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 March 2024  
(data extracted 2 April 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	Corporate and Enabling Services	16-Aug-23	30-Jun-24	\$7,480,000	Administered	Elevating the Teaching Profession Campaign	Advertising	Universal Mccann
3	CN4031801	Higher Education, Research and International	24-Jan-24	31-Dec-26	\$3,630,000	Administered	Services to support the Bilateral Education and Research Relationship between Australia and India	Research programs	The University Of Melbourne
4	CN4039217	Corporate and Enabling Services	05-Feb-24	30-Jun-27	\$3,305,346	Departmental	Travel Management Services	Travel facilitation	Corporate Travel Management Group Pty Ltd
5	CN4013541	Corporate and Enabling Services	02-Oct-23	04-Oct-24	\$2,940,344	Departmental	Provision of Technology and Project Support Services	Computer services	Conceptsix Pty Ltd
6	CN4039096	Early Childhood and Youth	01-Jan-24	30-Sep-26	\$2,406,859	Administered	Support for the Child Care Payment Integrity Measures	Research programs	Orima Research

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

7	CN4021971	Early Childhood and Youth	18-Sep-23	30-Jun-26	\$1,700,000	Administered	Early Childhood Education and Care National Workforce National Workforce Census 2024	Research programs	The Social Research Centre
8	CN4034520	Early Childhood and Youth	26-Jan-24	30-Jun-24	\$1,657,214	Departmental	Provision of services to design, assess and establish the Community Child Care Fund (CCCF) Round 4 Grant Opportunity	Management advisory services	Synergy Group Australia Pty Ltd
9	CN4027415	Early Childhood and Youth	18-Dec-23	30-Jun-25	\$1,330,738	Administered	NT Community Child Care Fund Restricted Regulatory Project Stage 2	Project management	NT Department of Education
10	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 Training



**Education - Top Ten Non-consultancy Contracts (by value) commenced in financial year 2022–23  
(data extracted 02 April 2024)**

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 Childhood 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

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

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 March 2024  
(data extracted 2 April 2024)**

Rank	CN ID	Group	Start Date	End Date	Contract Value	Funding Source	Description	Category	Supplier Name
1	CN3862130	Higher Education, Research and International	05-Apr-22	30-Jun-24	\$2,800,000	Administered	Developing Critical Skills Courses	Research programs	PWC Consulting
2	CN3820600	Schools	01-Oct-21	02-Oct-23	\$2,704,623	Administered	Project Assurance Services for the Schools Unique Student Identifier	Management advisory services	PWC Consulting
3	CN4015398	Corporate and Enabling Services	23-Oct-23	30-Jun-26	\$2,692,540	Departmental	Independent Project Assurance Services	Management advisory services	KPMG
4	CN4042628	Higher Education, Research and International	26-Feb-24	28-Jun-24	\$2,109,029	Departmental	Combined Pass Business Case (CPBC) to provide Government options for a production National Skills Passport	Research programs	Accenture Australia
5	CN3962110	Early Childhood and Youth	21-Apr-23	28-Mar-24	\$1,149,990	Administered	Review of the Community Child Care Fund	Management advisory services	Deloitte Touche Tohmatsu
6	CN3854214	Corporate and Enabling Services	04-Mar-22	31-Dec-23	\$1,082,480	Departmental	Independent Assurer for NAPLAN 2022	Research programs	KPMG



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

7	CN3971036	Higher Education, Research and International	19-Feb-23	28-Jun-24	\$668,383	Departmental	Data Collection and Analysis of two years of Aus University Cost of teaching data	Management advisory services	Deloitte Touche Tohmatsu
8	CN3959875	Schools	17-Apr-23	07-Jul-23	\$588,078	Administered	Discovery Phase for the NCCD Portal Refresh	Research programs	Pricewaterhouse Coopers
9	CN4040017	Schools	05-Mar-24	31-Dec-24	\$539,258	Administered	Provision of External Assurance Services	Management advisory services	Ernst and Young
10	CN3991188	Corporate and Enabling Services	10-Jul-23	17-Nov-23	\$522,500	Departmental	Provision of Research Services to support the Financial and Resourcing Review	Research programs	Deloitte Touche Tohmatsu

**Education – Top 10 Active Contracts (by value) with “Big Seven” consultancy firms in FY 2022–23 as at 31 March 2024 (data extracted 2 April 2024)**

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	Pricewaterhouse Coopers
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 (June 2024) - Hot Topic Briefs

9	CN3908812	Early Childhood and Youth	17-Aug-22	20-Dec-22	\$434,803	Administered	Strategic Support	Research programs	Pricewaterhouse Coopers
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 Engaged as at:***

- 1 July 2023: 56.
- 31 March 2024: 57, approximately 3.2% 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.

**Expenditure on Contractors**

Financial Year	Expenditure (GST exclusive)
2023–24 (YTD 31 March 2024)	\$7,161,965.35

**Contractors as at 31 March 2024 by Group**

Group	Non-ICT	ICT	Total
Corporate and Enabling Services	6	2	8
Early Childhood and Youth	30	-	30
Higher Education, Research and International	8	3	11
Schools	7	1	8
<b>Total</b>	<b>51</b>	<b>6</b>	<b>57</b>

**Contractors as at 31 March 2024 by Job Family**

Job Family	Total
Accounting and Finance	2
Administration	3
Communications and Marketing	3
Human Resources	1
ICT	7
Project and Programme	15
Research	11
Service Delivery	15
<b>Grand Total</b>	<b>57</b>

**Contractors as at 31 March 2024 by AusTender Category**

AusTender Category	Total
Computer services	12
Management advisory services	2
Management support services	1
Personnel recruitment	4
Temporary personnel services	38
<b>Grand Total</b>	<b>57</b>

**Contractor Engagements**

<b>New engagements</b>	<b>1 July 2023 to 31 March 2024</b>
Non-ICT	101
ICT	6
<b>Total</b>	<b>107</b>

- New engagements include contractors commencing with the department or being re-engaged under a new contract.
  - Excludes contractors already engaged prior to 1 July 2023.
- Between 1 July 2023 and 31 March 2024, the department had 107 new Contractor engagements. Of these:
  - 35 were re-engagements of the same Contractor under a new contract, of which 32 remained engaged as at 31 March 2024, including one contractor re-engaged 2 additional times
    - 23 of these re-engagements related to contracts transitioning an existing contract to a People Panel Phase 2 (PPP2) contract
  - 35 remain engaged as at 31 March 2024.



