



Education &  
Communities

# Annual Report 2011

NSW Department of Education and Communities



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NSW Department of Education and Communities

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The Department's office hours are from 9:00 am to 5:00 pm Monday to Friday. State, Regional and TAFE NSW Institutes' office addresses and telephone numbers are listed in Appendix 29 of this report.

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## **Please note:**

On 3 April 2011 the name of the Department of Education and Training was changed to the Department of Education and Communities as part of the Public Sector Employment and Management (Departments) Order 2011.

# Letter of Submission from the Director-General to the Minister

The Hon Adrian Piccoli MP  
Minister for Education  
Level 34,  
Governor Macquarie Tower  
1 Farrer Place  
Sydney NSW 2000

The Hon Victor Dominello MP  
Minister for Citizenship and  
Communities and Minister  
for Aboriginal Affairs  
Level 37,  
Governor Macquarie Tower  
1 Farrer Place  
Sydney NSW 2000

The Hon Graham Annesley MP  
Minister for Sport and Recreation  
Level 33,  
Governor Macquarie Tower  
1 Farrer Place  
Sydney NSW 2000

Dear Ministers

In compliance with the terms of the *Annual Reports (Departments) Act 1985* and the *Public Finance and Audit Act 1983* and regulations under those Acts, I submit the NSW Department of Education and Communities' annual report for the 2011 calendar year for your presentation to the NSW Parliament.

This report contains details of the Department's 2011 performance. Business areas include NSW public schools, TAFE NSW, Adult and Community Education, Adult Migrant English Service, early childhood education and care, and higher education. It also includes the groups within the Office of Communities: Aboriginal Affairs, The Children's Guardian, The Commission for Children and Young People, Veteran's Affairs, Youth Strategy and Participation, Volunteering and Community and Regional Engagement, and Sport and Recreation.

The report also provides an overview of the Department and highlights of its achievements.

In addition, the report contains the Department's audited financial statements for the financial year ended 30 June 2011 and appendices as required by legislation.

Yours sincerely



**Dr Michele Bruniges AM**  
DIRECTOR-GENERAL OF EDUCATION AND COMMUNITIES  
MANAGING DIRECTOR OF TAFE NSW

# Director-General's Foreword

It is my pleasure to introduce the 2011 NSW Department of Education and Communities' annual report.

It was a momentous year of consolidation for education, training and communities across NSW.

In 2011, we welcomed the integration of Children's Services and Communities NSW with the Department of Education and Training, to become the NSW Department of Education and Communities. By bringing together early childhood, schools, tertiary education and communities we are providing greater continuity and quality in our service to the people in NSW – from birth through to the later stages of life.

Education, training and strong, cohesive communities are the key factors leading to not only a more equitable society, but also to personal, social and economic wellbeing. Our relentless focus on education and care in early childhood, education and training in schools and TAFE institutes, and dedication to active, resilient communities is demonstrated in our concerted efforts and outstanding achievements over the past year.

To enable the Department to deliver the outcomes set out in *NSW 2021: A Plan to Make NSW*

*Number One* we have adopted 3 strategic reporting priorities:

- quality teaching and leadership
- high expectations – closing the gaps
- new and better ways of doing business.

Literacy and numeracy are the foundations of all learning and in 2011 national testing showed that NSW students in Years 3, 5, 7 and 9 consistently performed above the national average and had the highest participation rate of any state in Australia.

Our ongoing commitment to closing the gap between Aboriginal and non-Aboriginal student outcomes through effective learning, retention and achievement strategies was bolstered by the evaluation of the Department's Norta Norta Individual Sponsorship Program, which helps more than 2,600 Year 11 and 12 Aboriginal students in 232 schools achieve their potential. In 2011, the number of Aboriginal students who completed a Higher School Certificate or Record of Achievement rose by 9.2%.

The Best Start Kindergarten Assessment was implemented in all public primary schools, involving more than 3,700 teachers and 65,819 students, to ensure that our children have the best literacy and numeracy

programs to support their individual learning needs from the first day of their formal schooling.

Successfully preparing our youngest members of society for a great start to lifelong learning is a priority for the Department. Throughout 2011, we worked with the Commonwealth and other states and territories to ensure that our 3,500 NSW early childhood service providers were fully supported in the lead-up to the commencement of the National Quality Framework – the new national early childhood education regulation scheme. This included developing a training strategy for 10,000 early childhood workers.

Our latest figures show that the proportion of children enrolled in an early childhood education program in NSW has increased. Importantly, the number of Aboriginal children and those in disadvantaged communities accessing early childhood education programs also increased.

Parents continue to choose our high-quality public education for their children. Student enrolments rose in 2011, with 749,956 students attending government preschool, primary and secondary schools.

In the three Smarter Schools National Partnerships with the Commonwealth Government, the Department delivered outstanding results by attracting

# Director-General's Foreword

significant rewards of more than \$190 million for meeting agreed targets.

The Department also conducted significant reviews in 2011, recognising the need to continually develop new and better ways of doing business.

- The School Based Management Pilot Program, which explored increased local decision making in 47 government schools, returned overwhelmingly positive results in teaching and learning, student outcomes and engagement and improved management of schools.
- Public consultation on the Local Schools, Local Decisions reform attracted more than 10,000 responses and laid the foundation for some of the most significant changes proposed for public education in decades.
- Extensive research and consultation leading to reform of vocational education and training in New South Wales.
- The Department supported a major independent review of funding for early childhood education to establish the best avenues to ensure as many children as possible in NSW have access to an affordable, high quality early childhood education program in the 12 months before they start school.

The Department made major submissions and provided a unique analysis of school education and disadvantage for the Review of Funding for Schooling – chaired by Mr David Gonski – contributions which were favourably cited by the wider education community.

As Australia's leading provider of tertiary education, TAFE NSW continues to increase the number of students graduating with higher-level qualifications. Enrolments in 2011 increased by 11.1% and 214,490 students graduated.

Similarly, our commitment to supporting Aboriginal students in TAFE NSW resulted in a 38% increase in enrolments and a 96.9% increase in Aboriginal students graduating at the AQF level III and above between 2007 and 2011. Customised programs and targeted training for Aboriginal people attributed to these increases.

A highlight for TAFE NSW was the delivery of its first degree in 2011 – the Bachelor of Design (Interior Design) – with higher education to be further expanded in 2012 through bachelor degrees in high demand industries in rural and metropolitan areas.

In its new structure, the Office of Communities delivered services that make it easier for people to have more enriching, safe and healthy lives.

In 2011, more than 100,000 young people attended Youth Week and more than \$6 million was invested into sport and recreation projects to increase participation.

Consultation was held to inform the State's first volunteering strategy and almost 85,000 pre-employment criminal history checks were conducted for child-related employment.

The annual report highlights our successes in 2011. We are committed to continually improving our services so that the students and communities of NSW have the best opportunities for success in their lives through lifelong learning and strong community relationships.

*Michele Bruniges*

**Dr Michele Bruniges AM**

DIRECTOR-GENERAL OF  
EDUCATION AND COMMUNITIES

MANAGING DIRECTOR  
OF TAFE NSW



# Summary

# Summary

## Our vision

A highly skilled, educated, vibrant and inclusive NSW, where all people achieve their potential, build social and economic prosperity, participate in activities that contribute to their wellbeing, and contribute as informed citizens to our society.

## Our priorities and outcomes

The NSW Department of Education and Communities has 3 key priorities:

- Quality teaching and leadership – to develop our teachers and leaders in education and increase their capacity to deliver our outcomes
- High expectations, closing the gaps – to ensure everyone has the opportunity to achieve their potential and participate fully in our society
- New and better ways of doing business – to develop our staff and support them in delivering excellence, through strong partnerships with others including parents and families, industry, and non-government education providers.

In early childhood, we aim to provide high quality early childhood education and care to give children a great start in life and at school.

At school, we aim to provide all students with the teaching and support they need to learn, achieve and progress.

In tertiary education, we aim to equip all students with the skills and knowledge for successful participation in employment and their communities, ensuring easier transitions, especially to higher education.

In our communities, we aim to build on the tremendous community spirit in NSW by promoting strong social partnerships.

## Our services

The Department provided education and training services to over 1.4 million students through an extensive network of government schools, TAFE NSW Institutes and the NSW Adult Migrant English Service (AMES), including:

- preschool, primary and secondary school education
- VET programs and services
- TAFE NSW industry-recognised VET qualifications
- apprenticeships and traineeships
- adult and community education courses.

In April 2011, the Department of Education and Training became the Department of Education and Communities and its key responsibilities expanded to include Early Childhood Education and Care and the newly created Office of Communities.

Early Childhood Education and Care is responsible for the regulation of education and care services for children from birth through to, and including, school age. This responsibility includes the operation of around 3,500 early childhood services.

The newly created Office of Communities is responsible for:

- Aboriginal Affairs
- The Children's Guardian
- The Commission for Children and Young People
- Community and Regional Engagement
- Hunter Region Sporting Venues
- Illawarra Venues
- Parramatta Stadium
- Sport and Recreation
- Sydney Olympic Park
- Volunteering
- Youth Strategy and Participation
- Veterans' Affairs.



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The Department's education portfolio operates principally under the *Education Act 1990*, the *Teaching Service Act 1980*, the *Technical and Further Education Commission Act 1990*, the *Public Sector Employment and Management Act 2002*, the *Education (School Administrative and Support Staff) Act 1987*, the *Apprenticeship and Traineeship Act 2001*, the *Higher Education Act 2001* and the *Children and Young Persons (Care and Protection) Act 1998*.

Within the communities portfolio, Sport and Recreation operates principally under the *Combat Sports Act 2008*, the *Sydney Olympic Park Authority Act 2001* and the *Sydney Cricket and Sports Ground Act 1978*, as well as a range of legislation relating to other venues and institutes. Communities and Aboriginal Affairs operate principally under the *Aboriginal Land Rights Act 1983*, the *Commission for Children and Young People Act 1998* and the *Community Relations Commission and Principles of Multiculturalism Act 2000*.

## Our children and students

Our students comprise preschoolers to adult learners from culturally and geographically diverse backgrounds.

In 2011, there were:

- 4,416 government preschool children
- 435,749 government primary school students
- 309,791 full-time equivalent government secondary school students
- 552,856 TAFE NSW student enrolments.

In 2011, the Department was responsible for the regulation and administration of the apprenticeship and traineeship system in NSW, which supported 161,000 apprentices and trainees.

The Department was also responsible for regulating around 3,500 long day care and occasional care services, preschools, family day care schemes, home-based carers and mobile services.

## Our communities, customers and stakeholders

The Department uses a number of customer feedback mechanisms to inform planning and development of its products and services to ensure they meet customer needs.

We worked closely with parents, students, employers and the wider community to provide early childhood, school education, and vocational education and training services they require.

We worked in partnership with a diverse range of stakeholders to support the development of vibrant, sustainable and inclusive communities, including local, state and federal government agencies, non-government organisations, service providers and peak bodies, industry and regulatory bodies, and tertiary and research institutes.

## Our resources

The Department's 2011-12 budget provided \$14.5 billion in recurrent and capital funding for education and community services. This included:

- over \$9.9 billion in recurrent funding for government schools in 2011-12
- \$62.4 million over 4 years in recurrent funding to support additional schools minor maintenance funding, General Assistant training and under the Public Schools Upgrade fund
- \$10.6 million in recurrent funding over 4 years for Student Support Officers
- \$12 million in 2011-12 to commence the \$261 million Literacy and Numeracy Action Plan to ensure the State's students remain above the Australian average in national literacy and numeracy tests
- \$2.2 billion on vocational education to improve skills and qualification levels across NSW
- over \$752 million in 2011-12 on delivering capital works in the public education and communities sectors. This includes Commonwealth funding under the Building the Education Revolution Program

# Summary

- \$279 million to support early childhood education, which includes the operation of Department-run preschools and supporting and regulating early childhood education and care services
- \$145.2 million for sport and recreation services which helps to develop community sporting and recreational venues and facilities, and the management of government-owned or controlled sporting and recreation facilities, including implementing policy and regulatory frameworks, conducting compliance and educational programs
- \$36.3 million on the Community Building Partnership Program over 2 years to fund community groups and local councils to invest in community infrastructure throughout the State
- \$23 million to roll out 4,300 interactive whiteboards in 1,000 classrooms within 12 months, to enable teachers to personalise lessons and to access new media and online programs
- a range of equity and targeted programs in government schools. The 2011-12 budget includes funding of:
  - \$1.18 billion for special education
  - \$109 million for students in regional and rural areas in NSW
  - \$216 million for students from low socioeconomic status backgrounds
  - \$136 million for students from non-English speaking backgrounds
  - \$73 million for Aboriginal education
- an allocation of \$915 million for the non-government schools program, as required by legislation and various funding agreements.





# Performance Highlights

# Office of Education

The Office of Education is the Department's primary source of strategic analysis and advice on cross-sectoral, state wide and national developments across the full spectrum of education and training from the earliest years to post-school training and higher education. The Office has day-to-day responsibility for Commonwealth-State issues, encompassing policy on early childhood, schools, skills and higher education, and for cross-sectoral matters, notably non-government schooling policy. The Office is also responsible for funding and regulating providers of early childhood education and care and for the management of contestable VET funds. The planning role of the Office encompasses corporate planning and reporting and whole-of-government coordination under the State Plan.

In 2011, a priority for the Office was the strategic pursuit of security and continuity of Commonwealth funding for education and training in NSW across schools, vocational education and training and early childhood. Central to these efforts was the work of the Office in shaping the direction of the national Gonski review of school funding. Parallel to this was intensive policy work on negotiating future funding and policy directions relating to National Partnerships and other bilateral and multilateral funding agreements, and negotiating implementation of Federal 2010 Election Commitments for schooling to support the State Government's objectives. In closely allied policy work, the Office of Education led the development of proposals for skills reform in NSW.

Early childhood education became a key priority when the Office of Education was tasked with integrating the sector into the education portfolio after the March 2011 General Election. In 2011, the Office focussed on coordinating a public review of NSW funding arrangements for early childhood education, preparing for the commencement of new national regulatory arrangements for the sector from 1 January 2012 and ensuring the smooth integration of early childhood functions into the operations of the Department.

In its role in providing and advising on high-quality performance data, the Office of Education produced a large quantity of statistical analysis that fed directly into policy decisions. Notable contributions included work done on rural and regional disadvantage and on the economic background to skills reform.

The key achievements of the Office of Education for 2011 included:

- providing a major new analysis of school education and disadvantage for the Australian Government's Review of Funding for Schooling, chaired by Mr David Gonski
- delivering an interim and a final NSW Government submission to the Gonski Review, both of which were favourably cited by that Review, other States and Territories, other education stakeholders, the Commonwealth and academic researchers
- participating in the MCEECDYA process for reviewing school funding and regulation, including providing a detailed analysis of national school data in collaboration with The Australian Curriculum, Assessment and Reporting Authority (ACARA)
- leading consultation and research on skills reform through the release of a public discussion paper, the conduct of 14 public forums state wide, the analysis of 105 written submissions and the commissioning of strategic economic modelling
- preparing and coordinating NSW submissions to 2 major Commonwealth higher education sector reviews in 2011: the Review of Higher Education Base Funding and the Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander People
- providing quality policy support for negotiations around the review of the revised National Agreement for Skills and Workforce Development and the National Partnership Agreement on Skills Reform
- supporting the State's national leadership in rural and regional education by placing this issue on the Standing Council on School Education and Early Childhood (SCSEEC) workplan and making it the focus of a related Ministerial forum in 2011
- producing an in-depth strategic analysis of rural and regional education, presenting new evidence showing that the gap between regional and metropolitan educational outcomes in Australia is persistent and widening
- providing national leadership in the collaborative development of Australia wide principal standards (with the NSW Institute of Teachers)

- 
- managing accountabilities to the Commonwealth for existing National Partnerships including the securing of more than \$190 million in 2011 in facilitation and reward funding to continue implementation of the 3 Smarter Schools National Partnerships, which have a total budget of \$1.5 billion
  - working with school and university sectors to increase student transition to higher education through the alignment of Commonwealth initiatives to State priorities for low-SES students and other targeted groups, and facilitating the use of student data to inform school and university planning
  - leading development of the Universities Governing Bodies Act, which allows greater flexibility in the size and composition of university governing councils
  - leading the coordinated departmental briefing of the incoming Minister following the March 2011 general election
  - managing a project to develop 3 innovative degree courses combining VET content and university study that will provide students with seamless transitions between the VET and university sectors
  - conducting a major survey of the expectations and destinations of senior high school students, their parents and teachers to better understand key transitions to post school pathways
  - commissioning ground-breaking research leading to improved apprenticeship completions
  - improving apprenticeship outcomes through expanded industry support for competency-based progression and completion, with over 35% of apprentices completing early based on demonstrated competency
  - managing the NSW contestable training market, investing some \$289 million in training to meet NSW industry, regional and community skills priorities. This included: funding over 50,040 jobseeker and existing worker enrolments in priority qualifications through the Productivity Places Program; helping some 2,900 young people to get a start in a trade through the Kickstart and Group Training Pre-apprenticeship Programs; supporting 35,800 apprentice and trainee enrolments; and enhancing job and skill outcomes for 12,000 learners through the Strategic Skills Program
  - improving job outcomes by assisting 2,444 retrenched workers from 51 companies across NSW with training and employment opportunities: over 800 workers from BlueScope Steel and those from affected support industries will receive ongoing assistance during 2012
  - matching out of trade apprentices with employers through the Continuing Apprentices Placement Service, securing jobs for over 350 apprentices with new employers
  - improving job outcomes for Aboriginal people with over 8,000 Aboriginal people receiving training and employment support through targeted programs
  - establishing the Independent Employment Advisor Program to improve school retention and transition to work for 1,000 students at risk of dropping out of school in regions of high youth unemployment
  - developing a training strategy for 10,000 early childhood workers to meet national qualification requirements
  - moving responsibility for Adult and Community Education colleges to State Training Services to strengthen their integration into the NSW training market
  - developing the 2012-2017 Strategic Plan for the Department of Education and Communities
  - providing strategic analysis of current and emerging issues at State, national and international levels to inform policy development
  - managing a suite of evaluation projects to assess the impact, cost effectiveness and sustainability of Smarter Schools National Partnership reforms in NSW
  - establishing the Early Childhood Education and Care Directorate within the Department of Education and Communities, reflecting the critically important role of the sector in the educational development of young children
  - providing high level secretariat support to an independent review of preschool funding in NSW
  - providing funding and other support towards the universal access objective of the National Partnership on Early Childhood Education and Care, with 86.2% of children

# Office of Education

enrolled in an early childhood education program in 2010, compared to 81.1% in 2009

- establishing the legislative basis for the introduction in 2012 of new early childhood regulatory arrangements under the National Quality Framework
- coordinating an intensive program of consultation and education to prepare the early childhood sector for the introduction of the National Quality Framework in NSW
- continuing to implement a strategic monitoring program and taking appropriate action in cases of serious breaches of children's services legislation, which resulted in successful prosecution action against 6 defendants representing 4 education and care services.



# NSW Government Schools

Improving the learning and social outcomes of every student in NSW government schools remains the key objective of the Department and is the core business of the Schools Portfolio.

Students in NSW government schools have access to a rich and varied curriculum delivered through quality teaching and strong school leadership. A firm grounding in both literacy and numeracy is of fundamental importance in all years of schooling and they continue to be a key driver of the work of the Schools Portfolio.

An analysis of NSW results in the 2011 NAPLAN tests revealed some very positive outcomes:

- the participation rates for NSW are the highest of all jurisdictions, for every test and at every Year level
- NSW is ranked in the top 3 jurisdictions for mean scores and percentages in the highest band on all tests except Year 7 and Year 9 Writing
- NSW is ranked in the top 3 jurisdictions (with ACT and Victoria) for percentages at or above the minimum standard on all tests except Year 7 Numeracy and Year 9 Writing
- NSW is ranked first in Spelling at all Year levels for mean score and for percentages in the highest band
- NSW is ranked first in Writing at all Year levels except Year 9 for percentages at or above the minimum standard
- NSW is ranked first in Numeracy at all Year levels except Year 3 for percentages in the highest band
- the NSW mean score in Year 3 Spelling has shown a statistically significant increase since last year
- the NSW mean scores in Year 3 Reading, Year 3 Grammar and Punctuation and Year 5 Numeracy have shown statistically significant increases compared with corresponding results in 2008.

Student learning in the early years of schooling has been supported by the Department through the expansion of the Best Start Initiative. Achievements in this program in 2011 included:

- implementing the Kindergarten Assessment process in all primary schools, involving over 3,700 teachers and 65,819 students

- developing enhanced software for use by all Kindergarten to Year 2 teachers, to generate early learning plans that address students' individual literacy and numeracy learning needs
- developing tools to enable gifted and talented students to be identified and extended in the early years.

Other literacy and numeracy achievements included further developing the Literacy Learning Continuum K-6 and the Numeracy Learning Continuum K-6 to guide teachers' programming, teaching and assessment.

The Schools Portfolio has also worked to improve school based analysis of student achievement data to support strategic whole school planning, including:

- releasing an enhanced School Measurement, Assessment and Reporting Toolkit (SMART 2) with a range of new features designed to assist with the interpretation and analysis of NAPLAN data
- trialling on demand online tests in reading and numeracy for students in Years 3-10 in National Partnership Low SES schools to determine progress being made by students in these important skill areas
- implementing a fully online, multimedia version of the Essential Secondary Science Assessment (ESSA) test for approximately 58,000 students in 584 NSW government and non-government schools, a world-first for size and complexity in online interactive tests. ESSA provides a yearly statewide test for 14 year-olds to supply diagnostic information about student achievement in science. The Department was awarded the 2011 Excellence in eGovernment Award (Applications Development Category) for the ESSA online practical component project.

The Department is committed to closing the gap between Aboriginal and non-Aboriginal student outcomes. A key achievement for 2011 was the undertaking of an evaluation of the Department's Norta Norta Individual Sponsorship Program, which is aimed at supporting senior secondary Aboriginal students to achieve their potential in Years 11 and 12, and involved 232 schools and an estimated 2,670 students. The evaluation will provide a longitudinal study of students participating in the program between 2010 and 2012 and will provide an evidence base for policy on effective strategies to

# NSW Government Schools

support the learning, retention and achievement of Aboriginal students in the senior years of school.

Schools, regions and state office Directorates share a strong commitment to providing educational opportunities in a wide range of curriculum areas. This approach is reflected in the outstanding learning and development outcomes achieved across a range of initiatives in 2011. These initiatives included:

- supporting schools in the development of structures, school based programs and networks to engage students continuing at school longer as a result of the Raised School Leaving Age legislation
- delivering arts programs to more than 38,000 school students and 6,000 teachers
- expanding the Premier's Sporting Challenge programs to involve over 220,000 students
- launching the NSW Department of Education and Communities Confucius Institute in November 2011 to provide additional support for the teaching and learning of Chinese language and culture in NSW government schools
- coordinating 28 Outreach video conferences with award-winning and leading scientists in partnership with the University of New South Wales and Macquarie University, enabling 5 non-metropolitan regions and approximately 1,000 students and teachers to learn with a leading scientist. Highlighted speakers included 2 of the Eureka Award People's Choice nominees for 2011 and 5 past winners of prestigious Tall Poppy Awards
- coordinating the Climate Clever Energy Savers program which involved 400 teachers in approximately 380 schools supporting students in Years 3-10 to investigate energy consumption in their schools and generate action plans to conserve energy
- strengthening the provision of vocational education and training in schools. More than a third of Year 11 and Year 12 students in NSW government schools engaged in vocational education and training in 2011 as part of their Higher School Certificate

- providing innovative online learning experiences through competitions and challenges such as Murder Under the Microscope (1,260 participating school teams), Connected Learning Awards (6,304 submissions from 634 schools) and the Kids Design Challenge
- delivering major professional learning support programs in nutrition and physical activity (Live Life Well@School), road safety education and sexual health education
- implementing, as partner agency, the NSW Plan for Preventing Obesity in Children, Young People and their Families 2008 - 2011. Schools were a key setting for the implementation of strategies including the Fresh Tastes Healthy School Canteen Strategy and the Premier's Sporting Challenge
- implementing the Girls in Sport Intervention and Research Project, aimed at increasing the moderate to vigorous physical activity levels of girls in Years 8-10. Interim findings have been provided to the International Association of Physical Education and Sport for Girls and Women.

In 2011, the Department provided additional support for more than 35,000 students with a confirmed disability through targeted specialist programs including more than 15,500 students in regular classes through the Integration Funding Support Program and more than 19,000 students in support classes in regular and special schools.

The Department also:

- expanded the services of the NSW Centre for Effective Reading (providing support for primary aged students with complex reading needs in rural and remote communities) to include an intensive clinic for students and families and a web site to provide more information and resources for teachers
- developed, in partnership with NSW Health, a website Physical as anything.com which provides information on more than 50 medical, developmental and psychological conditions and their educational implications



- continued to train additional regional tutors through the online professional learning program, to strengthen the capacity of school staff supporting students with additional learning needs. There are now more than 330 trained tutors across the state. More than 8000 courses have been delivered through this program in the last 3 years
- developed and launched a new online course, Understanding Dyslexia and Significant Difficulties in Reading
- prepared Braille versions of NAPLAN test papers for all States and Territories
- produced more than 1,515 text books in Braille or large print formats for students with vision impairment
- developed Best Start materials to support assessment and planning for students with disability in their first year of school.

NSW government schools provide educational opportunities to students from many diverse cultural and linguistic backgrounds, including refugee students. Through the Department's multicultural programs, \$133 million was provided to deliver English as a Second Language programs to support some 86,600 students, including over 7,200 new arrivals, in primary schools, high schools and Intensive English Centres.

The fifth biennial equity conference Schooling for Futures was held during 2011. The primary goal of the conference was to explore schooling for the future of all learners in the 21st century. It brought together 1,042 participants from schools, regional and state offices, universities and community agencies to engage in national and international research and share strategies that improve student learning outcomes in low socioeconomic school contexts across NSW.

Funding of \$21.5 million from the Priority Schools Funding Program was provided in 2011 in direct grants to 581 schools (421 primary schools, 90 high schools, 31 central schools and 39 schools for specific purposes). Schools supported by Priority Schools Programs were also provided with an additional 280 teaching positions. The Priority Action Schools program provided \$22.7 million in funding to 101 schools. The additional funding supported 148,000 students from the most disadvantaged communities in the state, representing approximately 20% of the total student enrolment in NSW.

The Schools in Low SES Communities and Equity Coordination Unit released 2 new resources to support school communities in 2011. The resources include Connecting Agencies: Meeting priorities together, and Strengthening Community Engagement.

The Rural and Distance Education Unit continued to support the required changes in distance education as recommended in A More Connected Future: Outcomes of the Review of Distance Education. Released in 2010, this was the first review of distance education since a major restructure in the early 1990s. Significant outcomes for 2011 included the implementation of a shared learning repository, improved internal structures within schools and an emphasis on professional learning relating to learning design and collaborative technologies.

The Connections virtual excursions program continues to provide quality events bringing significant experiences and opportunities to students across NSW. In the first 3 school terms of 2011, a total of 50,700 students from 1,884 schools attended events ranging from cultural, scientific and sporting experiences to virtual tours of significant sites and venues. This service has achieved over a 400% increase in participation since 2008 when it was first introduced.

In 2011, the Government increased the focus on school attendance in conjunction with changes to the school leaving age. All regions sent staff to a state wide meeting with a focus on Keep Them Safe and school attendance. This work provided the platform for regional initiatives and school strategies to address habitual non-attendance and non-enrolment.

There was a strong focus on initiatives to reduce bullying of children and young people in 2011. A new policy Preventing and Responding to Student Bullying in Schools was released in 2011. Guidelines and a range of support materials have been developed to support schools in reviewing and implementing their anti-bullying plans.

There was a particular focus on cyberbullying, which poses a challenge to schools. A Cyberbullying Awareness Training Package has been developed for school staff. The package includes a short multi-media presentation that can be shown to all staff, a PowerPoint presentation for use in staff meetings and an information sheet on cyberbullying for teachers.

# NSW Government Schools

During 2011, the Department's drug prevention strategy was further strengthened by the implementation of funded action inquiry projects that enabled schools to identify local community issues and explore ways to best meet local needs.

Other drug prevention initiatives in 2011 included the Turning 18 magazine and website, made available to 42,000 Year 12 NSW government school students to help them celebrate the end of school safely and make the transition from school to further education and employment. The website received over 145,280 hits worldwide and 375 respondents provided feedback about the magazine.

Cannabis: Know the risks!, an electronic game for students in Years 9 and 10 to convey messages about the harmful effects of cannabis, was updated in 2011. Some 5,748 games were played and a total of 68,357 questions answered.

As part of the Department's early intervention strategy, the publication Young People and Drugs was revised to help schools maximise support for young people at risk of misusing drugs. Three early intervention resources for secondary schools were developed. They were supported by the state wide delivery of 35 NSW Institute of Teachers' registered professional learning workshops, attended by 459 teachers from 275 schools.

The Department is represented on the Australian Network on Youth and Tobacco (ANYPAT) which develops the anti smoking resource, Critics' Choice. This year over 5,000 students from NSW Government schools participated in The Critic's Choice 2011 competition that helps reinforce anti smoking messages.

From July 2010 to June 2011, increased numbers of clients in the Youth Drug and Alcohol Court Program either completed Year 10 equivalents, or undertook TAFE delivered prevocational programs. There have been large increases in outcomes for exited clients with education up by 300% and employment/training up by 29%.

The Nutrition in schools policy was implemented in government schools during 2011. The policy outlines actions for schools to ensure consistent modelling of healthy eating practices across all areas of food and drink provision, including the school canteen. A range of implementation documents and support materials are available to assist schools with implementation of the policy.

The Department continues to provide funding to NSW Health to implement the NSW Health Anaphylaxis Education Training Program for schools. This specialist training is available for staff at schools where a student has been diagnosed at risk of anaphylaxis.

The Department commenced work on the Proud Schools pilot in 12 high schools in Sydney and Hunter Central Coast regions. The purpose of Proud Schools is to develop a whole school approach to assist high schools address homophobia, transphobia and heterosexism. Sixty-two participants attended a conference in Sydney to discuss research, workshop ideas and commence planning the initial phase of implementation within their schools.

Student leaders from across the state participated in the Secondary School Student Leadership Program for School Captains. The program enabled students to develop their knowledge of parliamentary and constitutional processes by visiting the NSW Parliament and meeting with the NSW Governor, Her Excellency Professor Marie Bashir AC, CVO.

Student leaders in secondary schools from each region participated in the Director-General for a Day 2011 Program, a program that has operated since 2004.

The Keep Them Safe Taskforce continued to meet to oversight the implementation of the Department's responsibilities under the Government's plan Keep Them Safe: a Shared Approach to Child Wellbeing.

The Norta Norta Program provides tailored learning support to individual Aboriginal students whose literacy and numeracy needs have been identified through NAPLAN testing and tutorial assistance for Year 11 and 12 students who apply at the beginning of each school year. Students are eligible for 75 hours each year. In 2011:

- approximately 682 schools provided learning assistance for Aboriginal students in Years 4, 6, 8 and 10. A total of 374 of these schools were in rural or regional areas

- approximately 2,671 Aboriginal students in Years 11 and 12 were provided with tutorial assistance.

Implementation of Phase 3 of the Schools in Partnership initiative continued in 89 schools with significant Aboriginal student enrolments. The program aims to improve student outcomes by implementing targeted strategies developed in partnership with local school communities. A total of 64 Schools in Partnership initiative schools were in rural or regional areas.

Phase 2 of the Youth Excel initiative was implemented in 10 participating secondary schools in rural or regional areas to improve attendance rates and generate improved retention and educational outcomes for Aboriginal students. Schools employed a full-time Aboriginal identified Community Engagement Officer who focused on working with Aboriginal students, school staff, families and local communities.

Phase 2 of the Kids Excel initiative was implemented in 20 preschools (13 in rural or regional areas) to improve Aboriginal children's educational outcomes by improving literacy, numeracy and attendance outcomes in the early years of schooling. Kids Excel supports schools to increase Aboriginal enrolments, deliver culturally appropriate curriculum and strengthen the engagement of Aboriginal parents and community members.

To assist Aboriginal communities to preserve, teach and use their community languages, 27 schools were funded to employ Aboriginal language tutors to facilitate the teaching of 11 Aboriginal languages and to provide opportunities for Aboriginal and non-Aboriginal students from Kindergarten to Year 10 to learn an Aboriginal language.

A number of innovative projects that value the importance of Aboriginal parents and community members as partners in education were implemented. The Talk it Up initiative focused on strengthening the working relationships between schools and Aboriginal families through communication which involved increased face-to-face discussions and interviews as opposed to the more formal approach of written correspondence.

SistaSpeak involved a series of mentor-supported workshops that aim to engage and inspire Aboriginal girls in Years 7-9 to pursue their education, examine career options and work

towards financial independence. In 2011, approximately 30 new schools implemented SistaSpeak, bringing the total number of participating schools to 52.

The Department and external partners, including the ABC, Legal Aid NSW and Xstrata Coal, provided a range of scholarships for Aboriginal Students in primary and secondary schools, to support their schooling and participation in vocational education or explore future career options.

A number of innovative projects assisted Aboriginal students with numeracy:

- the Wugual-Marri program supported the implementation of the Counting On and Count Me In Too programs and included the development of units of work in a mathematical strand that integrates an Aboriginal context
- the Mudjari'elo initiative focused on the teaching of financial mathematics and numeracy for trades for Aboriginal students and was developed in consultation with teachers in Juvenile Justice Centres.

The Department funds 312 Aboriginal Education Officer positions in NSW public schools to support students and assist school communities to achieve improved learning outcomes for Aboriginal students.

In 2011, more than \$140 million was allocated to 522 schools through the Low SES School Communities National Partnership. The funding supported over 156,000 students from the most disadvantaged communities in the state.

The early years of learning and development prior to school are most significant for young children. This commitment is reflected in the:

- support to preschools from 10 early childhood consultants who work with principals of schools with preschools and preschool teachers to strengthen early childhood education
- increased number of enrolments in government preschools in 2011 with 4,462 compared to 4,325 in 2010
- the promotion and use of the Australian Early Development Index to inform planning for transition to school strategies and support for children under school age

# NSW Government Schools

- 45 Schools as Community Centres (SaCC) projects which facilitated a range of initiatives supporting around 4,000 families raising children from birth to 8 years, including supported playgroups, parenting programs, early literacy, adult learning, transition to school and child and adult health initiatives.

Links to Learning provided close to \$8 million in grants to 55 non-government organisations and local councils in 2011. Organisations worked directly with around 228 secondary schools and other agencies to operate 79 targeted projects to support the transition of 3,600 young people back into school, training or the workforce across the Department's 10 school regions.

The professional learning of NSW government school teachers and school leaders is a key priority for the Schools Portfolio. Key achievements for 2011 in developing quality teaching and school leadership included:

- developing and implementing an extensive suite of professional learning programs to assist all staff to meet their key accountabilities. These included 670 Institute registered programs to improve teacher and school leader quality
- expanding the Team Leadership For School Improvement K-12 program and The NSW DEC Analytical framework for effective leadership and school improvement in literacy and numeracy© for state wide delivery, following evidence of their success in improving school and student performance
- completing 2 significant research studies that contributed to the evidence base of the Australian Institute of Teaching and School Leadership on the veracity and efficacy of the national standards for teachers, teacher leaders and principals. The research studies were:
  - Recognising, Building and Ensuring teacher Quality: The National Professional Standards for Teachers
  - Building Leadership Capacity for Tomorrow: The National Standard for Principals

- providing equitable access to quality professional learning through blended, online school based delivery. This included over 100 hours of Institute registered professional learning through the Classroom Teacher Program and the introduction of the Leadership Learning Program aligned to key accountabilities of school leaders and the National Professional Standard for Principals.

The Department is committed to exploring better ways of doing business to deliver improved organisational effectiveness. In 2011, a successful review was completed of the School based Management Pilot Program exploring increased local decision making in 47 NSW government schools. Principals reported improvements in the quality of teaching and learning at participating schools with better educational outcomes and engagement of students, better student welfare support, increased professional support and opportunities for staff, and improved management of the school.

TAFE NSW is the leading provider of vocational education and training in Australia, delivering approximately two-thirds of all nationally recognised training conducted in New South Wales to a diverse range of students, industries and communities. TAFE NSW offers fully integrated pathways from school level qualifications through to applied undergraduate degrees.

TAFE NSW plays a major role in increasing workplace participation and productivity by developing unique training solutions for specific skill requirements, including niche high-end skills, for both students and industries.

TAFE NSW improves outcomes for the people of NSW by facilitating pathways into sustainable employment, so delivering on State and Commonwealth priorities.

In 2011 TAFE NSW - Sydney Institute marked the 120th anniversary of the opening of the Institute's first permanent building, highlighting its continuous service to industry, students and the community.

Each of the 10 TAFE NSW Institutes respond to the wide range of learning needs across the community by providing customised training to specific target groups to ensure that all community members have access to high quality training and are able to fully participate in the workforce.

TAFE NSW continues to explore new and better ways of doing business, and works in consultation with industry and the community, to ensure that its training delivery supports high growth industries with strong job prospects.

TAFE NSW continues to strengthen its links with universities to expand delivery of pathway degrees combining vocational and higher education programs leading to a university degree. These pathways to higher education qualifications ensure that higher education is accessible to the working age population of NSW.

In 2011, TAFE NSW commenced delivery of its first degree, the Bachelor of Design (Interior Design). Higher education will be further expanded in 2012 with the introduction of bachelor degrees in Early Childhood Education and Care, Applied Finance (Financial Planning), 3D Art & Animation, Information

Technology (Network Security) and an Associate Degree in Accounting.

In 2011, TAFE NSW Institutes, staff and students were recognised for excellence in a number of industry, state and national awards.

At the 2011 National Training Awards:

- TAFE NSW - Western Sydney Institute was awarded the national Skills for Sustainability Educational Institution Award.

At the 2011 NSW State Training Awards:

- TAFE NSW – New England Institute was awarded Large Training Provider of the Year
- Brendon Hillsley, a student at TAFE NSW - South Western Sydney Institute was awarded Apprentice of the Year
- Galit Segev, a student at TAFE NSW – Sydney Institute was awarded Vocational Student of the Year
- Bryan McFawn, a student at TAFE NSW – North Coast Institute was awarded Top Apprentice in Vehicle Trades.

Other awards in 2011 included the following:

- Bob Houghton, a student at TAFE NSW – Western Institute, won the Gold Medal for Electrical Installation at the International WorldSkills Competition in London
- Dallas Bray, Fine Arts and Design teacher at Hunter Institute, won the prestigious 2010 Kilgour Prize collecting \$50,000 at the Newcastle Region Art Gallery for his entry Going to Town
- Greg Christian, former Aboriginal Development Manager and Teacher at Illawarra Institute, was awarded the prestigious Bruce Kendall Award for Recognition of Services to TAFE NSW for his significant contribution to services in Aboriginal education and training at the TAFE NSW Gili Awards
- TAFE NSW – Illawarra Institute won the Australian Business Award for Environmental Sustainability
- TAFE NSW – New England Institute won the Green Gown Australia Sustainability in Tertiary Education award for its partnership arrangement with Northern Inland Sustainable Business Network (NISBN)

- TAFE NSW – Western Institute’s Broken Hill College restaurant was awarded the 2011 regional Award of Excellence for Restaurant in a Training Institute.
- TAFE NSW – Western Sydney Institute’s Travel21fiftythree Tourism section won the prestigious 2011 NSW Tourism Education and Training Award and is now the NSW representative in the Qantas Australian Tourism Awards.

In 2011 TAFE NSW:

- produced 214,492 graduates to strengthen the skills base of NSW
- delivered more than 119 million hours of training to 552,856 student enrolments
- generated business of approximately \$7.9 million through the TAFE NSW National Business Office
- accounted for 90.9% of all apprenticeship completions and 87.2% of all apprenticeship approvals in NSW
- was successful in establishing several new training partnerships with clients through the TAFE NSW National Business Office, including the Institute of Public Works, Engineers Australia, Abigroup Constructions, and the Boating Industry of NSW
- enrolled approximately 4,600 international students from 96 countries in VET courses.

Between 2010 and 2011, TAFE NSW increased:

- unit enrolments in all modes of flexible based delivery by 12.8% from 1.4 million to 1.6 million
- the number of Recognition of Prior Learning hours by 11.3% from 6.8 million to 7.6 million
- enrolments at AQF III and above by 6.5% from 257,777 to 274,527
- enrolments at Diploma and above by 7.9% from 61,915 to 66,793.

Over the 5 year period from 2007 to 2011, TAFE NSW increased:

- enrolments by 11.1% from 497,747 to 552,856
- enrolments at AQF III and above by 35.0% from 203,343 to 274,527
- completions at AQF III and above by 39.9% from 56,693 to 79,330
- enrolments at Diploma and above by 48.1% from 45,099 to 66,793
- completions at Diploma and above by 53.0% from 11,443 to 17,503
- Aboriginal enrolments by 38.0% from 25,299 to 34,914
- Aboriginal enrolments at AQF III and above by 81.1% from 6,526 to 11,819
- Aboriginal graduates by 28.6% from 8,461 to 10,880
- Aboriginal graduates at AQF III and above by 96.9% from 1,146 to 2,256
- enrolments by students from regional/remote areas by 14.2% from 197,189 to 225,167
- enrolments by students with a disability by 21.9% from 46,351 to 56,499
- enrolments by students from languages other than English by 20.3% from 105,737 to 127,196.
- enrolments by unemployed people by 47.8% from 91,825 to 135,736.

TAFE NSW worked hard to achieve successful outcomes, and in 2011:

- utilised Adobe Connect Pro that enabled 46,320 users, both teachers and students, to communicate using the latest web conferencing technology, with a total of 11,088 sessions
- continued to expand uptake of the TAFE NSW Learning Content Management System (EQUELLA), with a total of 18,000 items contributed and many new Institute collections created including image libraries, historical documents and library e-Resources
- published *Getting clever about completions: Increasing TAFE NSW qualification completions* which identified specific strategies that were subsequently implemented for improving outcomes for TAFE students

- made available 33 recognition tools (RPL Generators) to support TAFE NSW Institutes to develop RPL plans identifying “competency gaps”, and creating customised “gap” assessment activities
- successfully tendered, in conjunction with University of Wollongong, for \$25.1 million from the Education Investment Fund to research and apply newly created sustainable technology to approximately 50 public house dwellings (TAFE NSW - Illawarra Institute)
- responded to legislative changes in qualifications requirements in Family and Community Services and Children’s Services through a range of strategies to upskill existing staff including RPL, workplace delivery and assessment and specialised gap training (TAFE NSW - Northern Sydney Institute)
- established the TAFE NSW – Parramatta Office, providing individuals, businesses and communities in the Greater Western Sydney area with easy access to the highly adaptable, flexible training and support services of TAFE NSW (TAFE NSW - Western Sydney and South Western Sydney Institutes)
- established an MOU with Gujarat NRE Coke Ltd, an Indian Steel company, to deliver skill sets and TAFE NSW qualifications to Indian students based in Ahmadabad (TAFE NSW - Sydney and Illawarra Institutes)
- formed a strategic alliance with Certified Practising Accountants (CPA) Australia, Innovation Business Skills Australia, Charles Sturt University, the Australian Catholic University and the University of New England to deliver a ground-breaking Tertiary Pathway to Accounting Program consisting of a 2 year associate degree undertaken at TAFE followed by the third year of a university bachelor degree program (TAFE NSW - Northern Sydney, Sydney, South Western Sydney, Western Sydney, North Coast and Riverina Institutes)
- launched TAFE NSW – Western Sydney’s Australian Racing and Equine Academy in partnership with Racing NSW, providing ‘best of breed’ on and off the job training and assessment for the racing and equine industries in NSW and beyond (TAFE NSW - Western Sydney Institute).

TAFE NSW works with industry to develop specialised training programs that support high growth industries with strong job prospects. For example, in 2011, TAFE NSW Institutes:

- established a partnership with Pharmacy Choice ® to deliver specialised training from Certificate II to Diploma level qualifications in Community Pharmacy and Retail through a national retail program for independent pharmacies across Australia (TAFE NSW - North Coast Institute)
- offered the innovative Mining Skills Centre program, developed in conjunction with employers, consisting of intensive training in automotive, electrical, metal fabrication and fitting and machining, to specifically meet the skill needs of the industries (TAFE NSW - Hunter Institute)
- in partnership with Airservices Australia, delivered a fully customised Diploma of Electronics and Communications Engineering to technical trainees. The graduates join the Airservices Technical and Asset Services group as technical officers (TAFE NSW - Riverina Institute)
- provided a range of workforce development services to AMCOR Paper, including skills audit, gap analysis and customised training, to assist them in redeveloping and modernising their production facility (TAFE NSW - Western Sydney Institute)
- provided a unique program based on the new Integrated Telecommunications (ITC) training package including high-end technology to upskill Telstra’s technical workforce (TAFE NSW - South Western Sydney Institute)
- commenced construction of Autocel – Transport Technology Centre of Excellence, to meet the current and future skill needs of the automotive, marine, motorcycle and related transport sectors with Education Infrastructure Funding (TAFE NSW - Sydney Institute)
- commissioned 2 specialised mining simulators, one of which is mobile, to enable delivery of training in the use of equipment for both underground and open-cut mines in communities and worksites across western NSW (TAFE NSW - Western Institute)
- contributed to the skills base in the Illawarra as trainer of choice for BlueScope Steel, delivering specialised training to new apprentices, cadets and trades staff (TAFE NSW - Illawarra Institute)

- developed a leadership program focussing on Performance Management for Tamworth Regional Council, targeting Technical Officers and Team Leaders (TAFE NSW - New England Institute).

TAFE NSW provides a range of innovative and flexible training options to encourage new and better ways of doing business in NSW. For example, in 2011, TAFE NSW Institutes:

- developed learning materials in conjunction with industry partners for Community Pharmacy Traineeships, enabling 90% of learning and assessment to be conducted on-the-job or online (North Coast Institute)
- implemented the Small Business Online project, providing over 1,200 small businesses in the northern areas of Sydney with e-commerce training (TAFE NSW - Northern Sydney Institute)
- developed a mobile environmental sustainability training resource, Turn your Place Green, which serves as an interactive learning unit for use throughout the community (TAFE NSW - Riverina Institute)
- delivered Create and Innovate Workshops that encouraged participants to develop options and ideas for engaging creativity and innovation in their workplace (TAFE NSW - Hunter Institute)
- developed the Energy Efficiency Lifestyle training program, in conjunction with State Training Services, which was implemented across 29 TAFE NSW sites and won the corporate award for Excellence in Training for Sustainability 2011.