**Active contracts by supplier by value as at 31 March 2024**

Supplier	Contractor	Contracts	Value GST inclusive	% Total
Hays Personnel Services	13	6	\$2,417,568	21%
Hudson Global Resources	9	4	\$1,085,188	9%
Nisus Australia	2	2	\$856,478	7%
Halcyon Knights	3	3	\$789,431	7%
Randstad	7	6	\$732,167	6%
MTP Services	3	3	\$573,406	5%
Recruitment Sorted	1	1	\$464,000	4%
1448 Pty Ltd	1	1	\$432,314	4%
M&T Resources	1	1	\$432,300	4%
Compas	1	1	\$371,712	3%
Larrison	1	1	\$369,000	3%
Encore IT Services	1	1	\$350,000	3%
Ultimum ICT	1	1	\$336,600	3%
IT Alliance	1	1	\$319,000	3%
Octango	1	1	\$302,940	3%
Onpoint 365	1	1	\$282,000	2%
Karlka Recruiting Group	2	2	\$235,182	2%
Data#3	1	1	\$225,000	2%
Manpower Services	1	1	\$206,281	2%
Bridge IT Engineering	1	1	\$164,736	1%
Chandler MacLeod	1	1	\$144,246	1%
Peoplebank	1	1	\$124,740	1%
SOL People	1	1	\$101,640	1%
Capital Recruit	1	1	\$72,414	1%
Indigeco	1	1	\$49,000	<1%
<b>Grand Total</b>	<b>57</b>	<b>44</b>	<b>\$11,437,342</b>	<b>100%</b>

- Some contracts are across multiple years.

**Contract Extensions**

- Between 1 July 2023 and 31 March 2024, the department extended 6 contracts in relation to contractors.

**Converting positions to APS**

- Between 1 July 2023 and 31 March 2024, the department converted 32 contractor positions to 19 ongoing APS and 13 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.
  - To date no contractor engaged under a PPP2 contract is paid less than their equivalent APS level.
- The department has not previously collected information on the profit 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 PPP2 from 7 August 2023, this information is required to be provided by suppliers in their Work Order (see Background for more information).

**Hourly rate of contractors active**

- As at 31 March 2024, hourly rates paid to the supplier for:
  - Non-ICT contractors ranged from \$66.83 to \$250.00 (GST inclusive).
  - ICT contractors ranged from \$148.50 to \$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.
- 31 March 2024 - 4 contractors (7% of total contractors) engaged from Indigenous owned businesses.

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***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.

***Integrity of our Contractor Security***

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

***Training***

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

***Fraud and conflict of interest***

- The department's AAI 1.8 – 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 “external 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 contractors separating from the department, at least one week before the contract end date.
- This ensures that all department resources allocated to the exiting contractors are returned and system and building accesses terminated.

**Media**

Nil

<b>Date Last Cleared</b>	08 May 2024
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## BACKGROUND

### *External worker terminology changes*

- The Department of Finance and the Australian Public Service Commission have refined the categorisation of external workers previously referred to as "contractors." The categories are applied to Whole of Australian Government mandatory panel arrangements and reporting.
  - Labour Hire Worker
    - previously reported as "contractors"
  - Professional Contractor (PC)
    - which has the same definition as a contractor, but the skills required are specialised in nature
      - PCs will fall under the People Panel Phase 3 which has not yet been implemented by the Department of Finance.
  - Outsourced Service Provider
  - Consultant

### *2023–24 Monthly contractor data*

- As at 30 June 2023 there were 64 Contractors on existing contracts.

Period	End of month	New	Ceased	Net Change
Jul-23	69	39	34	5
Aug-23	68	17	18	-1
Sep-23	61	5	12	-7
Oct-23	55	1	7	-6
Nov-23	55	3	3	0
Dec-23	50	5	10	-5
Jan-24	49	14	15	-1
Feb-24	53	16	12	4
Mar-24	57	7	3	4
<b>Total</b>		<b>107</b>	<b>114</b>	<b>-7</b>

- On 7 August 2023, the Department of Finance (Finance) implemented the 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 contractors 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 how the hourly rate charged to the department is calculated, including detailing profit margins and hourly rate paid to the contractor by the supplier.
- Finance directed agencies to transition existing contractor contracts in scope to the PPP2 within 6 months of implementation (by 7 February 2024).
  - All transitions were completed within 6 months.
- 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 Contractor – will be implemented in the future.
- Finance has released the definition of Professional Contractor:
  - Seven contractors falling under the definition are included in the 57 contractors as at 31 March 2024.



**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 appropriately 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. This includes the assessment of the department's Essential Eight and PSPF maturity levels against the ACSC November 2023 updates to the Essential Eight Maturity Model.
- 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

Date Last Cleared	06 May 2024
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## BACKGROUND

### *Departments cyber security approach*

- The following 5 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 utilises multiple selection processes to award grant funding and ensures the selection process 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 March 2024)**

	1 July 2023 to 31 March 2024 (Attachment A1)		2022–2023 (Attachment A)	
	New Agreements	Programs	New Agreements	Programs
Internally Managed	940	15	282	47
Grants Hub Managed	117	5	129	17
<b>TOTAL</b>	<b>1,057</b>	<b>18</b>	<b>411</b>	<b>64</b>



- 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 them in the 2023–24 financial year to 31 March 2024 and the 2022–23 financial year are at [Attachment A1](#) and [Attachment A](#).

**Table 2 - Grants Awarded**

	1 July 2023 to 31 March 2024		2022–23	
	Instances of Publication	Grant Agreements Total Value	Instances of Publication	Grant Agreements Total Value
New Agreements	1,057	\$1,396,666,048	411	\$233,391,199
Variations to Existing Agreements	340	\$968,054,908	298	\$193,091,324
<b>Total</b>	<b>1,397</b>	<b>\$2,364,720,956</b>	<b>709</b>	<b>\$426,482,523</b>

**Table 3 - Grants Awarded by Process – New Agreements**

	1 July 2023 to 31 March 2024		2022–23	
	Instances of Publication	Value	Instances of Publication	Value
Open Competitive	54	\$17,553,317	38	\$51,137,117
Demand Driven	861	\$18,872,323	204	\$3,382,849
Targeted or Restricted Competitive	79	\$50,850,170	46	\$77,087,446
Closed Non-Competitive	31	\$1,305,524,549	11	\$90,669,131
Ad hoc, One-Off	32	\$3,865,689	112	\$11,114,656
<b>Total</b>	<b>1,057</b>	<b>\$1,396,666,048</b>	<b>411</b>	<b>\$233,391,199</b>

Note: Grant value may not equal expenditure. GrantConnect data as at 31 March 2024.

- The majority of the Closed Non-Competitive grants relate to the National Collaborative Research Infrastructure Strategy (NCRIS) program with a value of \$1,241,241,446.30.

**Role of the Minister**

- 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))
  - must write to the Finance Minister advising of the details when approving a proposed grant in their own electorate (CGRGs Section 4.11 (a)).
- 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.
- Where a Minister approves a proposed grant in their own electorate, the Minister must write to the Finance Minister advising of the details (CGRGs Section 4.11 (a)).
- 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 March 2024
  - there have been no instances of a Minister approving a proposed grant in their own electorate or any 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.
- Late grant reporting resulting in a breach are recorded against section 5.3 of the CGRGs.
- For financial year 2023–24 to 31 March 2024, Education recorded 403 breaches and in 2022–23, 50 breaches were recorded.

**Table 4 - Instances of Grant Publishing Breaches**

CGRG (section 5.3) Requirement Breached	2023–24 as at 31 March 2024	2022–23
21-day GrantConnect Reporting instances	403	50

- The majority of the breaches for the 2023–24 YTD 31 March 2024 are for the following:
  - 394 were recorded against one program with:
    - 348 of these breaches due to an administrative error.
    - 46 breaches resulting from a system error.
- 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**

- ***Children in remote Goldfields and Midwest schools to benefit from \$10m reading and writing program, The West Australian, 24 January 2024***

Federal and State Governments are joining forces to deliver the Scaling Up Success in Remote Schools Program which aims to close the gap for Aboriginal students' reading and writing skills. The WA Goldfields and Midwest regions will get a boost from this program to be rolled out in Term 1.



- **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 postgraduate. The scholarships would help tackle the teaching workforce shortages.

### Attachments

[Attachment A1](#) – Department of Education Granting Activity  
01 July 2023 to 31 March 2024.

[Attachment A](#) – Department of Education Granting Activity  
01 July 2022 to 30 June 2023.

Date Last Cleared	08 May 2024
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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.

### ***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 or 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 grants published in the period 1 January 2024 to 31 March 2024 and was presented and signed off by Minister Clare to the President of the Senate on 21 May 2024.



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

Attachment A.1

Department of Education Granting Activity  
1 July 2023 to 31 March 2024

Note:

This list is published on GrantConnect by the responsible program area but has been subsequently checked to improve consistency of the published program names for the Portfolio Budget Statement (PBS) outcomes.  
 \*Types of grants awarded in the table published on Grant Connect and does not represent expenditures.  
 \*Grant Programs not being managed by a Grants Hub, were either established prior to the establishment of the Hubs, or obtained an exemption, or are anticipated to transition to a Hub in future.  
 \*Hub Services Column 3: Services provided by Grants Hubs can vary. For example: CCCF program streams utilize Grants Hub services in full, part or not at all.