TAFE NSW provides targeted training in areas of employment growth for students in regional and rural areas and Aboriginal people. For example, in 2011, TAFE NSW Institutes:

- collaborated with Centrelink, the Department of Human Services and Aboriginal Elders to deliver a new course, Everyday Business for Aboriginal People. This course includes a Certificate II or III in Business, individual student mentoring and work experience (TAFE NSW - North Coast Institute)
- launched TAFE Western Connect to increase training options through online delivery, mobile learning units and connected classrooms (Western Institute)

- delivered the Waluwin Mayiny (healthy people) Indigenous Health Training Program in collaboration with Southern and Murrumbidgee Local Health Networks (TAFE NSW - Riverina Institute)

- developed and delivered Indigenous driver training programs via a collaborative arrangement with Joblink Plus and the region's Aboriginal Land Councils (New England Institute)

- delivered the AusGrid Indigenous pre-apprenticeship program, comprising specific electrical trades training, customised literacy and numeracy support, work experience at the AusGrid Wallsend Depot and mentoring support (TAFE NSW - Hunter Institute).

TAFE NSW provides pre-apprenticeship training, a range of flexible training options and support services that assist young people to complete higher level qualifications and secure skilled job opportunities. For example, in 2011, TAFE NSW Institutes:

- delivered a series of Kickstart pre-apprenticeship programs in conjunction with State Training Services, Woolworths and Castle Personnel (TAFE NSW - Hunter Institute)
- launched the online learning tool *yourtutor* providing students with access to personal one-to-one help (TAFE NSW - New England Institute)
- successfully implemented the Participation Phase Initiative program, designed in partnership with local high schools and community agencies, to provide youth at risk with combined vocational, literacy and employability skills (TAFE NSW - South Western Sydney and Sydney Institutes)
- introduced campus based RPL coaches who conducted workshops for administrative staff and teachers on RPL processing (TAFE NSW - North Coast Institute)
- installed the latest connectivity technologies including wireless internet access and video conferencing equipment to enable students and staff to link up, especially in rural areas, to extend their educational opportunities (TAFE NSW - Riverina Institute)
- applied strategies to improve apprentice completion rates, including early intervention, skills testing, streaming apprentices into skills capability groups and provision of tailored in-class tutorial support (TAFE NSW - Western Sydney Institute).



# Community and Migrant Education

## NSW Adult Migrant English Service

The NSW Adult Migrant English Service (AMES) delivers language, literacy and numeracy training programs, workplace training programs and related services and consultancies for newly arrived migrants, refugees, jobseekers and workplace clients.

NSW AMES is a partner in the Department of Education and Communities Adult Migrant English Program (AMEP) Consortia which deliver services in Sydney, Wollongong, Newcastle and regional and rural NSW.

### Key Achievements

- In 2011, the Department of Education and Communities AMEP Consortia delivered AMEP courses to 3,581 migrants at 88 venues and through Distance Learning and online programs. This included delivery at 62 rural and regional delivery sites.
- NSW AMES managed delivery of employment related courses under the state government funded Skillmax Program to 1,009 skilled migrants. The Skillmax Program assists migrants with overseas qualifications and work experience to secure employment in Australia at levels commensurate with their previous skills and experience. On successful completion of the Skillmax Program, students were able to participate in the Skilled Migrant Mentoring Program. This program, funded by NSW AMES and delivered in partnership with Adult and Community Education, offered access to an industry mentor and an opportunity to undertake work experience.
- In 2011, NSW AMES conducted over 2,000 taxi driver English language assessments.
- Linked skills courses were delivered to prepare newly arrived migrants and refugees for work in sectors experiencing skills shortages. Vocational skills courses were delivered by community colleges at AMES centres, while students were given language support by AMES teachers through the Certificate III in Spoken and Written English (CSWE) until June 2011. To assist with the transition into employment, the programs also incorporated work experience, job seeking skills and interviews with recruitment agencies. Vocational skills courses were offered in the areas of children's services, aged care work, business administration, hospitality and retail.
- NSW AMES continued to successfully market its online English learning resources, including CSWE Online, to higher learning educational institutions overseas. As part of this, NSW AMES delivered induction training for the English teachers at these institutions in the use of CSWE Online as a classroom learning and teaching resource. In 2011, AMES provided CSWE Online induction training for English teachers at the College of Business Administration for Managers, the Vietnam Chamber of Commerce and Industry, Ho Chi Minh City, Vietnam and Colleges under the jurisdiction of the Shanghai Higher Education Association of Non-Public Institutions, Shanghai, China.
- The NSW AMES curriculum framework, CSWE, continued to be adopted by the UN Mission in Dili, East Timor. English language training using the curriculum and student workbooks and readers produced by NSW AMES are being offered to about 400 local staff employed by the UN Mission in East Timor.

## Adult and Community Education

The Department supports community based adult and community education (ACE) colleges, also known as community colleges, across NSW to deliver vocational education and training to their local communities. Community colleges are embedded in local networks and are uniquely placed to link informal learning to formal training pathways.

NSW community colleges provide a primary network for the delivery of community education, reaching into local communities and complementing provision by TAFE NSW and private providers.

In 2010-11, 49 community colleges were funded to deliver vocational education and training. In 2011 approximately 6.3 million student contact hours of training were delivered. Of this, approximately 5.3 million hours were delivered in vocational education and training of which 4.7 million hours were supported with funding through the Department.

# Community and Migrant Education

These colleges delivered a wide range of programs, from general vocational education and training to meet the needs of local communities and businesses, to programs targeting those who experience barriers to training and employment or are at risk of being socially excluded.

Colleges work collaboratively at local, regional and state level and their excellence has been recognised in a number of ways, with many colleges receiving local awards and others being recognised at the State and national level.

Some of these accomplishments include:

- Western College, Dubbo, being named winner of the National Community Pathways to Vocational Training and Education Award
- Byron Region Community College winning the Program Excellence category as awarded by Adult Learning Australia (ALA) for their Sustainability Program
- Port Macquarie Community College being inducted into the Hall of Fame with the Greater Port Macquarie 2011 Business Awards, in recognition of 4 consecutive years as the category winner for Education and Training and 3 years for Disability Friendly businesses
- Tamworth Community College winning the Excellence in Employment, Education and Training category as awarded by the Tamworth Chamber of Commerce.

The partnership between ACE and AMES continued to generate great outcomes for skilled migrants and refugees who are seeking to work in Australia. The many volunteer mentors and businesses in the community that share their expertise and insight into working in Australia provided these skilled migrants and refugees with the experience they needed to obtain work.

The partnership with the State Emergency Service continued to prosper with training for SES staff and volunteers across the state on working with communities that include Aboriginal people, people from culturally and linguistically diverse communities and people with a disability.

Partnerships with schools, where schools and ACE colleges collaborated to support young people at risk of not making a successful transition from school to further education or work, also grew. These projects funded through the ACE Social Inclusion Program have been varied and tailor-made to local needs.

With the support of the Department's ACE Funding Program, community colleges have provided diverse vocational education and training programs to suit the needs of their local communities across NSW. In 2011, approximately 130,000 people from more than 3,000 communities (towns or suburbs) enrolled in courses with community colleges.

# Finance and Infrastructure

The Finance and Infrastructure Portfolio is responsible for the strategic management of finance, asset management, procurement and administrative services.

In 2011, the Portfolio implemented key programs to meet government priorities in public education and training. In particular the Portfolio:

- commenced the first rounds of funding under the \$40 million Public School Upgrade fund and the \$20 million additional minor maintenance program
- completed the \$150 million Principals Priority Building Program
- finalised the 4 year, \$2 billion Building Better Schools program
- finalised the State-wide Halls and Gyms programs
- continued delivery of the Commonwealth's Building the Education Revolution program, which provided approximately \$3.4 billion for capital works and maintenance projects in NSW government schools
- supported quality teaching and learning environments through the delivery of capital works, maintenance and asset acquisition programs
- continued development of the Finance Shared Service Centre which performs finance business processes and provides a single contact point for finance support for the Department's corporate and state offices as well as TAFE NSW Institutes, NSW AMES and TAFE NSW business support units
- provided strategic financial advice, management and statutory reporting to ensure that finite government resources were allocated and used in an optimal, equitable and accountable manner
- managed the provision of financial support to non-government schools, as well as monitoring grants and subsidies to community groups and private VET providers
- participated in the project to provide 2010 finance data by NSW government school for the Australian Curriculum, Assessment and Reporting Authority (ACARA) My School website
- implemented new operational structures to ensure Office of Communities financial information is reflected in all financial reporting, including to the Department's executive and to NSW Treasury
- produced unqualified financial statements
- completed restructures of the Asset Management Directorate in May 2011 and the Finance Directorate in December 2011
- managed the provision of strategic procurement advice and the development of procurement policies and practices.

Finance and Infrastructure worked hard to achieve successful outcomes and has:

- improved physical learning environments for public schools in the 2010-11 financial year through the commencement of 8 new major capital works projects, continuation of 39 major works projects and completion of 18 major building projects
- improved physical learning environments for TAFE NSW in the 2010-2011 financial year through the commencement of 5 major building projects, continuation of 29 capital projects and completion of 15 major capital works projects
- completed 56 projects as part of Round 1 and 8 projects as part of Round 2 of the Commonwealth Trade Training Centres program, with a further 89 projects continued under both rounds
- replaced unflued gas heaters with flued gas heaters in 94 schools as part of the Unflued Gas Heater Replacement program
- completed 254 integration projects to improve access to school facilities for people with a disability
- delivered a further 462 projects, under the Primary Schools for the 21st Century component of the Building the Education Revolution. Total investment in NSW schools has now reached \$2.8 billion
- delivered \$84 million in savings through central procurement processes, of which 87% was returned to schools through lower prices. Student learning technologies delivered the greatest proportion of savings

# Finance and Infrastructure

- implemented the Pay as You Print Optimisation Program to supply affordable, technologically advanced imaging equipment to schools across NSW. Since starting in May around 1,000 schools have registered to join the program, which promises an average 23% reduction in imaging print costs per year and a 28% reduction in fleet size
- executed 33 procurement sourcing projects culminating in a total contract value of more than \$580 million, including electricity, imaging devices, print management solutions, and computers etc
- facilitated online transactions of more than \$1.1 billion through the government's electronic trading systems by developing, establishing and maintaining over 20 eCatalogues for schools, TAFEs and corporate purchasing activity.



# Workforce Management and Systems Improvement

The Workforce Management and Systems Improvement Portfolio is responsible for the strategic management of employee performance and conduct, employment screening, human resources, industrial relations, legal services, work health and safety, safety and security, information and communications technology services and the Learning Management and Business Reform Program.

In 2011, the Portfolio implemented key programs to meet government priorities and drive organisational performance. In particular the Portfolio:

- continued to implement teacher quality initiatives to support a high quality teacher workforce
- continued to drive the implementation of a range of reform initiatives under the Smarter Schools National Partnerships on Improving Teacher Quality and Low Socio economic Status School Communities (Low SES)
- continued to implement key recommendations of the Aboriginal Human Resources Development Plan 2009-2011
- continued to implement the Safe Working and Learning 2009-12 Strategy to improve work health and safety performance
- provided quality support to schools in preventing and managing safety and security incidents and in reducing the number of security breaches at our premises, particularly during vacation periods
- provided specialised legal and industrial relations advice and representation
- continued implementation of the *Government Information (Public Access) Act*, including improved structures for providing open public access to an increased range of departmental information
- continued to implement the Learning Management and Business Reform program to streamline and modernise finance, human resources and student administration systems in schools, TAFE and corporate offices, Stage 1 of the program was completed and an updated solution for Stage 2 was developed to further align with educational and business needs
- strengthened collaboration with the NSW Institute of Teachers and the Australian Institute for Teaching and School Leadership in developing processes to implement national reforms in teaching standards and initial teacher education accreditation
- supported the recruitment of the first cohort of Student Support Officers as a part of the Government's Supporting Students plan
- developed plans for the implementation of the general assistant training fund, including the allocation of funds to 697 schools in Semester 1, 2012
- provided technical leadership to support the ongoing delivery and transition to business as usual of the Digital Education Revolution initiative, which in NSW is providing wirelessly-enabled laptops to all Year 9 to 12 students in NSW public schools by 2012
- completed the final installations under the \$158 million Connected Classrooms Program which has provided NSW government schools with an interactive whiteboard and videoconferencing technology and has upgraded the speed, security and reliability of the Department's wide area network
- implemented new Public Interest Disclosures Policy and Guidelines and reporting requirements.

In 2011, Workforce Management and Systems Improvement achieved successful outcomes across a range of areas including:

- appointing 84 Highly Accomplished Teachers (HATs), comprising the appointment of 22 HATs to the 22 Tranche 2 Centres for Excellence, 47 HATs to the Low SES National Partnership Reform Extension Initiative schools and 15 HATs to schools participating in the Low SES School Communities National Partnerships
- appointing over 62 full-time equivalent (FTE) new educational and operational paraprofessionals in Centres for Excellence and schools participating in the Low SES School Communities National Partnerships, and over 27 FTE paraprofessionals in schools participating in the 47 Schools Pilot under the Improving Teacher Quality National Partnership and Youth Excel and Kids Excel initiatives

# Workforce Management and Systems Improvement

- supporting beginning teachers through providing schools with the equivalent of 1 hour per week for each permanent on probation beginning teacher. In 2011, 3,048 beginning permanent on probation teachers across the State were supported through this initiative. In addition, the 2011-2012 Teacher Mentor Program commenced, with 50 FTE mentors appointed to support beginning teachers in 92 schools
  - monitoring the implementation of the school staffing procedures, which are continuing to provide more opportunities for school communities to select the teachers who best meet their needs and for new and experienced teachers to apply for positions in schools in which they want to work. In the 2010-2011 staffing operation, schools had a choice of how they could fill 60% of vacant classroom teacher positions
  - increasing the representation of Aboriginal people employed in the Department to 2.8%, an increase from 2.5% in 2010 (excluding Office of Communities)
  - supporting enhancements for the Finance Shared Services solution as part of the Learning Management Business Reform program
  - providing ongoing legal education and support to school principals and other departmental staff, including provision of extensive electronic resources and approximately 50 presentations on legal issues in education across the State
  - further implementation and development of the system for enforcing school attendance, including legal proceedings being commenced in relation to over 400 students, approximately 76% of whom were high school students
  - delivering information and communications technology systems and services to meet the teaching, learning and administration needs of 1.3 million Department staff and students, including technical support to assist schools in achieving their information and communications technology aims
  - managing the Department's data centres, telecommunications systems and infrastructure to support a connected teaching and learning environment
  - building new Equella and Adobe Connect environments to underpin a virtual learning environment for TAFE
  - delivering 1,600 state-of-the-art servers to NSW government primary schools that will provide the foundation for a more agile, responsive and adaptable set of ICT services for schools.
- The Portfolio also contributed to the provision of safe and secure workplaces by:
- responding to almost 4,200 requests from schools for advice about violence, weapons, illegal drugs and other criminal matters. A total of 1,028 such incidents were reported by school staff who were supported and advised in managing those incidents
  - providing training to approximately 500 school staff to assist them to better manage incidents involving violence, weapons, illegal drugs and other criminal activity. More than 4,000 senior school staff have now completed simulation exercises designed to prepare them to better manage such events
  - reducing the number of security incidents experienced at schools during vacation periods
  - checking over 75,000 applicants applying for child-related employment in the public and private education and training sector in NSW
  - commencing a review of the regional work health and safety service delivery model to identify opportunities to strengthen the model and improve the delivery of work health and safety services to all schools, TAFE colleges and offices
  - completing a Fire Safety Risk Management pilot project in schools and TAFE colleges to assess fire risk across departmental sites and make recommendations for improving management practices to further reduce the level of risk
  - developing and implementing new procedures for managing non-work related injury and health conditions in accordance with the NSW Department of Premier and Cabinet's Procedures for Managing Non-Work Related Injuries or Health Conditions
  - implementing a number of efficiencies in collaboration with the Department's new Fund Manager, Allianz, including electronic transmission of incident notifications, wage reimbursement requests and electronic funds transfer.

# Strategic Relations and Communication

The Strategic Relations and Communication Portfolio is responsible for corporate communication, corporate marketing, executive support, information management, media and risk management.

Key responsibilities include:

- promoting high-quality public education and training in NSW
- providing easily accessible information and advice to parents, principals, teachers, students and the broader community
- providing promotional support to NSW public schools
- responding quickly and effectively to a large number of media enquiries to promote openness and transparency in public education
- promoting the achievements of TAFE NSW and NSW public schools, students, teachers and the Department's policies and programs
- providing strategic advice to senior staff and the Minister's office and support in risk management, business continuity and corporate governance.

In 2011, Strategic Relations and Communication achieved successful outcomes in a large number of areas. These included providing the Director-General and the Minister with quality and timely correspondence and briefings, and assisting the Department as a whole to provide the Minister's office with high-quality media and parliamentary support. The Portfolio continued to build on previous work to meet parent, teacher and community expectations regarding easy access to information using new technologies, and promote the work of principals, teachers and staff in NSW public schools and TAFE institutes.

In 2011, Strategic Relations and Communication:

- saw an expansion of the media unit's role in supporting the Director-General and the Minister's office in responding to enquiries from NSW and national news organisations through the addition of the Early Childhood Education and Care Directorate and Communities Portfolio
- provided the Department's executive staff with strategic advice to deal with issues attracting significant media attention and conducted workshops with principals and school education directors on best practice in working with local journalists
- managed national press inquiries including NAPLAN, the My School website, the National Curriculum and the Gonski Review of school funding, along with a wide range of state and local education issues
- provided expert information and advice to parents on the various stages of schooling through innovative and appealing products such as:
  - School A to Z, an online school community, including a website, mobile apps and social networking sites. The resource provides parents with practical homework and study support, child health and wellbeing information, along with advice on technology use and keeping kids safe online
  - School A to Z folder, a welcome to school pack for parents of Kindergarten students that includes an organiser, homework helpers and general school information
  - Welcome to Preschool, A Special Place and Time to Start Year 7 publications
- provided internal communication support in change management, policy promotion, customer service and communication best practice through advice, speeches, social media (casts, vodcasts and blogs), and user-centred internet and intranet development. Programs given support included: National Partnerships, NAPLAN, Digital Education Revolution - NSW, Building the Education Revolution, Learning Management and Business Reform, Disability Services, Ecological Sustainability Group (environment awards) and the National Quality Framework
- consulted widely on communication with major departmental stakeholders including the Federation of Parents and Citizens Association of NSW, the Primary Principals' Association and Secondary Principals' Council
- provided support to principals, teachers and departmental state officers on how to promote high-quality public education

# Strategic Relations and Communication

in NSW. This included workshops with 212 schools and learning communities on how to develop consistent online and traditional communication and further workshops on excellent customer service with 600 school administrative staff

- helped to establish 14 new learning communities with 104 schools
- provided news and information through the online service, Side by Side, to public school principals, teachers and school support staff and launched SchoolBiz, a weekly information service for school staff, replacing InPrincipal
- developed a portal that will function as a one-stop-shop for the information and tools staff use in their daily work
- reached the significant goal of 1,350 schools registering for the School Website Service, providing schools with their own easily maintained websites, and developed Pario, a service allowing specialist education centres to create and maintain their own websites e.g. environmental centres
- redeveloped the Department's main public website to incorporate the new agencies that comprise the NSW Department of Education and Communities and maintained the Department's core online services including the public corporate and NSW Public Schools websites and staff intranet
- developed a policy and guidelines for the use of social media in the Department and promoted the use of social media channels such as Youtube, Twitter, Facebook, and internal microblogs Yammer and Maang to engage staff, parents and other key stakeholders more effectively
- provided online access to reports, statistics and information sets in the interests of openness and transparency in public education
- continued to highlight the issue of cyberbullying between young people and provided advice and guidance for parents
- responded to more than 5,500 phone calls and 5,120 email enquiries from internal and external clients with enquiries ranging from health matters in schools to staffing and interpretation of departmental policies
- managed Education Week. An opportunity for NSW public schools to celebrate their successes, highlights during the week included the Education Week simuLaunch with participation from more than 5,000 students in 20 locations, Director-General for a Day (where selected students shadowed senior Department executives), the Great Schools Show Off NSW (where students from 210 schools produced promotional videos), the State Student Representative Council Annual Conference and the Sydney Region Formula One Technology Challenge exhibition
- managed the marketing of the 2011 Learning for Sustainability awards project where 20 outstanding schools, TAFE NSW and corporate nominations received awards for excellence
- coordinated the 'Maroon for a Day' donations with 1,150 schools raising more than \$501,500 for Queensland flood-damaged public schools along with 'Primary Colours' an art program, which raised \$2,853 for Stewart House
- conducted the RSL and Schools Remember ANZAC Commemoration Ceremony at the ANZAC Memorial Hyde Park, in conjunction with the Returned and Services League of Australia (NSW Branch), the Association of Independent Schools of NSW and the Catholic Education Commission NSW. More than 1,500 people from 43 NSW public schools, 32 independent schools and 27 Catholic schools attended the service
- conducted the ANZAC Remembrance Service in conjunction with the Teachers' Sub-Branch of the RSL on ANZAC day at the Bridge Street office with 150 attendees and presented the ANZAC exhibition featuring memorabilia from the Vietnam Veterans St Marys Outpost sub branch
- provided marketing grants of \$6,000 to each of the Department's 10 regions, Funds were used by 9 communities of schools, 23 public schools, 13 high schools and 2 central schools
- provided marketing assistance and websites for the Schools Spectacular and the associated World's Biggest Classroom exhibitions in conjunction with the Arts Unit, coordinated the Department's representation of public school and TAFE NSW students at the International Women's Day Breakfast and provided assistance to the Federation of Parents and Citizens Association NSW annual conference dinner



- promoted the inaugural NSW International Student Festival managed by the Community Engagement and Events Office of the Premier and Cabinet, included the International Student of the Year Awards. A TAFE NSW Northern Beaches College student won the VET Education and Training Award
- provided staff assistance to the Macquarie ICT Innovations Centre exhibition at the WHEN 2050 exhibition at Sydney College of the Arts, featuring virtual worlds in 3D by Dulwich High School of Visual Arts and Design
- coordinated events and exhibitions including: the Bridge Street NAIDOC exhibition featuring student works from the School of Fine Arts TAFE NSW Western Sydney Institute; the Martin Place Dance Festival Showcase in association with the Arts Unit; Bridge Street exhibitions with 6 exhibitions from public schools and 3 from TAFE NSW
- promoted departmental participation in White Ribbon Day, Remembrance Day and key sustainability activities such as Earth Hour, Schools Clean Up Day and Schools Tree Day
- coordinated executive and departmental Christmas cards designed by NSW public school students in the Connected Learning Awards managed by the NSW Curriculum and Learning Innovation Centre
- managed copyright for schools and TAFE NSW institutes and responded to their copyright queries
- registered and processed 1,893 letters to the Director-General, 6,559 items of Ministerial correspondence and 1,579 briefing requests for the Minister and Director-General
- managed more than 5,744 campaign or petition letters and emails on a range of issues such as the Ethics Trial, TAFE NSW reform, family day care, school funding and staffing issues
- managed protocols and coordinated briefings for Director-General and Ministerial visits to colleges and schools
- implemented an Enterprise Risk Management capability framework that provides risk management processes and tools
- successfully implemented through the Enterprise Information Management program new enterprise business intelligence platforms. The capability supports improvements in evidence-

based decision-making, efficient and responsible use of public funds, and ensures continuous improvement and organisational learning. The program was extended by the Executive to deliver a number of business projects to take advantage of the new platforms.

# Office of Communities

The Office of Communities manages its diverse Portfolio through 2 groups, the Communities group and the Sport and Recreation group.

The Communities group delivers services to make it easier for people to be involved in their communities, including services to children and young people, strengthening targeted local and regional communities, supporting Aboriginal people and communities to advance the wellbeing of Aboriginal people, harnessing the strong desire of people to improve and protect local neighbourhoods through volunteering, protecting children by screening employees working in child-related employment through the Working with Children Check, and regulating Out-of-Home Care services.

- **Aboriginal Affairs** works in partnership with Aboriginal people, and with government agencies and the private and community sectors to advance the wellbeing of the estimated 170,096 Aboriginal people who live in NSW. This includes working to see Aboriginal people exercise and pursue their right and capacity to determine their political, economic, social and cultural development.
- **The Children's Guardian** promotes and safeguards the best interests and rights of children and young people by regulating the provision of out-of-home care and adoption services, and the employment of children under the age of 15 in entertainment, exhibition, still photography or door-to-door sales, or children under the age of 16 for any type of modelling.
- **The Commission for Children and Young People** makes recommendations on laws, policies, practices and services that affect children and young people, conducts child-related research and manages the Working With Children Check process in NSW.
- **Veterans' Affairs** works in partnership with Returned and Services League (NSW), Department of Veterans' Affairs, ex-service organisations, local councils, and community groups to lead the State's remembrance of our wartime history, and commemorative activity. They facilitate the conservation

and recording of the historic collection of war memorials throughout NSW and educates future generations to ensure the sacrifices of service men and women are understood and remembered. In the 9 months to December 2011: \$109,590 was provided to restore and upgrade 17 war memorials in NSW; the Cowra Japanese Garden and Cultural Centre were assisted; the Government's reforms in management and administration of the ANZAC Memorial Building were finalised; 2 Premier's Anzac Memorial Scholars pilgrimages were organised so that the NSW Government was represented at the Anzac Day Dawn Service at Long Tan, and the Gallipoli battlefields in Turkey and at the Second World War battlefields and cemeteries in Greece and Crete.

In the next 12 months Veterans' Affairs will continue to support the NSW Government in raising public awareness of the Anzac spirit. It will also promote appropriate commemoration within communities to recognise the sacrifices made by Australians in both, conflicts and peacekeeping in the lead up to the Centenary of the First World War 2014-2018.

- **Youth Strategy and Participation** coordinates whole-of-Government youth policy development and implementation, manages youth development initiatives including Youth Week and the Better Futures program and supports youth engagement and consultative frameworks and processes including the NSW Youth Advisory Council.
- **Volunteering** monitors oversees and implements volunteering commitments in *NSW 2021* and coordinates cross-Government strategies and initiatives that support volunteering.
- **Community and Regional Engagement** undertakes community and participation work in targeted communities at local and regional level and strengthens the Office's presence and coordination across NSW. In doing so it maximises the impact and reach of Office services, facilities, events, funding, regulation and other activities, and provides a coordinated point of contact for local communities and agencies to link up with the Office.

The sport and recreation group represents some of the State's major urban stadia and events centres as well as the

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principal sport and recreation policy and funding functions for NSW. Agencies within this group manage major sport and entertainment facilities.

- **Hunter Region Sporting Venues** oversees and manages sporting and entertainment venues in Newcastle. These venues include the Hunter Stadium (with a capacity of 33 000), Newcastle Entertainment Centre, Newcastle Showground and Exhibition Centre, Harness Racing Club, Newcastle Hockey Centre; and District Park, a large open facility.
- **Illawarra Venues** operates 2 adjoining venues in Wollongong – the 6,000-seat indoor WIN Entertainment Centre and the 20,000-capacity outdoor WIN Stadium. These venues are hired by event promoters, local organisations and sporting teams to stage a variety of entertainment, cultural, international and amateur sporting events throughout the year.
- **Parramatta Stadium** is a multi-purpose venue that hosts sporting and community activities and other entertainment attractions.

The *Sporting Venues Authorities Amendment (Venues NSW) Act 2011* (the Act) received assent on 16 November 2011. The Act amends the *Sporting Venues Authorities Act 2008* and repeals the *Parramatta Stadium Trust Act 1988* and Parramatta Stadium Trust By-law 2010. The purpose of the Act is to abolish existing regional sporting venues authorities and the Parramatta Stadium Trust and establish a new authority, Venues NSW. The Act will commence on proclamation expected in March 2012.

- **Sport and Recreation** supports the sector through grants to sports bodies for facilities and programs and delivers sport, recreation and education programs. There are 11 Sport and Recreation Centres and 9 regional offices across NSW providing a chance for people of all ages to be active, enjoy the outdoors, develop skills and participate in the community. Sport and Recreation also administer the Sydney International Equestrian, Shooting and Regatta Centres based in Western Sydney.
- **Sydney Olympic Park** has a diverse role in overseeing and developing the Sydney Olympic Site, ensuring it continues to be an active and vibrant town centre within metropolitan Sydney and a premier destination for cultural, entertainment, recreation and sporting events.

Complementing its service delivery functions, the Office is also the lead agency for community engagement and inclusion strategies outlined in the *NSW 2021: A Plan to Make NSW Number One*. To achieve this, the Office trials innovation and develops the knowledge and resources required to support the implementation of the government's commitment to strengthening local communities. In fulfilling its mandate as the lead agency in NSW for community wellbeing, the Office works across government and communities to enable and support local decisions and solutions – it is a hub of information, knowledge and expertise in its role as a community “enabler”.



# Office of Communities

## Performance Highlights<sup>1</sup>

### Connecting and supporting communities

- More than 100,000 young people attended Youth Week 2011 from 1-10 April, with 800 events and activities and all 152 local government areas.
- Sydney Olympic Park precinct played host to 12.5 million people.
- The Sydney Olympic parklands exceeded 2.6 million visits annually.
- 20 students attended battlefield pilgrimages to Vietnam, Gallipoli and Greece.
- The WIN Entertainment Centre hosted 85 days of events with a total attendance exceeding 160,000.
- The new Western Grandstand at WIN Stadium was constructed.
- \$109,590 to restore and upgrade 17 war memorials in NSW.
- \$7.7 million for a major regional playground at Blaxland Riverside Park.
- \$27,000 towards the Volunteer of the Year awards.
- 50 projects funded to engage young people in sports and cultural activities building their communication and leadership skills.
- Reviewed the Better Futures program.
- Consulted 400 people, and nearly as many volunteer-engaging organisations, to inform the State's first volunteering strategy.

<sup>1</sup> These highlights are drawn from different reference periods. Key achievements are reported for the period 2010-11 for the following statutory authorities: The Children's Guardian, the Commission for Children and Young People, Sydney Olympic Park Authority, and Illawarra Venues. The period reported for Parramatta Stadium is 2010. The achievements reported for Aboriginal Affairs and NSW Veterans' Affairs is for the period 24 April to 31 December 2011, reflecting the revised administrative arrangements in the NSW Government which took effect in April. The reference period for all other Portfolio areas is 1 July 2010 to 31 December 2011.

## Active communities

- \$6.4 million was invested in sport and recreation projects and organisations to increase participation opportunities.
- 284,612 people attended Sport and Recreation Centre programs (191,669 in 2011), including 4,964 Aboriginal people (3,249 in 2011), 5,101 people with a disability (3,354 in 2011), and 19,790 people from culturally and linguistically diverse backgrounds (12,380 in 2011).
- 60,480 people participated in activities hosted by the Sydney International Shooting Centre (49,941 in 2011) including 700 athletes participating in the ISSF World Cup.
- 634,854 people participated in activities hosted by the Sydney International Regatta Centre (428,564 in 2011).
- 170,088 people participated in activities hosted by the Sydney International Equestrian Centre (118,371 in 2011).
- Parramatta Stadium hosted 15 sporting events.
- \$45 million upgrade of the Sydney Showground Main Arena to provide a home ground for the new Greater Western Sydney Giants AFL team.
- \$27 million was awarded to Netball NSW for the construction of the Netball Centre of Excellence at Sydney Olympic Park.
- \$5.5 million was awarded to Hockey NSW to fund their Hockey Strategic Plan, to grow the sport by developing new hockey pitches in 7 locations.

## Diverse communities

- The NSW Government established the Ministerial Taskforce on Aboriginal Affairs to produce a government strategy in NSW to improve education, employment and service delivery to the Aboriginal people of NSW and released a series of community discussion papers for public comment.
- 23 of the 40 Aboriginal communities in the Partnership Community Program had their community governance body recognised.
- Promoted the active participation of Aboriginal people in sport and physical activity and encouraged community ownership and management of sport and physical recreation activities.

- 
- Supported 27 regional initiatives linking people with a disability, sporting clubs and associations, and community disability support organisations.
  - Hosted a seminar series on the middle years of childhood covering physical development, social and emotional development and risks.
  - Provided camps for school students tailored to address cultural beliefs and customs.

## Safer communities

- Completed 84,659 pre-employment criminal history checks for child-related employment.
- Improved the children's employment regime so that the Children's Guardian has relevant information about the circumstances of each child's employment.
- Accredited 49 agencies to provide statutory out-of-home care and commenced updating the NSW Out-of-Home Care Standards and the accreditation process.

- Established the Register of Voluntary Out of Home Care Agencies with 148 agencies registered between February 2011 to 30 June 2011.
- Made sport safer through the initiatives such as Sport Rape Prevention, Anger Education, Child Protection Courses and Drugs in Sport.
- Tackling Violence Program ran in 14 communities with 17 Rugby League clubs involved.
- 120 students from regional schools took part in 3 sporting camps focused on domestic violence and healthy relationships education.



# Our outcomes

# Our outcomes in early childhood education

## High expectations, closing the gaps

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### *NSW 2021 targets and Government priorities*

- All children have access to a quality early childhood education program in the 12 months prior to formal schooling, by 2013
- Boost preschool participation rates to ensure at least 95% of 4-year olds attend preschool 2 days a week
- All Aboriginal 4-year-olds have access to a quality early childhood education program by 2013
- Increase the proportion of children ready for school, as measured by the Best Start literacy and numeracy assessment, when children start school

# Our outcomes in early childhood education

## High expectations, closing the gaps

### Participation in early childhood education programs

The most recent data demonstrates that in 2010 the proportion of children enrolled in an early childhood education program in NSW had increased to 86.2%, compared to 81.1% in 2009.

The proportion of disadvantaged children accessing early childhood education programs also increased. In 2010, 89.5% of disadvantaged children were enrolled in an early childhood education program, up 14.3 percentage points compared to 2009.

There has been a significant increase in the proportion of Aboriginal children enrolled in an early childhood education programs over recent years, and this trend continued in 2010. Aboriginal children now make up 5.3% of all children enrolled in early childhood education programs, compared to 4.5% in 2009.

### Best Start Kindergarten Assessment

The 2011 Best Start Kindergarten Assessment process was conducted in all public schools with primary enrolments. This involved more than 3,700 teachers and 65,819 Kindergarten students. In 2011:

- 94% of students achieved Level 1 or higher on one or more aspects of the Best Start Numeracy Assessment
- 80% of students achieved Level 1 or higher on one or more aspects of the Best Start Literacy Assessment.

The 2011 implementation of Best Start involved:

- development of enhanced software, for use by all Kindergarten to Year 2 teachers, to generate early learning plans that address students' individual literacy and numeracy learning needs
- provision of reading recovery support for more than 10,000 students who experienced serious difficulty in learning to read and write
- supporting colleagues in delivering quality literacy and numeracy teaching and learning programs by making 106 full-time equivalent teaching positions available to provide release time to expert teachers
- continued implementation of the Targeted Early Numeracy (TEN) intervention program (25 facilitators trained 1,000 K-2 teachers)
- implementation of Language, Learning and Literacy - L3 (58 facilitators trained 872 Kindergarten teachers to assist students who recorded extremely low scores on the Best Start Assessment of Literacy)
- development of additional tools and resources to enable gifted and talented students to be identified and extended in the early years.



# Our outcomes in early childhood education

## Quality teaching and leadership

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### Government commitments and priorities

- Implement the National Quality Framework for early childhood education and care, with a focus on improving educator to child ratios and increasing the number of qualified early childhood educators
- Focus on building the knowledge and skills of early childhood educators

# Our outcomes in early childhood education

## Quality teaching and leadership

### The National Quality Framework for early childhood education and care

In 2011, a number of major milestones were met in the implementation of the National Partnership Agreement on the National Quality Agenda for Early Childhood Education and Care. Under the Agreement all Australian Governments have committed to a new national scheme of regulation for early childhood education and care and school age care services, which commenced on 1 January 2012.

The elements of the scheme, collectively referred to as the National Quality Framework (NQF), include a new national law and regulations and assessment and rating of services against a National Quality Standard to promote high quality and consistent early childhood education and care across Australia. In NSW around 5,500 services will be covered by the scheme, including out of school hours care services which are to be regulated in NSW for the first time. The scheme also covers long day care, preschools, kindergartens and family day care.

During the year the Early Childhood Education and Care Directorate (which became part of the Department in May 2011) worked with the Commonwealth and other States and Territories and with national and NSW stakeholder reference groups to develop the detailed underpinnings of the national scheme, national regulations and associated guidance for service providers. An exposure draft of the regulations was released on in March 2011 and the Directorate held 15 consultation sessions about the draft regulations across the State. In October and November 2011 the Directorate held a number of information sessions about the finalised regulations, which were formally made in December 2011 and commenced in January 2012.

During 2011, the Directorate provided a telephone and email inquiry service which responded to over 27,300 telephone inquiries and 5,600 email inquiries.

### Building the knowledge and skills of early childhood educators

The knowledge and skills of early childhood educators have a major influence on the quality of services they provide, which

is in turn linked to outcomes for children in their care. Raising educators' knowledge and skill levels is therefore at the core of the new national scheme for the regulation of these services.

The Directorate gave high priority to its new web page on the Department's website which was launched in October 2011. It brings together a number of resources to help all participants in the early childhood education and care sector to familiarise themselves with the requirements of the NQF. A 'bumper' NQF edition of Building Blocks, the Directorate's quarterly newsletter, coincided with the making of the national regulations. Funding was provided to enable the NSW Professional Support Coordinator (Children's Services Central) to extend NQF related training to the preschool sector.

The NSW Government's training strategy, New Skills: Quality Care, was launched in December 2011. Under this strategy, educators can receive subsidised training and assessment to gain formal qualifications they will need under the NQF.

### Improving the quality of early childhood education

Throughout 2011, the Early Childhood Education and Care Directorate was integral to the development of regulations for the NQF, which progressively introduces new requirements to raise the qualification levels of educators and improves educator to child ratios.

The Directorate also carried out a range of activities to raise services' awareness of the improvement in the educator to child ratio for children under 2 years of age in centre-based or mobile services from 1:5 to 1:4, which commenced from 1 January 2011. This change reflects the ratio that applies under the NQF from 1 January 2012.

The Directorate also actively promoted the NSW Government's training strategy, New Skills: Quality Care, under which educators can receive training and financial support to gain formal qualifications to meet the NQF requirements. The strategy provides subsidised training and assessment for those yet to receive any formal qualifications.

# Our outcomes in early childhood education

New and better ways of doing business

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## Government commitment

Conduct a review of funding of early childhood education in NSW, which will recommend strategies to support increased participation in early childhood education

# Our outcomes in early childhood education

## New and better ways of doing business

The Office of Education provided support during 2011 for a major review of funding for early childhood education. The review, which was launched in mid-August by the Minister for Education, was tasked with making recommendations on how State funding for the sector can best support achievement of the *NSW 2021* targets for more young children to participate in early childhood education. Professor Deborah Brennan, respected social policy academic from the University of NSW, was appointed as reviewer.

There were wide ranging consultations across NSW and significant research looking into national and international models. The review continues examining the many excellent suggestions, investigating workable options and finalising recommendations, with a report expected later in 2012.

The centrepiece will be recommendations for a funding model that can support achievement of the *NSW 2021* target that as many children as possible in NSW have access to an affordable, high-quality early childhood education program in the 12 months before they start school. In forming her advice the reviewer will take account of best practice funding approaches in Australia and overseas.



# Our outcomes at school

## High expectations, closing the gaps

### *NSW 2021 targets and Government priorities*

- Increase the proportion of students in Years 3, 5, 7 and 9 achieving at and above the national minimum standards in reading and numeracy
- Increase the proportion of students in Years 3, 5, 7 and 9 in the top 2 performance bands for reading and numeracy
- Participation of NSW students in the National Assessment Program – Literacy and Numeracy (NAPLAN) tests consistently exceeds the national average for participation
- Halve the gap between Aboriginal and non-Aboriginal students in reading and numeracy by 2018
- Increase to 90% the proportion of 20-24 year olds who have completed Year 12 or attained a qualification at Certificate II or above by 2015
- Increase to 90% the proportion of 20-24 year olds who have completed Year 12 or attained a qualification at Certificate III or above by 2020
- Increase to 90% the proportion of 20-24 year olds in rural and regional NSW who have attained a Year 12 or AQF Certificate III qualification or above by 2020
- Halve the gap in Year 12 or equivalent attainment for Aboriginal 20-24 year olds by 2020
- Improve Year 12 completion rates for students in low Index of Community Socio-Education Advantage (ICSEA) schools
- Increase to 60% the proportion of students with a confirmed disability who have a personalised learning and support plan
- Provide a standards framework and best practice guide to support the development of personalised learning and support planning for students with a disability
- Implement personalised learning plans for all Aboriginal students

# Our outcomes at school

## High expectations, closing the gaps

### Literacy and numeracy outcomes for students in Years 3, 5, 7 and 9

In 2011, the proportion of students performing at or above the national minimum standard for reading and numeracy was above the national average in all 4 testing years, as was the proportion achieving in the top 2 bands.

**Figure 1: Percentage of students achieving at or above the national minimum standard in 2011**



Source: MCEECDYA (2011), 2011 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

NSW is mostly ranked in the top 3 jurisdictions, along with the ACT and Victoria, on both measures: the proportion of students at or above the national minimum standard and the proportion of students achieving results in the top 2 bands for NAPLAN performance.

Between 2008 and 2011, there were no statistically significant changes in the performance of NSW students in Years 3, 5 and 7 reading and Year 3 numeracy.

However, there were statistically significant decreases in the performance of NSW students for Year 9 reading and for Years 7 and 9 numeracy.

There was a statistically significant improvement in the performance of NSW students for Year 5 numeracy in 2011 when compared with 2008.

Since 2008, the proportion of students in the top 2 bands has increased for Years 3, 7 and 9 reading and Year 5 numeracy.

**Figure 2: Percentage of students achieving in the top 2 bands in 2011**



Source: MCEECDYA (2011), 2011 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

# Our outcomes at school

## High expectations, closing the gaps

### Participation in NAPLAN testing

NSW participation in NAPLAN is above the national average in all 4 testing years and the highest of all jurisdictions for every test at every year level.

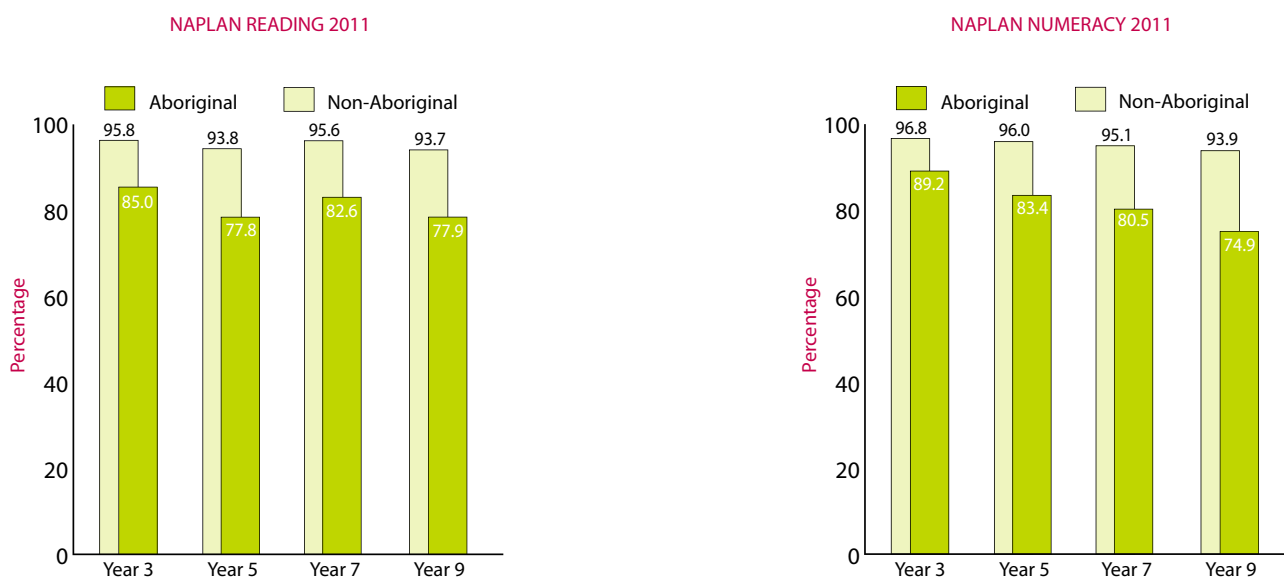
	Reading (%)		Numeracy (%)	
	NSW	Aust	NSW	Aust
Year 3	97.3	95.7	97.0	95.4
Year 5	97.7	96.2	97.3	95.9
Year 7	97.1	96.0	96.6	95.6
Year 9	94.8	92.9	94.1	92.4

Source: MCEECDYA (2011) 2011 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

### Closing the gaps: reading and numeracy outcomes for Aboriginal students

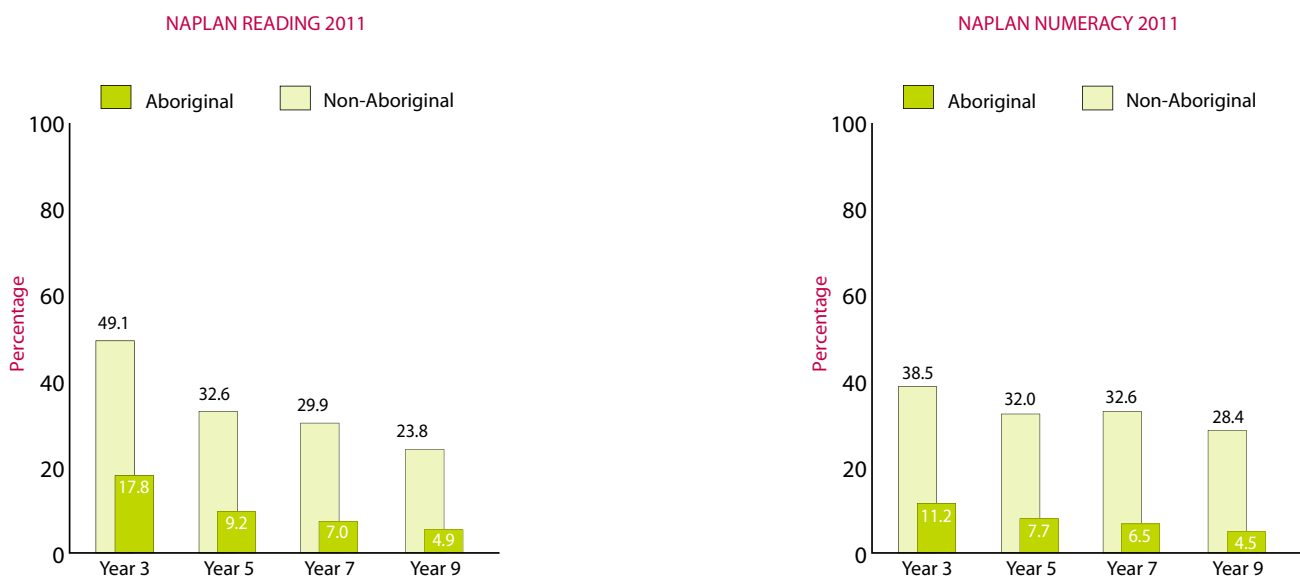
In 2011, Aboriginal students in NSW achieved the following results compared to non-Aboriginal students.

**Figure 3: Percentage of NSW Aboriginal students achieving at or above the national minimum standard in 2011**





**Figure 4: Percentage of NSW Aboriginal students achieving in the top 2 bands in 2011**



Source: MCEECDYA (2011) 2011 National Assessment Program: Literacy and Numeracy Achievement in Reading , Writing, Language Conventions and Numeracy



# Our outcomes at school

## High expectations, closing the gaps

Since 2008, the gap between the proportion of NSW Aboriginal and non-Aboriginal students achieving at or above the national minimum standard has narrowed in reading for Years 3, 5 and 7, and in numeracy for Years 3 and 5.

Between 2010 and 2011, the gap narrowed in numeracy for all year levels and for Year 9 reading.

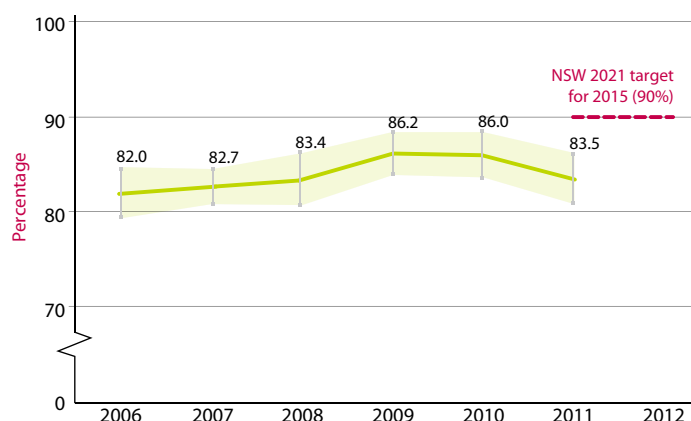
### Educational attainment for 20-24 year olds in NSW

Between 2006 and 2009, the proportion of 20-24 year olds who achieved Year 12 or at least a Certificate II or III qualification rose around 4 percentage points, but fell back to 2008 levels in 2011.

These measures are calculated from a sample survey for which there is a known standard error. When this error is taken into account, none of the changes over this period are statistically significant and are considered to be within the normal year-on-year fluctuations.

Similar declines were observed nationally and for Victoria and Queensland. The ABS has investigated these apparent declines and advised that such fluctuations are to be expected and are largely due to sampling variability between years.

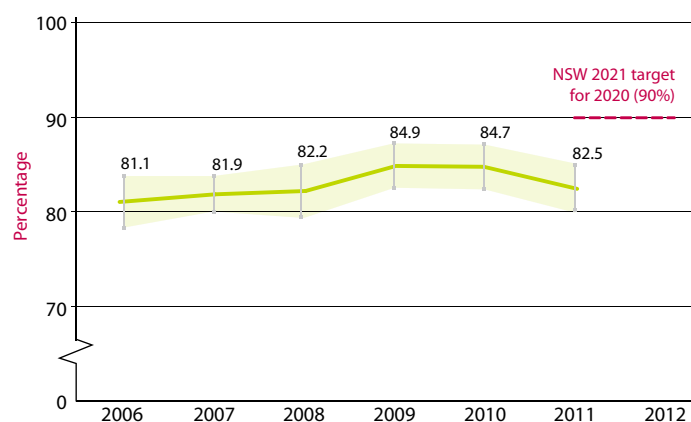
**Figure 5: Percentage of 20-24 year olds in NSW who have completed Year 12 or Certificate II or above**



The shaded area in the graph represents the confidence intervals or error associated with each annual estimate. The error bars highlight the extent to which the data can fluctuate from year to year without the apparent changes being statistically significant. A change over time is only likely to be statistically significant if the error bars associated with the comparison years do not overlap.

Source: ABS, Survey of Education and Work

**Figure 6: Percentage of 20-24 year olds in NSW who have completed Year 12 or Certificate III or above**



The shaded area in the graph represents the confidence intervals or error associated with each annual estimate. The error bars highlight the extent to which the data can fluctuate from year to year without the apparent changes being statistically significant. A change over time is only likely to be statistically significant if the error bars associated with the comparison years do not overlap.

Source: ABS, Survey of Education and Work

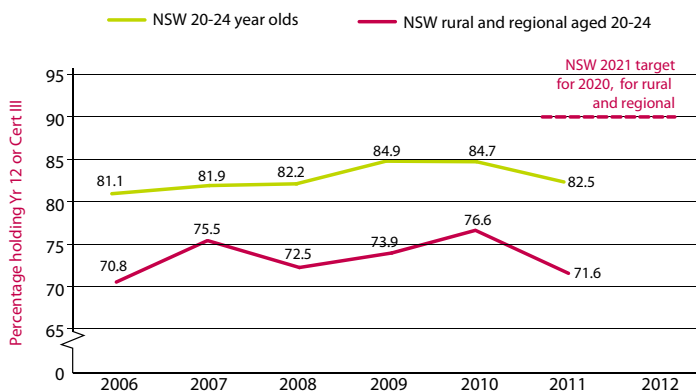
## Educational attainment for 20-24 year olds in rural and regional areas

Since 2006, the proportion of 20-24 year olds living in rural and regional NSW who have attained Year 12 or a Certificate III qualification or above has also fluctuated, being lowest in 2006 (70.8%) and highest in 2010 (76.6%). In 2011, the proportion fell to 71.6%.

This measure is also calculated from a sample survey for which there is a known standard error.

The Australian Bureau of Statistics has investigated the matter and advised that these fluctuations are to be expected and simply due to sampling variability between years.

**Figure 7: 20-24 year olds with Year 12 or a Certificate III or above, by location**



Source: ABS, Survey of Education and Work

## Attendance, retention and attainment

### Year 12 completion rates in low ICSEA schools

There has been little change in the proportion of young people living in low socioeconomic communities who complete Year 12. In 2010, the rate was 15 percentage points lower than for young people from high socioeconomic status communities.

Year 12 completion in low socioeconomic areas is higher in NSW than for Australia overall and the gap between low and high socioeconomic status students narrower.

**Figure 8: Year 12 completion rates by socioeconomic status deciles**



Note: each floating number indicates the gap between the highest and lowest SES deciles, expressed as percentage points

Source: Productivity Commission, Report on Government Services 2012

# Our outcomes at school

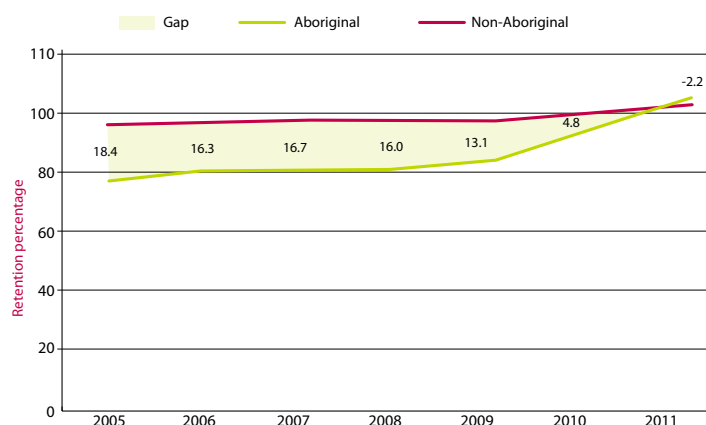
## High expectations, closing the gaps

### Retention rates for Aboriginal students

In 2011, there were improvements in each of the apparent retention rate measures for Aboriginal students.

Between 2005 and 2011, the Year 7-10 rate for Aboriginal students improved by 26.9 percentage points (pp), with the gap between Aboriginal and non-Aboriginal students being closed in 2011.

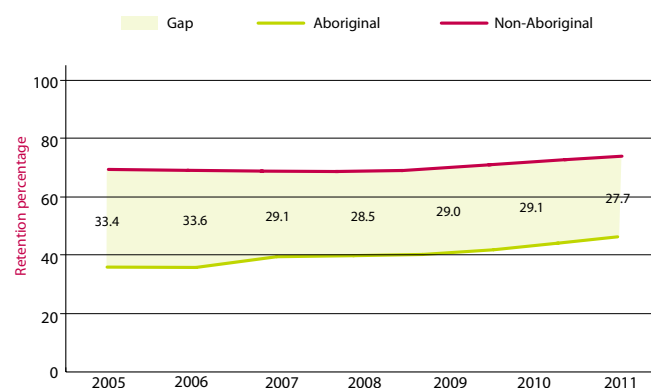
**Figure 9: Apparent retention rates for Years 7-10 Aboriginal and non-Aboriginal students (2005-2011)**



Source: DEC NSW, Office of Education. Enrolment data used to calculate apparent retention rates was extracted from National Schools Statistics Collections (NSSC) 1996-2011.

Between 2005 and 2011, the Year 10-12 apparent retention rate for Aboriginal students improved by 10.4 pp, with the gap between Aboriginal and non-Aboriginal students narrowing from 33.4 to 27.7 pp over 7 years.

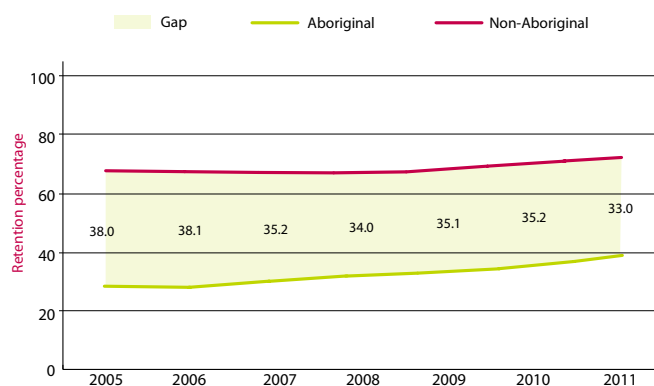
**Figure 10: Apparent retention rates for Years 10-12 Aboriginal and non-Aboriginal students (2005-2011)**



Source: DEC NSW, Office of Education. Enrolment data used to calculate apparent retention rates was extracted from National Schools Statistics Collections (NSSC) 1996-2011.

Between 2005 and 2011, the Year 7-12 apparent retention rate for Aboriginal students improved by 9.8 pp, with the gap between Aboriginal and non-Aboriginal students narrowing from 38.0 to 33.0 pp over 7 years.

**Figure 11: Apparent retention rates for Years 7-12 Aboriginal and non-Aboriginal students (2005-2011)**



Source: DEC NSW, Office of Education. Enrolment data used to calculate apparent retention rates was extracted from National Schools Statistics Collections (NSSC) 1996-2011.

Despite these improvements, there remain significant gaps between Aboriginal and non-Aboriginal students for Year 10-12 and Year 7-12 apparent retention measures.

### Attendance rate for Aboriginal and non-Aboriginal students

The attendance rate for Aboriginal students was 84.4% in 2011, 0.1 pp lower than in 2006. The gap to non-Aboriginal students has increased by 0.1 pp over the same period, from 7.5 pp in 2006 to 7.6 pp in 2011.

### Attendance rate for Aboriginal and non-Aboriginal students

	2006	2007	2008	2009	2010	2011
Aboriginal students	84.5	84.8	85.0	85.0	84.9	84.4
Non-Aboriginal students	92.0	92.0	91.9	92.1	92.2	92.0

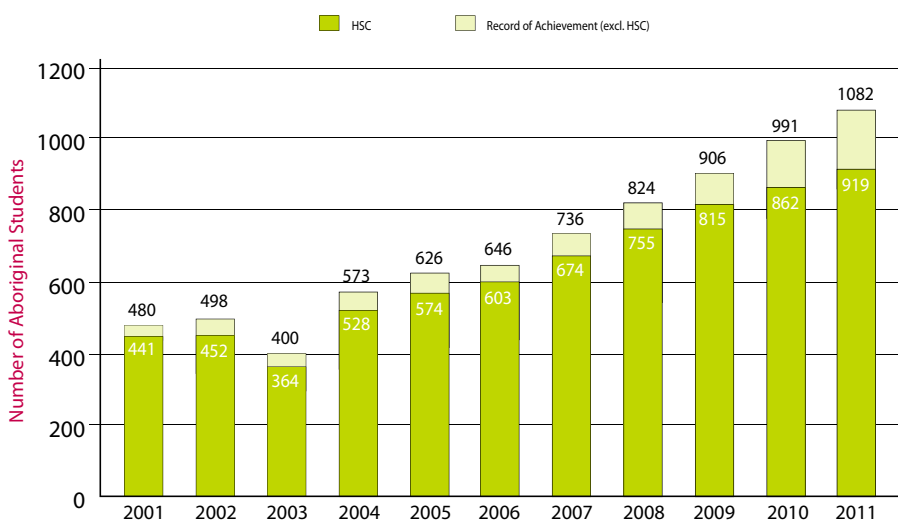
Source: DEC NSW, Office of Education

### Education attainment for Aboriginal students

In 2011, the number of Aboriginal students completing a Higher School Certificate continued to rise, with a 6.6% increase since 2010.

The number of Aboriginal students completing a Higher School Certificate or Record of Achievement also continued to rise, with a 9.2% increase since 2010.

**Figure 12: Number of Aboriginal students completing HSC/Record of Achievement (2001-2011)**



Source: DEC NSW, Office of Education. Data extracted from Board of Studies (BOS) revised results/participation (January) database.

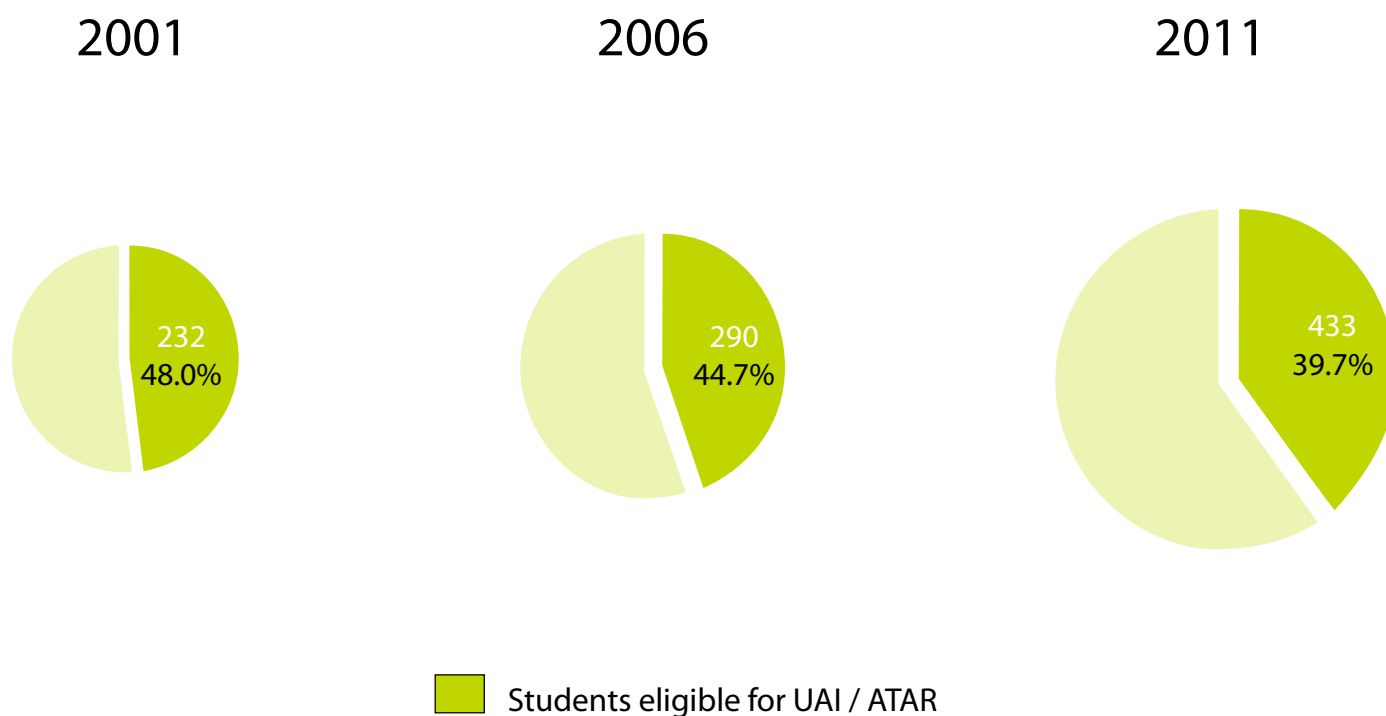
# Our outcomes at school

## High expectations, closing the gaps

The number of Aboriginal students eligible for the University Admissions Index/Australian Tertiary Admissions Rank (UAI/ATAR) increased in the 2001-2011 period. Some 433 Aboriginal students were eligible for a UAI/ATAR in 2011, up from 232 in 2001.

Despite this numerical increase however, the overall proportion of Aboriginal students eligible for a UAI/ATAR has decreased. In 2001, 48.0% of those completing the HSC were eligible for UAI/ATAR, whereas in 2011 this had decreased to 39.7%.

**Figure 13: Number and proportion of Aboriginal HSC students eligible for UAI/ATAR (2001-2011)**



Source: DEC NSW, Office of Education. Data extracted from Board of Studies (BOS) revised results/participation (January) database.

## Personalised learning plans for students with a disability and Aboriginal students

To date, over 30,000 personalised learning plans (PLPs) for Aboriginal students across the state have been developed and implemented in partnership with parents and caregivers to support Aboriginal student achievement. In NSW, the development and implementation of PLPs was initiated in direct response to Recommendation 28 of the Review of Aboriginal Education. Under the national Aboriginal and Torres Strait Islander Education Action Plan 2010-2014, all States and Territories are now required to report against the number of Aboriginal students with a PLP.

In 2011, the Department provided additional support for more than 35,000 school students with a confirmed disability through targeted specialist programs, including more than 15,500 students in regular school classes through the Integration Funding Support Program and more than 19,000 students in support classes in regular and special schools.

Work is progressing around personalised learning and support planning for students with a disability, in order to meet the target of 60% with a PLP by 2020. During 2012, baseline data will be gathered in relation to the number of students with a confirmed disability who have a personalised learning and support plan. Standards and guidelines for personalised learning and support for students with a disability will be developed and implemented through the initiative Every Student, Every School: Learning and Support 2012-2013, which is funded under the National Partnership entitled More Support for Students with Disabilities.

## Teachers seeking and gaining accreditation at Accomplished and Leadership levels

Since August 2008, teachers in NSW schools have been able to apply for voluntary accreditation at higher levels. Eight teachers applied for accreditation at Accomplished and Leadership levels in 2008. In 2011, a total 119 teachers applied.

**Figure 14: Teachers in NSW seeking accreditation at higher levels**



Note: These figures include teachers from all sectors. Slight differences may occur in the data in subsequent years because teachers may withdraw, after commencing but before completing, the accreditation process.

Source: NSW Institute of Teachers (unpublished data)

Since teachers have 3 years to complete their submission for accreditation, there is currently no meaningful data on teachers who have gained accreditation at these levels.

# Our outcomes at school

## High expectations, closing the gaps

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### Government commitments and priorities

- Support the raised school leaving age by expanding access to Structured Workplace Learning, providing vocational training while at school to students in Years 9 and 10
- Support the raised school leaving age by providing targeted support for youth at risk of disengagement including mentoring and engagement with Commonwealth funded Partnership Brokers and Youth Connections providers and Independent Employment Advisors who provide real life industry-grounded support for young people
- Increase access to quality retention programs for students in Years 10, 11 and 12 and develop resources to support students to plan their education and training goals for the future
- Expand online resources to support students in Years 10, 11 and 12 to plan and document their education and training goals and identify options for further education and employment
- Provide innovative and tailored learning opportunities, mentoring and targeted case management strategies to assist students facing disadvantage, including regional and rural students, Aboriginal students, students from backgrounds where English is not their first language and students with a disability
- Implement evidence based school and regional plans to improve attendance and retention rates



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## Strategies to support student retention

In 2011, a total of \$2.4 million was allocated to provide support for students in Years 9 and 10 (Stage 5) to undertake VET courses, including those delivered by TAFE. Of the 1,468 (Stage 5) students from government schools enrolled in TAFE-delivered VET courses during 2011, 454 enrolled in an Industry Curriculum Framework Course (ICF) course with a mandatory work placement requirement. Work Placement Service Providers coordinated mandatory work placements across the State.

The Department secured Commonwealth funding under the Youth Attainment and Transitions National Partnership through timely delivery of the NSW annual report and negotiated reward payments with the Commonwealth.

Funding was also received under National Partnerships for an additional 350 places for students in Years 9 and 10 to undertake externally delivered vocational courses.

The Links to Learning program provided funding of approximately \$8 million to non-government organisations and local government authorities to run projects to assist youth at risk of disengaging from their education. In 2011, some 55 organisations supported 3,600 students. Over 1,000 students were supported through the Indigenous Education Agreement (IEA) initiative with 90% staying engaged in school, training or employment. Proposals for the 2012 round of targeted project funding for at risk students were also invited from the school sector and TAFE.

In 2011, 36 secondary teachers completed training to work as transition advisers as part of their schools' career and transition teams expanded support for the retention of targeted at risk students. Transition advisers use a range of Department developed and external resources to help students re-engage with learning, plan their education and training goals and make a successful transition through and from school. Over 200 teachers have been trained for this role since 2005.

The establishment of Trade Schools and Trade Training Centres in over 200 schools supported student retention and increased access to high quality trades training facilities.

## Online resources

In October 2011 an online template, designed to assist students create detailed career and transition plans, was added to the Department's online Student Pathways Survey resource which is used by over 17,000 students annually. As at December 2011, over 1,500 students had started or completed a personal plan using the new online template.

In 2011, some 35 schools across 9 regions trialled the web-based online career management tool (e-ME), a student resource developed collaboratively with students and teachers. These resources, together with Logbook Online, support students in Years 9 to 12 to plan and document their education and training goals and identify options for further education and employment. The resources can be updated by students at any time.

## Strategies to assist students facing disadvantage

In 2011, the Department provided additional support for more than 35,000 school students with a confirmed disability through targeted specialist programs including more than 15,500 students in regular school classes through the Integration Funding Support Program and more than 19,000 students in support classes in regular and special schools.

Strategies to assist students from backgrounds where English is not their first language included expansion of the Refugee Support Strategy to enhance the capacity of schools and the expansion of the Teaching English Language Learners professional learning program for teachers.

The 5th Biennial Equity Conference, Schooling for Futures, supported teachers in providing innovative and tailored learning opportunities for students in the field of disadvantage. The conference was attended by 1,042 participants.

The Priority Schools Program provided an additional 280 teaching positions to the 581 schools in low socioeconomic status (low SES) communities to enhance the ratio of staff to students.

# Our outcomes at school

## High expectations, closing the gaps

To provide additional support for Aboriginal students, a number of programs and initiatives were implemented, including:

- the Norta Norta Program, which provides tailored learning support to individual Aboriginal students. In 2011, approximately 682 schools provided learning assistance for Aboriginal students in Years 4, 6, 8 and 10 and tutorial assistance was provided for approximately 2,671 Aboriginal students in Years 11 and 12
- continued implementation of Phase 3 of the Schools in Partnership initiative in 89 schools (69 individual schools and 20 schools in 5 communities of schools) with significant Aboriginal student enrolments
- funding 27 schools to employ Aboriginal language tutors to assist Aboriginal communities preserve, teach and use their community languages. The funding facilitates the teaching of 11 Aboriginal languages and provides opportunities for Aboriginal and non-Aboriginal students from Kindergarten to Year 10 to learn an Aboriginal language.
- local area initiatives focusing on anti-truancy, for example working with local police and chambers of commerce to display advice to students that they will not be served in shops during school hours without a leave pass from the school
- focusing support on schools with below average attendance rates to develop comprehensive attendance action plans.

### Strategies to improve student attendance

An additional 25 home school liaison officer positions and 15 new Aboriginal student liaison officer positions were established in 2010 as part of Keep Them Safe. In 2011, this enabled more proactive regional interventions to support the regular attendance of students at school. Regions report that in addition to case work, home school liaison officers are providing the following support to schools, families and communities:

- professional learning for school staff (consulting with schools to implement a broader range of strategies prior to making applications to the Home School Liaison Program)
- professional learning for teachers and the proactive use of data to assist schools to identify students at risk of developing poor attendance patterns
- working with school learning support teams to implement attendance improvement strategies (for example telephone intervention programs and referral to appropriate agencies)



# Our outcomes at school

## Quality teaching and leadership

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### Government commitments and priorities

- Recruit and retain the highest quality graduates and skilled staff in all locations
- Ensure rigorous preparation and development of teachers and leaders
- Implement effective systems to recognise and reward quality teaching that improves achievement
- Implement the Literacy and Numeracy Action Plan
- Provide comprehensive, evidence-based literacy and numeracy support that enables teachers to more effectively program, teach and assess students' individual needs across all stages of learning
- Expand and enhance professional learning programs for teachers on how to improve student literacy and numeracy achievement
- Supporting Students Plan: Trial 50 new Student Support Officers commencing with the 2012 school year in schools with need of additional student support. Conduct an independent review of the Student Support Officers in Term 4, 2013 to assess possible wider roll out
- Increased incentives to attract experienced teachers to hard to staff schools
- Support teacher quality initiatives that demonstrate, develop and share high quality teaching and lead to improved outcomes for students
- Increase the number of Highly Accomplished Teachers in NSW public schools, a role which recognises high quality teaching and supports and encourages other experienced teachers to seek accreditation at higher levels
- Participate in pilot programs with the Australian Institute for Teaching and School Leadership to develop appropriate transition support for schools relating to the implementation of the National Professional Standards for Teachers and Principals

# Our outcomes at school

## Quality teaching and leadership

### Teacher recruitment

In 2011, 8,445 applicants, including 4,884 final year teacher education students, were approved to teach in NSW public schools.

During the 2010-2011 staffing operation (from Term 2, 2010 until the end of Term 1, 2011) 4,540 classroom teacher positions were filled, 60% through a method chosen by the school, an increase of 6 percentage points since the previous staffing operation.

As at 19 December 2011, 1,040 teachers, including 152 Aboriginal or Torres Strait Islander teachers, had been appointed since the introduction of the Teacher Education Scholarship program in 2002, to attract teachers to areas of identified workforce need and to increase the number of Aboriginal teachers. In 2011, 297 applicants, including 75 Aboriginal students, were offered a scholarship in the 2012 scholarship program.

In 2011, there were 10 mathematics, 13 science (physics) and 9 special education teachers appointed after undertaking the Incentive Scholarship program. The program was introduced in 2008 to attract high quality graduates in their final year of study and not in receipt of any other type of scholarship.

In addition, 538 teachers completed retraining programs in mathematics, science (physics), engineering studies, school counselling, special education, careers advice, teacher librarianship, Reading Recovery and English as a second language in 2011.

The Department strengthened collaboration with the NSW Institute of Teachers (NSWIT) and the Australian Institute for Teaching and School Leadership (AITSL) in developing support processes to implement national reforms in teaching standards, registration and initial teacher education accreditation. This included representation on the National Initial Teacher Education Advisory Committee and the National Professional Standards for Teachers Implementation Advisory Group, which advises AITSL on the implementation of the national approach to accreditation of initial teacher education programs and professional standards for teachers in Australia.

The Beginning Teachers Support Initiative provided funding equivalent to 1 hour per week relief to 3,048 'permanent on probation' beginning teachers in 1,162 public schools during 2011. The 2011-2012 Teacher Mentor Program provided 50 full-time equivalent mentors, appointed to support beginning teachers in 92 schools across NSW.

The Department continued to work closely with the NSWIT, to ensure compliance with the accreditation requirements for New Scheme Teachers at 'professional competence', and voluntary accreditation at 'professional accomplishment' and 'professional leadership'. As at December 2011, 6,800 permanent public school teachers had been accredited at 'professional competence' through NSWIT.

Applicants for Highly Accomplished Teacher (HAT) positions are required to complete a successful preliminary assessment at one of the voluntary accreditation levels with the NSWIT. Teachers appointed to HAT positions are required to submit their application for accreditation by the end of their 2 year appointment. The first group, appointed at the commencement of the 2010 school year, were required to submit applications for accreditation by the end of December 2011.

### Professional development and literacy and numeracy support

All teachers and school leaders in NSW government schools have access to a comprehensive range of professional learning courses and programs aligned to roles and key accountabilities. Professional learning programs are aligned to key standards and research frameworks including the NSW Department of Education and Communities Quality Teaching model, Professional Teaching Standards, School Leadership Capability Framework, Leading and Managing the School, and the National Professional Standards for Principals.

As part of the strong focus on strengthening the capacity of teachers and school leaders, professional learning program provision has been expanded through the implementation of online programs and centrally developed professional learning programs for local implementation.

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In 2011, the Public Schools NSW Portfolio:

- continued to strengthen the capacity of newly appointed teachers and school leaders by developing and delivering newly appointed teacher and school leader induction programs and online programs to enable equitable access to professional learning
- further developed the online professional learning programs, Classroom Teacher and Leadership Learning. These programs were designed for teachers and school leaders to achieve and maintain accreditation with the NSWIT
- developed and implemented an enhanced School Measurement, Assessment and Reporting Toolkit (SMART 2) for schools to support more effective programming, teaching and assessment of students' individual needs across all stages of learning. SMART provides teachers with a bank of high quality teaching strategies which connect the assessment analysis to the skills assessed in NAPLAN tests and the NSW syllabuses
- developed and delivered 650 departmental-NSWIT registered programs, including 3,386 state wide registered professional learning sessions, covering all elements of the Professional Teaching Standards. MyPL@Edu, the Department's professional learning management system, managed over 10,000 professional learning events with over 197,837 professional learning registrations
- implemented a comprehensive suite of leadership learning programs aligned to the roles and key accountabilities of school leaders. These programs include Implementing the Assessment and Review Schedules in Your School, Understanding Performance Management, and Skills for Performance Management
- developed and delivered the Team Leadership for School Improvement K-12 program as a key state wide strategy to support school teams to improve student learning outcomes in literacy and numeracy
- further developed the Literacy Continuum and the Numeracy Continuum for Kindergarten to Year 10 teachers to guide programming, teaching and assessment practices

- provided a variety of intervention numeracy programs, including Targeted Early Numeracy (TEN), Taking Off With Numeracy (TOWN) and Count Me In Too, to support the effective teaching of numeracy K-10
- provided a variety of intervention literacy programs, including Language, Learning and Literacy (L3), Reading Recovery, Focus on Reading and Literacy Lessons to support teachers in improving student literacy outcomes
- provided 106 full-time equivalent teaching positions for expert Kindergarten to Year 2 teachers to deliver quality literacy and numeracy teaching and learning programs in the early years of schooling.

## Supporting Students Plan

To implement this election commitment, 10 new student support officer positions were trialled, with appointments made in 10 schools during Term 3, 2011. Officers were provided with a formal, 5 day induction.

Recruitment action commenced late in 2011 for the next 20 positions to be appointed in January 2012.

The new student support officers are providing support to secondary students through evidence-based anti-bullying and student wellbeing strategies, working with individual and small groups of students to develop effective coping skills and positive relationships at school and at home. They are also connecting students and their families with other staff, services, community activities and support agencies.

Student support officers assist with the implementation of digital citizenship programs with particular reference to cyberbullying and social networking initiatives. They also liaise with partner primary schools to support effective transition of students through to secondary schools.

# Our outcomes at school

## Quality teaching and leadership

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### Increased incentives

A proposal has been developed with details on options for consideration in a potential package of incentives for schools which attract 4 transfer points but do not currently attract incentive benefits. Its implementation will be subject to Treasury providing additional funding.

### Teacher quality initiatives

Under the Improving Teacher Quality National Partnership, 22 schools commenced operation as Centres for Excellence in 2011, joining the first tranche of 13 schools which completed in 2010. The Department therefore achieved the target of 35 government schools Centres for Excellence, contributing to the cross-sectoral target of 50 such schools across NSW. The 35 government Centres for Excellence, located across all regions, support over 150 schools through initiatives which promote and demonstrate quality teaching.

The Department identified an additional group of schools to participate in a year-long teacher quality project, focusing on areas such as professional development aligned to teaching standards and support for early career teachers and initial teacher education students.

### Highly Accomplished Teachers (HATs)

During 2011, an additional 22 HATs were appointed in Centres for Excellence, 15 in schools participating in the Low SES School Communities National Partnership and 47 in 'Reform Extension Initiative' schools (ie, schools participating in NP reforms, in a 2 year program to boost literacy and numeracy results). Together with those who commenced in 2010, the total number of HATs in government schools in 2011 was 108.

HATs support experienced colleagues seeking voluntary accreditation at either 'professional accomplishment' or 'professional leadership'. In 2010-2011, some 41 NSW public school teachers sought accreditation with the NSW Institute of Teachers at 'professional accomplishment' and 49 sought accreditation at 'professional leadership'. This represented an increase from the previous year of around 10% and 14%

respectively. In addition, 373 teachers made preliminary applications for accreditation at the higher levels, an increase of almost 15% from the previous year.

By the end of 2011, 8 HATs from the first tranche of Centres for Excellence had completed submissions for accreditation at 'professional accomplishment' or 'professional leadership'.

### Pilot program with the Australian Institute for Teaching and School Leadership

As part of the Australian Institute for Teaching and School Leadership (AITSL) research trialling the national professional standards for teachers, the Department implemented a pilot study focusing on career stages of 'highly accomplished' and 'lead' in the NSW context. The study involved consultation with principal and expert teacher stakeholder groups and engagement with over 700 principals, teachers and non-school based teaching staff in an online survey. The report, *Recognising, Building and Ensuring Teacher Quality*, was submitted to AITSL for review in December 2011.

# Our outcomes at school

## New and better ways of doing business - Local Schools, Local Decisions Action Plan

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### Government commitments and priorities

- Establish a NSW Public School Upgrade Fund
- Boost funding available for basic maintenance and allow principals to control their budgets and hire local tradespeople for minor maintenance
- Give principals control for minor purchases, and retain local school bank accounts to facilitate such purchases
- Create a General Assistant (GA) Training Fund and allow principals to control their GA budgets
- Complete an independent public review of the Devolution of School Funding Pilot
- Consider making school times more flexible and making school facilities available for non-school activities out of hours
- Conduct a consultation process to inform the implementation framework for increasing local decision making in public schools
- Progressively implement actions to increase local decision making in public schools
- Provide principals and their staff with improved information systems and tools to assist with decision making about resources, staff, school maintenance and purchasing

# Our outcomes at school

## New and better ways of doing business - Local Schools, Local Decisions Action Plan

### Implementation framework for Local Schools, Local Decisions

In August 2011, following the announcement by the Minister for Education, consultation commenced on the implementation of Local Schools, Local Decisions reforms. These reforms aim to increase local authority in a range of areas, including minor purchases. The consultation process involved principals, teachers, other staff, students and parents, and included discussion on purchasing in schools.

The consultation included 444 face-to-face forums, attended by 6,039 participants, as well as 4,042 written submissions and an open online forum. This was the first time that the Department had engaged in a public online forum about major reforms.

Input from this consultation process has informed the development of next steps to be considered by the NSW Government in early 2012. The Learning Management and Business Reform Program has also been refocused to deliver solutions that better meet school needs, including the way that they manage their funds.

The National Partnership Empowering Local Schools will complement increased local decision making in schools.

### Devolution of the school funding pilot

In August 2011, the Minister for Education announced that ARTD Consultants had won a public tender process to conduct an independent public review of the Department's School Based Management Pilot in 47 schools. A reference group was responsible for liaison with the consultants and ensuring that the terms of reference were met.

On 3 November 2011 the final report, Independent Review of the School Based Management Pilot, was released to the public. It was very positive about the efforts of principals and school communities to use the additional flexibility to meet the needs of their students. There were 10 key conclusions and 8 recommendations. The full report and the summary document are available on the Department's internet site.

### Public school upgrades and maintenance

The 2011-2012 State Budget provided \$10 million for Round 1 of the \$40 million Public School Upgrade Fund to enable schools to renovate facilities in poor condition as identified by the principal and school community. Schools are able to apply for funding for projects up to a maximum amount of \$200,000.

Applications for Round 1 were received between October and November 2011. Some 3,169 applications were received from 1,271 schools, with a total estimated project cost of \$201.4 million. Funding was provided under Round 1 for 143 projects in 130 schools. Of these schools, 39 have elected to self-manage their projects.

The 2011-2012 State Budget also provided a \$20 million increase in the minor maintenance budget for schools. This funding will be provided over 2 years with \$5 million available in 2011-2012. Over the 2 years, all government schools will receive an allocation based on a standard amount of \$1,000 plus a proportional distribution based on student enrolments, floor space and maintenance liability. School principals, in consultation with their school community, determine the projects to be undertaken and select the providers who offer best value for money to carry out the work. In the 2011-2012 financial year, funding was provided to 697 schools.

### General Assistant training and budgets

In 2011, the Government allocated \$2.4 million to provide schools with funds for training and skill development of general assistants. Funding is being progressively provided to all NSW public schools over 2 financial years:

- \$0.6 million was allocated in the 2011-12 State Budget to commence this initiative
- 697 schools are to receive the funding in the 2011-2012 financial year
- the remaining schools are scheduled for funding in the 2012-2013 financial year.



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Training needs are to be identified by principals, in consultation with general assistants, after considering the general assistant's current skill base and the skills required to perform the role in the school.

Regions, in consultation with schools, choose the most appropriate training content and delivery modes from a range of options to suit the needs of schools and individual general assistants.

Depending upon the identified training needs, schools can select from a range of options for the training, including a customised training course for general assistants, the TAFE Certificate I in General Construction, a range of other courses conducted by TAFE or by registered training organisations, or training conducted by local tradespersons.

## Operational hours and community use of school facilities

Work has been undertaken on school operational hours and community use. The process has included a detailed survey of principals from 3 regions, the collation of comments from other stakeholders and a review of literature. This has resulted in 2 snapshot reports and other papers that indicate a diversity of operational times and extensive community use are both possible and already common. The findings can better support schools considering their operational times and guide any future review of the community use of school facilities policy and procedures.

## Improved information systems

The Learning Management and Business Reform (LMBR) program completed Stage 1 delivery in December 2011. Stage 1 of the program has delivered a new finance solution into State offices and TAFE NSW institutes, and has involved the development of the new HR/payroll solution for TAFE NSW. It has also added enhancements to the new finance solution and conducted additional training, for both State office and TAFE NSW, to better meet user needs.

In 2011, the LMBR program conducted a comprehensive replanning exercise for Stage 2 with key Department of Education and Communities stakeholders to align the program to future Department needs.

Concurrent with the delivery of Stage 1, the Department engaged a transformation services provider to provide expertise in delivery of Stage 2 benefits to be achieved through industry leading services, implemented across TAFE, schools and corporate. The deployment will lead to increased performance and outcomes across 5 value areas:

- student and customer focused
- employee engagement
- informed decision making
- service excellence
- transparency and accountability.

# Our outcomes in tertiary education

## High expectations, closing the gaps

### *NSW 2021 targets*

- Increase by 50% the proportion of Australians aged 20 to 64 with qualifications at Certificate III and above by 2020
- Increase by 20% the number of completions in higher level VET qualifications at AQF III and above by women, by 2020
- Increase by 20% the number of completions in higher level VET qualifications at AQF III and above by students in rural and regional NSW by 2020
- Increase by 20% the number of completions in higher level VET qualifications at AQF III and above by Aboriginal students by 2020
- Increase by 100% the number of completions in higher level qualifications at Diploma and above by 2020
- Increase to 20% the proportion of undergraduate enrolments by students from low socioeconomic status backgrounds by 2020
- Increase to 44% the proportion of 25-34 year-olds who hold a bachelor level qualification or above by 2025
- Increase to 90% the proportion of young people who have left school and are participating in further education and /or training or employment by 2020
- Increase by 10% the number of apprenticeship and traineeship completions by 2016, including in rural and regional NSW

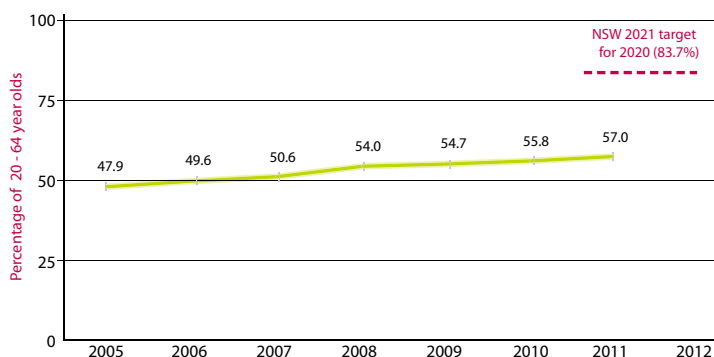
It is critical that NSW has an educated and skilled workforce to drive a productive and growing economy. More than ever, it is important we find ways to work collaboratively across government, industry and tertiary sectors to develop a skill base that meets the current and future needs of NSW businesses. The delivery of high quality, accessible and relevant training will support workforce participation and the growth of industry and business.

Projections for these targets are consistent with COAG targets and are based on an indicative straight line projection from the 2010 baselines.

### Increase by 50% the proportion of Australians aged 20 to 64 with qualifications at Certificate III and above by 2020

In 2011, 57% of people in NSW aged 20-64 years had attained qualifications at AQF Certificate III and above. This was an increase of 1.2 percentage points since 2010 based on Australian Bureau of Statistics, Survey of Education and Work.

**Figure 15: NSW persons (20-64 years old) with a qualification at AQF Certificate III level or above, 2005-2011 actuals**



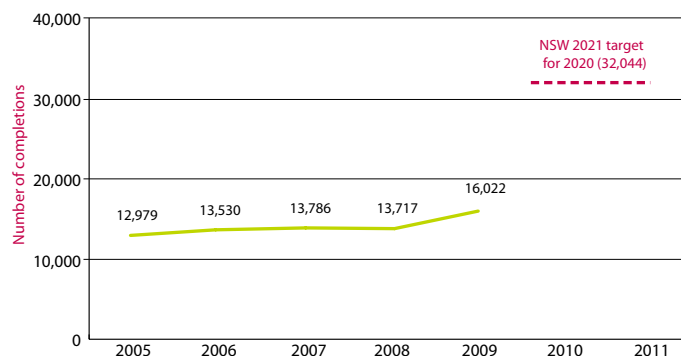
The shaded area in the graph represents the confidence intervals or error associated with each annual estimate. The error bars highlight the extent to which the data can fluctuate from year to year without the apparent changes being statistically significant. A change over time is only likely to be statistically significant if the error bars associated with the comparison years do not overlap.

Source: Actuals based on ABS Education and Work, Australia, Cat. 6227 at May each year (Additional datacubes)

### Increase by 100% the number of completions in higher level qualifications at Diploma and above by 2020

- In 2009 there were 16,022 completions in higher level VET qualifications at Diploma level and above.
- This was an increase of over 3,000 completions since 2005 based the National Centre for Vocational Education and Research VET Provider Collection.

**Figure 16: NSW number of completions at Diploma qualification and above, 2005-2009 actuals**



Source: NCVER admin data, 2011

Note: 2009 qualification numbers are preliminary due to lag in reporting

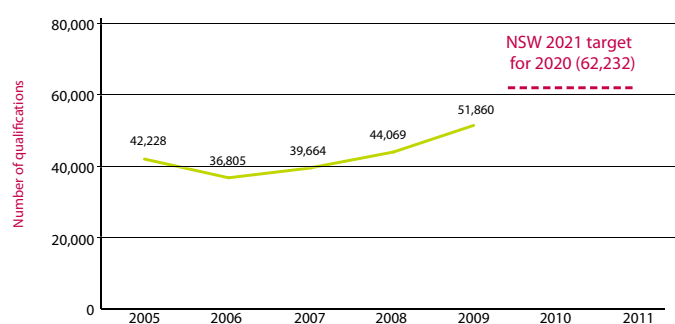
### Increase by 20% the number of completions in higher level VET qualifications at AQF III and above by women, by 2020

- In 2009 there were 51,860 qualification completions by women (all ages) at AQF Certificate level III and above.
- This was an increase of over 9,600 completions since 2005 based the National Centre for Vocational Education and Research VET Provider Collection.

# Our outcomes in tertiary education

## High expectations, closing the gaps

**Figure 17: women in NSW - number of completions at Certificate level AQF III qualification and above, 2005-2009 actuals**

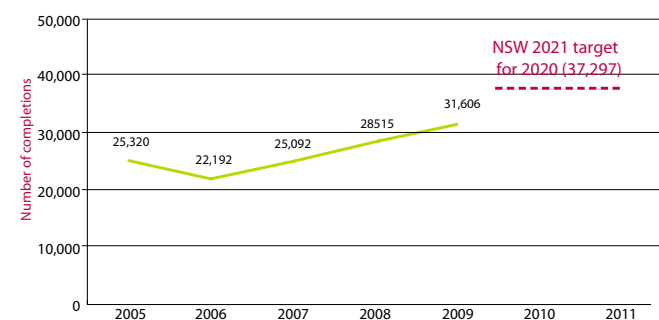


Note: 2009 qualification numbers are preliminary due to lag in reporting  
Source: NCVET VET provider collection, Powerplay cubes.

### Increase by 20% the number of completions in higher level VET qualifications at AQF III and above by students in rural and regional NSW by 2020

- In 2009 there were 31,606 qualification completions by rural and regional students (all ages) at AQF Certificate level III and above.
- This was an increase of over 6,200 completions since 2005 based the National Centre for Vocational Education and Research VET Provider Collection.

**Figure 18: NSW rural and regional students - number of completions at Certificate level AQF III qualification and above, 2005-2009 actuals**

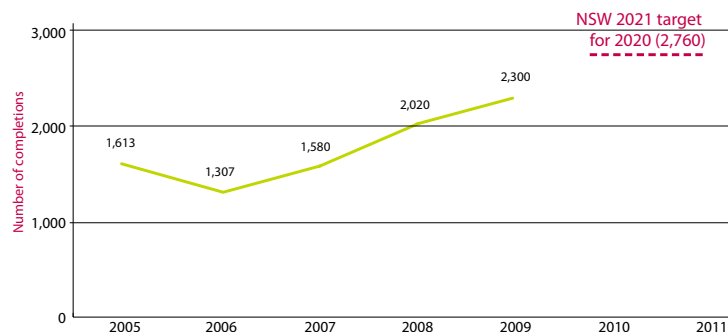


Note: 2009 qualification numbers are preliminary due to lag in reporting  
Source: NCVET VET provider collection, Powerplay cubes

### Increase by 20% the number of completions in higher level VET qualifications at AQF III and above by Aboriginal students by 2020

- In 2009 there were 2,300 qualification completions by Aboriginal students (all ages) at AQF Certificate level III and above.
- This was an increase of over 680 completions since 2005 based the National Centre for Vocational Education and Research VET Provider Collection.

**Figure 19: NSW Aboriginal students - number of completions at Certificate level AQF III qualification and above, 2005-2009 actuals**

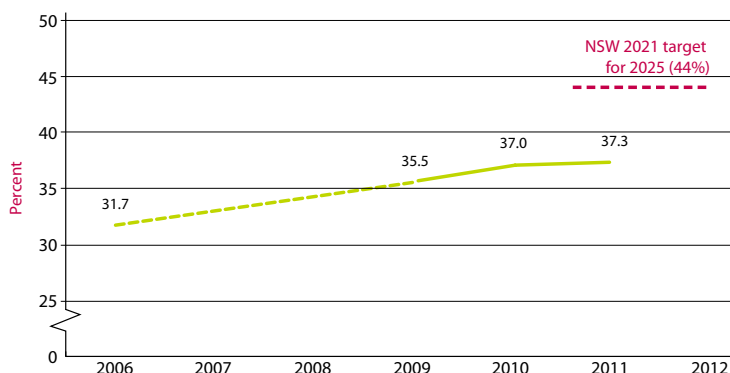


Note: 2009 qualification numbers are preliminary due to lag in reporting  
Source: NCVET VET provider collection, Powerplay cubes

### Increase to 44% the proportion of 25-34 year-olds who hold a bachelor level qualification or above by 2025

- In 2011, 37.3% of people aged 25-34 years had attained a bachelor level qualification or above. This was an increase of 5.6 percentage points on 2006 based on Australian Bureau of Statistics, Survey of Education and Work.
- Care needs to be taken with the interpretation of these ABS survey data as high standard errors can mean that differences from year to year are not significant.