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 2304 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 2304 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Capital Support	One-off/Adhoc	Departmental	\$260,700	Clare	No	No	Yes	2
ECCC	DE 2304 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 2304 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support	One-off/Adhoc	Departmental	\$928,506	Aly	No	No	Yes	14
ECCC	DE 2304 DE Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support	Open Competitive	Departmental	\$15,243,317	Aly	No	No	Yes	47
ECCC	DE 2304 DE Output 1.1 Support for the Child Care System	Quality Support - Australian Childrens Education and Care Quality Authority	Closed Non-Competitive	Departmental	\$92,708,000	Clare	No	No	Yes	1
ECCC	DE 2304 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	\$63,700	Clare	No	No	No	11
ECCC	DE 2304 DE Output 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	\$1,319,961	Clare	No	No	No	150
ECCC	DE 2102 1.1 Support for the Child Care System (2021)	Collaborative and Strategic Innovative Solutions Project - Resource and Analysis	Demand Driven	Departmental	\$901,877	Clare	No	No	No	1
ECCC	DE 2304 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 2304 1.1 Support for the Child Care System	Connected Beginnings	Targeted or Restricted Competitive	Departmental	\$9,935,054	Clare	No	No	No	3
ECCC	DE 2304 DE Output 1.1 Support for the Child Care System	Special Circumstances - Special Appropriation	One-off/Adhoc	Departmental	\$2,628,964	Clare	No	No	No	15
ECCC	DE 2304 DE Output 1.1 Support for the Child Care System	Special Circumstances - Special Appropriation	Demand Driven	Departmental	\$455,483	Clare	No	No	No	2
ECCC	DE 2304 1.1 Support for the Child Care System	Community Child Care Fund Restricted Expansion (Closing the Gap)	Closed Non-Competitive	Departmental	\$6,100,602	Clare	No	No	No	5
ECCC	DE 2304 DE Other Outcome 1 Education	Support for the Administration of the ABC Takeover Program and the Highway Summit	Targeted or Restricted Competitive	Departmental	\$350,000	Clare	No	No	No	1
ECCC	DE 2304 1.1 Support for the Child Care System	Early Childhood Education and Care Workforce Taskforce	One-off/Adhoc	Departmental	\$16,131,292	Aly	No	No	No	697
Schools	DE 2304 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 2304 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 2304 1.5 Early Learning and Schools Support	Commonwealth Regional Scholarships Program	Closed Non-Competitive	Departmental	\$5,439,500	Clare	No	No	Yes	1
Schools	DE 2304 1.5 Early Learning and Schools Support	The Seeds in Schools Program	Closed Non-Competitive	Departmental	\$35,000	Clare	No	No	No	1
HERI	DE 2304 2.7 International Education Support	Destination Australia Cheung Kong Exchange Program 2024 (Round 3)	Targeted or Restricted Competitive	Departmental	\$1,799,850	Clare	No	No	No	39
HERI	DE 2304 2.7 International Education Support	Destination Australia Program	Targeted or Restricted Competitive	Departmental	\$23,009,250	Clare	No	No	Yes	32
HERI	DE 2102 2.6 Research Capacity	National Collaborative Research Infrastructure Strategy (NCRIS)	Closed Non-Competitive	Departmental	\$23,885,023	Clare	No	No	No	1
HERI	DE 2304 2.6 Research Capacity	National Collaborative Research Infrastructure Strategy (NCRIS)	Closed Non-Competitive	Departmental	\$1,217,361,423	Clare	No	No	No	22
					<b>\$</b>	<b>1,336,666,048</b>				<b>1057</b>

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

Attachment A

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

Note:

\*This list is published as Grant Connect for the responsible program areas has been temporarily disabled to improve consistency of the published program names and Portfolio Budget Statement (PBS) outcomes.  
 †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 columns †: ECCP program streams utilize 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 was	Ministerial Funding 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 2102 1.1 Support for the Child Care System	Innovative Solutions Support	One-off Adhoc	Departmental	\$22,765	Robert aig as Edu	No	No	No	2
ECCC	DE 2203 1.1 Support for the Child Care System	Innovative Solutions Support	One-off Adhoc	Departmental	\$24,155	Aly	No	No	No	39
ECCC	DE 2203 1.1 Support for the Child Care System	Innovative Solutions Support	Demand Driven	Departmental	\$1,403,017	Aly	No	No	No	175
ECCC	DE 2203 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 2203 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 2203 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 2203 DET Output 1.1 Support for the Child Care System	CCCF Open Competitive Sustainability Support *	One-off Adhoc	Departmental	\$393,895	Clare	No	No	Yes	5
ECCC	DE 2102 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 2203 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 2203 1.1 Support for the Child Care System	Collaborative and Strategic Innovative Solutions	Demand Driven	Departmental	\$728,790	Aly	No	No	No	2
ECCC	DE 2203 1.1 Support for the Child Care System	Connected Beginnings	Targeted/ Restricted Competitive	Departmental	\$42,679,015	Aly	No	No	No	16
ECCC	DE 2203 1.1 Support for the Child Care System	Early Childhood Care and Development Policy Partnership (SNAICC)	Targeted/ Restricted Competitive	Departmental	\$5,519,882	Aly	No	No	No	1
ECCC	DE 2203 1.1 Support for the Child Care System	Emerald Inclusion Support	Demand Driven	Departmental	\$85,337	Aly	No	No	No	1
ECCC	DE 2203 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 2203 1.1 Support for the Child Care System	1.1 Support for the Child Care System	Demand Driven	Departmental	\$13,744	Clare	No	No	No	2
Schools	DE 2203 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 2203 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 aig as Edu	No	No	Yes	1
Schools	DE 2203 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 2203 DET Output 1.5 Admin 2019-20 Early Learning and Schools Support	National History Challenge	Closed Non Competitive	Departmental	\$488,600	Tudge	No	No	Yes	1
Schools	DE 2203 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 2203 1.5 Early learning and Schools Support	Health Promoting Schools Training Program	Open Competitive	Departmental	\$310,200	Clare	No	No	No	1
Schools	DE 2203 1.5 Early learning and Schools Support	Embedding UniHubs in Regional Tasmanian School Collectives	Open Competitive	Departmental	\$539,967	Clare	No	No	No	1
Schools	DE 2203 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 2203 1.5 Early learning and Schools Support	Indigenous Youth Worker	Open Competitive	Departmental	\$77,000	Clare	No	No	No	1
Schools	DE 2203 1.5 Early learning and Schools Support	Staff mentoring and training program	Open Competitive	Departmental	\$110,000	Clare	No	No	No	1
Schools	DE 2203 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 2203 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	\$141,375	Clare	No	No	No	1
Schools	DE 2203 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 2203 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	\$2,147,840	Clare	No	No	No	1
Schools	DE 2203 1.5 Early learning and Schools Support	The Live Life Whole Project	Open Competitive	Departmental	\$438,442	Clare	No	No	No	1
Schools	DE 2203 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 (June 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 Minister Funding Awarded 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 2203 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	\$1,655,600	Clare	No	No	1
Schools	DE 2203 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	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Turning students into practicing scientists	Open Competitive	Departmental	\$1,720,288	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	The Mind Matters - Healthy Kids Make Better Learners. A Livestream Learning Mental Health and Wellness Toolkit for Schools	Open Competitive	Departmental	\$349,800	Clare	No	No	1
Schools	DE 2203 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	1
Schools	DE 2203 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	1
Schools	DE 2203 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	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Better Learning, Better Lives	Open Competitive	Departmental	\$950,149	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	The School to Geospatial Industry Program, Supporting Teacher Capability	Open Competitive	Departmental	\$480,700	Clare	No	No	1
Schools	DE 2203 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	1
Schools	DE 2203 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	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Prioritising teachers' and leaders' mental health and wellbeing self-care in and beyond COVID challenges to improve their resilience and retention and better model wellbeing self-care strategies	Open Competitive	Departmental	\$245,791	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Mandim Yangtala	Open Competitive	Departmental	\$485,648	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Preparing for Parenting in a Post-Pandemic world - School seminars to skill parents and teachers to support the wellbeing, behaviour and self-regulation of students	Open Competitive	Departmental	\$1,231,094	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Stix Kids SeedAhead - A Pilot to Scale School Services for Seriously Sick and Absent Students	Open Competitive	Departmental	\$429,661	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Preparing for industry 5.0 and beyond in light of COVID-19 - facilitating the cradle-to-career life cycle	Open Competitive	Departmental	\$327,800	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Maximising Education Outcomes for Indigenous Students	Open Competitive	Departmental	\$1,505,350	Clare	No	No	1
Schools	DE 2203 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	1
Schools	DE 2203 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	1
Schools	DE 2203 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	1
Schools	DE 2203 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	1
Schools	DE 2203 1.5 Early Learning and Schools Support	Building Data Dashboard for the Aurora High School Program	Open Competitive	Departmental	\$89,650	Clare	No	No	1
Schools	DE 2203 1.5 Early Learning and Schools Support	IPads for Enrichment	Open Competitive	Departmental	\$14,404	Clare	No	No	1
Schools	DE 2203 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 2203 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 2203 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 2203 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 2203 One-Off Outcome 1	Clientat Foundation 2023	Closed Non Competitive	Departmental	\$35,891,900	Clare	No	No	No - 1
Schools	DE 2203 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 2203 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 2203 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 2203 DE Output 2.7 International Education Support	Destination Australia Program	Targeted/ Restricted Competitive	Departmental	\$19,892,751	Clare	No	No	Yes 27
HERI	DE 2203 DE Output 2.7 International Education Support	Cheung King Exchange	Demand Driven	Departmental	\$1,152,000	Clare	No	No	Yes - Part 24
					<b>\$</b>	<b>233,391,199</b>			