**Figure 20: Proportion of 25-34 year olds in NSW holding a bachelor level qualification or above**



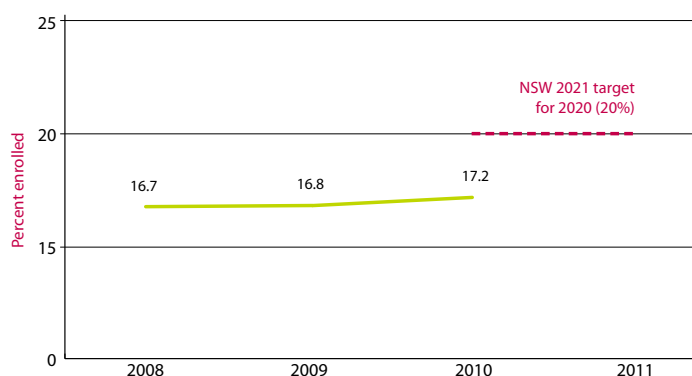
Note: 2007 and 2008 figures unavailable

Source - ABS Survey of Education and Work data - released annually in May

### Increase to 20% the proportion of undergraduate enrolments by students from low socioeconomic status backgrounds by 2020

- In 2010, 17.2% of undergraduate enrolments in NSW were for students from low socioeconomic status backgrounds. This is a slight increase on the rate for 2008 (16.7%), based on higher education student statistics (DEEWR).

**Figure 21: Proportion of low socioeconomic status background undergraduate students enrolled at NSW higher education providers**



Source: DEEWR (www.deewr.gov.au), Selected Higher Education Statistics

- We have set tertiary qualification targets that will make sure NSW has the most highly skilled workforce in the country. We want to make sure all members of our community have access to high quality training so they can fully participate in the workforce. Actions to achieve these targets include:
  - work with key industry sectors to identify skills shortages, develop specialised training programs and prioritise the delivery of training to support high growth industries and occupations with strong job prospects
  - provide personalised learning solutions, flexible training options, career counselling, and language, literacy and numeracy support to help people achieve higher level qualifications
  - develop customised programs for Aboriginal students, including leadership courses, family education courses, and courses in entrepreneurial and small business skills, which will help build community capacity and enhance employment outcomes
  - develop effective pathways into higher education by working with businesses, schools, vocational education and training and higher education providers

# Our outcomes in tertiary education

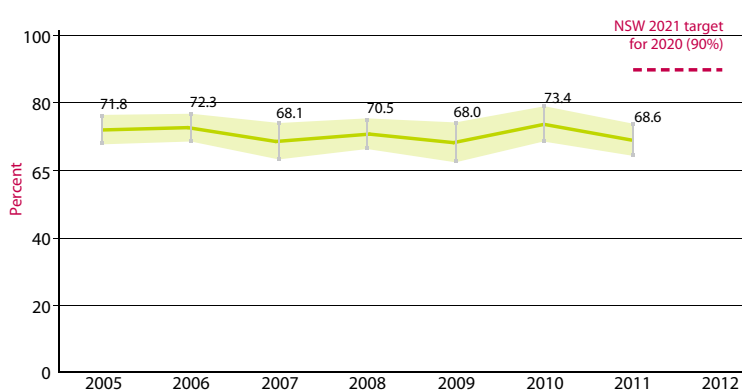
## High expectations, closing the gaps

- establish more effective consultative mechanisms with the Commonwealth, industry and the tertiary sector to improve skills and qualification levels across the NSW workforce
- provide training options for retrenched workers in regional and rural areas
- provide targeted training in areas of employment growth for students in regional and rural areas, Aboriginal people and women
- increase university enrolments and attainment through improved links between schools, vocational education providers and universities, especially those serving low socioeconomic communities and regional NSW.

### **Increase to 90% the proportion of young people who have left school and are participating in further education and /or training or employment by 2020**

- In 2011, 68.6% of 15-19 year olds who had left school were participating in further education and training and/or employment.
- This was a decrease of 1.9 percentage points since 2008 based on the ABS Survey of Education and Work. Care needs to be taken with the interpretation of these ABS survey data as high standard errors can mean that differences from year to year are not significant.

**Figure 22: 15-19 year old school leavers fully participating in education, training and/or employment, 2005-2011**



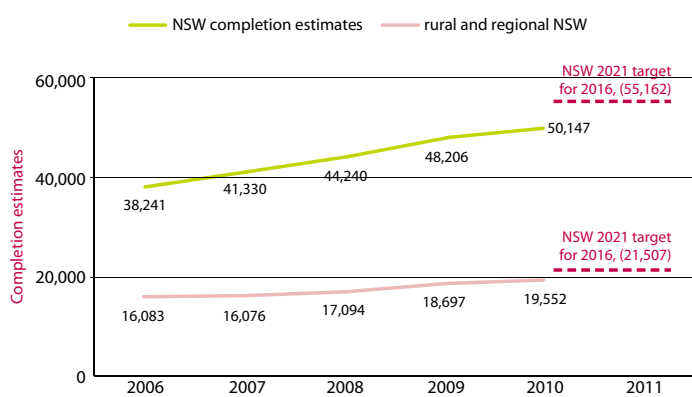
Note: The shaded area in the graph represents the confidence intervals or error associated with each annual estimate. The error bars highlight the extent to which the data can fluctuate from year to year without the apparent changes being statistically significant. A change over time is only likely to be statistically significant if the error bars associated with the comparison years do not overlap.

Source: ABS data derived from ABS Survey on Education and Work, 2011

### **Increase by 10% the number of apprenticeship and traineeship completions by 2016, including in rural and regional NSW**

- In 2010, 50,147 apprenticeships and traineeships were completed, an increase of 11,906 completions since 2006.
- In rural and regional NSW, 19,552 apprenticeships and traineeships were completed compared to 16,083 in 2006 (an increase of 3,469 completions).
- These figures are sourced from the National Centre for Vocational Education and Research Apprenticeship and Traineeship collection as at September each year.

**Figure 23: NSW Apprenticeships and Traineeships: completion estimates 2006-2010**



Note: NCVER publishes updated estimates every quarter. Historical data may change in new publications

Source: NSW DEC, State Training Services based on NCVER September estimates

- We want young people in NSW to make a successful transition from school to further education, training and employment. Actions to achieve these targets include:
  - increase the number of apprenticeships completed through competency-based assessment, shorter term apprenticeships and credits towards an apprenticeship or traineeship where lower level vocational training has already been completed
  - work with industry to review the current length of apprenticeships and reduce terms where appropriate
  - support the raised school leaving age by:
    - expanding access to Structured Workplace Learning providing vocational training while at school to students in Years 9 and 10
    - providing targeted support for youth at risk of disengagement including mentoring and engagement with Commonwealth-funded Partnership Brokers and Youth Connections providers and Independent Employment Advisers who provide real life industry-grounded support for young people
  - fund pre-apprenticeship and pre-traineeship training to help young people begin and complete higher-level training and secure skilled job opportunities.



# Our outcomes in tertiary education

## High expectations, closing the gaps

### Government commitments and priorities

- Provide personalised learning solutions, flexible training options, career counselling, and language, literacy and numeracy support to help people achieve higher level qualifications
- Develop customised programs for Aboriginal people, including leadership courses, family education courses, and courses in entrepreneurial and small business skills, which will help build community capacity and enhance employment outcomes
- Provide training options for retrenched workers in regional and rural areas
- Provide targeted training in areas of employment growth for students in regional and rural areas, Aboriginal people and women
- Increase the number of apprenticeships completed through competency-based assessment, shorter term apprenticeships and credits towards an apprenticeship or traineeship where lower level vocational training has already been completed
- Fund pre-apprenticeship and pre-traineeship training to support young people begin and complete higher-level training and secure skilled job opportunities
- Work with industry to review the current length of apprenticeships and reduce terms where appropriate
- TAFE NSW will improve a range of strategies, including pathways to higher level qualifications, flexible training options, support services, career counselling and personalised learning solutions for the working age population across NSW



## Strategies to help people achieve higher level qualifications

TAFE NSW is continuously expanding and improving a range of strategies to meet the needs of the working age population across NSW, including pathways to higher level qualifications, flexible training options, support services, career counselling and personalised learning solutions. In 2011, TAFE NSW:

- launched the TAFE NSW Adobe Connect Pro Web Conferencing production environment, enabling teachers and students to use the latest in web conferencing technology, with a total of 11,088 sessions and 46,320 users from July to December
- worked in partnership with Juvenile Justice and Department of Attorney General and Justice to deliver Certificate IV in Youth Justice Future to existing employees, both metropolitan and regional, through flexible online delivery and assessment (TAFE NSW - South Western Sydney Institute)
- expanded the innovative industry retention and leadership development program, Appetite for Success, originally designed for chefs, to deliver qualifications up to Diploma level to front-of-house food and beverage hospitality staff using mentoring and workplace delivery and assessment (TAFE NSW - Northern Sydney Institute)
- implemented Personalised Learning and Employment Support teams at all campuses to ensure students are appropriately placed in courses, and to assist in successful completion (TAFE NSW - North Coast Institute)
- continued to expand the range of learning options available through innovative use of technologies, including YouTube, Facebook, Twitter, MOODLE, Wikispaces and Adobe Connect (TAFE NSW - Western Sydney Institute).

State Training Services consulted with individual businesses and the industry sector to identify skill needs and assist with the brokering of training solutions to address priority workforce development requirements.

In 2011, the NSW Productivity Places Program supported the delivery of full qualifications for 11,561 jobseekers and 9,070 existing workers at a cost of \$63.6 million.

The program funds growth in entry-level traineeships at Certificate II and III level as jobseeker places, as well as qualifications at the Certificate IV and Diploma level. For existing workers, the program funds existing worker qualifications at Certificate III to Advanced Diploma.

Some 10,161 people were supported through the Strategic Skills Program which purchases training in part qualifications to address existing and emerging skill needs and shortages in NSW. The program contributes to specific government, industry and community strategies, both economic and social, where skills development plays an integral role. The training is designed to help people get jobs or higher skilled jobs and targets jobseekers and existing workers.

Through the program, \$1.6 million was allocated for language, literacy and numeracy (LLN) support for 900 students needing to improve their basic skills. Training organisations are also encouraged to customise programs to provide flexible training options in order to meet the training needs of individuals and employers.

### Customised programs to enhance Aboriginal employment outcomes

TAFE NSW develops customised programs for Aboriginal people, including leadership courses, family education courses, and courses in entrepreneurial and small business skills, which will help build community capacity and enhance employment outcomes. In 2011, TAFE NSW Institutes:

- expanded the state wide Indigenous Police Recruitment Our Way Delivery program in conjunction with the NSW Police Force to assist Aboriginal people to gain entry to the NSW Police Academy (managed by TAFE NSW - Western Institute)
- developed and delivered Indigenous driver training programs in collaboration with Joblink Plus and the region's Aboriginal Land Councils (TAFE NSW - New England Institute)
- supported regional and metropolitan Aboriginal and Torres Strait Islander Case Workers employed by the Department of Human Services NSW to gain the Diploma of Community Services (Case Management) through recognition, skills gap training, and workplace mentoring (TAFE NSW - Northern Sydney Institute)

# Our outcomes in tertiary education

## High expectations, closing the gaps

- delivered Certificate III in Fitness to Aboriginal employees in the Australian Defence Force through the Indigenous Pre-Recruitment Course program (TAFE NSW - South Western Sydney Institute)
- worked in partnership with Kyogle Council to plan and deliver programs in event management and business skills for the remote community of Woodenbong. The community used these skills to plan and run the inaugural Wheels on Woodenbong Festival in November 2011, highlighting the attractions of living in the area (TAFE NSW - North Coast Institute)
- delivered a customised carpentry program to young Aboriginal men, through which they obtained the White Cards (OH&S) necessary to work on construction sites, providing opportunities to work on community projects and assisting in finding sustainable employment (TAFE NSW - Sydney Institute).

In 2011, State Training Services:

- assisted over 8,000 people with employment advisory services through the New Careers for Aboriginal People program
- facilitated the establishment of 38 new Aboriginal businesses through the Aboriginal Enterprise Development Officer program
- secured employment for 48 Aboriginal people in the public service and local government
- established 155 trainee and cadetships in the community service and disability sector.

The State Training Services Aboriginal Working Party reviewed and updated key Aboriginal training and support program guidelines to provide an enhanced focus on Aboriginal employment and business creation outcomes for the 2012-13 funding round. Progress has also been made in better aligning these programs with the Strategic Skills Program to provide greater access to business skills and employment and job ready training.

### Training options for retrenched workers in regional and rural areas

The Retrenched Workers Assistance Program is managed by State Training Services and supports retrenched workers by providing assessments of workers' existing skills, identification of local employment opportunities and targeted training to assist them undertake employment opportunities in new trade areas.

In 2011, over \$1 million was spent on assisting 1,100 affected workers from 24 companies. Of these, over 237 received or are in the process of receiving training and 344 people were able to secure employment.

The program was able to provide immediate assistance and support to over 800 workers affected by the BlueScope Steel downsizing in the Illawarra region.

In 2012 and 2013, the program will be 1 of 3 elements of the Regional Training and Employment Strategy 2011-2013, a 2 year program targeting jobseekers and school leavers.

### Targeted training for students in regional and rural areas, Aboriginal people and women

In 2011, TAFE NSW Institutes:

- delivered, in partnership with Roads and Maritime Services, Habitat Personnel and the Master Builders Association (as a group employer), courses in Civil Construction to Aboriginal students at Bega and Moruya so that they could be employed by private contractors carrying out major road works for the Roads and Maritime Services (TAFE NSW - Illawarra Institute)
- established a strategic alliance with CPA Australia, Innovation Business Skills Australia and 4 universities, to develop the Tertiary Pathway to Accounting Program to meet the demand for accountants in rural and regional areas. Students complete an Associate Degree of Accounting at TAFE NSW in the first 2 years and then progress to the third year of a university Bachelor degree program (TAFE NSW - North Coast Institute)

- implemented on-the-job training in conservation and management combined with literacy training for Indigenous workers employed by State Water on the Koondrook-Perricoota Forest Flood Enhancement Works project (TAFE NSW - Riverina Institute)
- delivered 3 courses specifically designed for women: Digital Graphics, Technical Skills for Home and Business for Women from Language Backgrounds other than English, and Selling and Buying Online (TAFE NSW - Northern Sydney Institute)
- commissioned a fleet of new mobile delivery units, introduced a range of new online training programs and launched TAFE Western Connect to provide more training options to students in western regional and rural NSW using online delivery, mobile learning units and connected classrooms (TAFE NSW - Western Institute).

Both the Productivity Places Program and the Strategic Skills Program, managed by State Training Services, are committed to providing training in areas of employment growth to priority groups. In 2011, these 2 programs committed at total of \$104 million to provide training for Aboriginal people, students in rural and regional NSW and women.

## Apprenticeships

In 2011, 35% of apprentices and trainees completed more than 6 months early. A number of industry sectors including building and construction, manufacturing, food processing, textile, clothing and footwear and printing and graphic arts have all implemented competency based progression for apprentices and trainees. State Training Services is continuing to increase the introduction of competency based progression in other industry sectors.

The Board of Vocational Education and Training launched a report on apprenticeships – A fair deal. A key element of the report is genuine competency based pay and progression, based on skills and work performance and recognition for the apprentice's achievements and contributions, rather than an artificial time construct. State Training Services is working on implementing the report's recommendations.

State Training Services is working with other States and Territories to reform the apprenticeship system with a key focus on reducing apprenticeship terms for apprentices who hold the relevant trade qualification but need more work experience or for apprentices who have completed a relevant lower level qualification or traineeship or pre-vocational or pre-apprenticeship course.

Reduced term apprenticeships have been established in industries including food processing, hairdressing, marine engineering, beauty therapy, stonemasonry, construction carpentry, signage, joinery, roof tiling and horticulture.

Part-time apprenticeships have been successfully introduced in the hairdressing industry. Ongoing discussions are occurring with other industries to introduce similar arrangements.

At the end of 2011, the NSW and Victorian Premiers signed an agreement to lead reform in the promotion of apprenticeships and interstate transfer of training contracts to improve apprentice mobility. One of the first actions is to improve the take up by industry of competency based progression for apprentices.

## Pre-apprenticeship and pre-traineeship training

Under the Kickstart Pre-apprenticeship Training Program, there were 892 commencements in priority trade areas. Approximately 74 courses were delivered by registered training providers and TAFE NSW in New England, North Coast, Hunter, Central Coast, Illawarra and Western Sydney areas. Language, literacy and numeracy training and support were also offered in most courses. Approximately 60% or 440 participants achieved a training or employment outcome in 2011.

# Our outcomes in tertiary education

## High expectations, closing the gaps

TAFE NSW provided pre-apprenticeship and pre-traineeship training to support young people begin and complete higher-level training and secure skilled job opportunities. In 2011, TAFE NSW Institutes:

- delivered a series of KickStart pre-apprenticeship programs in conjunction with State Training Services, Woolworths and Castle Personnel, to provide local youth with introductory butchery skills and credit towards the first year of a full apprenticeship (TAFE NSW - Hunter Institute)
- delivered pre-apprenticeship courses in automotive, metal fabrication and welding, fitting and machining, electrotechnology, carpentry, bricklaying, hairdressing and commercial cookery (TAFE NSW - Illawarra Institute)
- delivered a number of pre-apprenticeship automotive programs in partnership with Autostart Pty Ltd (TAFE NSW - Northern Sydney Institute)

- delivered pre-apprenticeship training in building and construction at the Macarthur Building Industry Skills Centre with students engaged in the construction of a 4 bedroom cottages for Housing NSW (TAFE NSW - South Western Sydney)
- The NSW Government partnered with registered group training organisations and registered training organisations to develop and implement the Group Training Pre-Apprenticeship Training Program. The aim of this program is to place participants who successfully complete their training in apprenticeships. Phase 1 of the program resulted in 340 securing an apprenticeship.

Funding of \$3.2 million has been committed for a further 94 pre-apprenticeship training courses targeting over 1,260 participants into priority trades,



# Our outcomes in tertiary education

## Quality teaching and leadership

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### Government commitments and priorities

- Recruit and retain the highest quality staff in all locations
- Ensure rigorous preparation and development of teachers and leaders
- Implement strategies to improve the quality of VET training

# Our outcomes in tertiary education

## Quality teaching and leadership

### Recruitment and retention of high quality staff

In 2011, TAFE NSW:

- facilitated a recognition gap analysis and training process for 20 teachers in TAFE NSW Institutes for 2 new Diploma level training and education training package qualifications using both virtual and face-to-face meetings. These resulted in a state wide Community of Practice to support learning and assessment for new qualifications
- implemented a recognition process for Institute floristry teachers resulting in 16 teachers being deemed competent to teach the new Diploma qualification
- provided targeted advice to Institutes for recruitment against teaching designations and entry requirements for regulated sectors, ensuring compliance with national industry standards (for example, Nursing)
- ensured all teaching staff had the opportunity to update their qualifications to TAE10 - Training and Education Training Package, by RPL and/or gap training. Provision was also made for teachers to demonstrate equivalence as required, to comply with the national standards.

### Preparation and development of teachers and leaders

TAFE NSW Institutes implemented a range of strategies to maintain quality teaching and leadership. In 2011, they:

- delivered training to staff working with humanitarian refugees, including cultural awareness and awareness of the effects of trauma and torture on students (TAFE NSW - Hunter Institute)
- implemented a flexible eLearning strategy to ensure staff are prepared for opportunities to increase flexible delivery and use emerging technologies (TAFE NSW - Illawarra Institute)
- implemented the Developing TAFE Staff Capability Initiative, which focuses on 10 key capabilities, the highest priority being Developing Great Teachers (TAFE NSW - North Coast Institute)

- conducted 394 professional development activities with 2,974 attendees and 60 externally organised activities covering coaching, mentoring, frontline management, marketing and sales, customer service and team management, and systems training (TAFE NSW - Northern Sydney Institute)
- implemented a 2 year development program for new teachers in conjunction with their line managers (TAFE NSW - Riverina Institute)
- launched the Acumen Leadership Development Program, which included skills in business development, competitive analysis and building business relationships. Ninety-five leaders attended the program and improved their understanding of promoting and supporting commercial business practices as well as accessing business data (TAFE NSW - Sydney Institute)
- funded 13 projects through the Bright Ideas Initiatives which included workshops to build capacity in the areas of project management, methodologies, team leadership and innovation (TAFE NSW - South Western Sydney Institute)
- increased compliance of assessment validation processes through utilising best practice processes and tools to deliver training programs, and identifying specialised staff to provide guidance throughout the organisation (TAFE NSW - Western Institute)
- selected 8 children's services teachers to commence Masters and PhD programs in partnership with the University of Western Sydney, in preparation for delivering the Bachelor of Early Childhood Education and Care (Birth-5) in 2012 (TAFE NSW - Western Sydney Institute).

In addition, TAFE NSW:

- supported staff capability in eLearning through the establishment of the TAFE eCommunities website and Sustainability Hub
- aided teachers in developing skills in technology-based learning and assessment techniques through delivery of 24 TAFE Connect online sessions to 1,847 staff across TAFE NSW Institutes

- conducted a range of teacher workshops to:
  - engage learners facing barriers through Access Employment Education and Training (AEET) Framework consultations
  - implement new and revised training packages
  - improve responses to mental health issues through train the trainer sessions
  - maintain currency regarding animal care and welfare
  - improve student outcomes and course completions in automotive courses
  - build capability for TAFE NSW and Corrective Services staff through Pathways to Employment Education and Training (PEET) train the trainer workshops
- revised the TAFE NSW Building Our Future: Leadership Program for senior managers and ensured alignment of TAFE NSW workforce capability development activities to the NSW Public Sector Capability Framework.

TAFE NSW - New England Institute received recognition for excellence in supporting students, employers and the region's communities through achievement of the 2011 award for NSW Large Training Provider of the Year.

## Improving the quality of VET training

Through the Council of Australian Governments (COAG), all States and Territories have agreed to reform in the vocational education and training sector. In the first phase of State reform the discussion paper, *Smart and Skilled: making NSW number 1*, was launched for feedback and comment across NSW. Over 600 people attended community consultations and 105 submissions were received. Feedback from the consultations has informed the development of the next stage of reform measures for completion in the first half of 2012.

The Regional Training and Employment Strategy 2011-13 was developed and implemented during the year to help close the regional/urban employment divide. The strategy incorporates 3 programs that have been highly successful in the past in securing training and employment outcomes for 3 groups of jobseekers – people who wish to re-enter the workforce,

retrenched workers or those at risk of losing their job, and school leavers.

The Board of Vocational Education and Training report, *A fair deal*, made a number of conclusions on improving recruitment, retention and qualifications of apprentices. State Training Services will be developing and implementing strategies to address these issues.

In October 2011, a new innovative model to provide pre-apprenticeship training was implemented with registered group training organisations and registered training organisations. The program aims to assist 1,000 individuals gain an apprenticeship by June 2012. Phase 1 of the program achieved 340 apprenticeship outcomes. A further 94 pre-apprenticeship training courses targeting over 1,260 participants into priority trades have been committed in Phase 2.

State Training Services implemented an action plan to meet COAG national quality framework requirements for all workers in the early childhood education and care sector to have a Certificate III or Diploma qualification by 2014. The action plan, which was developed in consultation with industry bodies and launched in December 2011, will provide training for over 10,000 workers to meet the qualification requirements.

The Department is overseeing the development of 3 landmark pathway degrees, linking TAFE Institutes with universities. These initiatives, which are funded by the Board of Vocational Education and Training, aim to establish easily replicable models that will support increased transition of students from vocational education to higher education.

Industry Programs has conducted professional development workshops to ensure that all registered training organisations contracted to deliver training under the Department's Approved Providers List 2011-2012 meet all the contract requirements. Since July 2011 over 520 registered training organisations have attended 29 workshops. Another 8 workshops have been scheduled to take place in 2012.

State Training Services supported improved access to training by providing high quality information, advice and referral services to business, students and the community through its regional network of service centres, by phone on its state wide "13" number and through its website.

# Our outcomes in tertiary education

## Quality teaching and leadership

As a result of consultation with industry, advisory bodies and major stakeholders on appropriate qualifications for apprenticeships and traineeships, State Training Services has created 305 new or revised apprenticeship/traineeship pathways.

State Training Services continued to work with key stakeholders across industries in NSW to identify and develop strategies to address skills shortage areas, skill sets, priority training requirements, apprenticeships and traineeship career pathways, and industry projects and initiatives.

In 2011, TAFE NSW also implemented a range of strategies to improve the quality of VET training:

- providing access to 446 training package qualifications, 246 skill sets/statements of attainment and 42 accredited courses on the NSW Course Information System, meeting time based targets to satisfy Institute requirements
- developing the leading edge Information and Communication Technology Training Package (ICA11) on behalf of Innovation and Business Skills Australia (IBSA)
- developing the Sustainable Practice Skill Set delivered at 28 TAFE NSW sites
- supporting TAFE NSW Institutes regarding compliance with the Australian Qualifications Framework (AQF) and Australian Skills Quality Authority (ASQA).





# Our outcomes in tertiary education

## New and better ways of doing business

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### Government commitments and priorities

- Work with key industry sectors to identify skills shortages, develop specialised training programs and prioritise the delivery of training to support high growth industries and occupations with strong job prospects
- Establish more effective consultative mechanisms with the Commonwealth, industry and the tertiary sector to improve skills and qualification levels across the NSW workforce
- Work with the Commonwealth, States and Territories to progress the harmonisation of apprenticeship administration
- Work with the Commonwealth, to improve the delivery of Australian Apprenticeship Support Services
- Increase university enrolments and attainment through improved links between schools, vocational education providers and universities, especially those serving low socioeconomic communities and regional NSW
- Work with industry to review the current length of apprenticeships and reduce terms where appropriate

# Our outcomes in tertiary education

## New and better ways of doing business

### Specialised training programs

The Strategic Skills Program (SSP) is the NSW competitive training program to support economic development and productivity. The NSW Skills Priority List for 2011-2012 is produced to provide registered training organisations (RTOs) with information relating to SSP funded training priorities.

This priority information is developed in consultation with industry organisations, NSW Industry Training Advisory Bodies, National Industry Skills Councils and Job Services Australia providers and updated on a biannual basis.

State Training Services developed the Early Childhood Education and Care (ECEC) Training Strategy to assist workers in the ECEC industry meet the requirements of the National Quality Framework. The strategy combines recognition of prior learning, formal training and language, literacy and numeracy support to provide workers without formal qualifications the opportunity to receive recognition for their current skills and training and address any skill gaps. In 2011, the Strategy committed over \$5.7 million to assist over 800 workers in NSW.

The 2010-2011 Kickstart Pre-Apprenticeship Training Program delivered 74 courses across New England, North Coast, Hunter, Central Coast, Illawarra and Western Sydney regions. Of the 892 participants who commenced training, approximately 60% achieved an employment or training outcome in 2011. Regional course negotiations involved key employers and industry groups and targeted priority industries.

The NSW Government partnered with registered group training organisations and RTOs to develop and deliver pre-apprenticeship training for young people in NSW. The project, which brings together industry, employers and training providers, aims to maximise employability skills and gain apprenticeship employment for successful participants. Phase 1 of the program achieved nearly 300 apprenticeship outcomes. Funding of \$3.2 million is committed to the project for a further 94 pre-apprenticeship training courses targeting over 1,260 participants into priority trades.

NSW Industry Training Advisory Bodies (ITABs) have well-established networks of industry stakeholders representing industry associations, enterprises and employers. ITABs regularly engage these stakeholders to obtain feedback on Government policy and initiatives, identify training needs, including skill shortage areas and priorities, and promote the NSW VET training system.

In 2011, TAFE NSW Institutes:

- delivered the innovative Mining Skills Centre Program, consisting of 24 weeks full-time intensive training in the areas of automotive, electrical, fitting and machining and metal fabrication. The training program was developed in collaboration with employers to ensure that it specifically meets the skill and knowledge requirements of these industries (TAFE NSW - Hunter Institute)
- developed an innovative program, including a fully online option, to provide recognition of prior learning for existing workers across Australia in the field of industrial blasting and painting (TAFE NSW - Illawarra Institute)
- developed a leadership program focusing on Performance Management for Tamworth Regional Council, targeting technical officers and team leaders (TAFE NSW - New England Institute)
- worked in partnership with Pharmacy Choice® to deliver training from Certificate II to Diploma level qualifications in Community Pharmacy and Retail through a national retail program for independent pharmacies across Australia. Delivery options include online, face-to-face and flexible via distance learning (TAFE NSW - North Coast Institute)
- developed and delivered the first Certificate I in Construction specifically contextualised for the blind and awning industry to Aluxor Awning Systems employees and retail distributors (TAFE NSW - Northern Sydney Institute)
- delivered a customised Certificate III in Competitive Manufacturing to staff at Seeley International, a global leader in energy efficient cooling and heating products (TAFE NSW - Riverina Institute)
- worked in partnership with Telstra to develop the Technical Career and Qualification Initiative, using the new Integrated Telecommunications Training Package, and up-skill 400

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Telstra employees through recognition via an online tool (TAFE NSW - South Western Sydney Institute)

- worked in partnership with the Australian Diabetes Council to deliver Certificate IV in Training and Education to the Council's Health Education Team through recognition (TAFE NSW - Sydney Institute)
- worked in partnership with local employers to provide enhanced training to apprentices in electro-technology, metal fabrication and fitting and machining (TAFE NSW - Western Institute)
- worked in partnership with Jenolan Caves Trust to up-skill existing employees by providing recognition, gap training and assessment for several Certificate IV level qualifications (TAFE NSW - Western Sydney Institute).

## Improving skills and qualification levels across the NSW workforce

The *NSW 2021* plan sets ambitious targets for higher levels of participation and attainment in both VET and higher education, for all students and students in equity groups.

One of the key steps to achieving these targets in 2011 was the establishment of a Review of Tertiary Pathways, chaired by the Parliamentary Secretary for Tertiary Education and Skills. The review will identify enablers and barriers that must be addressed to maximise student capabilities and opportunities to contribute to NSW society in the future. Under consideration are the key pathways from schools to VET, from VET to higher education, and the support required by Aboriginal, low socioeconomic status (SES) and regional and remote students to undertake and attain higher education qualifications. The Review Committee will make recommendations to the Minister by 30 June 2012.

NSW is working collaboratively with the Commonwealth, States and Territories to develop and implement a plan to harmonise administrative arrangements for apprentices and trainees across jurisdictions. Minor efficiencies have been achieved in the consistent formatting of the national training contract and in principle agreement has been reached on the status of apprentices working across jurisdictions.

NSW contributed to the development of nationally agreed principles for the delivery of Australian Apprenticeship Support Services. NSW has been the leader in proposing strategic improvements in the delivery of Australian Apprenticeship Support Services.

## Review of apprenticeships

NSW promotes the uptake of competency based completion arrangements for all apprentices and trainees, once the designated trade or traineeship qualification is achieved. NSW expanded industry support for competency based progression of apprenticeships resulting in increased competency completion of apprenticeships to 35%.

Competency based progression arrangements are available in the building and construction, manufacturing, food processing, furnishing, textile clothing and footwear and printing and graphic arts industries. Shorter term apprenticeships have been established in industries including food processing, hairdressing, marine engineering, beauty therapy, stonemasonry, construction carpentry, signage, joinery, roof tiling and horticulture.

Reduced term apprenticeships are available in the automotive, hairdressing and beauty therapy trades for apprentices who hold the relevant trade qualification but need more work experience. They are also in other trades where the apprentice holds a relevant lower level qualification or has completed a pre-vocational or pre-apprenticeship course or a lower level traineeship in the same industry area.

Trainees may be given credit towards a traineeship at Certificate III level or higher where they hold a relevant lower level qualification in the same industry area.

Part-time apprenticeships have been successfully introduced in the hairdressing industry. Ongoing discussions are occurring with other industries to introduce similar arrangements.

# Our outcomes in our communities

The Office of Communities is an important contributor to the delivery of *NSW 2021: A Plan to Make NSW Number One*. The Office is a lead agency for the key targets under Goal 24, 'Make it easier for people to be involved in their communities', which recognises that people benefit from being actively involved in communities, having strong social relationships, feeling supported, and being able to participate in activities, events and decisions that are important to them.

By 2016 we will:

- increase the proportion of the NSW population involved in volunteering, to exceed the national average
- increase the proportion of the NSW population involved in local community organisations, to exceed the national average
- increase the proportion of the population who have weekly social contact with family or friends, to exceed the national average
- increase the proportion of the population who feel they have someone to turn to in times of crisis, to exceed the national average.

The Office also works closely with other agencies to foster opportunities and partnerships with Aboriginal people. We work to empower local community members to take an active role in decision making and build community skill and capacity, and to work with Aboriginal people to deliver services in a way that meets the needs of the local community.

By 2021 we will:

- increase the number of Aboriginal communities the NSW Government is partnering with to improve local outcomes
- increase the number of opportunities for Aboriginal cultural activities and events.

These are ambitious targets and we cannot achieve them on our own. We work with other government agencies, non-government organisations, the community and the business sector to meet the challenges and create opportunities.

The following table provides an overview of the Office's performance against the *NSW 2021* plan and the Office's Community Involvement and Participation targets.

Measure	2006/07 % (RSE <sup>1</sup> )	2010/11 % (RSE)
Proportion of the population aged 18 years and over involved in volunteering <sup>2</sup>	32.7 (4.2%)	36.6 (5.4%)
Proportion of the population aged 18 years and over who have face to face weekly social contact with family or friends living outside the household <sup>3</sup>	78.9 (1.3%)	75.8 (2.3%)
Proportion of the population aged 18 years and over who feel they are able to get help in times of crisis <sup>4</sup>	92.8 (0.7%)	92.6 (1.4%)
Proportion of population aged 18 years and over participating in:		
■ Physical activity <sup>5</sup>	58.7 (2.2%)	69.1 (3.0%)
■ Attending a cultural or leisure venue <sup>6</sup>	87.0 (0.9%)	71.1 (4.5%)
Proportion of the population aged 18 years and over who feel very safe/safe walking alone in local area <sup>7</sup>	46.7 (1.4%)	50.0 (3.0%)
Proportion of the population aged 18 years and over who feel they are able to have a say within community on important issues always/most of the time <sup>8</sup>	29.0 (4.8%)	27.8 (6.5%)

Sources: ABS General Social Survey: Summary Results NSW, 2006 (cat. no. 4159.0); Calculations based on Microdata: General Social Survey, CURF, NSW, 2010.

Notes:

<sup>1</sup> Relative Standard Error - the extent to which the survey estimate may deviate from the true result, expressed as a percentage.

<sup>2</sup> Respondents were asked: 'The next few questions are about unpaid voluntary work, that is, help willingly given in the form of time, service or skills to a club, organisation or association. Please exclude any voluntary work done overseas. 'Since this time in [month] last year, did you do any unpaid work for any [of these types of organisations?]'

<sup>3</sup> Respondents were asked: 'In the last [period], that is since this time in [period], have you seen family or friends [who do not live with you]?'

<sup>4</sup> Respondents were asked: 'If you needed to, could you ask someone [who does not live with you] for any of these types of support in a time of crisis?'

<sup>5</sup> Respondents were asked: '(In the last 12 months), Did you participate in any physical activities for exercise or recreation?'

<sup>6</sup> Respondents were asked: 'In the last 12 months, that is, since this time in [current month] last year, have you visited or attended any of the following: Public Library?, Museum or Art Gallery?, Botanic Garden, Zoo or Aquarium?, Movie, concert, theatre or other performing arts event?'

<sup>7</sup> Respondents were asked: 'How safe or unsafe do you feel walking alone in your local area after dark?'

<sup>8</sup> Respondents were asked: 'How often do you feel you are able to have a say within the general community, on issues that are important to you?'

## Making it easier for people to be involved in their communities

The work we do, the people we serve, and the issues we address all encourage community connections, helping to build stronger communities through the development of social capital. The Office has a broad reach, spanning children and young people, volunteering, Veterans' affairs, Aboriginal affairs, sport and recreation, and entertainment venues and parklands.

Through the programs and services we run, we increase volunteering and community participation and improve our sense of community. Many of our programs also engage marginalised individuals and groups in mainstream activities.

### Increase volunteering

Volunteering underpins our society, binds us together and connects, strengthens and sustains our communities. A vibrant, growing and sustainable volunteer environment is fundamental to community building.

Volunteers support community-based sport, charities and cultural institutions, many of which would not be able to function without their assistance. Volunteering also provides opportunities for social interaction, benefitting participants and recipients alike. In NSW, over 2 million people volunteer and in 2010 they contributed more than an estimated 235 million hours of service.

- Developing the first Volunteering Strategy for NSW following extensive community consultation. Consultations were conducted across greater metropolitan and regional areas, with more than 400 people participating, representing nearly as many volunteer-engaging organisations. Key volunteer-engaging sectors were consulted, including community welfare, sport, environment, emergency services, health, arts and cultural institutions.

The Strategy encourages more people to volunteer and supports those that do. Initiatives include recruitment, training for volunteer managers, research to improve the evidence base of volunteering, and support for volunteer mediation services.

The strategy focuses on 5 key areas:

1. Making it easier to volunteer.
  2. Broadening the volunteer base.
  3. Volunteering as a pathway to employment.
  4. Improving recognition and support for workplace volunteering.
  5. Valuing volunteers and celebrating their contributions.
- The Volunteer Utilisation Research Project identified success factors in programs for engaging highly skilled, culturally diverse volunteers. The findings of this research were used to develop a Benefits Kit, which includes documentation and training for organisations, to support organisations in engaging such volunteers. The project was co-funded by the Office of Communities and the City of Sydney. A copy of the Benefits Kit can be obtained at [info@volunteering.com.au](mailto:info@volunteering.com.au)
  - The Volunteer of the Year Awards, recognise volunteer effort and commitment, and are the only State-wide program in Australia open to all sectors of volunteering. The Centre for Volunteering is responsible for the Awards. Nominations have grown substantially since the Awards were established in 2007. In that year there were 170 participants and in 2011 over 5,000 volunteers were recognised, either individually or as part of a volunteer team or not-for-profit organisation. As Patron of the Awards, the Minister for Citizenship and Communities provided \$27,000 in 2011 towards the Awards. This included a one-off enhancement of \$12,000 for a special Excellence in Volunteer Management Award to mark IYV+10, the tenth anniversary of the United Nation's International Year of Volunteers. Regional winners were acknowledged locally and recognised at a ceremony for nominees, where final winners were announced. The Minister presented winners with their Awards at a reception on 5 December, the United Nation's International Volunteer Day.

The most widespread volunteering activity occurs in the sporting sector. The Australian Bureau of Statistics reports that in 2010, over 33% of all NSW volunteers worked in this sector. The sport and recreation industry depends heavily on volunteers, including

# Our outcomes in our communities

those working in management roles concerned with governance and regulation. The Office has supported volunteer effort in this area through a number of projects, including the following:

- The Best Buy for Recruitment Strategy aims to identify the 'best buy' for recruitment for different sports, target groups and contexts. Research has commenced, and will be used to assist sporting organisations to determine the most effective recruitment strategies and develop resources to assist them.
- The Hands Up! project trialled volunteer models to engage new groups particularly retirees, as sport volunteers. Through the project a volunteer needs survey was developed for clubs and a volunteer management training program implemented. The project was undertaken in partnership with AFL NSW/ACT.

## Increase community participation

It is important that everyone in NSW, regardless of age, location, background and economic circumstances, be involved in their communities. Through this involvement connections are forged and both individual and community wellbeing sustained. One of the Office's key goals is to encourage and actively support participation in community activities.

Developing, strengthening and engaging communities feature prominently in the *NSW 2021* plan. In these domains, *NSW 2021* includes goals and targets that have not previously been explicit roles of the NSW Government. The Department now has lead responsibility for several of these goals and targets. The Office delivers community involvement and participation work in targeted communities at local and regional level, provides a coordinated point of contact for local communities and agencies to link up with the Office and strengthens the Office's presence and coordination across NSW, maximising the impact and reach of Office services, facilities, events, funding, regulation and other activities.

During 2010-2011, a wide range of activities and programs were delivered to increase the opportunities available to the community to participate in sporting activities. The Office's Sport and Recreation Centres provided a number of activities to support community participation in sport and active recreation. Over 280,000 people visited the 11 Sport and Recreation Centres in the reporting period. Table 4 provides a summary of sport and recreation activities and participants.



**Table 4: Sport and recreation statistics**

	2006-2007	2007-2008	2008-2009	2009-2010	1/7/2010 - 31/12/2010	2011
Number of people attending Sport and Recreation Centre programs	183,160	188,226	192,195	194,085	92,943	191,669
Number of people attending programs at former Olympic venues (the Sydney International Equestrian, Regatta and Shooting Centres)	526,535	494,724*	520,503	549,483	268,546	596,876
Number of people with a disability attending Sport and Recreation Centre programs	3,150	3,152	2,650	3,059	1,747	3,354
Number of people from culturally diverse communities attending Sport and Recreation Centre programs	13,108	11,567	12,836	16,808	7,410	12,380

\* Attendance at the Sydney International Equestrian was affected by the equine influenza outbreak.  
Source: Sport and Recreation, Client Information Management System.

Key opportunities provided during the reporting period included:

- Camps for school communities were designed to assist students through experiential learning to develop social skills and independence, to challenge them and enjoy the benefits of an active lifestyle. In the reporting period 112,350 students took part. Students from a range of cultural backgrounds participated including Aboriginal students and students from culturally and linguistically backgrounds. Programs for these groups were tailored to address their specific cultural beliefs and customs
- Camps for children and young people with special needs provided an important opportunity for migrant children, children from culturally and linguistically diverse backgrounds, children with a serious illness and their siblings, and children with a disability to participate in sport and recreation activities in a supportive and inclusive environment. Examples in this reporting period include winter camps at Jindabyne for 474 disabled skiers, and camps for 266 young people with a disability and their siblings.
- Holiday camps offered opportunities for children to boost self-confidence and meet new friends through the shared experience of trying new recreational activities. In this reporting period 6,810 children attended holiday camps. Family camps were also offered providing 4,282 people with an affordable holiday experience.
- Programs and camps for interest groups, including training camps for State Emergency Service Cadets and Rural Fire Service Cadets, Men's Shed Conference, Police and Community Youth Clubs, Connecting Carers Group and the Tackling Violence program. In the 18 months to 31 December 2011 some 16,500 people attended these and other community programs.
- Programs for sports-specific communities, including equestrian and water sports such as swimming, fishing, sailing, rowing and canoeing, provided opportunities for people to either try new activities or increase their skill and development in their chosen activity. Sports Development programs were attended by 1,042 people in the 18 months to 31 December 2011.

# Our outcomes in our communities

- Programs for older adults were offered, with the aim of assisting a healthy ageing process and improving wellbeing through increasing opportunities for exercise and social interaction. In the 18 months to 31 December 2011, 354 older adults attended.
- Facilities for people from culturally and linguistically diverse backgrounds are provided at Centres to enable culturally specific programs to be run. Groups attending included immigrant support groups, and cultural and religious groups. In the 18 months to 31 December 2011, 20,000 people attended programs.

The Sydney International Equestrian Centre hosted 9 international events and 15 national events in the 12 months to 31 December 2011 with a total of 118,371 visitors (170,088 for the reporting period). Events included the Sydney International Three Day event, National Dressage Championships, Summer Showjumping Classic, Sydney CDI Dressage, the FEI Eventing World Cup and the FEI Vaulting Championships.

The Sydney International Regatta Centre is the premier rowing and canoeing facility in Australia and is among the top 5 competition venues in the world. In the 12 months to 31 December there were 428,564 visitors to the centre (634,854 for the reporting period). Events included:

In the 12 months to 31 December there were 428,564 visitors to the centre (634,854 for the reporting period). Events included:

- Lap the Lake, with over 450 registered competitors
- Australian University Rowing Championships, with over 2,400 athletes competing in 46 events over 3 days
- Swimming NSW State Open Water Swim Championships, with 1,800 competitors in a 2-day event
- Community Fishing, with 18 sessions and 180 participants
- DefQon, with just under 20,000 people, 8 stages and 11 hours of dance music
- Rotary Youth Driver Awareness, with 22 sessions and nearly 2,750 students.

The Sydney International Shooting Centre is an international standard shooting venue, with 15 local Shooting Clubs also using the facilities. In the 12 months to 31 December there were

49,941 visitors to the centre (60,480 for the reporting period). In 2010-2011:

- the finals range was upgraded for the ISSF World Cup, which was held 21-31 March 2011. Over 700 athletes from 68 different nations participated in this event, which was a qualifier for the 2012 Olympic Games
- the final stage of the 2011 International Paralympic series was held, with over 150 athletes competing for a place for the 2012 London Paralympic Games
- participation in the Try Shooting program increased by 31% from 2010 to 2011. The program allows people to try the sport without joining a club.

## ENCOURAGING THE PARTICIPATION OF CHILDREN AND YOUNG PEOPLE

Children and young people make up over 17% of the NSW population and are an important part of every community. Increasing their participation in community activities and providing opportunities for their engagement in the broader community are important priorities for the Office.

- **The NSW Youth Advisory Council** supported by the Office, advises the Government on matters of concern to young people, and on policies and programs aimed at young people. The 12 members of the Council are appointed by the Minister for Citizenship and Communities and are aged between 12-25 years. The Council provides a channel of communication between young people in the community and the Government. In 2011, the Council consulted with more than 280 young people in rural and regional areas of the State, and with young people who would otherwise not have an opportunity to contribute, to find out about youth participation, community engagement and participation in local government.
- **Youth Week 2011** (1-10 April) in NSW involved more than 4,350 young people in planning, organising and managing more than 800 events and activities in all 152 local government areas. Almost 100,000 young people participated in local community events, activities and decision making. The young people expressed their ideas, raised matters of concern, acted on issues that affect their lives, and created entertainment. Activities included sporting programs, forums, debates and concerts. Highlights for 2011 included:



- Wheelie Bin Beat Box, in Western Sydney, which provided a platform for performers to demonstrate their original music compositions or DJ mix at live sites using hand-crafted mobile, solar-powered music stations
- YouthRock, a State-wide youth band competition coordinated by the students and staff at Belmore Boys High School
- a design competition judged by the Youth Week Young People's Advisory Committee
- raising awareness of mental health issues affecting young people, with activities organised by young people with sponsorship from beyondblue.

Youth Week also provides an opportunity for the wider community to listen to young people and celebrate the positive contributions they make.

The NSW Government presented 4 awards as part of the annual Local Government Week Awards to acknowledge the considerable commitment of councils in helping young people plan and coordinate Youth Week programs and activities. Finalists and winners were chosen by members of the NSW Youth Week Young People's Advisory Committee, with the 2011 winners being:

- Walgett Shire Council, for the best on-going commitment to local Youth Week programs
- Hornsby Shire Council, for the most innovative Youth Week program
- Snowy River Shire Council, for best small council with the most outstanding Youth Week program
- Fairfield City Council, for the best local Youth Week program
- **Better Futures Enhancement** – one-off grants of up to \$50,000 were provided for 50 projects in local communities to engage young people in sports and cultural activities and build communication and leadership skills. Projects included transition to high school, skills development in media and the entertainment industry, leadership skills, leadership training, and participation in accredited training courses.

The License to Drive project assists young people in the upper Hunter to gain their driver's license. TAFE, Job Service Providers

and employers in the area identified inadequate transport, skills shortage and young people not being able to obtain a driver's license as a major barrier to education, training and employment. The project was developed by Muswellbrook PCYC in partnership with TAFE, Muswellbrook Holden dealership and BHP Mt Arthur Mine.

Volunteers are recruited and trained by TAFE to provide the required 120 hours of driving supervision. Two vehicles were donated by BHP. Muswellbrook Holden is providing ongoing service and maintenance of the vehicles. TAFE is delivering accredited training for volunteer driving supervisors and training unemployed young people in vehicle maintenance. All participants are required to complete the Road Realities program developed by NSW PCYC and NSW Government.

At the end of the funding period (30 September 2011) 86 young people including 26 young Aboriginal people were participating in the project. Other young people have been placed on a waiting list. As a result of participation in the project, 17 participants had gained licences with 14 close to completing 120 hours supervised driving. Two had found employment where having a licence was a requirement and 6 enrolled in Newcastle University for 2012 and are able to continue to live at home and drive to Newcastle. The project has continued after the end of the funding period through established partnerships and ongoing community support.

- **The Duke of Edinburgh Award** includes training and supporting Award Coordinators, administering the records of the young people taking part and issuing Awards. The Awards provided an opportunity for almost 8,000 young people aged between 14 and 25 years to develop their skills and abilities. Participation of the community in the Awards increased, with 450 organisations approved to operate the Awards. NSW now has almost half the total number of the nationally approved organisations.
- **The Best Buy for Recruitment** research aims to assist sporting organisations to determine the most effective recruitment strategies to increase participation and provide tools for ongoing monitoring and surveillance. Stage 1 of the project, completed during 2011, involved the development of a research plan, including a research design and data collection process.

# Our outcomes in our communities

## ENSURING COMMUNITY PARTICIPATION EXPERIENCES ARE RELEVANT AND ACCESSIBLE

The Office encourages all members of the community to enrich their lives by participating in cultural, sport and recreational activities, regularly reviewing its policies and programs to ensure that all sections and regions of the community are well served and able to participate, regardless of age, cultural background, disability or health issues.

A particular focus is given to the development of programs for young people, particularly those at risk, Aboriginal communities, people from culturally and linguistically diverse backgrounds, and people with a disability. People of all ages and needs should have the opportunity to choose activities that bring enjoyment and satisfaction to their lives.

### ■ Disadvantaged and at risk children and young people

- Fundamental Movement Skills provided 164 disadvantaged children aged 3-5 years in the Western Sydney area with at least 1 school term of motor skill development to improve their gross motor skills. Many of the children were from Aboriginal backgrounds. The parents, carers and teachers of the children also took part.
- The Youth at-Risk Fitness program provided an opportunity for young people from Western Sydney, from within the juvenile justice system, to be involved in sport or active recreation activities. Evidence suggests that the involvement of at risk youth in physical activity programs can increase their sense of belonging and reduce their propensity to re-offend. The program promoted a healthy lifestyle and provided structure in the participants' day to day lives.
- Attendance Extravaganza encourages students to maintain a 95% attendance record at school by rewarding them with the opportunity to take part in a sport program they would enjoy. The program involved 450 students in Campbelltown who were identified as being at risk of dropping out of school.
- Six Youth Sports Tournaments were run in Campbelltown over 3 vacation periods. Over 400 teenagers from 12 years of age, including more than 100 Aboriginal young people, took part in sports such as volleyball, Oztag, soccer, touch and basketball. The program aimed to engage youth through sport and physical activity.

### ■ Aboriginal communities

- The Indigenous Sport Program promoted the active participation of Aboriginal people in sport and physical activity and encouraged community ownership and management of sport and physical recreation activities. Through this program, our Sport and Recreation division funded targeted sports and supported Indigenous Sport Development Officers, the Aboriginal Women's Program, and the Aboriginal Trainee Initiative. In the reporting period 32,274 people from both Aboriginal and non-Aboriginal backgrounds took part in the program. The Office delivers the program in partnership with the Australian Sports Commission.
- Traditional Indigenous Games brought together Aboriginal and non-Aboriginal people, helped reconnect urban Aboriginal young people to their culture, boosted education retention, promoted reconciliation, provided essential training in social interaction, and enhanced physical health. Our Sport and Recreation division provided a training guide to assist in the running of the Indigenous Games. During the year, 19 programs were run with 616 participants. Of these, over half (346) were Aboriginal people.

### ■ People with a disability

- The Building Inclusive Communities program funded 27 regional initiatives to link together people with a disability, sporting clubs and associations, and community disability organisations. Through the program opportunities for people with a disability are increased. In this reporting period funding priority was given to initiatives that focused on local forums, regional sport audits and directories and targeted partnerships.
- Disability access at Parramatta Stadium was improved including toilets, turnstiles, shop counters and lifts and wheelchair ramps added to the car park.
- \$604,000 was provided through the Disability Sport Assistance Program and State Sport Organisations for Disability to remove barriers for people with a disability to participate in sport, recreation and structured physical activity.

- Sports Awareness Day was held in March 2011 in the Shoalhaven in conjunction with the Shoalhaven Disability Sport Network. Participants had the opportunity to try a variety of sports including AFL, football (soccer), dancing/ Zumba, basketball, boccia and goalball, and obtain information on a range of sport and recreation activities including disabled surfing, swimming, Special Olympics and sailability. The day was attended by 179 participants and their carers.
- Through the Gateway to Sport program, a number of disability-specific resources, including programs that provide for people with disabilities, were developed to be available in early 2012.
- People from Culturally and Linguistically Diverse backgrounds
  - Thirty-four multicultural specific programs for 2,063 people were held across 5 Sport and Recreation Centres in 2010-11.
  - \$90,000 was provided to community based organisations to increase regular, on-going participation opportunities for culturally and linguistically diverse populations.
  - Initiatives to support multiculturalism in sport and recreation including the Sikh Community Annual Winter Sports Weekend, the African Men’s Education Network in Wagga Wagga, the Multicultural Women’s Sport Leaders Program, Stay Safe at the Beach, an introductory coaching program for volunteers from the refugee community, Women Only Swimming, and Wimswim (Women only learn-to-swim and leisure swimming opportunities).

*The African Men’s Education Network (MEN) in Wagga Wagga brings multi-national African men together for sport and recreation activities, and individual and group life-skill learning. Most teams in the local football (soccer) competition have multi-national African men and youth/people enrolled with their clubs. Uranquinty’s first division and third division teams are examples of teams with over 50% of their players from the African community. A number of African men have completed their coach education and are coaching young players. The program commenced in 2010.*

## OUR PROGRAMS AND SERVICES ADDRESS BARRIERS TO PARTICIPATION

Appropriate facilities are one of the cornerstones of community participation in sport and recreation. Infrastructure plays a major role in enabling people to engage in sport and active recreation as participants, volunteers and spectators. The Office improves and expands community sport and recreation infrastructure through its funding programs:

- In 2010-2011, over 58 grants totalling \$600,000 were made to not-for-profit organisations to improve shooting facilities.
- Through 11 Sport and Recreation Centres, 9 regional offices and the Sydney International Equestrian, Shooting and Regatta Centres, Sport and Recreation provides the community with opportunities to participate in many activities, from outdoor education for disadvantaged children to family weekends.
- The Sport and Recreation Centres offer programs for schools, children and young people, families, corporate groups and community organisations. They have on site accommodation, recreation facilities and catering, and qualified staff to develop and run recreation programs. In 2010-2011, \$3.76 million was spent on upgrading Centre facilities.
- \$27 million was provided to Netball NSW, for the construction, over 3 years, of a new Netball Centre of Excellence at Sydney Olympic Park. This is the first major new sporting facility built at the Park since the Olympics. The Centre will include a new international standard show court, 5 other courts, gym and training facilities, a new headquarters for Netball NSW and the Netball Hall of Fame.
- \$5.5 million was provided to Hockey NSW, to fund a state wide growth strategy for hockey over the next 3 years, targeting areas where participation in the sport could increase by 40 to 200%. New hockey fields are being built in 7 locations. In late 2011, the Minister for Sport and Recreation presented grants to Macarthur and Tamworth Hockey Associations for new hockey pitches.

A number of people experience barriers to participation in sport and recreation activities. For some, the cost of sport and recreational activities prevents or limits their ability to participate. In addition, recent data shows that a greater proportion of male students compared with female students

# Our outcomes in our communities

participate in sport. To help address these barriers, the Office subsidised a number of disadvantaged school students, and supported research on the participation of girls in sport.

- The School Sport Subsidy Scheme supported the involvement of 355 students, including 84 Aboriginal students, in a range of sports in 2010 and 2011. Sports included football (soccer), rugby league, netball, gymnastics, hockey, little athletics, self-defence and swimming.
- The Office continued to support the Girls in Sport longitudinal research study through its membership of the Project Advisory Group. The study will provide important information on how to increase moderate to vigorous physical activity levels among girls in school Years 7-10.

Adults and children are more likely to participate in sport and recreation if they feel safe and are not worried about harassment, bullying or sports rage. The Office works with the sporting industry to identify and address inappropriate behaviours in sport. Our Sport and Recreation division continues to build on successful initiatives to assist the industry to operate safely and reduce inappropriate behaviour. Strategies in this reporting period included:

- Coloured Vest program – making beginner officials easily recognisable so players and spectators understand their limited experience and create a culture of support towards novice officials. Since the program began in 2006, some 1,505 Coloured Vest kits have been ordered and distributed to clubs from 34 different sports. The program's marketing plan was reviewed and the product has subsequently been re-packaged, and a new marketing plan developed, including methods to promote and evaluate the program.
- Play by the Rules – helping clubs deal with discrimination, harassment, abuse and a range of inappropriate behaviours in sport. The training helps club officers develop the skills to resolve such issues in their club or organisation. Over 14,000 courses were completed in 2010-2011, an increase of 242% from 2009-2010.

- Sport Rage Prevention – helping volunteer committees address sport rage at local club level. More than 7,775 free kits have been ordered and distributed to sports clubs throughout NSW since the kit was first launched in 2006. In addition over 519,517 promotional materials have been ordered and distributed to NSW clubs under this program.
- Anger Education – trialling the first education program for spectators and parents who have been suspended from attending the junior rugby league. The program provided education about appropriate ways of supporting children's sport and teams. It was given a Bronze Award at the Sporting Injuries Committee's 2011 NSW Sports Safety Awards in the category of Outstanding Safe Sports Practices – Regional/ Club Level.
- Child Protection courses – explaining individual and organisational responsibilities under the NSW child protection legislation. During 2010-2011, 266 people from sporting clubs and associations attended 13 seminars across NSW.
- Drugs in Sport – educating the sporting community about drug issues. During 2010-2011, Drugs in Sport presentations were delivered to 2,167 people, including 1,447 athletes, 312 parents of younger athletes, 176 coaches, 176 students and 56 officials. This project is a collaboration of the Office, State Sport Organisations, regional academies of sport and recreation and regional offices and schools.
- Harassment free sport – 21 courses with 438 participants were held to help organisations deal with conflict harassment, discrimination and child abuse in sport.

Table 5 provides a summary of activities in the reporting period.

**Table 5: Harassment-free sports initiatives**

Program	2010-2011 Presentations/usage
Sport Rage Prevention resources	7,775 kits have been ordered and distributed in NSW since the kits were made available.
Coloured Vest Program	At 31 December 2011 there were 1,505 clubs running this program across 34 sports.
Play by the Rules	14,056 Play by the Rules online training courses were completed an increase of 242% from 2009-2010.
Child Protection courses	13 courses were run for 266 participants.
Defusing Conflict and Anger	Four specialist courses were run for 100 participants.
Drugs in Sport	Presentations were made to 1,447 athletes, 176 coaches, 56 officials and 312 parents of young athletes and 176 students.

## BUILDING CONNECTIONS AND NETWORKS TO SUPPORT COMMUNITY PARTICIPATION

Community-based sport and recreation not only benefits the health and wellbeing of individual participants by building closely connected communities, its benefits are community-wide. Through sport, recreation, events and venues the Office provides opportunities for community members to build supportive connections and develop strong community networks. Providing easy access to, and having local and useful information on opportunities and activities, encourages people to take part. During the reporting period initiatives included the following:

- Go Play – ([www.goplay.nsw.gov.au](http://www.goplay.nsw.gov.au)) brings together in one convenient location hundreds of school holiday activities and ideas including art, culture, sport, and recreational activities. Additional information is also provided including cafes, disability access and public transport, with the option to search for nearby activities on an interactive map. Participating agencies include museums and galleries, Sport and Recreation, Forests NSW, and Trainworks. Go Play is coordinated by the NSW Government and is a partnership between the Office and the Powerhouse Museum.

*Go Play attracted 97,516 visits to the website and 367,684 page views, as well as 3,989 downloads of the iPhone app in the 12 months since its launch in December 2010. A facebook page established in early December 2011, has so far attracted 290 'likes', providing potential reach to over 83,000 people.*

*A free iPhone application has recently been added to provide a practical tool for parents to search for activities while they are out and about.*

*An online survey of users, run during the July 2011 school holidays, found 93.9% would recommend the site to friends. Project partners have also reported increased visibility of their events since listing on Go Play.*

- The Gateway to Sport website ([www.dsr.nsw.gov.au/gatewaytosport](http://www.dsr.nsw.gov.au/gatewaytosport)) provides easily accessible information on a range of sports to assist people choose sporting activities. The website acts as a portal to existing 'find a club' facilities on sport websites. Gateway to Sport received 31,447 unique page views in the reporting period (10,858 in the 6 months to 31 December 2010). The top 5 activities looked at were touch football, netball, AFL, football and cricket.

The project is a joint initiative of the Office, the Australian Sports Commission's NSW Active After-School Communities program, and State Sporting Organisations (SSO).

# Our outcomes in our communities

- The Healthy Kids website ([www.healthykids.nsw.gov.au](http://www.healthykids.nsw.gov.au)) provides resources and ideas on physical activity and healthy eating for children and is a joint initiative of the Office, NSW Department of Education and Communities, Ministry of Health, and the National Heart Foundation – (NSW Division). The site was redesigned to ensure it remained user-friendly, provided up-to-date information, resources and ideas on physical activity, sport and healthy eating for children. The site was relaunched in February 2011.

Providing networking and training opportunities to those involved in delivering sport and recreation helps to promote and develop leadership in the sport and recreation industries. In 2010-2011 the Office sponsored a number of events, educational forums, seminars and training sessions:

- Breakfasts were held in November 2010 and June 2011 for CEO's and senior managers of SSO and peak bodies, providing professional development and networking opportunities. The 2 breakfasts attracted a total of 130 participants.
- Three Coaching and 3 Officiating Director breakfasts were held in March, June and September in the reporting period. The events, which attracted between 18-20 participants, provided an opportunity for professional Coaching Directors and Officiating Directors to discuss issues, share good practice, network and learn from each other. Guest speakers provided an education component to each event.
- Two Industry Lunchtime Forums were held in 2011. The February forum 'How Facebook and Twitter are Working for Sporting Organisations' attracted 60 SSO representatives, and the August forum on 'Social Media Marketing' was attended by 75 representatives.
- Two issues-specific seminars targeting sport development officers, 'Exploring School Sport Unit partnerships with State Sporting Organisations and Growth and Maturation in Junior Sport', were attended by over 140 people representing over 30 sporting organisations. These seminars are also available to volunteers.
- Eighteen Running Your Club workshops were held in metropolitan and regional areas of NSW, with 252 people attending. The workshops included best practice guidelines, and useful tips, templates and checklists to help club directors, administrators and committee members effectively

run their organisations. The Office collaborated with local government, sporting organisations and community-based sporting associations in running the workshops.

- Youth Worker Training was provided in metropolitan Sydney about how to use sport and recreation activities as a means of engaging young people. An additional 40 youth workers also participated in sport-specific training in Oztag, football (soccer) and basketball.
- The Coaches and Officials Education and Accreditation program supports coaches and officials through training courses. Courses are offered face-to-face, online and via correspondence and include Coaching General Principles, Officiating General Principles, Assessor and Presenter Training, Training agencies, Accreditation Course Auditing, and Sport Education workshops. A total of 578 coaches and officials received training.
- In 2011, the Australian Sports Commission Mentor Training course was delivered to 41 people including 12 metropolitan coaching coordinators, to assist them to develop mentoring systems. The Course focus in this reporting period was in the area of officiating. Mentoring is an effective way for coaches and officials to learn and develop their skills under the supervision of a senior coach or official. The course was delivered in conjunction with State Sporting Organisations including NSW Rugby League.

## THE YEAR AHEAD

- The NSW Volunteering Strategy will be implemented to encourage more people to volunteer and support those who do.
- Unleash Your Creative Potential pilot project will run in the first school holiday period of 2012. The project is a 5-day creative arts school holiday program with Opera Australia open to young people in Years 9 and 10 living in Western Sydney. It will be held at Parramatta Stadium. Through contact with professional artists, the young people will gain personal development, learn new dramatic and creative expression skills, and create their own unique dramatic works of arts.
- The ANZAC Community Grants program will be introduced to help young people and multicultural communities participate in the ANZAC spirit and traditions. Applications

will be invited for grants of up to \$5,000 from ex-service organisations, community groups, schools and other educational institutions, local government, museums and historical societies.

- The Sydney International Regatta Centre will host national selection events and training camps in rowing and canoeing in preparation for the Summer Olympic Games in London in 2012, the World Powerboat Championships on 19-20 May, and the opening round of the Samsung World Cup in 2013 and 2014. Opportunities for staging events at night will be expanded with lighting towers to be erected across the site and sections of the competition lake and cycle path.
- A number of initiatives are planned for 2012 at Sydney International Shooting Centre, including providing additional accommodation, installing lighting to enable night shooting events, catering for all licensed shooting disciplines, and introduction of indoor and field archery. Two upcoming events are the World Fire Fighter Games and the World IPC (disabled) International.
- A review of Sport and Recreation programs and activities will be undertaken, and will focus on our business direction, programs and operations.
- The review of the *Combat Sports Act 2008*, which provides for the registration of combatants and others involved in combat sports including managers, trainers and promoters, will be completed. Possible legislative reforms will be developed to strengthen regulation of professional and amateur combat sports.
- Commence work to establish the Far West Academy of Sport as an independent community-based organisation.
- Undertake stage 2 of the Best Buy for Recruitment research in partnership with Australian Rugby Union, NSW Rugby Union and Australian Sports Commission.
- Youth Week 2012 is planned for 13-22 April 2012.

## Improve our sense of community

Strong and resilient communities are able to use their resources and capabilities to respond and adapt to crises and other pressures. These resources include, among others, social capital such as networks, and strong information and communication systems. Opportunities are sought to encourage the development of social interaction and the cohesion that develops when people come together and express themselves through communal activities and sports.

- The Better Futures program provided funding for up to 62 prevention and early intervention projects targeted at young people aged 9-18 years in areas of high need. Better Futures aims to improve outcomes for young people, to develop resilience and skills for a healthy, safe and productive adult life, and support their engagement in the community particularly through sport, recreation and cultural activities.

In the second half of 2011, the Office worked closely with the NSW Youth Advisory Council and the Youth Action and Policy Association to consult young people and youth and community organisations throughout NSW to review the Better Futures program. More than 1,100 people provided input to the review through face-to-face consultation, submissions and the Youth Advisory Council's Facebook page. The review will ensure Better Futures program continues to provide young people in NSW with the opportunity to participate in positive development activities that strengthen their connection with their communities.

- Four projects, collectively known as the Community Involvement and Participation Plan, were developed by the Office to embed and develop place-based and strength-based ways of working in NSW communities, to understand how to sustain socially resilient communities, to develop and model participatory and inclusive practices for children and young people in government agencies, and to trial and implement the use of media and digital technology and increase opportunities for the community to participate in the work of the Office.

# Our outcomes in our communities

A livable community is one where all members of the community feel safe, where people can move freely and without fear of violence, harassment or crime. Feeling safe and being safe are high priorities for all communities.

- Tackling Violence is a community education, early intervention and prevention program that works with local rugby league clubs to promote changed attitudes and behaviours to domestic violence in regional NSW. The education component of the program was developed in partnership with Mudgin-Gal Aboriginal Women's Corporation and is co delivered by high-profile Aboriginal rugby league players.
  - In 2011, 14 communities and 17 clubs were involved.
  - Rugby League Clubs included the Dubbo CYMS and Dubbo Macquarie Raiders (Dubbo), Tingha Tigers (Tingha/ Inverell), Lower Clarence Magpies (Maclean/Yamba), Moree Boomerangs and Moree Boars (Moree), Warren Bulldogs (Warren), Macksville Eagles (Macksville/Bowraville), Northern Rivers United (Lismore), Wilcannia Boomerangs (Wilcannia), Menindee Yabbies (Menindee), Broken Hill Saints and Broken Hill Geebungs, Walgett Dragons, Wagga Brothers, Macquarie Scorpions (Toronto/Newcastle), and Wellington Cowboys.
  - 120 students participated in 3 sporting camps to address domestic violence and healthy relationships education. The camps were held over 2 days at the Sport and Recreation Centres of Borambola, Lake Burrendong and Myuna Bay. The students came from Wagga Wagga, Warren and Walgett, and Toronto High schools.
  - Volunteer community events were held including:
    - Maclean White Ribbon Day Touch Carnival – Lower Clarence Magpies, Wagga Wagga White Ribbon Day Lunch – Wagga Brothers, Toronto and Newcastle Aboriginal Community Justice Groups – White Ribbon Domestic Violence Forum, for Aboriginal community members and workers – Macquarie Scorpions, Warren Domestic Violence Dinner - Warren Bulldogs.

## THE YEAR AHEAD

- Over the next 12 months the Office will develop practices, trial innovation and develop the knowledge and resources required to support the implementation of the Government's commitment to strengthening local communities. This will include developing the policy framework and practice guides that support strengths and place-based approaches in the community. A framework to measure change in community strength in NSW will be developed. The Office will also host forums (including online) and seminars and publish practice papers to share information on trends and developments in strengths and place-based approaches and practice.
- Implement the findings of the review of Better Futures to provide young people in NSW with the opportunity to participate in positive development activities that strengthen their connection with their communities.
- Expand Go Play to increase the number of partner agencies and details of activities in regional NSW.

## Fostering opportunities and partnerships with Aboriginal people

The formation of the Office of Communities in April 2011 brought together agencies with a focus on serving communities, including Aboriginal Affairs. The key achievements of Aboriginal Affairs in 2010-11 are reported in *The Department of Family and Community Services Annual Report 2010-11* and include:

- supported the NSW Government in amending the *NSW Constitution Act 1902* in September 2010 to recognise Aboriginal people as the first people, affirming their spiritual, cultural, social and economic relationship to their traditional lands, and acknowledging their ongoing contribution to the state of NSW
- amended the *Aboriginal Land Rights Regulation 2002* in consultation with the NSW Electoral Commission, to facilitate the more efficient conduct of the 4-yearly elections for the 9 NSW Aboriginal Land Council Councillors
- contributed to NSW policy in the Council of Australian Governments' (COAG) Indigenous reform agenda (Closing the Gap) targets for life expectancy, literacy, numeracy, employment and education



- the NSW and Commonwealth governments signed the Overarching Bilateral Indigenous Plan to Close the Gap in Aboriginal and Torres Strait Islander Disadvantage
- completed a major actuarial study into the projected cost of not closing the gap on Aboriginal disadvantage
- supported the Minister for Aboriginal Affairs' endorsement of the Northern Regional Partnership Agreement between Local Aboriginal Land Councils, the Commonwealth Government and the NSW Government
- recognised 21 community engagement groups under the Partnership Community Program draft governance framework
- funded NGOs to implement the Aboriginal Jobs Together Project
- adopted Aboriginal Participation in Construction Guidelines to enhance employment opportunities for Aboriginal people
- established 2 Sydney Job Compact Steering Committees to improve the focus on Aboriginal employment
- provided assistance to 301 Aboriginal owned and operated businesses, with 142 jobs created
- completed the 10 year, \$240 million Aboriginal Communities Development Program with housing and infrastructure works in Menindee, Bourke, Brewarrina, Tabulam and Wilcannia undertaken in 2010-2011, and the NSW Aboriginal Land Council and NSW Government delivered improved water and sewerage to 3,000 Aboriginal people
- provided child protection awareness training to agency staff as part of the Keep Them Safe Program.

Since joining the Office, Aboriginal Affairs have continued work on a number of these initiatives including the COAG Indigenous reform agenda, the Northern Regional Partnership Agreement, and child protection training to agency staff. Further achievements include:

- In November 2011, the *NSW Aboriginal Land Rights Act 1983* was amended to improve the efficiency of Aboriginal Land Councils' management of their community housing.
- In December 2011, the Minister for Aboriginal Affairs established the 'NSW Aboriginal Land Rights Act 1983 Review Working Group' to undertake a statutory review

of the Act. The working group includes community representatives from the Aboriginal Land Council network. The group will conduct public consultations and call for submissions to assist in the development of possible legislative reforms, and will seek to ensure that concerned people have the opportunity to contribute.

The *NSW Aboriginal Land Rights Act 1983*, administered by Aboriginal Affairs, legally recognises the Aboriginal system of land ownership. The legislation aims to redress past injustices when Aboriginal people were dispossessed of their land by colonisation.

- Employment opportunities were built through:
  - the Aboriginal Jobs Together project, with 40 non-government organisations being funded to create up to 155 Aboriginal cadetships and traineeships. These agreements operate for the period March 2011 to June 2013
  - Aboriginal Participation in Construction Guidelines, with NSW Government agencies committing to projects to the value of \$326 million at the end of 2011
  - assisting 315 Aboriginal owned and operated businesses, creating 145 jobs in the 18 months to 31 December 2011.
- In August 2011, the Ministerial Taskforce on Aboriginal Affairs was established to advise the NSW Government on actions to refocus efforts to close the gap and open up opportunities for Aboriginal people in NSW. The Terms of Reference include the following:
  1. to improve service delivery and accountability in Aboriginal Affairs, with particular consideration of the recommendations of the Auditor General's report on Two Ways Together, and other arising reports
  2. to improve educational outcomes for Aboriginal people in NSW
  3. to improve employment outcomes for Aboriginal people in NSW.

Community discussion papers on each of these were released for comment on 13 December 2011.

# Our outcomes in our communities

The Office encourages Aboriginal people to take an active role in decision making in their communities, and through the work of Aboriginal Affairs, supports Aboriginal people to take responsibility for their own future.

- Building on previous work, 23 of the 40 Aboriginal Partnership Communities had governance bodies recognised under the Partnership Community Program Draft Framework. This work is part of the Partnership Community Program that strengthens local decision making and reinforces mutual accountability between Aboriginal communities and Government to improve outcomes for Aboriginal people. Emphasis is placed on building the capacity of local leadership and community participation, and on recognition that Aboriginal communities are not homogenous. Over the 7 months from April 2011 the program was reviewed to identify possible improvements. Consultations are currently underway with community members in the partnership communities.
- Opportunities for learning Aboriginal language and culture were progressed with support provided to establish the interim board of the NSW Centre for Aboriginal Language Coordination and Development in November 2011.
- At 31 December 2011 delivered improved water and sewerage to 3,000 Aboriginal people through the NSW Aboriginal Communities Water and Sewerage Joint Project between the NSW Land Council and NSW Government.
- Significantly improved the Safe Families program, located in 5 remote communities. These include establishing Local Aboriginal Reference Groups to identify strategies to address child sexual assault in each community, direct support to individuals and families, and seek solutions to wider community issues contributing to the risk of harm to children and young people.

## THE YEAR AHEAD

- Establish a new Regional Partnership Agreement with the Murdi Paaki region to continue progress to close the gap on Indigenous disadvantage. Murdi Paaki region comprises 16 partnership communities in far western NSW, specifically the communities of Bourke, Brewarrina, Broken Hill, Cobar, Collarenebri, Coonamble, Dareton/Wentworth, Enngonia, Goodooga, Gulargambone, Ivanhoe, Lightning Ridge, Menindee, Walgett, Weilmoringle and Wilcannia.
- As part of the work of the Ministerial Taskforce on Aboriginal Affairs a series of community consultations will be held across the State to provide the opportunity for community members to inform the strategy. In the second half of 2012, Yarning Circles will provide comment on the draft strategy developed through these consultations.
- Review the Partnership Community Program increase governance capacity within communities and strengthen local decision making capacity by linking with existing Aboriginal community governance and representative arrangements. Consultations will be concluded during 2012. The information obtained will inform the review of the Partnership Communities Program.
- The Aboriginal Jobs Together program will deliver 155 new Aboriginal traineeships in the disability services sector. These positions will commence in 2012.
- Through the Aboriginal Procurement in Construction Guidelines, \$326 million of NSW Government construction contracts have been identified for Aboriginal employment and business development in 2012.
- Implement the revised Safe Families Program focussed on early intervention and prevention targeted at individuals and families. Increased involvement of the non-government sector and greater community control over funding and service delivery are expected.
- The Council for Aboriginal Language Development will continue to support regional language centres in NSW. The NSW Aboriginal Language Policy will be reviewed.





# Appendices

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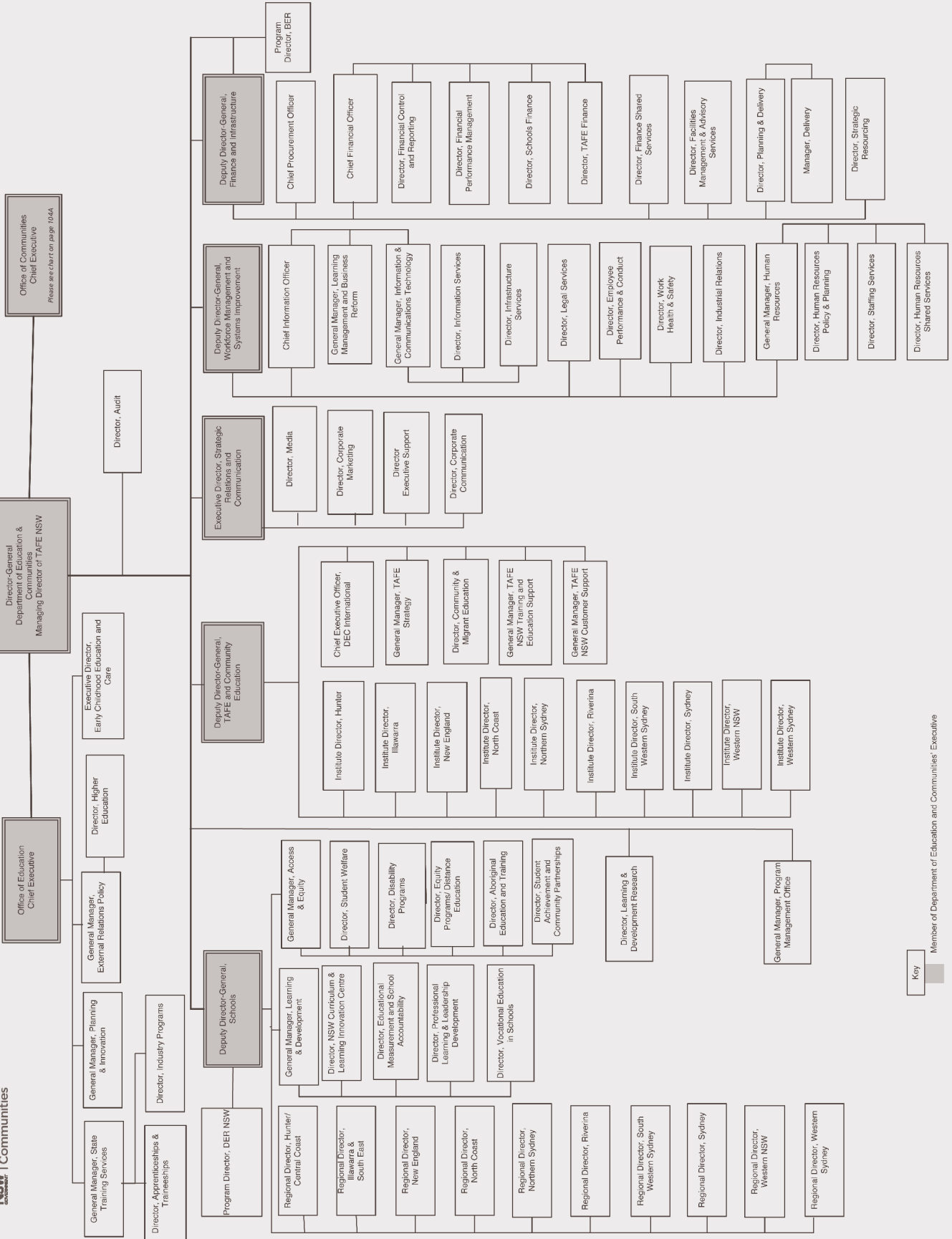
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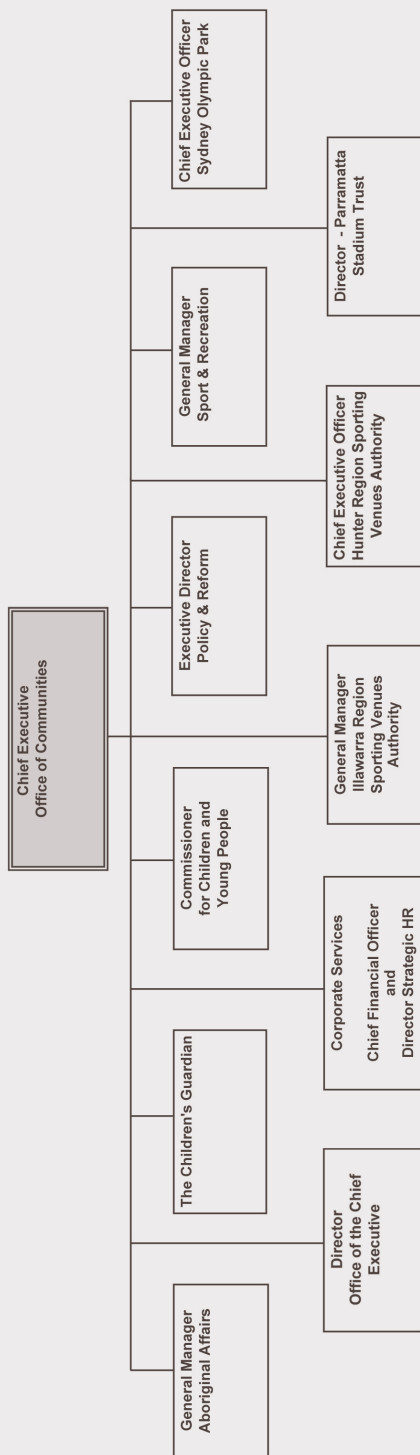
NSW DEPARTMENT OF EDUCATION AND COMMUNITIES  
As at 31 December 2011



Key  
Member of Department of Education and Communities Executive



**OFFICE OF COMMUNITIES**  
As at 31 December 2011



Key  
Member of Department of Education and Communities' Executive

## Senior Executive

Executive Officer	Position	Qualifications
Dr Michele Bruniges	Director-General of Education and Communities Managing Director of TAFE NSW	PhD (Ed Measurement), M Ed Grad Dip Ed Studies, Dip Teach
Mr Michael Coutts-Trotter	Director-General of Education and Training Managing Director of TAFE NSW (Until 3 April 2011)	BA
Mr Greg Prior	Deputy Director-General, Schools	Dip Teach, B Ed, M Ed
Ms Pam Christie	Acting Director-General and Managing Director of TAFE NSW (From 4 April 2011 to 19 August 2011)  Deputy Director-General, TAFE and Community Education	BA, Dip Ed, Dip Spec Ed
Mr Hugo Harmstorf	Acting Deputy Director-General, Finance and Infrastructure (From 10 January 2011 to 4 December 2011)  Deputy Director-General, Finance and Infrastructure (From 5 December 2011)	B Econ (Hons), MBA (Executive)
Ms Leslie Loble	Deputy Director-General, Strategic Planning and Regulation (To 9 June 2011)  Chief Executive, Office of Education (From 10 June 2011 to 15 November 2011)  Chief Executive, Office of Education (From 16 November 2011)	BSc, MPub Admin
Mr Peter Riordan	Deputy Director-General, Workforce Management and Systems Improvement  Acting Director-General and Managing Director of TAFE NSW (From 20 August 2011 to 6 September 2011)	BComm, MLLR, MBA
Ms Carol Mills	Director-General (Communities NSW) and Chief Executive Officer (Office of Communities) (From 1 July 2010 to 31 December 2011)	B Econ, BA (Hons), Executive Development Cert, M Pub Policy
Mr Chris Ryan	Executive Director, Strategic Relations and Communication	BA, Dip Ed, MA

# Appendices (Education)



# Appendix 1: Human Resources

## Wage and Salary Increases

The third wage increase under the Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2009 was paid in January 2011. Teachers, principals, executive and other related staff received an increase of 3.8%.

In January 2011, the third wage increase under the Crown Employees (Teachers in TAFE and Related Employees,

Bradfield College and Teachers in TAFE Children's Centres) Salaries and Conditions Award 2009 was also paid. Teachers, promotional positions and related staff received an increase of 3.8%.

Following variation of the relevant awards, a wage increase of 2.5% for public service staff, school administrative and support staff and wages staff was paid in July 2011.



# Appendix 2: Equal Employment Opportunity

## Workforce Diversity Report 2011

### Overview

The Department's Workforce Diversity Plan 2009-2011 and Aboriginal Human Resource Development Plan 2009-2011 continued to be implemented during 2011. These plans provide a strategic framework for work areas to create a workplace that is fair and inclusive, and to build a workforce which better reflects the diversity of our students, parents and the NSW community.

Diversity in the context of the Department primarily refers to the Equal Employment Opportunity groups who are underrepresented in our workforce. These groups include:

- women in senior leadership roles
- Aboriginal and/or Torres Strait Islander people
- people whose first language was not English and members of racial, ethnic and ethno-religious minority groups,
- people with a disability.

Other dimensions of diversity include age diversity, family and carer responsibilities, sexual orientation, educational level, life experience and socioeconomic background.

To achieve the intended outcomes of the Workforce Diversity Plan 2009-2011 and the Aboriginal Human Resource Development Plan 2009-2011, Human Resources Directorate continued to:

- build and strengthen strategic partnerships with work areas to implement employment initiatives and professional development programs for underrepresented groups
- design and deliver leadership and capability development programs and workshops

- enhance and promote a wide range of online resources to support work areas
- promote career opportunities to Aboriginal people, graduates and people with a disability through dedicated webpages on the Department's career centre section of its website.

During 2011, TAFE NSW institutes, regions (including schools) and state office Directorates also implemented an extensive range of employment initiatives, training programs and capability development activities for underrepresented groups.

A summary of the outcomes across the Department<sup>1</sup> including TAFE NSW institutes, regions and state office Directorates is presented under the following sections:

- A diverse and skilled workforce - statistical analysis
- A summary of outcomes and highlights of initiatives for diverse groups including:
  - women
  - Aboriginal staff
  - staff from non-English speaking backgrounds/minority groups,
  - staff with a disability.
- A workplace culture displaying fair and inclusive workplace practices and behaviours.

## Outcomes

### A diverse and skilled workforce - statistical analysis

Tables 13.10 and 13.11 in the Statistical Compendium [www.det.nsw.edu.au/about-us/how-we-operate/annual-reports](http://www.det.nsw.edu.au/about-us/how-we-operate/annual-reports) show the representation of diverse groups in the Department's workforce as percentages of total permanent and temporary staff by headcount. The workforce diversity statistics have been extracted from the Department's workforce profile as at 30 June 2011.

# Appendix 2: Equal Employment Opportunity

- Women represented 73% of the Department's workforce. The proportion of women in promotion positions across school teaching staff continues to improve. The overall representation of women in senior leadership roles in the Department's workforce in 2011 was 41.9%, exceeding the public sector target of 35%.
- Aboriginal people made up 2.8%<sup>ii</sup> of the Department's workforce in 2011, an increase from 2.5% in 2010.
- The representation of people from non-English speaking backgrounds/minority groups (11%) and people with a disability (4%) were maintained at the same levels as in 2010.

## A summary of outcomes and highlights of initiatives for diverse groups in 2011

### WOMEN

#### Increased representation of women in senior leadership roles

- Women made up 73% of the permanent and temporary workforce and 41.6% of the Department's senior executive service officers as at 30 June 2011.
- Women represented 69.6% of primary teachers in executive positions in 2011, up from 58.8% in 2001. Similarly, 47.6% of secondary teachers in executive positions were women compared with 36.6% in 2001.
- Women represented 53.8% of principal positions in primary schools in 2011, up from 37.5% in 2001. Similarly, women represented 36.3% of secondary principal positions, up from 27.1% in 2001.

#### Leadership and management development for women

A range of leadership development initiatives was implemented to help increase the representation of women in senior leadership roles. These initiatives are aligned to the NSW Public Sector's Women's Strategy - Making the Public

Sector Work Better for Women and are supported by the Workforce Diversity Plan.

- Human Resources Directorate developed and delivered:
  - the Current and Aspiring Leaders Program for corporate staff. In 2011, 20 current and aspiring leaders graduated from the program, 10 of whom were women. The program comprised a number of elements to support the development of leadership and management capabilities including 360 degree feedback survey, coaching, career mentoring and completion of and presentation to the Executive of an inspired solutions challenge. Of the 10 women in the program, 5 won promotions or relieved in promotional positions during the life of the program or immediately following the conclusion of the program.
  - the Career Development Program for Corporate Women. This program was launched in 2011 to support the Department's commitment to improve the representation of women in senior leadership roles. The program was targeted at 24 permanent corporate women at clerk grades 7-8 and 9-10 or equivalent who aspire to middle management/senior roles or to further their capabilities and career development. The key components of the program included a briefing session, 360 degree feedback survey, career planning and capability development workshops. Self managed job shadowing and mentoring were offered to participants.
  - GradLink, an initiative to support new corporate graduate employees' transition into the role and the organisation. Three capability development forums were offered to graduates covering the topics: Enhanced Induction to the Department's Communicate for Influence, Impact and Results and Managing and Adapting to Workplace Change with Personal Resilience. Over 60% of corporate graduates attending were women.

i Data presented in this report excludes the Office of Communities.

ii This exceeded the NSW Government's benchmark of 2.6% for Aboriginal people in the workforce.

- workshops, training courses and seminars aligned to the NSW Public Sector Capability Framework to enhance capabilities of corporate staff. 438 corporate staff participated in these activities during 2011. Over 60% of all participants were women.

The target of 50% participation of women in a range of leadership development programs offered across the organisation was exceeded, with participation by women between 60% and 72% across all programs. Some examples of the programs offered in 2011 are outlined below.

- Twenty participants completed the TAFE NSW Building our Future Leadership Program, including 13 women, 2 of whom had non-English speaking backgrounds and one being Aboriginal.
- The participation of women in a range of leadership programs in the North Coast Region included: 16 women in the Stronger Smarter Leadership Summit, 57 women in the 7 Habits for Highly Effective Leaders, 96 women in the Peer Coaching training, 44 women in the Emerging Leaders session and 154 women in the Women in Educational Leadership conference.
- The Hunter Institute continued to offer the Developing Leaders Program to staff with leadership potential and high workplace performance. Since the inception of the program in 2008, 180 participants have completed the program, including 121 women, one of whom was of non-English speaking background and one being Aboriginal.
- Eight of the Department's corporate women at clerk grades 5-6 to 7-8 were supported to participate in the Drive Your Career program, sponsored by the NSW Public Service Commission. The program commenced with a 1 day conference followed by access to a 12 week career development program using the My Mentor: challenging women to make it happen toolkit.

## Professional networks

- The Young Professionals' Network supports corporate employees under 35 years of age through a range of knowledge building, networking and capability development opportunities. Women make up over 70% of the Young Professionals' Network.
- The Women in Educational Leadership network is an incorporated body associated with and supported by the Department. The network provides a forum for women in the Department to develop leadership skills and pursue career progression. During 2011, close to 300 women participated in the state conference. The network continued to offer collegial support and mentoring to its members, and conducted workshops and seminars in partnership with TAFE NSW institutes and regional offices across 19 local network groups.

## ABORIGINAL STAFF

The Aboriginal Human Resource Development Plan 2009-2011 continues to be implemented across the Department to improve the recruitment, capability development and retention of Aboriginal staff. This plan has a strong focus on developing Aboriginal staff leadership skills to move into management and leadership positions. A wide range of implementation resources for the plan have been enhanced and promoted to achieve the outcomes of the plan.

## Increased employment opportunities for Aboriginal people

- 94 Aboriginal school teachers were appointed to permanent positions during the 2010-11 staffing operation, an increase from 76 in 2009-10.
- 90 scholarships were offered to Aboriginal students to train as school teachers with 86 being accepted in 2011, an increase from 74 being accepted in 2010.
- The designation of School Administrative and Support Staff positions for Aboriginal people in schools with significant Aboriginal student enrolments has resulted in 102 positions being filled from July 2006 until November 2011. Of the 35 additional Aboriginal School

# Appendix 2: Equal Employment Opportunity

Administrative and Support Staff positions identified for 2011, 27 positions were filled following merit selection. The remaining 8 positions will be filled once merit selection processes are finalised by term 1, 2012.

- 35 Aboriginal people were engaged as paraprofessionals in National Partnership schools. Paraprofessional staff provide in and out of classroom support to teachers allowing them more time to focus on student learning.
- During 2011 the Western Institute:
  - created 10 new Aboriginal identified positions in the Aboriginal Education and Training Unit. Eight of the 10 positions were filled, increasing the number of Aboriginal staff from 7 to 15 within this unit
  - offered 20 Indigenous teaching scholarships designed to facilitate the entry of Aboriginal people into teaching at TAFE through acquiring a Certificate IV in Training and Assessment qualification
  - retained 6 Aboriginal trainees into 2012 for progression into higher level qualifications, and
  - supported the career progression of an Aboriginal cadet to undertake an administrator's role in the TAFE NSW roll out of the Indigenous Police Recruiting Our Way program. This program prepares Indigenous applicants to gain entry into the NSW Police Academy's training program which is the first step to becoming an officer in the NSW Police Force.
- The Hunter Institute was successful in securing 2010-11 Elsa Dixon Aboriginal Employment Program funding to create a temporary Aboriginal identified position. The position was filled by an Aboriginal person during the reporting period, and the person is subsequently acting in a permanent role. The Institute again secured funding to create a new temporary position under the 2011-12 Elsa Dixon Aboriginal Employment Program. Acting opportunities in higher positions were also offered to Aboriginal staff including the role of Associate Director, Manager of the Aboriginal Education and Training Unit along with 2 Aboriginal Faculty and Community Partner positions.