**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 May 2024, is provided at [Attachment A](#).

### Key Workforce Statistics at 31 March 2024

- Headcount (HC) was 1,707 (compared to 1,497 at 30 June 2023) showing an increase of 210 (14%).

### 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 March 2024, department data showed a gender pay gap of (-0.5%), which is lower than the department's previous gender pay gap of 0.8% at 31 December 2023. A negative percentage indicates the pay gap is in favour of Women.

### 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 *Indigenous Business is Everyone's Business Committee* (IBEB) 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 list**

<b>Table 1</b>	<a href="#">Percentage of First Nations Staff</a>
<b>Table 2</b>	<a href="#">Percentage of Staff with a Disability</a>
<b>Table 3</b>	<a href="#">General Staffing Information</a>
<b>Table 4</b>	<a href="#">Actual Average Staffing Level (ASL)</a>
<b>Table 5</b>	<a href="#">Department Headcount by Group</a>
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**Table 1: Percentage of First Nations Staff**

Substantive Classification	Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–24 targets (per cent)	Percentage of First Nations staff at 31 Dec 2023	Percentage of First Nations staff at 31 Mar 2024
APS4-6	5.0%	4.2%	3.6%
EL1-2	5.0%	1.7%	1.7%
SES	3.0%	6.2%	7.7%

- The number of substantive staff who identify as First Nations has decreased for the APS4-6 cohort, remained the same for the EL1-2 cohort and increased for the SES cohort.
- 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 department employees that identify in the HR system as having disability as at 31 March 2024.

**Table 2: Percentage of Staff with a Disability**

Employment target for people with disability in the APS by 2025 (per cent)	Percentage of staff with Disability at 31 Dec 2023	Percentage of staff with Disability at 31 Mar 2024
7.0%	6.3%	6.3%

- The department has 5 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
- The department also has one informal network, NeuroNetwork, providing peer support to neurodivergent (ND) people and allies.



**Table 3: General Staffing Information**

Type	30 Jun 2023	31 Dec 2023	31 Mar 2024	Change Jun 23 – Mar 24
<b>FTE</b>	<b>1,391.3</b>	<b>1,570.4</b>	<b>1,596.3</b>	<b>205.0</b>
Ongoing	1,313.9	1,467.7	1,512.4	198.5
Non-Ongoing	77.4	102.7	83.9	6.5
Full Time	1,218.0	1,373.0	1,396.0	178.0
Part Time	173.3	197.4	200.3	27.0
<b>Headcount</b>	<b>1,497</b>	<b>1,666</b>	<b>1,707</b>	<b>210</b>
Ongoing	1,401	1,549	1,599	198
Non-Ongoing	96	117	108	12
Full Time	1,245	1,391	1,418	173
Part Time	252	275	289	37
<b>TPL/TT</b>	<b>242</b>	<b>312</b>	<b>239</b>	<b>-3</b>
Temporary Performance	209	280	213	4
Temporary Transfer	33	32	26	-7

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 Dec 2023	31 Mar 2024	Change Jun 23–Mar 24
<b>Total</b>	<b>1,248</b>	<b>1,460</b>	<b>1,490</b>	<b>242↑</b>
Outcome 1	768	904	918	150↑
Outcome 2	480	556	572	92↑

**Table 5: Department Headcount by Group**

Group	31 Jul 2022	30 Jun 2023	31 Dec 2023	31 Mar 2024	Change Jun 23 – Mar 24
<b>Total</b>	<b>1,400</b>	<b>1,497</b>	<b>1,666</b>	<b>1,707</b>	<b>210</b>
Executive Group*	16	21	19	19	-2
Corporate and Enabling Services	252	330	369	366	36
Early Childhood and Youth	307	389	430	410	21
Higher Education, Research and International	452	433	492	536	103
Schools	373	324	356	376	52

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.

\*Executive Group includes Deputy Secretaries, their executive support staff and the Secretary's executive support staff.

**Table 6: Department FTE by Group**

Group	31 Jul 2022	30 Jun 2023	31 Dec 2023	31 Mar 2024	Change Jun 23 – Mar 24
<b>Total</b>	<b>1,297.2</b>	<b>1,391.3</b>	<b>1,570.4</b>	<b>1,596.3</b>	<b>205.0</b>
Executive Group*	16.0	21.0	19.0	19.0	-2.0
Corporate and Enabling Services	236.7	306.2	350.2	344.7	38.5
Early Childhood and Youth	289.5	368.7	407.5	390.0	21.3
Higher Education, Research and International	412.0	400.2	465.6	494.9	94.7
Schools	343.0	295.1	328.1	347.8	52.7

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.

\*Executive Group includes Deputy Secretaries, their executive support staff and the Secretary's executive support staff.

**Table 7: Employee Classification by Headcount and Gender at 31 March 2024**

Classification	Female		Male		Uses a different term**		Total Workforce	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
<b>Total</b>	<b>1,158</b>	<b>67.8%</b>	<b>543</b>	<b>31.8%</b>	<b>6</b>	<b>0.4%</b>	<b>1,707**</b>	<b>100.0%</b>
APS1 Trainee	1	0.1%	2	0.1%			3	0.2%
APS2	14	0.8%	11	0.6%			25	1.5%
APS3*	41	2.4%	29	1.7%			70	4.1%
APS4	81	4.7%	38	2.2%			119	7.0%
APS5	136	8.0%	72	4.2%			208	12.2%
APS6	270	15.8%	120	7.0%			390	22.9%
GOVLWR1 (APS 5/6)	5	0.3%	3	0.2%			8	0.5%
EXEC1	381	22.3%	153	9.0%			534	31.4%
GOVLWRS1 (EXEC1)	15	0.9%	3	0.2%			18	1.1%
EXEC2	149	8.7%	87	5.1%			236	13.9%
GOVLWRP2 (EXEC2)	8	0.5%	3	0.2%			11	0.6%
SESB1	44	2.6%	15	0.9%			59	3.5%
SESB2	11	0.6%	5	0.3%			16	0.9%
SESB3	2	0.1%	2	0.1%			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 the sum of components due to rounding.

\*The APS 3 cohort includes APS 3 Trainees and Graduates.

\*\*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 March 2024**

Location	Total Workforce	
<b>Total</b>	<b>1,707</b>	<b>100.0%</b>
ACT	1,365	80.0%
Victoria ( <i>Melbourne</i> )	85	5.0%
Queensland ( <i>Brisbane, Townsville, Cairns</i> )	79	4.6%
New South Wales ( <i>Sydney, Newcastle, Dubbo</i> )	64	3.7%
South Australia ( <i>Adelaide</i> )	54	3.2%
Western Australia ( <i>Perth</i> )	28	1.6%
Tasmania ( <i>Hobart</i> )	13	0.8%
Northern Territory ( <i>Alice Springs, Darwin</i> )	9	0.5%
Overseas ( <i>Beijing, Brazil, Delhi, Hanoi, Jakarta, Kuala Lumpur, Mexico, Tokyo</i> )	10	0.6%

**Table 9: Current International Staff**

Location	Classification	Commence	Cease
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	Jan-2025
Hanoi	EXEC2	05/12/2020	Nov-2024
Jakarta	EXEC2	17/11/2021	Sept-2025
Kuala Lumpur	EXEC2	31/10/2020	Jan-2025
Mexico City	EXEC2	04/08/2021	Jan-2025
Tokyo	EXEC2	15/09/2021	Jun-2025



**Table 10: SES Staffing (FTE)**

	31 Jul 2022	30 Jun 2023	31 Dec 2023	31 Mar 2024	Change Jun 23 – Mar 24
<b>SES FTE</b>	<b>55.7</b>	<b>61.9</b>	<b>68.7</b>	<b>69.8</b>	<b>14.1</b>
Band 1	39.7	45.0	49.9	50.9	11.2
Band 2	12.0	12.9	14.9	14.9	2.9
Band 3	4.0	4.0	4.0	4.0	0.0
Female SES FTE	30.0	38.0	46.8	51.9	13.9
Female SES as % of SES FTE	53.9%	61.4%	68.1%	74.4%	13.0%
SES as % of all Staff FTE	4.3%	4.4%	4.4%	4.4%	0.0%

Note: FTE 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 3 months and excludes SES on leave for 3 months or greater. Excludes inactive employees, casuals, contractors, Public Office Holders, and the Secretary.

**Table 11: SES Recruitment**

1 July 2023 to 31 March 2024	Female	Male	Total
Internal Promotion	4	2	6
External Promotion	5	1	6
External Engagement	4	0	4
External Transfer	4	1	5
<b>Total SES commencements</b>	<b>17</b>	<b>4</b>	<b>21</b>

**Table 12: Vacancies advertised**

1 July 2023 to 31 March 2024	Internal	External	Total
<b>Vacancies advertised</b>	<b>82*</b>	<b>91</b>	<b>173</b>

Note: \*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 March 2024, the department had 8 external recruitment processes advertised on APS Jobs (this denotes the number of recruitment processes live on APS jobs on the reporting date).
- 41 new staff are due to commence from 1 April 2024.