- Five identified Aboriginal positions ranging from base grade to middle management positions were advertised by the Illawarra Institute. Positions are strategically located in campuses where there are significant Aboriginal communities. An existing vacant head teacher position was also identified as an Aboriginal position.

## **Management and leadership development for Aboriginal staff**

- An Aboriginal Teacher Leadership Program was developed by the Human Resources Directorate and was piloted in 4 regions in 2010. Sixteen Aboriginal teachers and executive successfully completed the pilot program. During 2011 the program was expanded to 6 regions with the participation of 24 Aboriginal teachers and executive. This individualised program comprised a number of components: a 2 day orientation workshop, a 360 degree questionnaire and self-reflection, and ongoing support from a development coach to develop a personal action plan that includes a professional learning plan and career planning activities such as job shadowing and mentoring. Common to all participants in the program is an action learning project.
- During Terms 1 and 2 2011, the Human Resources Directorate in collaboration with regions co-hosted workshops for newly appointed Aboriginal teachers in each region.
- The Illawarra and South East Region, the Human Resources Directorate and the Australian Centre for Educational Leadership at the University of Wollongong worked in collaboration to deliver the Aboriginal Teacher Mentoring Course. The course was designed to ensure the retention of Aboriginal teachers who are new to their role and assist experienced teachers and executive to contribute to their ongoing career and leadership development. Fourteen new Aboriginal teachers and 14 mentors participated in the course. All participating mentors achieved credit towards a Master's Degree. Seven of these mentors were Aboriginal teachers.
- The New England Region maintained strong partnership with local Aboriginal Education Consultative Groups to continue to increase employment opportunities for



Aboriginal people. The region in collaboration with the New England Institute organised courses for Aboriginal people to gain knowledge and skills for employment. Some of these courses included Certificate III in Education Support – Teachers Aide, Aboriginal Student Support and Certificate III in Education Support – Aboriginal. As a result an increasing number of Aboriginal people have been successful in gaining employment within the region in general and some schools in the region have increased Aboriginal employment significantly, e.g. approximately 25% of all staff of Quirindi Public School identified as being Aboriginal.

- The Western Sydney Institute piloted an Indigenous Emerging Leaders program with 8 Aboriginal staff completing the Certificate IV in Frontline Management course. The program offers leadership learning opportunities for Aboriginal staff and aims to enhance staff retention. The participants were supported by their managers to take on leadership roles within their respective sections and to undertake work-based projects.

### **Building Aboriginal cultural awareness and competencies**

Work areas across the Department conducted an extensive range of training, workshops and educational activities to extend staff members' knowledge, awareness and appreciation of Aboriginal culture. Examples of activities are included below.

- The Department in partnership with the NSW Aboriginal Education Consultative Group Inc. piloted the Connecting to Country program. The program is designed to foster genuine relationships between schools, Aboriginal students and the Aboriginal community, build a culturally responsive leadership and knowledge base in Aboriginal education and lead to improved education outcomes for Aboriginal students. During 2011, 86 new scheme teachers and 27 principals from 28 schools participated in the Connecting to Country program.
- The New England Region conducted a 3 day intensive training program for all regional consultants, team leaders

and senior officers to raise awareness and understanding of Aboriginal culture and the effects of disadvantage on communities.

- The Western Institute revised the Aboriginal Cultural Awareness program and launched it at staff training sessions in Bathurst, Orange, Dubbo and Broken Hill with 45 staff attending. In addition, 13 Institute Managers completed this program.
- The Western Sydney Institute offered the Aboriginal Cultural Education Program to 66 staff members and a further 20 staff members are currently completing the program.
- The Illawarra Institute conducted 10 sessions on Aboriginal Cultural Education Program with 148 staff completing the program. Feedback from participants indicated an increased awareness and appreciation of Aboriginal culture and responsiveness to Aboriginal people and communities.

### **Online resources**

- Winanggaay: a human resources website that provides Aboriginal staff with information on jobs, workplace support, local level networks, capability development and career planning. The website was enhanced in 2011 to include a greater focus on leadership and career planning and development. It is a central location to showcase success stories relating to Aboriginal employment initiatives from institutes, regions and state office.
- Employing Aboriginal people: a dedicated site on the Department's careers centre page provides information to prospective Aboriginal job applicants and encourages Aboriginal people to apply for any position to which their capabilities and skills align. This site also contains information on career pathways with the Department and a wide range of career stories of Aboriginal staff.

# Appendix 2: Equal Employment Opportunity

## STAFF FROM NON-ENGLISH SPEAKING BACKGROUNDS AND STAFF FROM MINORITY GROUPS

### Pre-employment support and recognition of diverse skills

- 259 overseas trained teachers participated in the Pre-Employment Program for Overseas Trained Teachers which continues to provide a comprehensive induction to NSW public schools. The program includes: a 2 day orientation, a 5 day school placement, a personal suitability interview and an extension phase (up to 5 days), if recommended, followed by the personal suitability interview. 250 overseas trained teachers successfully completed the Program in 2011 and are now eligible to apply for approval to teach in NSW public schools.
- The Department supports overseas trained teachers to undertake either full-time or part-time TAFE delivered English for Specific Purpose courses to better prepare them for the Professional English Assessment for Teachers. In 2011, 167 teachers received this support.
- 15 bilingual teachers were supported to undertake the Community Languages Fluency Test to gain approval to teach a language and 13 were successful. Approval of teachers to teach community languages promotes multiculturalism, assists students to learn a language other than English and allows schools to broaden their curriculum offerings.
- Seven teachers completed the English as a Second Language Retraining Program in 2010-11 and a further 4 teachers commenced in the 2011-12 program. This provides students with second language learning needs to access targeted English as a Second Language assistance.
- Significant recruitment action was undertaken within the Finance and Infrastructure Portfolio during 2011. A high proportion of women and staff from non-English speaking backgrounds/minority groups were appointed in senior management and leadership roles. Work experience opportunities were offered to overseas trained

migrants with finance and accounting backgrounds who were undertaking TAFE or Skillmax programs. These placements were valued highly by the participants. As a result, many of these candidates have been able to gain employment within or outside the Department at the end of work experience placements.

- 115 bilingual employees are receiving an allowance under the Community Language Allowance Scheme (CLAS), covering 27 languages. The CLAS initiative facilitates the Department's commitment to improve the access and quality of services delivered to those members of the public who speak a language other than English.

### Building a culturally inclusive work environment

Cross cultural awareness training was conducted in a number of work areas to build a productive and inclusive workplace culture. Examples are included below.

- The Western Sydney Institute presented its induction program to 30 new permanent full-time and temporary teachers in 2011. Cultural awareness and inclusive practices are the key components of this program including cross cultural communication, anti-racism, teaching students with mental health and behavioural issues. An additional 15 staff completed an online Multicultural Customer Service program.
- The Hunter Institute conducted 8 Cross-Cultural Awareness workshops targeting English as a Second Language teachers, library staff, career counsellors and student services staff with the participation of 143 staff. These workshops were delivered as part of professional development which has greatly promoted understanding and tolerance of various cultural issues and resulted in improved customer service and better student outcomes.
- The South Western Sydney Institute delivered 2 programs on Beyond Cultural Awareness with a focus on building and maintaining inclusive and productive work environments.

- Human Resources Directorate conducted Tapping the Talent Pool, a workshop for corporate managers and selection panel conveners. It provided tips and techniques to improve effectiveness of recruitment and selection decisions, and increase understanding of strategies to attract and recruit job seekers with diverse talents and backgrounds.

#### STAFF WITH A DISABILITY

##### **Career opportunities for people with a disability**

- Human Resources Directorate collaborated with work areas and disability employment services to promote and implement the Ready Willing and Able program, part of the NSW public sector EmployAbility strategy to improve employment outcomes for people with a disability. During the reporting period the Department achieved the employment target of 5 permanent positions to be identified and filled by people with a disability requiring work related adjustments.

To raise greater awareness of the Ready Willing and Able program and to build stronger partnerships with work areas to increase employment opportunities and workplace support for people with a disability, the Human Resources Directorate:

- conducted 2 briefing sessions for corporate workforce planning representatives and senior representatives from TAFE Institutes
- delivered the Disability Confidence for Managers workshop in collaboration with the Australian Network on Disability
- organised disability awareness sessions for work areas recruiting staff with a disability under the Ready Willing and Able program, and
- developed a dedicated Employing People with a Disability site on the Department's career centre page to provide useful information to people with a disability and encourage them to apply for suitable positions within the Department.

- A teacher with a hearing impairment from Nowra Public School was awarded a 1 year teacher exchange placement to Canada, commencing in January 2012. A consultant with vision impairment at the Rural and Distance Education Unit won a NSW Premier's Special Education Scholarship which will assist him to undertake a study tour to the United States to examine equity in educational opportunities, particularly for special education students.
- The Hunter Institute recruited 3 permanent teacher consultants for students with a disability and created a talent pool of applicants with a disability to backfill the roles of teacher or consultants for students with a disability.
- The South Western Sydney Institute designated a position for people with a disability as part of its Customer Service Review. The position was filled by a person with vision impairment. Work related adjustments and support for this staff member were carried out in partnership with Vision Australia.
- The Western Institute recruited 2 trainees with a disability in 2011 and retained them into 2012. The trainees are currently in the process of attaining higher level qualifications.

##### **Building an inclusive and disability confident work environment**

A wide range of disability awareness training was conducted in a large number of work areas. Examples are included below.

- TAFE Training and Education Support Directorate developed resources to increase the capacity of TAFE NSW staff to respond to mental health, suicide awareness and alcohol and drug issues amongst both staff and students. A resource, Responding to Mental Health Issues in TAFE NSW was presented in a series of 'train the trainer' workshops to potential facilitators, including community service teachers, counsellors and teacher consultants. By June 2011, 274 participants had either attended a 'train the trainer' workshop or undertaken training. Evaluations have overwhelmingly shown that staff valued the training in extending their knowledge of mental health issues and

# Appendix 2: Equal Employment Opportunity

enhanced their skills to respond in an appropriate and helpful manner.

- The Illawarra Institute conducted workshops - How Difficult Can It Be? for teachers and staff working with students with disabilities, with the participation of 38 staff.
- The Department's Staff with Disabilities Network provides collegial support and opportunities for capability development, training and networking to its members. In 2011, 5 staff with a disability were provided with funding support to undertake training/professional learning beneficial to their roles and to work areas.
- The Assistive Technology and Equipment Program, is a NSW Government initiative, administered by the Department. This program provides funding for assistive technology or other appropriate equipment for staff with a disability as a form of work related adjustments. During 2011, 14 staff members of the Department received equipment or assistive technology funded through this program.

## **A workplace culture displaying fair and inclusive workplace practices and behaviours**

The Department continued to develop, promote and implement a range of policies, resources and programs to build a fair and inclusive workplace culture and to positively manage its diverse workforce. Examples are included below.

### **Equity and diversity awareness activities**

- Corporate events such as Reconciliation Week, National Aborigines and Islanders Day Observance Committee (NAIDOC) Week, Carers Week, Harmony Day and Refugee Week were promoted and celebrated to raise diversity awareness and to adopt inclusive practices.
- The Aboriginal Cultural Education Program, Cultural Diversity Awareness, Mental Health First Aid, Disability Awareness, Prevention of Bullying and Harassment workshops were conducted across work areas including

TAFE Institutes, regional offices and state office Directorates to create a work environment that supports inclusive work practices and behaviour.

- The revised resource Being a Carer, Being a Student and Being a Kid: A Resource for Schools was promoted and published online to acknowledge and provide support to students who are carers. A resource for staff with carers responsibility is being developed by the Human Resources Directorate for promotion in 2012.
- During the reporting period, a number of work areas conducted *Merit Selection* training with a strong focus on applying equity principles in recruitment and other decision making processes in the workplace.
- The Anti-Racism Contact Officer training was conducted across all regions including training in the use of the Department's complaints mechanisms.

### **Flexible work practices**

- The Department offers a wide range of flexible work practices to create a supportive work environment and to assist staff balance their work and other responsibilities more effectively. Flexible work practices are also recognised as an important means to address work related adjustment needs for staff with a disability. During the reporting period, 55,833 staff accessed flexible work options including permanent and temporary part-time work, job sharing, leave without pay and varying flexible hour arrangements, 83.2% of whom were women. An additional 51,453 staff took short term absences for family and community responsibilities, 76.2% of whom were women.

### Promotion of online resources for Workforce Diversity Plan 2009-2011

- The workforce diversity webpage was enhanced to continue to provide a central point for information, advice and online resources for work areas including:
  - the Implementation Guide for the Workforce Diversity Plan 2009-2011
  - Employment of People with a Disability
  - Leadership and Career Development Initiatives for Women
  - a Workforce Diversity Checklist
  - an Online EEO Survey fact sheet, and
  - a Staff Brochure.

### Future Directions

The Workforce Diversity Plan 2009-2011 and the Aboriginal Human Resource Development Plan 2009-2011 are currently being reviewed in consultation with key stakeholders. The new plans, to be released in 2012, will build on our achievements under the current plans and will incorporate emerging priorities.

The new plans will align to the priorities and directions of *NSW 2021*, the Department's 5 year Strategic Plan and new Strategic Human Resources Plan 2012-2017. The new plans will have a renewed focus on areas such as increasing employment of people with a disability and improving the representation of Aboriginal people in leadership roles. Strategies of the new plans will be consistent with the Department's aim to ensure the delivery of high quality education in our public schools and responsive customer services to the diverse NSW community.



# Appendix 3: Work Health and Safety

## Achievements

The Department has continued to improve work health and safety performance through its corporate strategy titled Safe Working and Learning 2009-2012. Achievements to date include:

- an improvement in workers compensation experience resulting in the Department returning a \$1.3 million surplus in workers compensation funding for 2011-12
- 9% reduction in the number of psychological injuries reported
- 5% improvement in the number of employees returned to work in 10 days or less
- 7% reduction in the average cost per claim
- successful collaboration with the Department's new Fund Manager, Allianz, to transition the Department's worker's compensation claims management arrangements 1 January 2011 and 1 April 2011
- received a highly commended award at the Treasury Managed Fund Innovation Awards for work undertaken to develop a job dictionary for school based positions to support improved return to work outcomes.

## Strategies and programs

To improve safety performance the Department developed a range of strategies and programs which included:

- the development of a job dictionary for school based positions to support the provision of consistent and clear information on job requirements to nominated treating doctors and improving the speed of identification of suitable duties options for injured workers
- the completion of a Fire Safety Risk Management pilot project in schools and TAFE colleges to assess fire risk across departmental sites and make recommendations for improving management practices to further reduce the level of risk

- implemented a number of efficiencies in collaboration with the Department's new Fund Manager, Allianz including electronic transmission of incident notifications, wage reimbursement requests and electronic funds transfer
- developed and implemented new procedures for managing non-work related injury and health conditions in accordance with the NSW Department of Premier and Cabinet's Procedures for Managing Non-Work Related Injuries or Health Conditions
- successfully tendered to engage 2 providers to manage the Department's Employee Assistance Program.

## Challenges and future directions

The Directorate will continue to deliver improved safety performance which will reduce the Department's worker's compensation premiums through the implementation of programs and initiatives under the Department's corporate safety strategy, Safe Working and Learning.

In 2012, the Directorate will continue to lead the Department in preparation for the implementation of the *Work Health and Safety Act 2011*, *Work Health and Safety Regulations 2011* and Codes of Practice which commenced 1 January 2012. To support the effective implementation the Department will progressively review and update its systems and processes to address the requirements of the new safety legislation and deliver appropriate information, instruction and training to all departmental workplaces throughout 2012.

# Appendix 4: Senior Officers

**Table 4.1 Number of Senior Executive Service (SES) officers at each level**

(Other than staff employed to deliver Commonwealth initiatives: Building the Education Revolution and Digital Education Revolution)

SES Level	Number of Positions									Number of SES Officers							
	2004	2005	2006	2007	2008	2009	2010	2011		2004	2005	2006	2007	2008	2009	2010	2011
1	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
2	56	44	39	32	25	23	19	14		56	45	40	32	24	23	19	15
3	24	24	25	26	29	30	29	27		24	21	22	25	26	26	27	25
4	12	14	16	15	16	16	17	18		12	14	15	14	16	15	15	17
5	14	14	16	16	17	16	19	20		14	13	15	16	20	16	17	19
6	3	1	1	2	3	3	3	2		3	1	1	2	3	3	2	2
7	2	3	3	3	3	3	3	4		2	3	2	3	3	3	3	4
8	1	1	1	1	1	1	1	1		1	1	1	1	1	1	1	1
<b>Total</b>	<b>112</b>	<b>101</b>	<b>101</b>	<b>95</b>	<b>94</b>	<b>92</b>	<b>91</b>	<b>86</b>		<b>112</b>	<b>98</b>	<b>96</b>	<b>93</b>	<b>93</b>	<b>87</b>	<b>84</b>	<b>83</b>

Source: DEC, Human Resources Directorate

Note: Figures for each year are as at 31 December. Three officers (one at SES level 2 and 2 at SES level 3) were unattached as at 31 December 2011.

**Table 4.2 Staff employed to deliver Commonwealth initiatives: Building the Education Revolution and Digital Education Revolution**

SES Level	SES Positions			SES Officers		
	2009	2010	2011	2009	2010	2011
1	0	0	0	0	0	0
2	0	0	0	0	0	0
3	2	3	1	2	2	1
4	0	0	1	0	0	1
5	1	1	1	1	0	0
6	0	0	0	0	0	0
7	1	1	1	1	1	1
8	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>

Source: DEC, Human Resources Directorate

Note: Figures for each year are as at 31 December.

# Appendix 4: Senior Officers

**Table 4.3 Percentage of female and male SES officers at each level (including staff employed to deliver Commonwealth initiatives: Building the Education Revolution and Digital Education Revolution)**

SES Level	% of Females								% of Males							
	2004	2005	2006	2007	2008	2009	2010	2011	2004	2005	2006	2007	2008	2009	2010	2011
1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2	19.6	24.5	22.5	22.0	25.0	30.4	31.6	26.7	80.4	75.5	77.5	78.0	75.0	69.6	68.4	73.3
3	37.5	38.1	45.5	44.0	46.2	50.0	48.3	46.2	62.5	61.9	54.5	56.0	53.8	50.0	51.7	53.8
4	41.7	28.6	26.7	28.6	37.5	40.0	60.0	55.6	58.3	71.4	73.3	71.4	62.5	60.0	40.0	44.4
5	42.9	46.2	53.3	43.8	45.0	41.2	35.3	36.8	57.1	53.8	46.7	56.3	55.0	58.8	64.7	63.2
6	33.3	100.0	100.0	50.0	33.3	33.3	50.0	0.0	66.7	0.0	0.0	50.0	66.7	66.7	50.0	100.0
7	0.0	33.3	50.0	33.0	33.3	25.0	25.0	40.0	100.0	66.7	50.0	67.0	66.7	75.0	75.0	60.0
8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0
<b>Total</b>	<b>28.6</b>	<b>31.6</b>	<b>34.4</b>	<b>33.3</b>	<b>37.6</b>	<b>39.6</b>	<b>42.5</b>	<b>41.9</b>	<b>71.4</b>	<b>68.4</b>	<b>65.6</b>	<b>66.7</b>	<b>62.4</b>	<b>60.4</b>	<b>57.5</b>	<b>58.1</b>

Source: DEC, Human Resources Directorate. Note: Figures for each year are as at 31 December.



# Appendix 5: SES Performance Statements

## Michele Bruniges

SES Level 8, \$507,600  
Director-General of Education and Communities  
Managing Director of TAFE NSW  
From 7 September 2011

Dr Michele Bruniges commenced working in the Department of Education and Communities at a time of great anticipation within the sector. The State Government had clearly established its priorities and targets in the *NSW 2021: A Plan to Make NSW Number One* and a raft of reforms to improve the performance of education, training and community efficacy were under way.

To create a clear vision for the Department, Dr Bruniges launched the 5 year strategic plan for 2012 to 2017. The plan recognises the Department's influence in providing education, care and support in many stages of an individual's life. Three priority areas were developed to guide the Department's efforts based on national and international evidence and research: quality teaching and leadership, high expectations and closing the gap, and new and better ways of doing business. These priorities underpin the domains of early childhood, school, tertiary education and our communities, and will drive the Department to achieve educational, social and economic success for the people of NSW into the future.

One of Dr Bruniges' first responsibilities was to oversee the consultation process for Local Schools, Local Decisions – a state-wide strategy aimed at giving school principals greater control and flexibility over how they manage their school resources to enhance the learning experience for students.

With her extensive experience in the education sector at a state and national level, Dr Bruniges worked with principals and Department staff to ensure a detailed consultation framework was established. The consultation attracted more than 10,000 responses from the education and wider community and paved the way for proposed reforms to be implemented from 2012.

Dr Bruniges also oversaw consultations on the reform of the NSW vocational education and training sector to ensure that NSW has a highly productive and skilled workforce. Key stakeholder and community forums were held throughout the State. The outcomes of the consultations are currently being analysed and the Department anticipates this work will be concluded early in 2012.

With early childhood development high on the State and national agenda and the Department's new responsibility for regulating nearly 3,500 early childhood services, Dr Bruniges guided the establishment of an independent review of NSW funding into early childhood provisions. The review's overarching aim was to explore and create better funding models so more children have access to affordable, high quality early childhood education programs in the 12 months before they start school.

Under Dr Bruniges' leadership, final preparations were made for the National Quality Framework for Early Childhood Education and Care, which came into effect on 1 January 2012.

The focus on helping students in NSW public schools reach their academic, sporting, artistic and social potential remained high during 2011. In the National Assessment Program for Literacy and Numeracy (NAPLAN), the proportion of students performing at or above the national minimum for reading and numeracy was above the national average in all 4 testing years.

More than 72,390 students were enrolled in the Higher School Certificate in 2011 – the largest number of students to date. Of these students, about 30% were enrolled in vocational education and training courses thereby gaining nationally recognised employment qualifications along with their HSC.

The number of Aboriginal students who completed a Higher School Certificate or School Certificate rose by 9.2% in 2011. There was also a 28.6% increase in the number of Aboriginal students who graduated from TAFE between 2007 and 2011.

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With the Office of Communities integrated into the Department's structure, Dr Bruniges has played a key role on the Ministerial Taskforce on Aboriginal Affairs.

Following extensive consultation, the first Volunteering Strategy for NSW was launched to encourage more people to volunteer. Throughout the year, more than 280,000 people visited the 11 Sport and Recreation Centres.

Within her first 4 months as Director-General, Dr Bruniges has led ground-breaking reform processes across the Education and Communities cluster. At the same time, she has overseen the integration of the newly established Department and is creating an organisational culture founded on collaboration.

## Michael Coutts-Trotter

SES Level 8, \$488,250  
Director-General of Education and Training  
Managing Director of TAFE NSW  
Until 3 April 2011

In the lead-up to the 2011 State election, Michael Coutts-Trotter ensured the Department kept its focus on delivering quality teaching and learning to the students attending government preschools, primary and secondary schools, TAFE institutes and adult and migrant learning centres.

To prepare the incoming Minister for Education for his role, Mr Coutts-Trotter oversaw the development of a comprehensive briefing package which provided practical details on the Department's structure, issues and responsibilities.

Under Mr Coutts-Trotter's direction, the successful Kindergarten assessment program, Best Start, was again implemented in all public primary schools. Vocational education and training and student engagement programs were also fine-tuned to target students in the later years of school.

Mr Coutts-Trotter seamlessly guided transition arrangements of the vocational education and training regulatory powers to the Commonwealth authority. He also presided over TAFE NSW's delivery of its first degree in 2011, the Bachelor of Design (Interior Design).

Mr Coutts-Trotter was instrumental in establishing the Social Media and Digital Citizenship Steering Committee, which led to the unblocking of social media sites for staff use in 2011. To support the initiative, the Department published its first social media policy and guidelines to help staff make the best use of social media in their day to day duties.

Mr Coutts-Trotter continued to work passionately with Aboriginal communities to bring about equitable outcomes for all students. In 2011, 27 schools were funded to employ Aboriginal language tutors to facilitate the teaching of 11 Aboriginal languages. The Department also funded 312 Aboriginal Education Officer positions in NSW public schools to assist school communities support Aboriginal students in their learning and cultural needs.

## Angus Dawson

SES Level 7, \$437,230  
Program Director, Building the Education Revolution

Angus Dawson led the largest infrastructure program that the NSW Department of Education and Communities has ever seen. The Building the Education Revolution (BER) spanned 2 years from 2009-2011 and:

- comprised a \$3.5 billion budget which was 7 times the size of the Department's annual business as usual capital program
- delivered more than 4,600 construction and maintenance projects
- supported an estimated 11,400 jobs with a local participation rate of 97%

- reduced lost time due to injury to a frequency rate of 2.7, which is more than one fifth below the industry average of 15.5.

#### **The BER program comprised 3 components:**

- Primary Schools for the 21st Century (P21)
- National School Pride (NSP) and
- Science and Language Centres for 21st Century Secondary Schools (SLC).

#### **Primary Schools for the 21st Century Outcomes:**

- 2,353 (99%) of 2,362 projects are finished delivering many new facilities including:
  - 387 new libraries
  - 413 new halls
  - 654 new and 287 refurbished classroom buildings and
  - around 243 free-standing Covered Outdoor Learning Areas (COLAs)
- 3,300 Interactive Whiteboards have been installed in some 800 schools
- around 4,500 apprentices accumulated almost 1.6 million hours of work on the program (11% of total hours worked)
- an estimated average of around 7,880 workers were on site daily and
- 58% of all waste produced across the program was recycled.

Almost half a million public primary schools students and their teachers are now making use of their new halls, libraries, classrooms and outdoor classes under cover in NSW.

The 9 projects in 8 schools that remain under construction were expected to be complete early to mid 2012. These projects were part of the deferment package requested by the Commonwealth and were being managed by the Department, not managing contractors.

#### **National School Pride Outcomes:**

- 100% complete - on time and on budget
- a \$287 million investment in 2,179 projects in NSW public schools
- supported over 2,820 estimated average on site workers daily
- improvements included:
  - refurbishing toilet blocks at almost 200 schools
  - installing floor coverings at more than 1,000 schools
  - undertaking painting at more than 1,000 schools
  - installing and refurbishing fencing at more than 150 schools
  - refurbishing playgrounds and sports courts at more than 500 schools
  - installing and refurbishing paving in nearly 400 schools
  - installing over 3,500 Interactive Whiteboards in classrooms in around 600 schools.

Nearly 740,000 NSW public school students are enjoying these refurbished facilities.

#### **Science and Language Centres for 21st Century Secondary Schools Outcomes:**

- 100% complete - on time and on budget
- \$151 million for Science and Language Centres in 118 schools
- projects included:
  - 41 new language centres
  - 25 new science centres
  - 51 refurbished science centres
  - 1 refurbished language centre.

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- supported close to 700 estimated average workers on site daily
- just over 180 apprentices worked on the program accumulating almost 39,000 hours of work.

More than \$193 million was transferred between schools as part of the BER Budget Transfer process, benefiting many NSW public schools and in particular, contributing to re-scope works such as covered walkways and water tanks. It also funded the installation of Interactive Whiteboards to all P21 classrooms.

In a survey of school principals who received funding under the Primary Schools for the 21st Century Secondary Schools component of the BER, the following outcomes were noted:

- that 91% of school Principals felt that the new P21 facilities had definitely improved educational outcomes for students and
- that 91% of school Principals believed the buildings functioned well as educational space.

Mr Dawson completed his full-time tenure with the BER program at the end of 2011, proud to have led such a program that will leave a long lasting legacy for NSW public schools.

## Greg Prior

SES Level 7, \$341,025  
Deputy Director-General, Schools

In his first year as Deputy Director-General, Schools, Gregory Prior has provided strategic leadership and management in all matters relating to the education of students in government schools from preschool to Year 12. He has provided strong and strategic leadership through an executive team committed to developing a culture of continuous improvement to achieve the priority objectives:

- improving learning outcomes for students
- enhancing the personalised learning culture of NSW public schools
- providing highest quality support to schools
- building capacity of staff
- developing the highest possible community confidence in schools.

During 2011 Mr Prior maintained a clear focus on the identified priority areas outlined in the Office of Schools Plan 2009-2011. This document provided a blueprint for all schools, regions and central offices to plan the most effective ways to improve student outcomes and the delivery of quality educational services to all students.

The priority areas were:

- literacy
- numeracy
- student engagement and retention
- Aboriginal education and training
- quality teaching
- connected learning.

Under Mr Prior's leadership, schools and regions continued to receive targeted and cohesive support to improve student outcomes, with a focus on developing local strategies to address the priorities most important to their school communities. In 2011, the 47 Schools Pilot was conducted and independently reviewed. Participating principals and school communities reported improvements in the quality of teaching and learning at participating schools with enhanced educational outcomes and engagement of students, improved student welfare support, increased professional support and opportunities for staff, and improved management of the school.

A comprehensive period of consultation was also completed to inform the implementation framework for increasing local decision making in public schools. The aim of the Local Schools Local Decisions initiative is to increase the local capacity of schools to develop strategies to address the priorities most important to their school communities.

The Schools Portfolio maintained a strong focus on literacy and numeracy through the provision of best quality resources and professional learning support. The importance of intervention to support student achievement in the areas of literacy and numeracy is recognised in the implementation of the Kindergarten Best Start Assessment in all primary schools. The important Early Learning Plans that are formulated address students' individual literacy and numeracy learning needs.

The focus on bridging the gap for Aboriginal students remained at the forefront in 2011. The value placed on the development and strengthening of relationships with Aboriginal students, families and communities is exemplified through the strong relationship between the Department and the NSW Aboriginal Education Consultative Group Inc. While there is still a great deal of work to be done, positive 2011 NAPLAN results in a number of areas are evidence of the value of a relentless focus on improving Aboriginal student outcomes.

In 2011, key initiatives were consolidated and continued to be embedded in the practice of schools. The ongoing implementation of the Smarter Schools National Partnerships in Literacy and Numeracy, Low Socioeconomic Status School Communities and Improving Teacher Quality ensure continued focus on the core business of schools to improve learning outcomes for all students through the provision of excellent teaching.

Mr Prior confirmed his commitment to the ongoing support, recognition and professional development of teachers in NSW government schools and corporate staff by promoting professional and personal growth and acknowledging achievements. The increasing breadth and quality of professional learning courses and events available through MyPL@Edu reflect the importance of life-long learning. The

delivery of professional learning through MyPL@Edu has also ensured equitable access to professional learning activities for all teachers across NSW.

Mr Prior represented the Department internationally, fostering relationships with educational jurisdictions in China. 2011 also saw the launch of the NSW Confucius Institute ensuring the provision of additional support for the teaching and learning of Chinese language and culture in NSW government schools.

Mr Prior has made it a priority to visit government schools across NSW. The visits, which are a valued aspect of Mr Prior's work, regularly place him at the hub of school activity and provide opportunities for reflection on working toward achieving the goal of improving the learning outcomes for every student.

Mr Prior led the Schools Portfolio in 2011 under the theme of 21st Century Learning, with a focus on developing high quality system leadership and teachers to deliver a well-defined and holistic curriculum, and practices and systems that improve processes and outcomes.

## Pam Christie

SES Level 8, \$392,351  
Acting Director-General and Managing Director of TAFE NSW  
From 4 April 2011 to 19 August 2011

SES Level 7, \$361,400  
Deputy Director-General, TAFE and Community Education

Ms Christie successfully led the Department's smooth transition to a new Government in 2011. She introduced the three Ministers responsible for the education and communities cluster to the Department and facilitated the development of a robust corporate structure to provide the ministries with high-quality support.

Ms Christie's wealth of leadership experience in the school and tertiary sectors ensured the day-to-day running of the

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organisation remained on track while integrating Children's Services (now the Early Childhood Education and Care Directorate), and Communities NSW (now the Office of Communities) into the Department. She also directed the Department to make relevant contributions to *NSW 2021: A Plan to Make NSW Number One*.

With the NSW Government's Commission of Audit conducting an Expenditure and Management Audit of TAFE NSW, Ms Christie guided the review's terms of reference scoping and chaired the audit's steering group. Ms Christie also led the process to amend the *NSW TAFE Commission Act 1990* whereby employer power was restored to TAFE NSW.

Ms Christie oversaw the outstanding delivery of the three Smarter Schools National Partnership arrangements with the Commonwealth Government, which attracted \$190 million in reward and facilitation funding for meeting agreed targets.

Ms Christie led the Department in making major submissions to the Review of Funding for Schooling chaired by Mr David Gonski which were favourably cited by the broader education community.

In recognising the importance of providing accessible information on school and educational issues to the public, Ms Christie guided the launch of School A to Z, the digital community for parents, which quickly gained industry recognition for its relevant and practical content.

The vision of TAFE NSW is to be Australia's leading provider of tertiary education and first choice for individuals and employers. As Deputy Director-General TAFE and Community Education, Ms Christie's primary focus was to work towards this vision, to ensure that TAFE NSW improved outcomes for the people of NSW delivering training services that facilitated pathways into sustainable employment through working with industry and education partners as well as delivering on State and Commonwealth priorities.

Ms Christie's strong leadership in 2011 has resulted in TAFE NSW increasing:

- enrolments at Diploma and above by 7.9%
- completions at Diploma and above by 7.8%
- enrolments at AQF Certificate III and above by 6.5%
- completions at AQF Certificate III and above by 2.7%

In 2011, under Ms Christie's direction, TAFE NSW Higher Education commenced delivery of its first degree program, the Bachelor of Design (Interior Design), at Sydney Institute's Design Centre, Enmore with 23 enrolments. Five more qualifications have been developed with planned delivery in 2012.

As Deputy Director-General, Ms Christie is positioning TAFE NSW Higher Education so that it can extend opportunities for students from all regions and communities to access tertiary pathways and opportunities. The Associate Degree in Accounting is the first qualification developed under the 'Tertiary Pathways Degree' program and targets learners from low socioeconomic status (SES) backgrounds.

TAFE NSW continued to grow and strengthen partnerships with industry and education providers under the stewardship of Ms Christie in 2011, thus enabling it to play a major role in driving regional development and ensuring the State's social and economic prosperity. Enrolments in higher level qualifications in regional and remote areas increased by 8.8% in 2011. TAFE NSW worked in a range of new and existing partnerships with clients including the Institute of Public Works, Engineers Australia, Abigroup Constructions, the Boating Industry of NSW, Telstra, BlueScope Steel, Airservices and AMCOR Paper.

Ms Christie guided TAFE NSW Institutes in providing customised programs for Aboriginal people in areas of employment growth to increase community capacity and enhance employment outcomes, resulting in an increase of 15.9% in Aboriginal graduates from higher level TAFE NSW qualifications. Initiatives included delivery of a new course, Everyday Business for Aboriginal People, in collaboration

with Centrelink, Department of Human Services and Aboriginal Elders, leading to a Certificate II or III in Business, an Indigenous driver training program in collaboration with Joblink Plus and the region's Aboriginal Land Councils, and an Indigenous pre-apprenticeship program in partnership with AusGrid.

Under Ms Christie's leadership TAFE NSW provided a range of targeted flexible training options and support services for young people, assisting them to complete higher level qualifications and secure skilled employment. One such initiative was a series of KickStart pre-apprenticeship programs delivered in conjunction with Woolworths and Castle Personnel.

The Deputy Director-General drove improvements in TAFE NSW's capacity to deliver programs utilising innovative and flexible means, including the latest web conferencing technology, thereby assisting students in rural and regional NSW to extend their educational opportunities.

The Deputy Director-General continued to develop the capabilities of TAFE staff through the TAFE NSW Building Our Future – Leadership program and the Development of TAFE Staff Capabilities.

Ms Christie's leadership has guided Adult and Community Education colleges in their provision of a diverse range of vocational education and training programs to suit the needs of their local communities across NSW. In 2011, approximately 130,000 people from more than 3,000 communities enrolled in courses with community colleges.

NSW AMES underwent large scale organisational change during 2011 as a result of being unsuccessful in tendering to deliver Commonwealth funded English language programs to migrants and refugees in a large part of metropolitan Sydney. In managing this change, a new strategic plan was implemented to guide the immediate redevelopment of retained operations.

Ms Christie is a member of the TAFE Commission Board and a member of the LH Martin Institute for Higher Education Leadership and Management Advisory Board, as well as being an ex-officio member of the Board of Studies.

## Hugo Harmstorf

SES Level 7, \$332,725  
Acting Deputy Director-General, Finance and Infrastructure  
From 10 January 2011 to 4 December 2011

SES Level 7, \$361,400  
Deputy Director-General, Finance and Infrastructure  
From 5 December 2011

In 2011, Mr Harmstorf implemented a range of measures to improve service delivery in the Finance and Infrastructure Portfolio and improve outcomes for schools with regard to finance, administration, procurement and asset management.

Mr Harmstorf oversaw the Department's 2010-11 \$14.5 billion budget, implementing strategies and providing advice to ensure that the Department's objectives were met within the agreed State Budget. He oversaw the implementation of the Department's 2010-11 savings strategies and the development and implementation of the Department's 2011-12 savings strategies.

Mr Harmstorf also oversaw the preparation of the 2010-2011 financial statements ensuring an unqualified audit report.

In 2011, Mr Harmstorf also had responsibility for the delivery of the Department's 2010-2011 \$2.34 billion capital works program. The program included some \$1.3 billion in funding provided by the Commonwealth for specific initiatives such as the Building the Education Revolution, the Digital Education Revolution, National Solar Schools, Trade Training Centres and the Fort Street High School noise amelioration project. In addition, during 2010-11, 8 new major school building projects and 5 major TAFE building projects were

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commenced and 39 existing major school projects and 29 existing major TAFE projects were continued.

During 2011, Mr Harmstorf guided the development and implementation of the first rounds of 2 new funding programs: the \$40 million Public School Upgrade fund and the \$20 million additional minor maintenance program.

In 2011, Mr Harmstorf oversaw the final stages of 2 significant programs which commenced in 2008-09: the \$280 million Building Better Schools program and the \$150 million Principals Priority Building program. In addition to these projects, the Department continued the roll out of the Commonwealth's Building the Education Revolution program, which provided approximately \$3.4 billion for capital works and maintenance projects in NSW government schools.

In 2011, Mr Harmstorf completed significant change programs within the Finance and Infrastructure Portfolio, aimed at improving service delivery to schools and TAFE NSW Institutes. In 2011, restructures in both the asset management and corporate finance areas of the Department were finalised. Under these changes, a new service-lead structure was implemented for corporate finance, which saw the recruitment of the Department's Chief Financial Officer.

During 2011, Mr Harmstorf oversaw programs that implemented new agency structures to ensure that the Office of Communities financial information is reflected in all financial reporting, including to the Department's Executive and to NSW Treasury.

Mr Harmstorf also led initiatives aimed at improved service delivery such as the implementation of new school maintenance and cleaning contracts during 2011, and the commencement of the review into the Schools Facilities Standards. The review is being undertaken to ensure that new educational facilities provide learning environments that promote excellence and are fit for the 21st century.

## Leslie Loble

SES Level 6, \$312,850  
Deputy Director-General, Strategic Planning and Regulation  
To 9 June 2011

SES Level 6, \$320,650  
Chief Executive, Office of Education  
From 10 June 2011 to 15 November 2011 (position regraded)

SES Level 7, \$361,400  
Chief Executive, Office of Education  
From 16 November 2011

Ms Loble has responsibility for the Department's external and intergovernmental relationships and advises the Department and the Minister on cross-sectoral, state wide and national developments across education and training from the earliest years to post-school training and higher education. She is responsible for the funding of the NSW VET sector, for the strategic management of contestable VET funding in NSW and for the funding and regulation of early childhood education and care in the State. She is also responsible for the Department's corporate planning and reporting and whole-of-government coordination under the State Plan.

In 2011, Ms Loble guided the Department's strategic efforts in seeking security and continuity of Commonwealth funding for NSW across the spectrum of education and training from early childhood education and care to vocational education and training. She provided high-level leadership in shaping the response of the NSW Government to the national Gonski review of school funding, overseeing a major new analysis of school education and disadvantage which significantly influenced the deliberations of the review. The NSW Government's interim and final submissions to the review, both of which were prepared under Ms Loble's guidance, were favourably commented on by a wide range of stakeholders, as well as by the review itself.

Her leadership of negotiations with the Commonwealth over National Partnerships delivered a new agreement, worth \$47 million over two and a half years, to increase support for



students with disabilities in NSW government schools. She also oversaw successful negotiations for the participation of NSW in the National Partnership on Training Places for Single and Teenage Parents. Under Ms Loble's guidance, New South Wales also secured more than \$190 million in 2011 in facilitation and reward funding to continue implementation of the three Smarter Schools National Partnerships, which have a total budget of \$1.5 billion.

Ms Loble led the Department's negotiations with the Commonwealth over the review of the National Agreement for Skills and Workforce Development and the National Partnership Agreement on Skills Reform, and guided the review of the skills sector in New South Wales in consultation with the NSW Treasury and the Department of Premier and Cabinet.

Ms Loble promoted the strategic interests of NSW by providing high-level advice to the Minister and the Director-General to support their participation in intergovernmental Ministerial forums and officials' groups. Among the successes achieved in these areas during 2011 was the positioning of NSW as a national leader in rural and regional education, and making the gap between rural and metropolitan students a strategic priority for the COAG Standing Council on School Education and Early Childhood and the COAG Standing Council on Tertiary Education, Skills and Employment.

During 2011, Ms Loble guided initiatives to increase the accessibility of higher education in New South Wales and to make the sector as a whole more flexible and adaptable through improved university governance arrangements. Using the resources and advice of the Board of Vocational Education and Training, Ms Loble steered the development of proposals for 3 innovative degree programs combining VET content and university study which could serve as models for future innovative study pathways of this type. And under Ms Loble's leadership the Office of Education prepared an important piece of amending legislation that allows greater flexibility in the size and composition of university governing councils.

After the general election in March 2011, Ms Loble was tasked with overseeing the coordination of briefings for the incoming Minister on all aspects of the Department's operations.

Following the incorporation of new functions into the Department as part of post-election machinery of Government changes, Ms Loble led the development of a new corporate plan setting out the strategic directions for the reconfigured organisation.

She was also given responsibility for the funding and regulation of the early childhood education and care sector when it was transferred from the Department of Human Services to the Education Portfolio.

During 2011, Ms Loble oversaw the implementation of a major independent review of NSW funding to early childhood provisions. This involved extensive consultation with the sector and high-level modelling of alternative funding scenarios.

She also guided the final preparations for the implementation in 2012 of the National Quality Framework (NQF), steering the drafting and passage of the necessary legislative framework and ensuring that new staffing arrangements were in place to enable the Department to take on the wider regulatory responsibilities entailed by the NQF.

Through her oversight of State Training Services, Ms Loble gave strategic direction to work that directed skills to industry and provided employment opportunities to people across the State through the approval of over 91,000 apprenticeships and traineeships and through the expansion of industry support for competency-based progression and completion, with over 35% of apprentices completing early based on demonstrated competency.

She guided the management of the NSW contestable training market during 2011 with the investment of nearly \$290 million in priority qualifications, in pre-apprenticeship programs, in apprentice and trainee enrolments and in targeted training to alleviate skill shortages.

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Ms Loble also oversaw the direction of resources to help individuals affected by structural and economic change, through assistance with training and employment opportunities delivered to over 2,400 retrenched workers, and through a service which matched 350 out-of-trade apprentices with employers during the year.

## Stephen Loquet

SES Level 6, \$320,650  
Chief Information Officer  
From 31 January 2011

Mr Loquet's responsibilities as Chief Information Officer include leading the provision of strategic business-as-usual information and communications technology (ICT) systems and services to support the learning, teaching and administrative needs of the Department's 1.2 million students and 96,000 employees. His responsibilities include the management of Information Technology Directorate (ITD), wide area network connections to the Department's 2,500 worksites, internet access for school and TAFE students and technical leadership of the provision of ICT services to high-profile initiatives, including the Connected Classrooms Program (CCP), the Learning Management and Business Reform (LMBR) program and the Digital Education Revolution – NSW (DER-NSW) program.

During 2011, Mr Loquet oversaw the finalisation of the Connected Classrooms Program providing every NSW government school with an interactive classroom, which included videoconferencing equipment, an interactive whiteboard and projector, collaboration tools and lesson creation software. The final 214 interactive classrooms were installed in 2011.

He also led the development and implementation of underpinning IT services to support the move of the DER-NSW program into a business-as-usual operation, including the software image on all DER-NSW laptop computers and the wireless network infrastructure in all government high and central schools.

In addition, Mr Loquet directed the development and implementation of supporting IT services for the LMBR program, which will deliver a single, integrated finance, human resources and student administration system across the Department.

He also provided leadership in the provision of state-of-the-art information technology to students and teachers in NSW government schools and TAFE colleges, including core services to support the implementation of Adobe Connect and Equella for the TAFE Virtual Learning Environment (VLE) project, eT4L Services, providing a stronger, more flexible foundation for schools to develop and implement eLearning strategies, the Schools ICT Health Check, providing each school with a sound understanding of their technology currency and capability to facilitate better decision making about local ICT investments and the LAN Remediation Project, providing a more stable and robust local area network in all schools for better connectivity across learning spaces and a richer student learning experience.

Mr Loquet was also responsible for the ongoing implementation of the Workforce Capacity Plan that made substantial changes to ITD's organisational structure to ensure that the skillsets within the Directorate are able to fulfil changing business requirements and to significantly reduce the use of contractors and deliver cost savings.

Mr Loquet also took a strategic role in several whole-of-government initiatives, including the State Government Data Centre Reform project and governance initiatives to develop better business relationships within the Department and across NSW government agencies.

## Peter Riordan

SES Level 6, \$320,650  
Deputy Director-General,  
Workforce Management and Systems Improvement

SES Level 8, \$392,351  
Acting Director-General and Managing  
Director of TAFE NSW  
From 20 August 2011 to 6 September 2011

Mr Riordan has responsibility for employee performance and conduct, employment screening, human resources, industrial relations, legal services, work health and safety, safety and security and the Learning Management and Business Reform (LMBR) program.

In 2011, Mr Riordan added information and communications technology services to his list of responsibilities.

His strategic leadership drove the implementation of a range of critical programs, functions and initiatives in 2011 to support Department priorities under *NSW 2021* and the Corporate Plan.

Mr Riordan continued to focus in 2011 on the recruitment and retention of a quality teacher workforce and champion a diverse high performing workforce through the ongoing implementation of initiatives under the Strategic Human Resources Plan 2009-2011, Aboriginal Human Resource Development Plan 2009–2011 and the Workforce Diversity plan 2009-2011.

He continued to drive the implementation of the LMBR program to deliver an integrated, streamlined and modernised solution to the existing human resources, finance and student administration systems in schools and TAFE. Under Mr Riordan's leadership, Stage 1 of the program was completed and an updated solution for Stage 2 was developed to further align with educational and business needs. The LMBR program also added enhancements in 2011 to the new finance solution and conducted additional training, for both State Office and TAFE NSW, to better meet user needs.