**Table 13: Commencements by Type**

1 July 2023 to 31 March 2024	Non-SES	SES	Total
Engagement – Ongoing	167	2	169
Engagement – Non-Ongoing	83	1	84
Transfer/Promotion	183	11	194
Transfer – Temporary	12	1	13
<b>Total Commencements</b>	<b>445</b>	<b>15</b>	<b>460</b>

**Table 14: Commencements from Outside the APS by Headcount**

	Ongoing	Non-Ongoing	Total	Percent of total commencements
FYTD 31 March 2024	169	84	253	55.0%

**Table 15: Separation Rates (per cent)**

	1 Jul 2022 – 30 Jun 2023	1 Jul 2023 – 31 Dec 2023	1 Jul 2023 – 31 Mar 2024
<b>All separations</b>	<b>24.3%</b>	<b>10.0%</b>	<b>14.6%</b>
Organisation Initiated	2.9%	1.1%	1.7%
Employee Initiated	21.4%	8.8%	12.9%

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 December 2023 is a six-month rate and at 31 March 2024 it is nine-month rate.

**Table 16: Separations by Reason – FYTD 31 March 2024**

Separations		Total
Employee Initiated	Transfer/Promotion to another department	134
	Resignation	71
	Retirement	13
	Other (Includes invalidity and deceased)	2
	<b>Total Employee Initiated</b>	<b>220</b>
Organisation Initiated	*Voluntary Redundancy (HR records not HR system data)	3
	Transfer Machinery of Government	0
	Non-ongoing contract cessation	24
	Other (dismissal, failing to meet a condition of engagement, end of temporary transfer)	2
	<b>Total Organisation Initiated</b>	<b>29</b>
<b>Total number of employee separations</b>		<b>249</b>

Note: \*Organisation initiated separations includes Voluntary Redundancies in accordance with the departments Enterprise Agreement, and SES Incentives in accordance with SES s24(1) Determinations.



**Tables 17: Entry Level Employment Programs at 31 March 2024**

Program	Number	Notes
Graduate Program	36	<p>36 graduates engaged in the 2024 Graduate Program commenced on 8 February 2024.</p> <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>
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> <p>The department has committed to engaging 5 apprentices through the 2024–25 program, due to commence in August 2024.</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> <p>The department intends to participate in the 2024–25 program.</p>
Science Policy Fellowship	2	<p>Two Fellows engaged in the 2023–24 program commenced on 3 July 2023.</p> <p>An initiative of the Chief Scientist, candidates are employed for up to 12 months as an APS6 non-ongoing Policy Officer.</p> <p>Both Fellows have accepted ongoing roles within the department prior to the end of the program, however they are still considered Fellows of the program until the end of the Fellowship year.</p>
Australian Government School Leaver	3	<p>Three participants engaged in the 2024 program commenced on 15 February 2024.</p> <p>This whole-of-government 12-month program is coordinated by the Department of Finance and the Australian Taxation</p>



Program (AGSLP)		<p>Office. The program is open to candidates who have graduated high school in the 2 years prior to the program commencing. Participants commence as an APS1 and complete a Certificate IV in Government. Candidates advance to an APS2 upon successful completion of the program.</p> <p>This program was previously 2 separate initiatives known as the Career Starter Program and Human Resources School Leaver Program.</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	<p>This whole-of-government program is coordinated by the Australian Public Service Commission (APSC). The 12-month program provides a career opportunity through a supported pathway for under-represented groups looking to launch a digital career or those seeking a career change. Candidates are employed in an ongoing capacity at classifications from APS1 – APS6, based on the business area requirements.</p> <p>One Trainee is expected to commence on 18 April 2024.</p>
Stepping Into Internship Program	0	<p>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.</p> <p>12 interns completed the 2023 Winter intake which commenced between late July – mid August.</p> <p>The department intends to opt into the 2024 Winter intake.</p>

**Table 18: Employee Diversity Representation (Headcount) at 31 March 2024**

Diversity Group	Ongoing	Non-Ongoing	Total	Percent of Department workforce	Overall APS proportion of employees*
First Nations	48	2	50	2.9%	3.5%
People with disability	99	9	108	6.3%	5.2%
Non-English-Speaking Background**	126	8	134	7.9%	6.0%
Female	1,096	62	1,158	67.8%	60.4%
Mature Age 55+	208	19	227	13.3%	19.0%
Part Time	240	49	289	16.9%	12.5%

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

\*APS data sourced from the APSED Employment Data 31 December 2023 release.

\*\*APS employment data has historically been collected to inform metrics labelled 'Non-English speaking background (NESB)'. These metrics are split into 2 components: NESB 1 refers to people born overseas who arrived in Australia after the age of 5 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 March 2024**

Location	Headcount
<b>Total</b>	<b>50</b>
ACT	31
New South Wales ( <i>Newcastle</i> )	1
Victoria ( <i>Melbourne</i> )	1
Queensland ( <i>Brisbane, Townsville, Cairns</i> )	11
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 March 2024**

Classification	Headcount	Percent of Department workforce
<b>Total</b>	<b>50</b>	<b>100.0%</b>
APS3*	4	8.0%
APS4	3	6.0%
APS5	8	16.0%
APS6	11	22.0%
EXEC1	16	32.0%
EXEC2	3	6.0%
SESB1	5	10.0%

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

\*The APS 3 cohort includes APS 3 Trainees and Graduates.