The provision of safe and secure workplaces is one of Mr Riordan's priorities and 2011 saw the Department's Workers Compensation performance improve. The Department's performance resulted in a funding surplus of \$1,338,222 for the 2011-12 fund year. Further improvements to work health and safety performance under the Safe Working and Learning 2009-12 Strategy are planned. Under Mr Riordan's leadership there was also a reduction in the number of security incidents experienced at schools during vacation periods and approximately 500 school staff were provided with training to assist them to better manage incidents involving violence, weapons, illegal drugs and other criminal activity.

Mr Riordan also oversaw in 2011 the implementation of a new Public Interest Disclosures Policy and Guidelines and reporting requirements.

A number of key programs and strategies were consolidated in Mr Riordan's Portfolio in 2011. Under his leadership key achievements included:

- ongoing implementation of a range of reform initiatives under the Smarter Schools National Partnerships on Improving Teacher Quality and Low Socioeconomic Status School Communities (Low SES). Key achievements included the appointment of 85 Highly Accomplished Teachers in newly established Centres for Excellence, schools participating in the Low SES School Communities National Partnerships and Reform Extension Initiative schools
- providing more opportunities for school communities to select the teachers who best meet their needs and for new and experienced teachers to apply for positions in schools in which they want to work. In the 2010-2011 staffing operation, schools had a choice of how they could fill 60% of vacant classroom teacher positions
- completion of the final installations under the \$158 million Connected Classrooms Program which has provided NSW government schools with an interactive whiteboard and videoconferencing technology and has upgraded the speed, security and reliability of the Department's Wide Area Network

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- continuing implementation and development of the system for enforcing school attendance including legal proceedings being commenced in relation to over 400 students, approximately 76% of which were high school students
- increasing representation of Aboriginal people employed in the Department to 2.8%, an increase from 2.5% in 2010 (excluding Office of Communities)
- checking over 75,000 applicants applying for child-related employment in the public and private education and training sector in NSW
- completing a Fire Safety Risk Management pilot project in schools and TAFE colleges to assess fire risk across departmental sites and make recommendations for improving management practices to further reduce the level of risk
- implementing a number of efficiencies in collaboration with the Department's new Fund Manager, Allianz, including electronic transmission of incident notifications, wage reimbursement requests and electronic funds transfer
- receiving a highly commended award at the Treasury Managed Fund Innovation Awards for work undertaken to develop a job dictionary for school based positions to support improved return to work outcomes
- continuing implementation of the *Government Information (Public Access) Act 2009* including improved structures for providing open public access to an increased range of departmental information.

Mr Riordan also focused in 2011 on ensuring a responsive industrial relations environment by:

- facilitating the development of new teacher program diary functionality and appropriate training to enable the implementation of TAFE teacher award reforms
- successfully varying the Crown Employees (Schools Administrative and Support) Staff Award to provide a mechanism to enable long-term temporary staff, who meet specified criteria, to be appointed on a permanent basis.

## Cheryl Best

SES Level 5, \$247,301  
General Manager, Learning and Development  
From 31 January 2011

During 2011, Cheryl Best was responsible for the leadership, development and implementation of strategic policy and the provision of operational advice and resource development across the Learning and Development Portfolio of the Office of Schools. The Portfolio includes the following business units:

- NSW Curriculum and Learning Innovation Centre
- Educational Measurement and School Accountability Directorate
- Professional Learning and Leadership Development Directorate
- Vocational Education in Schools Directorate
- Student Engagement and Program Evaluation Bureau
- Specialist Programs, Schools Unit.

Achievements of the Learning and Development Portfolio in 2011 included:

- continued effective implementation of the Kindergarten Assessment process in all primary schools, involving over 3,700 teachers and 65,819 students
- expanded availability to Best Start software for all Kindergarten to Year 2 teachers, to generate early learning plans that address students' individual literacy and numeracy learning needs
- establishment of a Department of Education and Communities (DEC) cross-Portfolio working group to coordinate strategies for literacy and numeracy and to contribute to the work of the Ministerial Advisory Group on Literacy and Numeracy
- support for 4,778 teachers and school leaders to gain accreditation with the NSW Institute of Teachers through the provision of 670 DEC Institute registered courses and programs to improve teacher and school leader quality

- implementation of a fully online, multimedia Essential Secondary Science Assessment for approximately 58,000 students in 584 NSW government and non-government schools, a world-first for this size and complexity of interactive test
- support for 114 NSW government schools to complete the 2 year Smarter Schools National Partnership on Literacy and Numeracy
- development and release of on-demand online tests in reading and numeracy for students in Years 3-10 in National Partnership Low SES schools to determine progress being made by students in these important skill areas
- delivery of an enhanced SMART 2 data analysis package through the incorporation of additional features into the 2011 NAPLAN application. The additions are designed to assist with the interpretation and analysis of data, including school commentary information, school analysis to allow primary teachers to view virtual Year 7 data for students who previously attended the school, the expansion of the percentage in bands data, and school growth data. New features also include student analysis data that allows teachers to view the special provisions accessed by students for the NAPLAN assessment
- completed the review of the School Based Management Pilot Program undertaken in 47 NSW government schools. Principals reported that they achieved improvements in literacy and numeracy for targeted students, increased school engagement and educational outcomes for students, provided better student welfare support, increased support and opportunities for staff, enhanced quality of teaching and learning, and improved management of the school
- completed the Rural Outcomes of Schooling project to determine school practices and factors leading to successful school outcomes despite challenges related to the degree of isolation and socioeconomic status
- strengthened provision of vocational education and training in schools. More than a third of Year 11 and Year 12 students in NSW government schools engaged in vocational education and training in 2011 as part of their Higher School Certificate

- delivery of arts programs involving more than 38,000 NSW government school students and 6,000 teachers and expansion of the Premier's Sporting Challenge programs to 220,000 students.

Ms Best has successfully led the Learning and Development Portfolio with a strong focus on cross collaboration and innovation. She has worked in close collaboration with State and regional colleagues and key stakeholders to ensure the best possible learning outcomes for students in NSW government schools.

## David Collins

SES Level 5, \$247,301

General Manager, State Training Services

Mr Collins continued to strategically lead the planning and funding of vocational education and training to meet the skill needs of industry, communities and individuals in NSW. He supported the Board of Vocational Education and Training and provided strategic policy advice to the Minister for Education.

For this period he managed a \$289 million investment to support 80,000 training places in priority skills areas. This included the ongoing implementation of the Productivity Places Program to support over 50,040 jobseeker and existing worker enrolments in high demand qualifications.

In 2011, Mr Collins directed the NSW VET sector through a vigorous year of change.

He led the development of policy reform for the NSW vocational education and training sector. Through the Council of Australian Governments all States and Territories have agreed to principles of reform for vocational education and training. He has played an important role in shaping these national reforms to meet the needs of NSW.

Mr Collins also successfully managed the first phase of State reform with the release of the Smart and Skilled: Making NSW Number One discussion paper and state wide

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community consultations. Over 600 people attended these consultations and 105 submissions were lodged by interested parties. Feedback from the consultations has informed the next stage of development of reform measures for completion in the first half of 2012.

After successfully transferring regulatory powers for the vocational education and training sector to the Commonwealth, the Vocational Education and Training Accreditation Board ceased operations on 30 June. Mr Collins led a seamless transfer of operations with the new national regulatory authority commencing operations on 1 July in NSW.

Mr Collins has responsibility for the training and employment of over 161,700 apprentices and trainees in NSW. Improvement of the apprenticeship system to meet workforce demands is a key element of skills reform in NSW and nationally. He is leading negotiations to improve apprentice completions through shorter nominal terms and competency based progression.

He also commissioned a major report for the Board of Vocational Education and Training which consulted with apprentices and their employers on strategies to improve apprentice completion rates. The report's recommendations will form the basis for state reforms.

With NSW and Victoria agreeing to jointly pursue apprenticeship reform Mr Collins is driving negotiations at the national level through the COAG Apprenticeship Taskforce on streamlining the apprenticeship system and removing cross border inconsistencies in consultation with Victoria.

Mr Collins helped strengthen VET opportunities for people in regional and rural NSW with the development and implementation of the Regional Training Employment Strategy specifically targeting job seekers school leavers and retrenched workers.

Mr Collins continues to work to bridge the employment and training gap for Aboriginal people with over 8,000 Aboriginal people receiving training and employment

assistance, the provision of 1,641 dedicated training places, 48 people securing employment in the public service and local government and the establishment of 155 trainee and cadetships in the community services and disability sector.

Under Mr Collins' leadership rapid response teams assisted 2,444 retrenched workers from 51 companies with training and employment opportunities. In September the Illawarra rapid response team offered immediate assistance to over 800 workers affected by BlueScope Steel downsizing.

Mr Collins took over responsibility for the 49 Adult and Community Education colleges delivering accredited and non-accredited training across NSW to strengthen their integration within the NSW training market.

He led negotiations with the Commonwealth and other jurisdictions to secure maximum reward funding for NSW under the Youth Attainment and Transitions and National Partnership.

With Mr Collins' guidance the Independent Employment Advisor program was established to support over 1,000 students at risk of dropping out of school in regions of high youth unemployment.

Mr Collins led the development of a training strategy to support over 10,000 workers in the early childhood education and care sector meet the COAG requirement for a National Quality Framework requiring them to have a formal qualification by 2014.

Under his direction the Continuing Apprentices Placement Service has assisted 1,800 and placed 1,070 out of work apprentices and trainees with new employers so they can complete the training.

He has commissioned innovative research on the expectations and destinations of senior schools students in NSW, tertiary pathways, trade recognition processes and outcomes and analysis of VET future directions to inform strategic planning in NSW.

## Paul Culshaw

SES Level 5, \$247,301  
Acting Deputy Program Director,  
Building the Education Revolution

The Building the Education Revolution program was the largest ever infrastructure investment in NSW Government schools. At the end of 2011, Mr Paul Culshaw took over as Program Director of the Building the Education Revolution Integrated Program Office which involved bringing the \$3.5 billion program to a satisfactory conclusion.

Throughout 2011, Mr Culshaw, in the role of Deputy Program Director, supported the then Building the Education Revolution Program Director in the maintenance of effective project management policies and guidelines, and executed program and project strategies that were aligned to the primary aims of the Building the Education Revolution program.

In addition, he provided strategic advice and support to the Program Director to ensure that the program produced the desired outcomes, to the required standards of quality and within the specified constraints of time and cost.

Mr Culshaw was also involved in managing the resolution of issues raised through the Building the Education Revolution Implementation Taskforce (BERIT) and the Auditor General.

Prior to this, Mr Culshaw was the Director of Planning and Scope Management at the Building the Education Revolution Integrated Program Office. In this role he was responsible for statutory planning and scope management for all Building the Education Revolution projects, including managing the project nomination and approval process with the Commonwealth Government. He also managed the challenging process of determining scope inclusions for Building the Education Revolution projects.

In 2012, Mr Culshaw will finalise the Building the Education Revolution program including the resolution of major contractual issues, delivering re-scoping works as well as transitioning the asset responsibility to the Department's asset management Directorate and units.

## Martin Graham

SES Level 5, \$275,800  
General Manager, External Relations Policy

In his role as General Manager, External Relations Policy, Mr Graham has provided strategic leadership in negotiations with the Commonwealth Government and State and Territory Governments to secure substantial new funding to support education and training in NSW and to develop effective policies for education and training.

He has lead the coordination of NSW Government positions and the development of specific policy areas for national forums including the Ministerial Council for Education Early Childhood Development and Youth Affairs, the Standing Council on Tertiary Education, Skills and Employment and related senior officials committees.

He oversaw the proposal for establishing of the Schools Advisory Council which will provide advice directly to Minister for Education, on issues in school education including where this intersects with early childhood, vocational education and training and higher education. The establishment of the Council will also strengthen and formalise the input the Minister receives from the non-government schools sector on issues of State and national significance.

In undertaking his responsibilities for higher education, Mr Graham coordinated the development and preparation of the *Universities Governing Bodies Act*. The Act is a major piece of university amendment legislation that allows greater flexibility in the size and composition of university governing councils. He also oversaw the transition of registration and accreditation functions for private higher education providers from NSW to the new Commonwealth Tertiary Education Quality and Standards Agency.

The commissioning of pilot projects to create innovative new joint vocational and University programs was also a focus in 2011.

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He led the development of 2 NSW Government submissions to the Australian Government's Review of Funding for Schooling. Both submissions were cited favourably by the Review, other jurisdictions, education stakeholders, academic researchers and the Commonwealth.

Mr Graham led the negotiations that secured over \$47 million over 2½ years from 2012 for a new national partnership to increase support for students with disabilities in NSW government schools.

Mr Graham continued to manage the implementation of the Government's decision to prohibit schools operating for a profit from receiving public funding by overseeing the system of audits for non-government schools.

Mr Graham continued to oversee the coordination of the State's participation in National Partnerships and other national projects across the education sector. This included management of ongoing accountabilities to the Commonwealth for existing National Partnerships including the securing of more than \$190 million in facilitation and reward funding to continue implementation of the three Smarter Schools National Partnerships, which have a total budget of \$1.5 billion.

Contribution was made by Mr Graham to the delivery of optimal outcomes for NSW in key priority areas such as the development and negotiation of NSW involvement in Commonwealth initiatives. In particular, the Empowering Local Schools National Partnership strategic alignment with the State's Local Schools, Local Decisions initiative, and supporting the Minister to influence the shape of national quality teaching rewards.

## Maria Gray-Spence

SES Level 5, \$266,300  
Regional Director, Illawarra/South East

Maria Gray-Spence continued to provide strong and strategic leadership across the Illawarra and South East region in 2011. Ms Gray-Spence has effectively and efficiently led the work of 8 school education groups comprising 230 schools with over 68,800 students, 4,700 teachers, 1,000 support staff and 72 regional staff.

She has provided a clear focus on improving the educational outcomes of all students, particularly Aboriginal students.

Ms Gray-Spence has continued to develop strong relationships and partnerships with key stakeholder groups including principals' associations, regional Aboriginal education consultative groups (AECGs), parent and community groups, TAFE NSW – Illawarra Institute and the University of Wollongong. She has ensured that these groups have had input into planning and decision making processes in the region, leading to the development of the 2012-2014 Regional Plan.

Key achievements in 2011 include:

- development of the Djinggi program which provides a pathway for Aboriginal students into teaching, supported by the University of Wollongong
- more than 1,000 students mentored by a student from the University of Wollongong through the In2Uni program, building aspirations for tertiary education in students from low socioeconomic areas
- targeted leadership programs for aspiring leaders including the NextGen Leadership Conference and action research grants
- effective support and coordination of all National Partnerships in the region
- strategic and effective support for 24 focused support schools to improve student learning outcomes



- development of the No Gap: No Excuse training package for all regional staff to support Aboriginal cultural awareness, and training of facilitators for implementation in all schools in 2012
- effective support for 10 Aboriginal focus support schools
- the showcasing of the performing arts talents of over 2,500 students in Southern Stars, the annual regional gala event, with record breaking audiences over 4 performances.

Ms Gray-Spence contributed to state wide agendas and policy development through the Public Schools Executive Group and as a senior member of the Curriculum Priority Action Group. She was also a member of: the SALM Program Steering Committee, the Rural Education Committee, the Schools ICT Support Review Steering Committee, the International Schools Group, the Every Student, Every School National Partnership Governance Steering Committee, the Committee of Cooperation with the University of Wollongong, and the TAFE Illawarra Institute Advisory Board.

## Peter Haigh

SES Level 5, \$266,300  
Regional Director, North Coast

Peter Haigh has continued to display innovative and strategic educational leadership with a clear focus on improving student outcomes and expanding the capacity of the region to deliver quality and focused educational programs to its 276 schools. Mr Haigh led the work of 10 school education groups, which include 229 primary schools, special schools and environmental education centres and 47 schools offering secondary curriculum. This includes 39 high schools, 2 being senior colleges, 2 K-12 schools and 6 central schools, 2 of which are located offshore at Lord Howe Island and Norfolk Island. A regional budget in excess of \$15.5 million was managed to ensure that the educational programs within the

region were delivered in an enhanced and timely manner to support more than 66,900 students.

With Aboriginal students now representing more than 11% of the region's total enrolment, Mr Haigh has continued to refine the focus on improving Aboriginal education in consultation with the community and principals. In 2011, Mr Haigh continued the Yarn Up tours with Aboriginal communities across the region, further expanded the region's Stronger, Smarter leadership strategy and maintained an enhanced regional support team, building cultural competence understandings and practices in schools. Common understandings and a 'real' partnership with the community are now well developed through collaboratively developed MOUs with local Aboriginal education consultative groups (AECGs).

During 2011, under Mr Haigh's leadership, secondary education has remained a priority. To improve outcomes in secondary education, the region:

- allocated \$250,000 of regional program funds supporting the development and local delivery of self-nominated projects to facilitate Stage 6 initiatives
- undertook further analysis of student participation and performance trends in Higher School Certificate courses attracting high achieving students
- refocused and enhanced the region's consultancy to ensure a balance across primary and secondary support in areas such as teaching and learning, equity and secondary mathematics and for focus support schools, of which 62% are secondary
- established across the region professional collegiate networks for teachers and head teachers of mathematics, and an English Leadership Centre which has ensured that students and staff access similar levels of professional support as their metropolitan counterparts.

Crucial to North Coast Region's success has been Mr Haigh's relentless articulation of the priority for quality teaching and learning through transforming leadership. The introduction

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of the region's leadership centre in 2011 has ensured leadership programs and courses are targeted toward building the capacity of teams, schools and individuals to enhance their effectiveness in improving student learning outcomes. This is based on existing frameworks and policies such as Teacher Assessment and Review schedules (TARs) and Executive Assessment and Review Schedules (EARs), Leading and Managing Schools, the Leadership Capability Framework and NSW Institute of Teachers accreditation processes. Achievements resulting from the introduction of the leadership centre include:

- increased participation of more than 60% in leadership learning programs
- regional initiatives, including mentor training, leaders' induction program, peer coaching, school financial management workshops, aspiring leaders' information sessions
- expanded leadership opportunities to school administrative and support staff (SASS)
- the availability of experienced educational leaders to support, enhance and lead leadership learning events under the umbrella of the leadership centre.

Throughout 2011, Mr Haigh has implemented astute approaches to supporting the 104 schools that access support through national partnerships and 135 schools that are supported through the Priority Schools Program and Priority Action Schools funding. In recognition of their low socioeconomic status the region's consultancy team supported schools in the refinement of school plans and the direct alignment of available resources to the achievement of school and regional targets.

## Paul Hopkins

SES Level 5, \$304,480  
Chief Procurement Officer

Mr Hopkins was appointed as Chief Procurement Officer in late 2007, bringing extensive strategic procurement experience to the Department from a range of senior executive roles within the NSW Government and corporate and financial sectors.

He established the Procurement Solutions Directorate in 2008 to develop and provide procurement services and products that strategically leverage the Department's significant expenditure, the second largest within the NSW Government. The Directorate provides advice and procurement services to business units in strategic supply and vendor management for assistance with Government policy, compliance, governance and risk management.

The Directorate published its second 3-year Procurement Business Plan in 2011 and is working within a strong procurement framework to significantly manage and reduce costs, and to create additional value in the supply of goods, services and infrastructure. Since its inception, the Directorate has achieved total centrally managed procurement savings of more than \$243 million, of which 90% is returned to schools through lower pricing. Over the past 3 years, savings to schools have averaged \$97,000 per school.

During this period the information technology industry has delivered the most procurement savings to the Department, demonstrating the shift in contemporary teaching practices and the economies of scale now being coordinated from the market. Pay as You Print Optimisation is a major program that has been implemented in this area to provide the NSW public school system with the youngest fleet of imaging devices in the world, while targeting a \$100 million saving over 4 years.

The Procurement Solutions Directorate has continued to work strategically across a range of major expenditure areas in the Department where coordinated procurement activity has increased value for schools, TAFE and corporate offices.

These include PCs, student laptops, multimedia tools, office products, telecommunications, software, travel, mail and imaging devices.

School principals and administrators have demonstrated a level of satisfaction with Procurement Solutions, with monthly surveys averaging 88% satisfaction for delivered value and 80% on overall performance.

Mr Hopkins has established strong communication links, customer engagement and a focus on procurement awareness to educate staff about the value of aggregated procurement initiatives and build support for their use. He has also actively promoted electronic trading, implemented online catalogues which provide easy access to more than 1,000,000 products for purchasing by schools and established online and phone support.

Mr Hopkins and the Procurement Solutions Directorate play a key role in supporting the Department by designing and implementing strategic procurement solutions that minimise financial and performance risks while ensuring the best possible value is achieved.

## Mark Howland

SES Level 5, \$247,301  
Chief Executive Officer,  
DEC International and TAFE NSW National Business  
From 14 February 2011

Mr Howland is responsible for delivering the key objectives of this Portfolio including the provision of a coordinating, monitoring, reporting and business development point for all international operations within the Department. This includes marketing and recruitment of international students for TAFE NSW and NSW government schools, international projects and high level international delegations. Through TAFE NSW National Business, a single point of contact for large clients is provided on behalf of all 10 TAFE NSW Institutes. This Portfolio also includes the TAFE NSW Customer Information

and Referral Service and the TAFE Corporate Brand and website.

In the 2010-11 financial year, DEC International attracted \$109.5 million in revenues, a decrease of 12% on the previous year.

Enrolments of international students decreased by 5% in NSW government schools and by 24% in TAFE NSW in 2011. The Study Tours Unit arranged visits to schools for 165 groups, comprising over 6,400 visitors. DEC International also hosted 26 high-level international delegations from 8 countries.

Under Mr Howland's leadership, DEC International continued to develop commercial markets in Abu Dhabi and Shanghai through offshore representation.

In 2011, TAFE NSW National Business generated \$9.24 million in revenues for TAFE NSW Institutes. Major clients included Abigroup, the Institute of Public Works Engineering Australia, the Department of Employment, Education and Workforce Relations and the Boating Industry Association.

A major achievement of the year was the development of TAFE NSW's social media strategy and the TAFE Clips Imagine Video Competition.

As well as speaking at 3 national conferences, Mr Howland visited 6 major source countries for commercial purposes, and was a member of the Australia China Trade Mission.

Mr Howland represents NSW on the Joint Committee on International Education.

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## Heather Hukins

SES Level 5, \$231,526  
Acting General Manager, Program Management Office  
From 10 January 2011

In 2011, Ms Hukins led and managed the work of the Program Management Office, which coordinated and monitored a range of reform projects across the Department. Ms Hukins coordinated high level governance for major projects and programs, ensuring alignment with government strategy and efficient resource reallocation, and assisted with the resolution of strategic level issues and risks across government agencies.

Ms Hukins led the development of the Local Schools, Local Decisions Program to deliver on the *NSW 2021: A Plan to Make NSW Number One* target: Public schools have more options for local decision making. Local Schools, Local Decisions is being developed to progressively introduce more flexibility for public schools to make local decisions about managing resources, the staff in our schools, maintenance and purchasing, and reduce the red tape that distracts them from their focus on learning and teaching. In February 2012, the Department will submit proposed next steps for implementing this important educational reform to the NSW Minister for Education.

Work on Local Schools, Local Decisions included a 10 week public consultation process that began in September 2011. The consultation included 444 face-to-face forums, attended by 6,039 participants, as well as 4,042 written submissions and an open online forum. This was the first time that the Department had engaged in a public online forum about major reforms.

Ms Hukins also had high level oversight of several strategic financial projects. This included leading work on the Department's Efficiency Savings Plan by developing and implementing appropriate project and program governance, planning, risk management, and reporting mechanisms to provide expert and reliable advice to the Executive, the Minister, NSW Treasury and the Expenditure Review Committee.

Building on her experience in establishing strategic relationships, Ms Hukins created and maintained productive partnerships and successful lines of communication with senior executives and senior managers within the Department, and in other agencies, to ensure the successful design and implementation of key reform initiatives.

## Trish Kelly

SES Level 5, \$285,300  
General Manager, Human Resources

In 2011, with the Government's realignment of public sector Departments, Ms Kelly successfully led the transition to the newly created Department of Education and Communities comprising the previous Department of Education and Training, the new Office of Communities, and the Early Childhood Education and Care function of the previous Department of Human Services (now the Department of Family and Community Services).

As part of her responsibility for the successful delivery of a range of key human resource functions, programs and initiatives, and in order to support departmental priorities under the State and Corporate Plans and build a high performing workforce, Ms Kelly also ensured:

- schools were staffed with high quality teachers
- schools continued to have increased decision making in school staffing, through exercising choice regarding the method of filling a large proportion of vacancies
- an ongoing commitment to the attraction, retention and development of Aboriginal employees
- the provision of capability development opportunities and workforce management strategies for corporate staff
- implementation of human resource initiatives to support the Smarter Schools National Partnerships
- implementation of the NSW Institute of Teachers requirements.

Ms Kelly's strategic leadership guided the delivery of a range of initiatives under the Strategic Human Resources Plan 2009-2011 and the Aboriginal Human Resource Development Plan 2009-2011 to build on the achievements of the previous year.

In 2011, Ms Kelly's leadership and ongoing commitment to increasing Aboriginal employment saw the proportion of Aboriginal people employed by the Department increase from 2.5% in 2010 to 2.8% as of June 2011 (not including Office of Communities' staff). This was achieved through a range of human resource strategies including the appointment of 94 Aboriginal school teachers in the 2010-2011 staffing operation, 64 in the 2011-2012 teacher staffing operation (as at 16 January 2011) and the appointment of 27 Aboriginal people to school administrative and support staff positions identified for Aboriginal people.

Ms Kelly drove the implementation of the first Aboriginal Teacher Leadership Program with 16 Aboriginal school teachers and executive successfully completing the pilot program during 2011. The program was expanded in 2011 to 6 regions with a cohort of 24 Aboriginal school teachers and school executives receiving individualised professional learning and career development support. An alumni group has also been established for graduates of the program.

Leadership development will continue to be a priority of the new Aboriginal Human Resource Development Plan 2012-2017.

School communities continued to take advantage of the opportunity to select their teachers. In the 2010-2011 staffing operation, schools had the opportunity to choose how to fill 60% of their vacant classroom teacher positions and 69% of vacant principal positions, and 77% of vacant executive positions in schools were filled through a selection process following advertisement.

In 2011, Ms Kelly continued to oversee key teacher supply initiatives such as the teacher education scholarship program, including scholarships for Aboriginal people and retraining programs to support school teacher potential shortfall areas.

Ms Kelly's leadership saw the continued success of the Beginning Teachers Support Initiative and the Teacher Mentor Program. In 2011, the Beginning Teachers Support Initiative provided schools with the equivalent of 1 hour per week to support permanent on probation beginning teachers in 1,162 schools. In addition, the Teacher Mentor Program commenced a new 2 year cycle, with 50 full-time equivalent (FTE) mentors supporting beginning teachers in 92 schools across the State.

In 2011, Ms Kelly was responsible for driving the implementation of a range of human resource reform initiatives under the Improving Teacher Quality and Low SocioEconomic Status School Communities National Partnerships. Key achievements in 2011 included the appointment of 84 Highly Accomplished Teachers in newly established Centres for Excellence, schools participating in the Low SES School Communities National Partnerships and Reform Extension Initiative schools.

In addition, there were over 62 FTE new educational and operational paraprofessional appointments made in Centres for Excellence and schools participating in the Low SES School Communities National Partnerships, and over 27 FTE paraprofessional appointments made in schools participating in the 47 Schools Pilot under the Improving Teacher Quality National Partnership and Youth Excel and Kids Excel initiatives.

During 2011, Ms Kelly ensured the provision of effective processes to support the timely recruitment of the first cohort of student support officers as a part of the NSW Government's Supporting Students Plan.

In addition, Ms Kelly continued to ensure the contribution of the Human Resources Directorate to the School Based Management Pilot to increase flexibility and local decision making in school staffing. The pilot, an Improving Teacher Quality National Partnership initiative, provided 47 principals and their school communities with opportunities to embed improved practices that will further develop their school's capacity to locally manage resources for the benefit of students. Human Resources Directorate provided significant

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support and advice to participating schools regarding the engagement of staff in various new roles such as business managers, paraprofessionals, physiotherapists, mechanics and youth workers.

Ms Kelly's leadership also saw the effective implementation of the Government's new Managing Excess Employees policy for public service staff in corporate areas and staff in TAFE NSW.

Throughout 2011, Ms Kelly continued to provide strategic leadership to the implementation of the Learning Management and Business Reform program.

Ms Kelly maintained a focus on building the capacity and engagement of corporate staff through induction, professional development, performance management and development, graduate recruitment initiatives and the comprehensive Capability Development website. Ms Kelly's leadership also saw the implementation of a strengthened workforce planning process within corporate Portfolios and the delivery of the second Current and Aspiring Leaders Program for 20 corporate staff within the Department.

Ms Kelly also continued to implement in 2011 the Workforce Diversity Policy and Plan 2009-2011 including a women's strategy and a support for staff with a disability strategy linked to public sector wide priorities. These priorities will be maintained in the new Workforce Diversity Plan 2012-2017.

## Phil Lambert

SES Level 5, \$285,300  
Regional Director, Sydney

In 2011, Dr Lambert used analysis of performance data to set priorities, inform regional planning and enhance student learning in the Sydney region. He guided the work of the regional leadership team of 8 school education directors and 3 school development officers to ensure that the results of the 228 schools in the region continued to show upward trends across various measures.

Dr Lambert maintained a culture of continuous improvement through the region's governance model that reflected the priorities of the Department and parents' and principals' groups in the Sydney region.

Key initiatives in 2011 included:

- targeted interventions in specific schools to address performance
- the review of the transition process for students moving from primary school to high school
- a comprehensive leadership development program supporting the professional learning needs of school leaders
- a ground breaking professional learning program for principals, in partnership with the White Ribbon Foundation, aimed at eliminating violence against women and girls
- the production of a high quality publication, Breaking The Silence, in partnership with the White Ribbon Foundation, showcasing the poetry and artworks of students
- the Expanding Horizons Concert at the Sydney Opera House featuring performances by 300 students from China and over 300 students from Sydney region

- the India Calling project, an innovative program that enables students in Years 3 and 4 to develop understandings and attitudes about India and the Hindi language
- high quality regional dance and drama festivals including the Koori Art Expressions visual arts exhibition, the Breaking the Silence White Ribbon poetry and art exhibition at NSW Parliament House, and the DanceSport Challenge ballroom dancing initiative
- the Deadly Kids Doing Well event, highlighting the achievements of Aboriginal students across Sydney region.

Dr Lambert maintained strong relationships with Sydney region's partners from the tertiary sector, parent and community groups, principals' associations, non-government organisations and the business community. He used various opportunities to highlight the many achievements of schools in the region that included:

- the continued increase in student enrolments across the region
- the high performance of primary and secondary schools in external assessments
- various awards presented to schools, principals, school staff and students at both State and national levels.

Dr Lambert's achievements as a leader and educator were recognised in various ways in 2011. He was selected for a second year as a finalist for the National White Ribbon Ambassador of the Year Award and in a unanimous resolution in the Parliament of NSW was acknowledged for his outstanding service and contribution to NSW through the White Ribbon campaign, education and a number of other initiatives. Dr Lambert also contributes to literature and the debate on education. In 2011, he provided keynote addresses at conferences on various topics and his paper on 21st Century schooling was published in the Australian College of Educators' journal, the *Professional Educator*.

In 2011, Dr Lambert represented the Department and NSW on various groups and boards including the:

- Australian Children's Television Foundation Board
- NRL Community Advisory Committee
- Coastal Sydney Justice and Human Services Regional Managers Cluster
- University of Sydney Dean's Advisory Board
- Conservatorium of Music Interim Steering Committee
- Dean's Advisory Board of Notre Dame University
- Department of Education and Communities' Confucius Institute.

In addition, Dr Lambert continued his links with the tertiary sector as Adjunct Associate Professor at the University of Sydney and during the year was conferred as an Adjunct Professor at Nanjing Normal University in China.

Dr Lambert is both a Fellow of the Australian College of Educators and a Fellow of the Australian Council of Educational Leaders. He is committed to lifelong learning and has been studying Mandarin for 2 years.

## Robyn McKerihan

SES Level 5, \$285,300  
Regional Director, Hunter/Central Coast

As Regional Director, Hunter Central Coast, Ms McKerihan is responsible for leading the development and implementation of strategies, policies, programs and innovations to ensure high quality education and training programs across 299 schools within the Hunter Central Coast region. A budget in excess of \$17.5 million was directed towards supporting schools to improve outcomes of over 109,000 students, positively influencing the capacity of staff and strengthening community partnerships.

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Ms McKerihan successfully led and managed 10 education areas, in excess of 95 regional staff and worked in close cooperation with key stakeholders including the regional Aboriginal education consultative groups, local parents and citizens' associations, the Primary Principals' Association and the Secondary Principals' Council.

In 2011, regional priorities included:

- improving the literacy and numeracy achievements for all students in relation to national benchmarks through early intervention and strong and effective teaching
- improving the retention and achievement rate of senior students with increased emphasis on participation in vocational education and training
- improving attendance and reducing issues that lead to suspensions and expulsions by improving engagement
- ensuring successful transition at key points
- increasing the capacity of local management groups and learning communities to achieve Department and regional priorities
- improving outcomes for Aboriginal students in all schools and narrowing the gap between Aboriginal students and all students
- implementing the Department's Aboriginal Education and Training Policy and Strategy
- developing quality systems to build capacity, recognise best practice and ensure sustainability through a focus on professional learning and supervision
- improving the quality and effectiveness of information communication technologies
- integration of technology into teaching and learning programs
- providing leadership programs that result in a strong pool of aspirants or potential leaders who have the capacity to lead and achieve Department, regional and school priorities
- developing leadership for continuous school improvement.

Key achievements in 2011 included:

- a strengthened regional governance structure ensuring the active participation of all key stakeholders in regional planning, service delivery and future developments
- professional learning to build the capacity of principals and school executives to undertake rigorous internal review ensuring targeted school improvement strategies
- targeted support to build the capacity of experienced school leaders to refine change management and school planning skills
- collaboration with the regional leaders of the Secondary Principals' Council and Primary Principals' Association to ensure timely and effective support and intervention to assist individuals and groups of schools managing complex issues
- signed partnership agreements with the Central Coast and Hunter regional Aboriginal education consultative groups, thus formalising the strong working relationship and joint initiatives to ensure improved life choices for Aboriginal students
- developed and implemented a network of regional support and monitoring for schools participating in National Partnerships initiatives to ensure maximised outcomes for students and school communities.

## Phillip Peace

SES Level 5, \$256,800  
Chief Financial Officer  
From 15 June 2011

As Chief Financial Officer, Mr Peace provided strategic and expert advice ensuring informed decision making across the Department, particularly in relation to the financial implications of those decisions.

Under Mr Peace's leadership the Department's corporate finance function was reformed during 2011 to enhance the provision of financial information and advice enabling



improved decision making to meet service delivery responsibilities.

The restructured corporate finance function has been better positioned to support further reforms in schools and TAFE and the related new learning management and business systems.

During 2011, the new finance system (SAP) for corporate and the operation of the finance shared service centre were fully implemented. Mr Peace was involved in the oversight of these changes and the financial and budget management requirements for the formation, in mid 2011, of the Department of Education and Communities from the previous Department of Education and Training and Communities NSW.

Improved fiscal and budget management across the Department has been a key focus under Mr Peace's leadership. Mr Peace has led the continuous improvement in financial controls and risk management practices, enhancement of financial policies, processes and procedures, and reporting that meets user requirements.

The production of accurate, timely and transparent financial information and reports to assist executive stakeholders in the decision making process has been another focus area of Finance Directorate under the leadership of Mr Peace.

The financial statements for the Department of Education and Communities, TAFE NSW and all related entities for 2010-11 were prepared in accordance with applicable Australian Accounting Standards. Continued systemic improvements in financial management and reporting resulted in unmodified audit opinions for the Department and TAFE NSW.

Mr Peace also coordinated the Department's financial data included in the ACARA My School website and the National Report on Schooling in Australia.

## David Phipps

SES Level 5, \$247,301  
Regional Director, Western Sydney  
From 19 January 2011

In 2011, Mr Phipps demonstrated strong strategic leadership as Regional Director, Western Sydney. Mr Phipps effectively and efficiently led the work of 8 school education groups comprising 245 schools, 7,060 teachers, 1,570 support staff and over 100 non-school based regional staff in the State's third largest region with 106,400 students.

In his first year as regional director, Mr Phipps has shown authentic leadership, thoughtfulness and a focus on detail. Mr Phipps has illustrated his capacity to sharpen the focus of regional operations in relation to emerging challenges and opportunities. His consultative approach across all stakeholders supports his capacity and ability to make timely, strategic decisions and undertake informed policy implementation.

Mr Phipps demonstrated his determination and commitment to refocus the work of the school education directors, school development officers and the regional consultancy team to better support the diverse range of schools through evidence based decision making and targeted school improvement.

Mr Phipps consolidated and maintained outstanding partnerships and relationships with principal groups, the regional Aboriginal Education Consultative Group and parents and citizens' associations, tertiary sector, corporate sector and community organisations to assure the strongest coalition of support for education in the region.

Mr Phipps has driven a culture of high expectations and high achievement. He is widely visible in his engagement with school leaders and staff and has maintained continuous improvement through the region's governance model.

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Key achievements in 2011 include:

- participation of 750 teachers in Best Start professional learning and schools using Best Start data to plan and program
- participation of 85 schools in Numeracy Action Learning Projects
- an increase in the number of schools trained in Positive Behaviour for Learning (PBL) to 152 schools (63%)
- continuation and expansion of the School Caseload plan supporting schools to establish explicit and systematic attendance strategies
- strategic leadership of the Focus Support School (FSS) program. Participation of 14 FSSs in professional learning focusing on instructional leadership, data analysis, school planning, target setting, the analytical framework for school development and the Team Leadership for School Improvement program
- strategic and focused support to 60 national partnership schools
- signing a new partnership agreement with the regional Aboriginal Education Consultative Group
- expansion of the region's China strategy including the Chinese Volunteer Teachers and Masters Education Research program in partnership with the University of Western Sydney
- leading a delegation from Western Sydney region and the University of Western Sydney to Shanghai and Ningbo Education Bureaus in China. A new Memorandum of Understanding was signed with the Ningbo Municipal Education Bureau, and collaboration and consultation for increased partnership cooperation undertaken. During this visit 47 students participated in 2 performing arts concerts
- development of the new Regional Strategic Directions and Service Delivery 2012-2014 aligned to the State Plan 2021, Department of Education and Communities Strategic Plan and Public Schools NSW Strategic Directions 2012-2014

- a significant increase in the number of students accessing courses offered by Lachlan Macquarie College, and expanded collaboration and support from the University of Western Sydney and the Greater Western Sydney Education Research and Innovation Alliance
- increased participation in the Cyclical Review process
- establishment of the first regional Aboriginal Student Awards – The Birrung Awards
- staging of the fifth annual Pulse concert at the Sydney Opera House featuring in excess of 1,200 students
- implementation of the interim Principal Assessment and Review process including the Principal Performance and Professional Development Plan.

Mr Phipps continued to contribute to state wide agendas and policy development as a senior member of the Public Schools Executive Group. He was a member of the: Aboriginal Education and Training Priority Action Group, Schools Promotion Strategy Working Group, Nirimba Education Precinct Board, Principal Assessment and Review Working Group, Greater Western Sydney Education Research and Innovation Alliance, the Western Sydney TAFE Institute Advisory Council, and Chair of the Lachlan Macquarie College Working Party.

## Kathy Rankin

SES Level 5, \$256,800  
General Manager, TAFE Training and Education Support

Ms Rankin's key focus in 2011 was to improve the impact and value of TAFE NSW by supporting Institute capability to respond more quickly and flexibly to evolving labour market and skilling requirements.

Ms Rankin managed the transition of the TAFE NSW delegations to the new national VET regulator and provided oversight of 446 training package qualifications, 246 skill sets/statements of attainment, and the development of 42 accredited courses for Institute delivery on the Course Information System.

Ms Rankin built on her strong relationships with employer and employee bodies to customise training products and develop new courses for emerging industry workforce needs, including a new course for mobile crane operation to address a gap in the market. She further cemented the TAFE NSW relationship with the Ministry of Health for pre-service delivery of enrolled nurse training by negotiating ongoing access to clinical placements for enrolled nurse training and additional Commonwealth funding for 119 training places.

Ms Rankin led the development of the Associate Degree in Accounting, a new higher education qualification forming the basis of an innovative tertiary pathway model for direct entry to a degree at a partner university. She established a partnership with 4 universities and 2 industry bodies to pilot this program for students from low socioeconomic status (SES) backgrounds facing disadvantage.

To identify best practice in TAFE NSW Ms Rankin initiated and managed research on industry engagement producing the case studies report, Improving Customer Responsiveness, and the NSW TAFE Commission Board Report, Impact of the TAFE NSW Manufacturing and Engineering Strategy.

Ms Rankin maintained a focus on workforce development and capability building by delivering the third TAFE NSW Building Our Future: Leadership Program for 20 senior managers. She also managed the TAFE NSW contribution to the NSW Government response to the Productivity Commission's Research into the VET Workforce and oversaw an extensive program of consultations with TAFE NSW head teachers.

Ms Rankin established the TAFE eLearning hub to work in partnership with Institutes to build capability of staff in the design and delivery of online learning and assessment and broaden implementation of technology enabled learning.

## David Riordan

SES Level 5, \$285,300  
Director, Sydney Institute

In 2011, Mr Riordan managed the Institute's smooth transition into its new faculty management structure, including the appointment of 6 new assistant directors with responsibilities for faculty products and services across the Institute. The new governance model provided the Institute with a transparent process resulting in greater staff engagement and identification of efficiencies.

A major focus in 2011 was the celebration of Sydney Institute's 120th anniversary. Led by Mr Riordan, the Institute conducted a program of 23 exhibitions, fashion and culinary events, heritage tours and student master classes. The event showcased the accomplishments of TAFE NSW and Sydney Institute, its graduates and its sponsors to key stakeholders and the wider community via media publicity and awareness-raising activities.

The Institute's Going Global strategy provided opportunities for staff and students to participate in exchanges with teaching establishments in Singapore, Denmark, the USA and the UK. Mr Riordan was invited by the Premier of NSW, the Hon Barry O'Farrell, to represent TAFE NSW on his inaugural business missions to China and India. In India the Premier witnessed the signing of a Memorandum of Understanding between Sydney and Illawarra Institutes and Gujarat NRE Coke Ltd to develop a feasibility study to provide training in skill shortage areas in the Indian state of Gujarat.

The Institute delivered the first TAFE NSW degree program with 32 students enrolled in the Bachelor of Design (Interior Design). Australia's first-ever online Diploma of Sport and Recreation Administration course was launched in partnership with Open Universities Australia.

The Participation Phase initiative for 15-16 year olds was implemented with 260 enrolments, exceeding the target of 140 places. Apprenticeship programs were strengthened via trade school initiatives contributing to the

# Appendix 5: SES Performance Statements

HSC. Targets for completions at Certificate III and above increased significantly. A streamlined, consistent process for recognition was implemented. The Institute met its annual student hours (ASH) target and increased its overall training delivery, including the generation of significant commercial activity.

Opportunities for Aboriginal students continued, including the inaugural state wide Indigenous Police Recruitment Our Way Delivery (IPROWD) course, a training program for Aboriginal youth at risk with Juvenile Justice NSW, and the continuing partnership with the Ausgrid Aboriginal and Torres Strait Islander Pre-Apprenticeship Program. Graduate and Ausgrid employee Joshua Toomey was named NAIDOC Apprentice of the Year and NSW Aboriginal and Torres Strait Islander Student of the Year at the NSW Training Awards.

Leadership programs were attended by 347 senior staff, 95 leaders attended commercial business training, 18 staff members participated in a new mentoring program and 160 head teachers and RPL delegates undertook national VET training.

The Institute continued to develop local and community sustainability initiatives including the installation of alternative energy equipment. The Institute's IT project coordinator won the 2011 Learning for Sustainability Award for Excellence and Innovation.

Mr Riordan is a board member of the International Education Association of Australia, a member of the international RC2020 consortium of college executives and presidents from the UK, USA, Canada and Ireland for the sharing of best practice and development of student/teacher exchanges, and a member of the NSW Transport Minister's Sydney Light Rail Round Table.

## Peter Roberts

SES Level 5, \$247,301  
Director, South Western Sydney Institute

Since assuming the role of Institute Director in May 2010, Mr Roberts has led the provision of outcomes based training services targeting the needs of South West region which is one of the fastest growing and economically disadvantaged regions in Australia.

Mr Roberts successfully implemented major change initiatives during 2011 to build on the Institute's strengths and to position the Institute to meet the challenges of the future. These initiatives included: a new Institute governance model and revised organisational structure to improve institute responsiveness in an increasingly competitive marketplace, a new strategic plan, SWSi Strategy 2015, focusing on customer engagement, innovation and partnerships to support business growth, revitalising the Institute brand, website and social media communications to better engage with customers and introducing a new organisational capability and leadership framework to build the skills of institute managers and staff to lead and manage innovation and change in vocational education and training.

Mr Roberts led a number of innovative initiatives to improve customer responsiveness including:

- opening a new office in the Parramatta CBD as a joint initiative with TAFE NSW Western Sydney Institute to expand training and workforce development services to industry and businesses in Greater Western Sydney
- opening Macarthur Building Industry Skills Centre (MBISC) at Ingleburn and new Aged Care, Massage Therapy and Sign Writing facilities at Macquarie Fields College in response to rapid regional growth and the demand for new jobs
- supporting employment of Indigenous people in the region through the Institute becoming an Indigenous employment provider and increasing Indigenous participation in training with real job outcomes through specialised programs such as the Indigenous Police

Recruitment Our Way Delivery (IPROWD) program to gain entry to the NSW Police College and the Indigenous Pre-Recruitment program (IPRC) to prepare Indigenous Australians to gain employment with the Australian Defence Force. In 2011, the Institute exceeded its target for Indigenous enrolments by 5.4% with a 24.2% increase in Indigenous enrolment numbers at Certificate III and above

- developing significant new partnerships with organisations to expand service delivery both nationally and internationally including Telstra Operations, the University of Ballarat, Optus, the Commonwealth Bank, the Master Builders Association NSW, Charles Sturt University, Hainan College of Vocation and Technique in China and Genting Star Tourism Academy in the Philippines. The Institute has 9 offshore joint programs in China and the Philippines.

The Institute has made a significant commitment to supporting programs and initiatives which provide a range of pathways for youth in the region. These programs have been offered to a diverse range of participants including Aboriginal youth, migrant youth, refugees, youth in juvenile justice centres and those at risk of disengaging from work and study.

By placing the Institute's focus on customer value as the key to success, Mr Roberts has led the development of stronger links with the University of Western Sydney and other universities to provide TAFE students with better pathways to higher education. In 2011, the Institute delivered a total of 143 qualifications at Diploma and higher level with a 21% increase in course completions compared to 2010. The Institute has actively engaged in the delivery of a range of programs in partnership with employers to increase the qualification level of existing workers and improve productivity. The provision of workplace training programs that recognise employee skills, qualifications and experience has led to a 34% increase in recognition awarded by the Institute.