**Table 20: Unscheduled Absence Rates**

	FYTD 31 March 2024
<b>Unscheduled absence days per FTE</b>	<b>9.4</b>

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

<b>Date Last Cleared</b>	06 May 2024
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Corporate - Hot Topics (June 2024) - Hot Topic Briefs

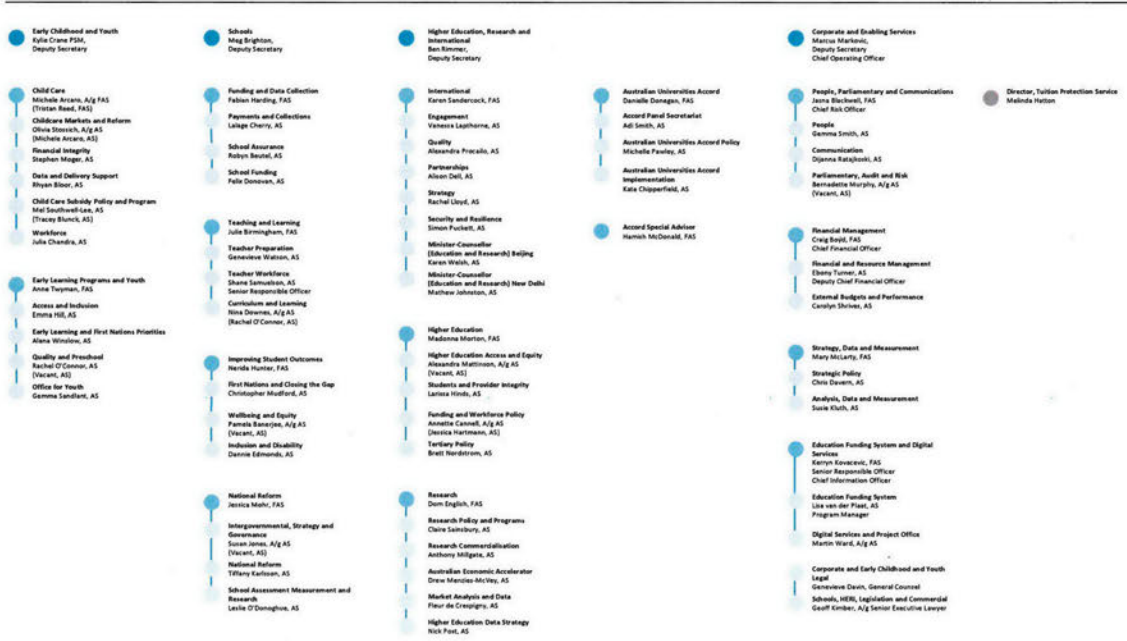


Secretary  
Mr Tony Cook PSM

Executive Assistant  
to the Secretary  
Vanessa Jordan

Executive Officer  
to the Secretary  
Lucy Vangelator

Organisational Chart  
Effective 6 May 2024



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

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**Issue:** Questions on Notice from 2023-24 Additional Budget Estimates (February 2024)

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

### Key Points

- The Department of Education and related portfolio entities appeared at the 2023–2024 Additional Budget Estimates hearing on 15 February 2024.
- A total of 432 Questions on Notice (QoNs) resulted from the hearing for the education portfolio – 75 were requested during the hearing and 357 were received in writing after the hearing.
- QoNs were due for tabling by 5 April 2024.
- Clearance was provided to the department to table QoNs on 24 May 2024. All QoNs were tabled on this date.
- The department authors and finalises responses to QoNs, which are cleared 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 432 QoNs:
  - 148 answers to QoNs were provided to Ministers' offices on 21 March 2024
  - 254 were provided between 22 March and 28 March 2024
  - 26 were provided between 2 and 11 April 2024
  - the remaining 4 QoNs were answered by the Hon Jason Clare MP, Minister for Education.

### ***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 Additional Budget Estimates hearing on 15 February 2024 were due to be tabled on 17 May 2024. Portfolio responses were tabled by:
  - the Hon Jason Clare MP, Minister for Education, on 29 May 2024
  - the Hon Dr Anne Aly MP, Minister for Early Childhood Education and Minister for Youth, on 29 May 2024.
- There were no unanswered QoNs to report.

<b>Date Last Cleared</b>	31 May 2024
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**BACKGROUND****2023–24 Additional Budget Estimates hearing – 15 February 2024**

- Distribution of QoNs from the hearing:

Entity	QoNs	
	Spoken	Written
Department of Education	<b>58</b>	<b>122</b>
o Cross Portfolio	8	70
o Higher Education, Research and International	18	15
o Early Childhood and Youth	8	12
o Schools	19	25
o Ministers	5	0
Australian Curriculum, Assessment and Reporting Authority (ACARA)	<b>1</b>	<b>61</b>
Australian Institute for Teaching and School Leadership (AITSL)	<b>3</b>	<b>62</b>
Australian Research Council (ARC)	<b>5</b>	<b>62</b>
Tertiary Education Quality and Standards Agency (TEQSA)	<b>8</b>	<b>50</b>
<b>Sub total</b>	<b>75</b>	<b>357</b>
<b>TOTAL</b>	<b>432</b>	

**Previous hearing: 2023–24 Supplementary Budget Estimates hearing (October 2023)**

- The Department of Education and related portfolio entities appeared at the 2023–24 Supplementary Budget Estimates hearing on 26 October 2023.
- A total of 448 QoNs resulted from the hearing – 78 were requested during the hearing and 370 were received in writing after the hearing.
- All QoNs were due for tabling by 15 December 2023.
- The department tabled all QoNs on 22 December 2023.
- The distribution of QoNs from the hearing:

Entity	QoNs
Department of Education	229
Australian Curriculum, Assessment and Reporting Authority (ACARA)	54
Australian Institute for Teaching and School Leadership (AITSL)	54
Australian Research Council (ARC)	53
Tertiary Education Quality and Standards Agency (TEQSA)	53
Australian Children's Education and Care Quality Authority (ACECQA)	5
<b>TOTAL</b>	<b>448</b>