Mr Roberts is a member of South Western Sydney Manufacturing and Engineering Skills Task Force which is an industry driven group established to identify the skills and relevant training needed to help transform the local manufacturing industry to be competitive in a changing global economy.

## Chris Ryan

SES Level 5, \$256,800

Executive Director, Strategic Relations and Communication

Mr Ryan was responsible for the Strategic Relations and Communication Portfolio. This encompassed corporate communication, corporate marketing, enterprise information management, enterprise risk management, executive support and media. He also held the position of the Department's Right to Information Officer.

In 2011, Mr Ryan provided high-level leadership to support the implementation of State and Corporate Plan priorities. His key responsibilities included the promotion of high-quality public education and training initiatives in NSW. He provided critical guidance in the management of national, State and local media issues and the in *Government Information (Public Access) Act 2009*, which is reflected in the Department's ongoing commitment to openness and transparency.

Key strategies Mr Ryan led included:

- promoting the achievements of TAFE NSW and NSW public schools, students, teachers and the Department's policies and programs
- providing relevant information and advice for parents, principals, teachers, students and the broader community
- promoting openness and transparency in public education
- responding to a large number of media enquiries

# Appendix 5: SES Performance Statements

- providing strategic support in risk management, business continuity and corporate governance
- managing the Enterprise Information Management Program.

Mr Ryan's leadership ensured the Director-General and the Minister received quality and timely correspondence, briefings and guidance on matters relating to all facets of strategic relations and communication. He ensured the Department was well positioned to provide the Minister's office with a consistently high standard of parliamentary support.

As the Department's Right to Information Officer, Mr Ryan continued to drive major cultural change based on the implementation of the *Government Information (Public Access) Act 2009*. This included the proactive publication of new information and setting directives to move the majority of departmental policies to the internet for immediate public access.

In 2011, Mr Ryan provided leadership in strategic communication to meet parent, teacher and community expectations regarding easy access to information such as:

- the continued roll out of the school website service, which saw the significant goal of 1,350 schools across the State resourced with a high quality, Department-supported website
- further upgrades to the Department's internet sites
- the redevelopment of the Department's main public website to incorporate the new agencies that comprise the NSW Department of Education and Communities.

A major initiative Mr Ryan oversaw was the launch of School A to Z, an online school community, including a website, mobile apps and social networking sites. The resource provides parents with practical homework and study support, child health and wellbeing information, along with advice on technology use and keeping kids safe online.

Additional examples of the information prepared for parents include:

- Welcome to Preschool, A Special Place, and Time to Start Year 7
- School A to Z folder – a welcome to school pack for parents of Kindergarten students that includes an organiser, homework helpers and general school information
- Click, a parent guide to new technology
- School Parents ezine providing general information and advice for parents.

During 2011, Mr Ryan also ensured excellent relations continued with Department stakeholders including the Federation of Parents and Citizens' Association of NSW, the Primary Principals' Association and the Secondary Principals' Council through wide consultation on major initiatives.

Under Mr Ryan's leadership, timely support and advice to principals, teachers and departmental state officers was given on how to promote high-quality public education in NSW. This included communication workshops with 212 schools and learning communities, and further workshops on excellent customer service with 600 school administrative staff.

The regular online staff news service, Side by Side, was also published along with SchoolBiz, a new weekly information service for school staff.

Mr Ryan continued to lead the focus on innovative communication practice with the launch of the micro-blogging service Maang for Department staff and the development of Pario, a service allowing specialist education centres to create and maintain their websites.

He also oversaw the development of a social media policy and guidelines for the Department and the launch of social media channels Youtube, Twitter and Facebook and Yammer within the Department to engage staff, parents and other key stakeholders.

Mr Ryan led the management of Education Week the Great Schools Show Off, the Learning for Sustainability awards and coordinated the 'Maroon for a Day' donations with 1,150 schools raising more than \$501,500 for Queensland flood-damaged public schools.

Furthermore, he ensured robust management and communication systems were in place to:

- respond to more than 5,500 phone calls and 5,120 email enquiries from internal and external clients
- register and process a total of 1,893 letters to the director-general, 6,559 items of Ministerial correspondence and 1,579 briefing requests for the Minister and director-general
- manage more than 5,744 campaign or petition letters and emails on issues including the Ethics Trial, TAFE reform, family day care, school funding and staffing issues.

As Chairperson of the Department's Enterprise Information Management (EIM) Group, Mr Ryan was instrumental in providing high-level leadership and governance to the EIM program which was completed in 2011. The capability supports improvements in evidence-based decision-making, efficient and responsible use of public funds and ensures continuous improvement and organisational learning.

Through Mr Ryan's commitment, a strong Enterprise Risk Management capability framework was also developed and implemented to enable the Department to identify, manage and monitor key risks to major programs and projects for schools, TAFE NSW and community education and corporate responsibilities.

## Jane Simmons

SES Level 5, \$266,300  
Regional Director, Northern Sydney

In 2011, Ms Simmons provided effective and pragmatic strategic leadership to the 6 education areas of Northern Sydney. In collaboration with school communities and her leadership team, Ms Simmons maintained the region's focus on Leading Learning and continued to build a regional culture focused on achieving the highest level of student performance and access to student learning through ongoing improvement in quality teaching and learning.

Ms Simmons is a highly innovative educational thinker with a clear appreciation of the future context of successful educational practice. She uses analysis of student data to underpin the formulation of strategies to initiate improvement and understands the need to foster initiatives that enhance creativity and imagination in educational programs. She also greatly values the key role technology plays in supporting these strategies.

Ms Simmons' collaborative and consultative approach with a wide range of stakeholders ensured continued strong relationships with key groups including parent and school community groups, principals' associations, local government and business and the tertiary sector. She also continued to actively support the ongoing development of a range of programs between Macquarie University and the region's schools and learning communities, with specific focus on science, education, technology, languages and the arts.

The region's results in the 2011 Higher School Certificate represented an increasing trend of improved academic performance. In 2011, 12 Northern Sydney students achieved first in a course, an increase of over 90% on 2010 results. The schools in the Northern Sydney region produced 207 all-rounders, 1,969 distinguished achievers and 141 top achievers in the Higher School Certificate.

The strong educational foundation provided by the region's primary and junior secondary areas was demonstrated by the 2011 NAPLAN results, which demonstrated continued

# Appendix 5: SES Performance Statements

improvement and again met or exceeded regional targets, continuing to perform well above the State mean in all aspects of testing.

In 2011, Ms Simmons continued to implement initiatives that empowered schools to drive change through increasing their capacity to use data driven practices to guide teaching and learning. She developed and initiated a school self-evaluation framework to support student achievement through identification of best practice in school educational management and continued to identify and drive programs designed to enhance school improvement and effectiveness. Ms Simmons also led professional learning through initiatives such as the regional Schools That Learn newsletter targeting school leaders and educators and workshops for principals on evidence-based teaching and learning.

A focus on facilitating students moving from aspiration to attainment characterises Ms Simmons' approach to education. Under Ms Simmons' guidance and as part of her ongoing support for a range of initiatives to develop teacher pedagogy and enhance the learning outcomes of students, including more gifted learners, the region pioneered Imagination first, a ground-breaking project designed to engage leaders, teachers and students to generate creative and innovative learning activities.

In August 2011, the region was personally invited to present a research paper Building Differentiated Schools of Curious Delight at the 19th Biennial World Conference for Gifted and Talented Children in Prague. This not only confirmed the region's outstanding performance in this area but also firmly establishing the NSW Department of Education and Communities on the world educational stage.

Ms Simmons advocates strong international educational relationships. She continues to lead the expansion of relations with China as part of the Region's Leading Global Learning initiative. In 2011, existing Memoranda with several Chinese provinces were further developed to enhance interschool relationships through sister school and professional learning programs.

In collaboration with Macquarie University, the region also established a program which, in 2012, will see Chinese postgraduate students assisting teachers in Northern Sydney region classrooms to teach Mandarin and Chinese culture.

In 2011, Ms Simmons' knowledge and expertise was again recognised through her involvement in a wide range of State level organisations. She continued as Co-Chairperson of the Macquarie University ICT Board of Management and was also a member of the International Business Council, the Steering Committee for the Protection of Children and Young People, and the Ecological Sustainability Strategy Group. Ms Simmons also chaired a number of selection committees for the NSW Premier's Teacher Scholarships.

## Deonne Smith

SES Level 5, \$285,300  
General Manager, Access and Equity

Deonne Smith leads the development and implementation of strategic policy and the provision of operational advice and specialist resource development in the areas of:

- Aboriginal education and training
- student welfare
- student wellbeing
- disability programs
- multicultural education
- low SES School Communities National Partnership
- distance education
- Government preschool classes
- State equity programs.

Ms Smith's achievements in 2011 included:

- implementation of all aspects of the NSW Government's Keep Them Safe, a shared approach to child wellbeing strategy



- establishment of the student support officer initiative, including 50 new social worker and youth worker positions in NSW government schools
- development of the new Bullying: Preventing and Responding to Student Bullying in Schools policy and supporting resources
- development of a Cyberbullying Awareness Training Package
- providing support for more than 35,000 students with a confirmed disability through targeted specialist programs, including support for more than 15,550 students in regular classes through the integration funding support program and 19,000 students in support classes in regular and special schools
- more than 330 regional tutors providing online training courses to more than 8,000 participants to strengthen the capacity of teachers to cater for students with learning difficulties and students with a disability in mainstream classrooms
- expanded services of the NSW Centre for Effective Reading (catering for the learning needs of students with dyslexia and language disorders living in rural and remote locations)
- the production of more than 1,515 textbooks in Braille or large print formats for students with vision impairment
- the development of the physical as anything.com online resource (jointly with NSW Health) to provide parents and carers, school personnel, health personnel and students with information on more than 50 medical, developmental and psychological conditions and their education implications
- the preparation of the NSW Government submission to the Inquiry into Transition Support for Students with Additional or Complex Needs and their Families
- a reduction in the number of Aboriginal students in low achievement bands in some aspects of national testing
- improvement in apparent retention rates of Aboriginal students
- a strengthened partnership between the Aboriginal Education Consultative Group and the Department at a State, regional and local level in line with the formal partnership between the NSW Aboriginal Education Consultative Group Inc and the Department of Education and Communities
- a strengthened Links to Learning program. Projects now operate in all 10 regions and the number of schools referring students to Links to Learning projects has risen from 152 in 2010 to 228 in 2011
- advice and support for regions, schools and their communities on the introduction of preschool fees in 2012
- development of an Extended Transition to School package to assist schools where K-2 attendance is poor
- expansion of the Beginning School Well program which mentors refugee families prior to school entry and during the child's first term in Kindergarten
- the expansion of the Refugee Student Support Strategy to enhance the capacity of schools to meet the educational needs of refugee students
- implementation of the Low SES School Communities National Partnership in NSW government schools which provided \$140 million to 523 schools in 2011
- the fifth biennial equity conference, Schooling for futures, which was attended by 1,042 participants from schools, regional and state offices, universities and community agencies
- implementation of strategies to improve the quality of learning for distance education students. These included:
  - an enhanced satellite service
  - development of learning resources and customised teacher professional learning
  - a trial to expand the stage 6 curriculum across a greater range of rural and remote students

# Appendix 5: SES Performance Statements

- continued development of the Connections virtual excursions program bringing significant experiences and opportunities to students across NSW, particularly in rural school communities
- a strengthened partnership between the Isolated Children's Parents' Association and the Department at a State and regional level.

In 2011, Ms Smith met or exceeded all key objectives. She worked in a consultative way with schools, regions, Directorates, all key stakeholder groups and other government agencies.

## Tom Urry

SES Level 5, \$275,800  
Regional Director, South West Sydney

Tom Urry has continued to display innovative and strategic educational leadership with a clear focus on improving student outcomes and expanding the capacity of the region to deliver quality educational programs. Crucial to South Western Sydney region's success has been relentless articulation of the priority for quality teaching and learning through transforming leadership, consolidation and refinement of school plans and the direct alignment of available resources to the achievement of school and regional targets.

Mr Urry led the work of 10 school education groups, comprising 276 schools with more than 12,000 teaching and 2,000 school administrative support staff and over 100 regional non-school based staff. Proactive management of a regional budget of over \$22 million ensured that the educational programs within the region were delivered in an enriched and timely manner to support the education of more than 132,000 students. With almost 18% of the total State student population, Mr Urry continues to position the region to take advantage of the full range of Government funding opportunities, educational initiatives and programs.

Key initiatives during 2011 included:

- leadership of the development of the regional Strategic Priority Areas 2012-2014 involving collaboration between the regional leadership team and principal representatives
- regional leadership of the National Partnerships programs for Literacy and Numeracy and Low SES Communities through the implementation of sustainable, innovative and tailored learning opportunities for students, shared collaborative practice across schools, and staffing arrangements to meet local school needs
- achievement of targets for all students in literacy and numeracy NAPLAN results
- consolidation of realigned school education director responsibilities, including Portfolio leadership in order to maximise service to schools and communities and the achievement of quality student outcomes
- capacity building of regional leadership through relieving opportunities for a range of roles, including principal and school education director, and through the promotion of contextually relevant professional development initiatives for current and aspiring leaders
- sustenance of strong relationships and cooperative structures with the peak principals' organisations, the regional parents and citizens' associations and local Aboriginal educational consultative groups
- leading and facilitating the region's strategic consultation process with key stakeholders for the Government commitment to Local Schools, Local Decisions
- continued success of the Centres for Excellence at Macquarie Fields High School and Lansvale Public School
- establishment of a trade training centre, specialising in hospitality, at Bonnyrigg High School
- achievement of Federal Government funding in excess of \$10 million to support the development of trade training centres at:
  - Airds High School with Dorchester School and Eagle Vale High School (metal and engineering and construction)

- Ambarvale High School (hospitality)
  - Fairfield High School with Fairvale and Westfields Sports High Schools (construction, hospitality, and metal and engineering)
  - James Meehan High School (metal and engineering)
  - Liverpool Boys High School (construction)
  - Miller High School (metal and engineering)
  - Prairiewood High School (hospitality)
  - Wiley Park Girls High School (hospitality)
- showcasing and recognition of the region’s outstanding creative and performing arts, and student, staff and school achievement at the annual Director’s Choice gala evening.

In 2011, Mr Urry was the recipient of the Meritorious Service to Public Education Award. This is the Department’s most prestigious award and recognises individuals who have made a significant contribution to public education in NSW. Mr Urry was the sole recipient of this award in 2011.

# Appendix 6: Controlled Entities

**Table 6.1: Controlled Entities**

Names of Controlled Entities	Details of objectives, operations and activities	Measures of performance
NSW Adult Migrant English Service	The NSW Adult Migrant English Service (AMES) provides contract management services for DEC to deliver English language and employment preparation programs for migrants and refugees. NSW AMES also develops online English language learning programs, delivers and assesses English language programs in workplaces and manages national and international sales of English language learning curriculum licenses.	Legislative compliance. Budget targets achieved. Compliance with the Department of Immigration and Citizenship (DIAC) requirements for delivery of the Adult Migrant English Program (AMEP).
NSW TAFE Commission	The NSW TAFE Commission (TAFE NSW) is a network of Institutes offering vocational education and training. TAFE NSW courses are delivered on campus, flexibly in the workplace or remotely, often by the internet. In 2011, there were more than half a million enrolments in TAFE NSW Institutes. TAFE NSW goals are to provide the skills and values for innovation, growth, prosperity and social cohesion and to deliver a dynamic and responsive system of public education and training.	Legislative compliance. Budget and business plan targets achieved.
TAFE Commission Division	The TAFE Commission Division is a Division of the Government Service, established on 17 March 2006 pursuant to Part 2 of Schedule 1 to the <i>Public Sector Employment Act 2002</i> . The Division is a not for profit entity with the objective of providing personnel services to its parent, the NSW TAFE Commission. The Division commenced operations on 17 March 2006 when it assumed responsibility for the teaching, educational and Institute Management of staff and related liabilities of the NSW TAFE Commission.	Budget and business plan targets achieved. This Division ceased operation on 1 December 2011 when all employees were transferred to the NSW TAFE Commission.



# Appendix 7: Government Information (Public Access) Act

This section of the report provides information about the operation of the *Government Information (Public Access) Act 2009* from 1 January 2011 until 31 December 2011.

The aim of the legislation is to promote openness, accountability and transparency to enable the public to access government information at the lowest reasonable cost.

In April 2011 the NSW Department of Education and Training, Children's Services and Communities NSW were brought together to create the Department of Education and Communities. This report contains information about the former NSW Department of Education and Training and Children's Services only. The Office of Communities reports separately about the operation of the *Government Information (Public Access) Act 2009* and information is available at the website [www.communities.nsw.gov.au/gipainfo/](http://www.communities.nsw.gov.au/gipainfo/)

## Accessing records held by the Department

In compliance with the *Government Information (Public Access) Act 2009* (the 'GIPA Act') the Department makes information it holds available in several ways:

- 'Open-access' information is available via the Department's agency information guide: [www.det.nsw.edu.au/about-us/information-access](http://www.det.nsw.edu.au/about-us/information-access)
- other information, including statistical data, is available under authorised proactive release on the website [www.det.nsw.edu.au/about-us](http://www.det.nsw.edu.au/about-us)
- TAFE institutes, schools and departmental officers may provide access to information under authorised informal release
- information may be released formally in response to an access application made under section 41 of the GIPA Act.

Access to routine business information may also be provided administratively outside the GIPA Act process.

The Department's agency information guide is published on the website at [www.det.nsw.edu.au/about-us/information-access/information-guide](http://www.det.nsw.edu.au/about-us/information-access/information-guide). It describes the structure and functions of the Department, how these functions affect the public, the information that is freely available from the Department, and how to access other information which is publicly available but may not have been published on the Department's internet site. The agency information guide is updated regularly throughout the year and is reviewed annually in July. It provides suggested GIPA Act application and authority forms and links to relevant legislation and related agencies.

The Department's webpage [www.det.nsw.edu.au/about-us/information-access](http://www.det.nsw.edu.au/about-us/information-access) contains the following 'open-access' information, as required by section 18 of the GIPA Act and clause 5 of the Government Information (Public Access) Regulation 2009:

- current agency information guide
- parliamentary documents
- policy documents
- disclosure log of access applications
- contracts register
- record of open-access information not made publicly available because of an overriding public interest against disclosure
- code of conduct
- information about major assets sales and purchases

# Appendix 7: Government Information (Public Access) Act

## Requesting information

Members of the public may access government records which are less than 30 years old and held by the Department by requesting informal release or by lodging an access application under the GIPA Act. Release is subject to any overriding public interest considerations against disclosure. Requests for personal information require applicants to provide identification and, if relevant, authorisation of the person before information is released.

Access applications under section 41 of the GIPA Act for information held by the Department must: be in writing, be lodged at an office of the Department, indicate that it is an application under the GIPA Act, be accompanied by the \$30 application fee, state a postal address, and include sufficient information to enable the Department to identify the information required. A processing charge of \$30 per hour may apply.

There is no application fee or processing charges for informal release. If the volume is large, the Department may request the applicant to contribute towards the actual cost, for example for photocopying large files. The Department may apply reasonable conditions on access to information under informal release.

Members of the public may also apply under the *Privacy and Personal Information Protection Act 1998* to access or amend their personal information held by the Department. No fees or charges apply.

Access to records more than 30 years old, which are generally located at the Government Records Repository or at State Archives, is governed by departmental access directions which ensure open public access except where there are specific reasons to restrict it, such as the personal or commercial sensitivity of the information. The State Records Authority maintains a public register of access

directions available for inspection, including those for the Department.

Details about how to apply for access to information can be found on the Department's webpage [www.det.nsw.edu.au/about-us/information-access/how-to-access-information](http://www.det.nsw.edu.au/about-us/information-access/how-to-access-information). Further assistance can be provided by contacting the Manager, Information Access Unit, Level 7, 35 Bridge Street, Sydney 2000, by telephone (02) 9561 8100, by facsimile (02) 9561 1157 or via email: [iaunit@det.nsw.edu.au](mailto:iaunit@det.nsw.edu.au)

## Proactive release of government information

In July each year the Department reviews its program for releasing information proactively, in accordance with section 7(3) of the GIPA Act. The Department makes publicly available information it considers may be of interest to the public, except where there is an overriding public interest against disclosing it or where doing so imposes unreasonable additional costs on the Department.

The Statistics and Information webpage under [www.det.nsw.edu.au/about-us](http://www.det.nsw.edu.au/about-us) includes links to information the Department has proactively released such as strategic planning documents and key data on corporate, school and TAFE operations.

In compliance with the GIPA Act agency information guide review requirements, 43 proactive release items were updated to provide the public with the most current information on topics relating to the Department's operations. These included data on: enrolments and schools, student welfare and support, assessment, staff information, apprenticeships and traineeships, financial information, and infrastructure and assets. Each item was also revised for consistency in language and style to ensure ease of access using a plain English approach and alignment with the Department's corporate identity.

To demonstrate the Department's ongoing commitment, public accountability and transparency, a further 3 items were identified for proactive release. This included information on the number of male teachers the Department employs, teacher conduct and performance and data on new teacher accreditation.

A further 14 proactive release items were updated between August and December 2011. An additional 7 items were identified and released proactively including results of the Department's first staff ethics survey, data on the Employee Assistance Program and the report Environmental Health Risk Assessment of School Heating Options.

The disclosure log ([www.det.nsw.edu.au/about-us](http://www.det.nsw.edu.au/about-us)), which records information the Department has released in response to a formal access application, listed 37 decisions between July 2010 and July 2011. Between August 2011 and December 2011 a further 5 decisions were recorded. Over this period there were more than 1,000 webpage visits.

Based on an extensive audit of the Department's schools, TAFE and the corporate policy documents, an executive decision was made to transfer all such documents from the intranet to the internet unless there was an overriding public interest against publication. To support this initiative, 80 officers underwent in-house technical training to take ownership of the transferral process. A focus on this work will continue throughout 2012.

Details of information made available under proactive release for the 12 months to 30 June 2012 will be provided in the Department's 2012 Annual Report.

## Access applications

Statistical data about completed access applications received by the Department in 2011 is provided in the tables included in this appendix and complies with the requirements of clause 7(d) and Schedule 2 of the Government Information (Public Access) Regulation 2009. The Department reports on a calendar year basis.

The Department received 335 valid access applications in 2011 and 10 applications that were never validated. This is a 25.3% decrease compared with the 462 access applications received in 2010. The comparison is qualified because of the 462 applications, 218 were GIPA Act applications made after 1 July 2010 and the remaining 244 were Freedom of Information Act 1989 applications made prior to that date.

The decrease in the number of access applications for formal release received in 2011 compared to the previous reporting year may be explained in part by a corresponding increase in requests decided by informal release. The Department's Information Access Unit processed 56 requests for access to information by way of informal release in 2011. However this figure represents only a fraction of the number of informal release requests, as most are dealt with directly by the departmental business centres that hold the records. The GIPA Act does not require agencies to keep statistics about informal release requests and it is difficult to quantify the total proportion of requests that were met in this way, given the size of the Department and diversity of its business.

In 2011, the Department refused access to information in part 76 times because it was information for which there was a conclusive presumption of overriding public interest against disclosure under Schedule 1 of the GIPA Act. Table D of Appendix 7 sets out the number of refusals under each category. More than one reason for refusal may apply in respect of a particular access application.

Access was refused in part 271 times, and refused in full only twice, for one or more public interest reasons listed in section 14 of the GIPA Act as shown in Table E of Appendix 7. Again, more than one reason for refusal may apply in respect of a particular access application.

As 2011 is the first complete year for reporting on GIPA applications it is not possible to compare 2011 refusal figures with the previous years' figures.

# Appendix 7: Government Information (Public Access) Act

Applications for personal information accounted for 78% of matters finalised and 22% were applications for access to non-personal information. Of the matters completed during the reporting year, 44% of requests were made by members of the public, and 43% were made by legal representatives on behalf of members of the public. Members of Parliament, the media and private sector businesses made up the remaining 13% of applicants.

## Consultation on public interest considerations

The Department consulted with 30 people about their concerns with disclosure of their information in respect of 20 access applications during the reporting year. Nine matters concerned disclosure of personal information of other people and 7 matters concerned disclosure of information about the business interests of other people. Two consultations related to the affairs of a Government of the Commonwealth or another State and two concerned research carried out by people other than the applicant.

There were 23 consultations from other government agencies about disclosure of the Department's information in 2011.

## Internal reviews

There were 12 internal review decisions made during the reporting period. In 6 matters the Department varied the original decision and in 6 matters the original decision was upheld. One applicant sought external review of the Department's internal review decision.

One internal review was conducted following a recommendation of the Information Commissioner in an external review report, made under section 93 of the GIPA Act. On internal review the Department upheld the original decision.

## External reviews

There were 6 external reviews completed by the Information Commissioner about decisions of the Department in the reporting year. In 4 matters the Department's decision was upheld and in two it was varied. Five applications were made directly to the Information Commissioner and one followed an internal review by the Department. In one matter the Information Commissioner recommended the Department reconsider the matter by way of internal review. A further 5 review applications to the Information Commissioner are carried forward for completion in 2012.

Three applications for external review by the Administrative Decisions Tribunal ('the Tribunal') were made in the reporting year. The first application was made following a decision of the Information Commissioner to uphold the Department's original decision. At the Tribunal hearing the review application was withdrawn and the Department's decision was upheld. The second application was made directly to the Tribunal without internal review or external review by the Information Commissioner. The third application was made following an external review by the Information Commissioner and subsequent internal review by the Department, which upheld the original decision. These two matters were not completed in 2011 and are carried forward for decision by the Tribunal in 2012.



**7.1 Table A: Number of access applications by type of applicant and outcome\* (completed & discontinued valid applications)**

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Media	12	7	0	0	1	5	0	8	3	2	0	<b>38</b>
Members of Parliament	3	0	0	0	0	2	0	0	0	0	0	<b>5</b>
Private Sector business	0	1	0	0	0	0	0	0	0	1	1	<b>3</b>
Not for profit organisations or community groups	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
Members of the public (application by legal representative)	41	90	0	7	0	1	0	4	1	8	2	<b>154</b>
Members of the public (other)	32	99	2	10	1	4	0	2	2	8	0	<b>160</b>
<b>Total</b>	<b>88</b>	<b>197</b>	<b>2</b>	<b>17</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>14</b>	<b>6</b>	<b>19</b>	<b>3</b>	

\* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

# Appendix 7: Government Information (Public Access) Act

**7.2 Table B: Access applications by type and outcome**

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn (excluding invalid applications)	Invalid application withdrawn	Invalid never validated	Transferred to other agency	Total
Personal information applications*	61	180	2	16	1	2	0	5	3	13	1	<b>284</b>
Access applications (other than personal information applications)	27	17	0	1	1	10	0	9	3	6	2	<b>76</b>
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>

\* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

**7.3 Table C: Invalid applications**

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	96
Application is for excluded information of the agency (section 43 of the Act)	1
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	97
Invalid applications that subsequently became valid applications	72

**7.4 Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the Act**

	Number of times consideration used*
Overriding secrecy laws	4
Cabinet information	0
Executive Council information	0
Contempt	2
Legal professional privilege	49
Excluded information	1
Documents affecting law enforcement and public safety	0
Transport Safety	0
Adoption	0
Care and protection of children	20
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

\* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

# Appendix 7: Government Information (Public Access) Act

**7.5 Table E: Other public interest considerations against disclosure:  
matters listed in table to section 14 of the Act**

	Number of occasions when applicant was not successful
Responsible and effective government	47
Law enforcement and security	20
Individual rights, judicial processes and natural justice	201
Business interests of agencies and other persons	5
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

**7.6 Table F: Timeliness**

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	351
Decided after 35 days (by agreement with applicant)	5
Not decided within time (deemed refusal)	4
<b>Total</b>	<b>360</b>

### 7.7 Table G: Number of applications reviewed under part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal Review	6	5	11
Review by Information Commissioner*	2	4	6
Internal review following recommendation under section 93 of Act	0	1	1
Review by ADT	0	1	1
<b>Total</b>	<b>8</b>	<b>11</b>	<b>19</b>

\* Review applications completed in 2011. The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

### 7.8 Table H: Applications for review under Part 5 of the Act (by type of applicant)\*

	Number of applications for review
Applications by access applicants	26
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

\* Review applications received in 2011. There were 20 applications received in 2011 plus 6 matters carried forward from 2010 and 7 applications received in 2011 were awaiting review as at 31 December 2011

# Appendix 8: Overseas Visits

The categories for the purpose of travel are briefly defined as:

1. Student excursion  
Staff members who accompany students on excursions overseas to increase understanding of other cultures.
2. Professional Development  
Staff members who travel overseas to attend and/or present at conferences or participate in study tours.
3. Scholarship program  
Staff members awarded scholarships to further their professional skills and knowledge.
4. Exchange program  
Teachers who exchange places with a teacher from another country.
5. Educational Exports  
Staff members travel overseas to manage partnerships, programs, carry out quality assurance of assessment or delivery, teach, train or assess students. Development of business relationships, due diligence and negotiating and signing contracts.
6. International student recruitment  
Staff members who travel overseas to recruit inbound full fee paying international students to the NSW school sector or TAFE NSW.

**Table 8.1 Overseas Travel for the Department of Education and Communities**

Purpose of Visit	Source of Funds			Total No. of Staff
	External / Commercial	Individual / Community	Dept / TAFE Core Funds	
Student excursion	9	435(44d) (1x)	6	450
Professional Development	39(2d)	17	16	72
Scholarship program	25(22d)	–	1	26
Exchange program	4(3d)	18	–	22
Educational Exports	103	7	7	117
International Student recruitment	46	–	4	50

Source: DEC, Shared Service Centre

Notes: The figures in brackets indicate the number of trips where a contribution to the cost was made by:

(d) the Department

(x) an external source

# Appendix 9

# Multicultural Policies and Services Program

## Introduction

The Multicultural Policies and Services Program report provides an overview of activities undertaken by the Department across all agencies and Portfolio areas aimed at:

- supporting the particular needs of students from diverse cultural and linguistic backgrounds through the provision of specific programs and services
- promoting community harmony through programs which counter racism and intolerance and develop understandings of cultural, linguistic and religious differences
- meeting the education and training needs of a culturally, linguistically and religiously diverse NSW.

Representative highlights related to each outcome are provided as:

- Achievements which list outcomes achieved in 2011
- Strategies which highlight service improvement initiatives undertaken
- Challenges and future directions which identify service delivery issues and implications.

The Outcomes below relate to the Ethnic Affairs Priorities Statement Plan 2009-2012, which was incorporated into the Department's planning and reporting framework as a key enabling plan.

## Outcome 1

Multicultural strategies are informed by data analysis, research and evaluation, and integrated into the planning, evaluation and accountability cycles of the Department.

### Achievements

The Ethnic Affairs Priorities Statement Plan 2009-2012 was incorporated into the Department's planning and reporting framework as a key enabling plan.

All regions, TAFE Institutes and state office Directorates developed a Multicultural Plan for 2012, including specific strategies for multicultural education and ethnic affairs, and reported on planning and delivery of relevant programs and services in 2011.

Refined data collection and analysis processes and research initiatives assisted in the identification of multicultural education and training outcomes and priorities of the Department.

A survey was conducted of all teachers in NSW public schools on their understandings and experiences of multiculturalism and multicultural education, the initial findings of which indicate that teachers are largely pro-diversity and view Australian identity as complex, varied and dynamic.

### Strategies

The Department conducted a number of research projects to enhance the capacity of schools to contribute to community harmony and to meet the learning needs of students from culturally and linguistically diverse backgrounds.

# Appendix 9: Multicultural Policies and Services Program

In 2010-2011, the Department's budget for students and clients from language backgrounds other than English included:

- supporting students learning English as a Second Language (\$133 million)
- supporting the NSW Community Languages Schools Program (approximately \$2.2 million)
- supporting 8 Links to Learning Program projects aimed at assisting students from culturally and linguistically diverse backgrounds at risk of disengaging from education and training to access and participate in education or accredited training (\$0.88 million)
- supporting multicultural education strategies in schools, including anti-racism education, culturally inclusive curriculum development, refugee education and strategies to foster positive community relations and build links with culturally and linguistically diverse communities (\$4.6 million)
- supporting the use of interpreters in schools (October 2010 to September 2011) (\$0.64 million)
- providing integrated delivery through TAFE NSW to meet the needs of clients from language backgrounds other than English (TAFE NSW program funding taken from the TAFE NSW total budget of \$1.8 billion)
- providing contracted Adult Migrant English Program programs in NSW (\$37.8 million in estimated revenue)
- supporting ongoing provision of the Skillmax Program by NSW Adult Migrant English Service (AMES) targeted at adult migrants (\$1.9 million in estimated revenue).

## Challenges and future directions

The Department will develop a new Multicultural Plan 2012-2017 to align with the release of the Department's new 5 Year Strategic Plan 2012-2017 and to reflect the NSW State Government's Multicultural Policies and Services Program.

## Outcome 2

The Department's programs and services meet the needs of a culturally and linguistically diverse community and are informed by community consultation.

## Achievements

Achievements included:

- English as a Second Language (ESL) tuition provided for 86,661 ESL students, including 7,287 new arrivals in 737 schools
- 558 refugee students in 26 schools receiving after school tuition and in school assistance through the Refugee Action Support Partnership, a joint initiative of the Department, the Australian Literacy and Numeracy Foundation and Sydney, Western Sydney and Charles Sturt universities
- Community Languages Programs provided for 47,000 primary and more than 4,020 secondary school students
- 96% of the 687 complaints of racism reported in schools were successfully resolved
- 2011 Calendar for Cultural Diversity: Australian stories and teachers' handbook distributed to all government schools in NSW
- 2,248 students in Years 3-6 participating in the Multicultural Perspectives Public Speaking Competition
- 1,199 migrants enrolled in the Skillmax Program delivered by NSW Adult Migrant English Service (AMES), TAFE NSW and Adult and Community Education
- English language and literacy training provided to 10,569 migrants and refugees in the 2010-2011 financial year by the NSW Adult Migrant English Service (AMES) and its Consortia partners.



## Strategies

The Department provided a range of programs and resources to meet the education and training needs of a culturally and linguistically diverse NSW, including:

- providing a framework for developing and delivering multicultural education programs and services in schools through the Cultural Diversity and Community Relations Policy: Multicultural education in schools
- distributing \$680,000 to regions to assist schools to promote culturally inclusive practices and programs, promote cultural understanding, support parent participation and implement anti-racism education
- conducting Anti-Racism Contact Officer training in all regions
- developing a range of culturally inclusive curriculum materials and programs for use by schools
- maintaining consultative structures and advisory bodies to assist in meeting the needs of a culturally diverse community
- developing a range of professional learning materials to enhance teacher skills for teaching in a culturally diverse community
- providing programs and resources to meet the education needs of refugee students
- delivering a range of TAFE NSW Institute English language and literacy programs via classroom, online and distance delivery to cater for culturally and linguistically diverse groups of students including adult refugees
- training TAFE NSW Institute staff on the development of intercultural competencies
- providing, via TAFE NSW Institutes, a range of counselling and learner support services, including bilingual TAFE counsellors, to cater for the psychological, educational and social wellbeing of students
- delivering a range of English language and literacy programs to migrants and refugees through NSW AMES
- providing culturally and linguistically inclusive student support services, including child care, counselling and print and audio-visual course information in a range of community languages via NSW AMES.

## Challenges and future directions

The Department will continue to conduct research and explore ways to promote intercultural understanding and community harmony.

The Department will continue to investigate ways to improve the provision of English as a second language tuition for newly arrived students, especially refugee students and those in rural and regional areas, including through the use of technology.

TAFE NSW Institutes will continue to explore ways to enhance consultation with migrant communities.

TAFE NSW Institutes will continue to address issues related to delivering programs which incorporate employability skills for the local employment market to cater for the diverse needs of migrants and refugees.

TAFE NSW Institutes will continue to explore ways of improving course and unit completion rates for students from language backgrounds other than English.

## Outcome 3

Staff members have the knowledge and skills to deliver programs and services which meet the needs of a linguistically and culturally diverse NSW.

# Appendix 9: Multicultural Policies and Services Program

## Achievements

Specialist staff were employed to deliver programs and services to meet the needs of a culturally and linguistically diverse NSW including 896 ESL teachers in schools, 13 regional ESL/multicultural education consultants, 20 community information officers, 330 community language teachers (Saturday School of Community Languages), 243.8 community language teachers (Community Languages Program K-6), 15 TAFE Institute multicultural education specialists, refugee support officers and bilingual counsellors.

A total of 400 new and experienced Anti-racism Contact Officers (ARCO) were trained or received training updates. 5 regions reported that between 99% and 100% of all schools had a trained ARCO. There was an average of 93% compliance across all regions.

Online professional learning networks to share information and resources were developed for groups of teachers, and regional and state office personnel including for:

- staff members in Intensive English Centres and the Intensive English High School
- facilitators of and participants in the Teaching English Language Learners (TELL) course
- staff members in ESL and ICT Project schools
- regional Community Information Officers
- multicultural education consultants and staff members in schools implementing multicultural education action research projects
- rural and regional ESL teachers
- staff members in schools participating in ESL pedagogy projects
- facilitators for Teaching Refugee Students in my Classroom course
- teachers participating in the Cooling Conflicts program.

ESL professional learning conducted in all regions was attended by over 2,500 teachers.

The Department's Pre-employment Program for Overseas Trained Teachers was completed by 257 teachers.

Professional learning was delivered to more than 1,094 teachers of refugee students.

Professional learning was delivered to more than 343 teachers of community languages.

Six TAFE Institutes reported the delivery of more than 52 training sessions for staff by institute multicultural education coordinators.

## Strategies

Teacher quality was enhanced and the skills and knowledge of staff were developed through the provision of professional learning and support programs. Strategies included:

- developing the skills of teachers to teach in culturally and linguistically diverse schools through a range of professional learning programs including:
  - meeting the needs of students learning English as a second language
  - education for intercultural understanding and community relations
  - community languages education
  - anti-racism education
  - supporting refugee students
  - skills development for overseas trained teachers
  - use of interpreters
  - cross cultural communication
  - recognition of overseas qualifications
- employing specialist staff to deliver programs and services which meet the needs of a culturally and linguistically diverse NSW.

## Challenges and future directions

The Department will continue to provide resources and professional support to assist specialist ESL and mainstream teachers to cater for the English language, literacy and numeracy needs of students learning English as a second language.

The Department will continue to provide resources and professional support to assist teachers to cater for the particular education and settlement needs of refugee students, including in rural and regional areas.

The Department will continue to conduct annual audits in regions to determine Anti-Racism Contact Officer training needs.

TAFE NSW Institutes will continue to explore ways of ensuring staff are able to support the diversity of migrant groups settling in NSW regions as part of the current skill and resettlement initiative.

## Outcome 4

The Department effectively communicates with and promotes its services to its culturally and linguistically diverse communities.

### Achievements

Schools were supported with funding to provide 6,480 on site and telephone interpreter assignments.

Eight regions conducted over 40 professional learning sessions in which more than 1,300 teachers were assisted in accessing interpreters and translated materials.

Seven departmental documents were translated in up to 35 languages and placed on the Department's website ([www.det.nsw.edu.au/languagesupport](http://www.det.nsw.edu.au/languagesupport)) making a total of more than 130 translated documents available in up to 40 languages.

The Department conducted promotional activities in community languages, including an advertising campaign in 22 languages on SBS and community radio stations to promote the Department's translated information websites.

Information sessions related to schooling in NSW, conducted in all 10 regions for parents from language backgrounds other than English, were attended by more than 6,000 parents.

TAFE NSW continued to implement communication strategies to promote access to its programs and services by people from language backgrounds other than English. Strategies included the translation of materials into key community languages, the use of interpreters and the promotion of programs and services at key community and ethno-specific community events.

TAFE NSW Institutes provided on site and telephone interpreter services that were promoted and accessed in all colleges as well as the Open Training and Education Network.

NSW AMES used a range of strategies to communicate with its client groups. These included distribution of NSW AMES promotional materials at community events and through interagency meetings and forums. NSW AMES services were also promoted through the sponsorship of activities such as World Refugee Week.

AMES provided students from language backgrounds other than English enrolling in the Adult Migrant English Program with information in 5 languages other than English and in English. The information was also provided in DVD format in 17 languages, including English.

The Community Languages Allowance Scheme was received by 115 bilingual employees, covering 27 languages.

# Appendix 9: Multicultural Policies and Services Program

## Strategies

Strategies included:

- conducting parent and community information sessions and forums in schools and regions to facilitate effective communication with culturally and linguistically diverse communities about schooling in NSW
- employing regional community information officers and school based community liaison officers to enhance links and facilitate effective communication between schools and their parents and community members from culturally and linguistically diverse backgrounds
- collecting data on languages spoken by students and their parents to inform the provision of interpreters and translations in appropriate languages
- conducting promotional activities to enhance communication with communities from language backgrounds other than English
- promoting effective communication between schools, parents and community members through the provision of on site and telephone interpreters for school related purposes
- supporting communication with culturally and linguistically diverse communities by providing a range of information in translation on the Department's website at [www.schools.nsw.edu.au/languagesupport/language](http://www.schools.nsw.edu.au/languagesupport/language) .

## Challenges and future directions

The Department will continue to promote and investigate avenues to enhance effective communication with parents and community members from diverse linguistic communities through the provision of interpreters and translated information.

The Department will continue to provide training to staff on how to access and effectively use interpreters.

TAFE Institutes will continue to explore a range of approaches to enhance communication with students and

community members from diverse linguistic backgrounds including:

- use of community radio stations
- greater use of social media
- increased integration of moodles and wikis in courses to support flexible delivery.

## Outcome 5

The Department's services funded through external providers and via grants programs meet the needs of culturally and linguistically diverse communities.

## Achievements

The Principles of Multiculturalism were embedded in all funding agreements for key funded services which included:

- the Links to Learning Community Grants Program which funded 8 projects and targeted 910 young people from culturally and linguistically diverse backgrounds
- the NSW Community Languages Schools Program which funded 225 community organisations to conduct community language schools catering for 28,526 students learning their first/heritage language. Instruction was provided in 58 languages
- partnership agreements with external organisations to deliver Hebrew and Italian programs to 8,918 students in 26 government primary schools
- partnerships between the NSW AMES Skillmax Programs and the NSW Adult and Community Education Skilled Migrant Mentoring programs promoting pathways between language and vocational training and employment training, mentoring and support for migrants.

## Strategies

The Department implemented a range of strategies to ensure that its services funded through external providers and via grants programs met the needs of culturally and linguistically diverse communities, including:

- distributing funding under the Links to Learning Community Grants Program to approved community organisations and local government authorities to conduct programs for young people from culturally and linguistically diverse communities at risk of discontinuing education and or training
- distributing funding under the NSW Community Languages Schools Program to community organisations to operate community language schools for school aged children to maintain and develop their linguistic and cultural heritage
- delivering a range of both in-service and external professional development courses under the NSW Community Languages Schools Program for community language teachers in program management, policy development, discipline, resource development, assessment and reporting
- distributing funding to external providers to conduct insertion language classes in primary schools.

## Challenges and future directions

The Department will continue to provide information to externally funded service providers on ways in which service providers can continue to enhance the delivery of education and training services to culturally and linguistically diverse communities.



# Appendix 10: Disability Plan

The NSW Department of Education and Communities is strongly committed to supporting people with disability and improving its services for people with disability in accordance with its obligations under disability legalisation, including disability action planning requirements.

During 2011, the Department finalised a new Disability Action Plan 2011-2015 covering the Department's education provision in NSW Public Schools, TAFE NSW and Community and Migrant Education, whether or not they are provided predominantly for people with a disability.

This new disability action plan was developed through extensive consultation across the Department and with key external stakeholders. The plan is available on the Department's website at [www.det.nsw.edu.au/about-us/how-we-operate/strategies-and-plans/corporate-plans](http://www.det.nsw.edu.au/about-us/how-we-operate/strategies-and-plans/corporate-plans)

The Disability Action Plan 2011-2015 builds on and extends the Department's previous Disability Action Plan. It has been developed in accordance with the Guidelines for disability action planning by NSW Government agencies (2008) developed by Ageing Disability and Home Care of the NSW Department of Family and Community Services.

The Disability Action Plan has also been developed in accordance with EmployAbility, the NSW Government's disability employment strategy 2010-2013. This strategy is a sector wide approach to employing, developing and retaining employees with a disability.

This report presents examples of progress across the Department during 2011. It is informed by data from Public Schools, TAFE and Community Education, the Office of Education, Office of Communities, Workforce Management and Systems Improvement and Finance and Infrastructure. It focuses on the outcome areas designated by the Guidelines for disability action planning by NSW Government agencies.

## Outcome 1

*Identify and remove barriers to services for people with a disability*

### Achievements

- The induction program for new school principals has been amended to include rights and obligations under the *Disability Discrimination Act 1992* and *Disability Standards for Education 2005*.
- A new website, [physicalasanything.com](http://physicalasanything.com), developed in partnership with NSW Health through the Children's Hospital Westmead was launched in August 2011. It provides information about more than 50 medical, developmental and psychological conditions and their educational implications to assist teachers, parents and medical professionals to better support school children.
- The Department continued to provide a range of supported online professional learning courses for school teachers and other school education support staff to support their understanding and skills in working with students with special education needs, including autism, behaviour, motor coordination difficulties and speech, language and communication. More than 8,000 courses have been completed since the initiative began in 2009 and feedback continues to be highly positive. Course completion rates average 96%.
- Developed and commenced implementation of a new course for school teachers to support their understanding and skills in meeting the needs of students with dyslexia and significant reading difficulties. 70 teachers completed the course in 2011.
- Supported the annual Don't Dis My Ability campaign in December 2011 and encouraged school participation in a wide range of activities to celebrate the rights, achievements and positive contributions of people with disability.
- Incorporated options for enabling access to the Digital Education Revolution laptops program for students with vision impairment into the 2012 application process

along with the option to use Digital Education Revolution funding for alternate technology for students with disability.

- \$13.1 million was allocated in 2011-12 to the Supporting Children with Additional Needs (SCAN) program. SCAN provides per-child funding to support early childhood education and care services for children with additional needs, including children with a disability. Funds are provided to Community Services funded preschools, occasional care and vacation care services to support the inclusion of children with additional needs in mainstream services.
- \$12.8 million was allocated in 2011-12 to the Intervention Support Program. The Intervention Support Program provides supplementary support to non-government and not-for-profit early childhood education and care services that enrol children with disabilities. Funding streams are targeted, based on age groups, and include a capital program for projects to improve participation of children with disabilities and an educational program to support the integration of children with disabilities.
- Throughout 2010-2011 the Career Moves: Transition to Work and Further Study for Young People with a Disability web portal ([www.careermoves.net.au](http://www.careermoves.net.au)) continued to receive a steady flow of web traffic. The Career Moves web portal is a key Board of Vocational Education and Training initiative. It facilitates transitions to work and study for young people with a disability by helping them, their parents and teachers to access information on all disability transition support programs available in NSW.
- \$639,000 was allocated to purchase training specifically for disability priority groups in 2011. The Strategic Skills Program purchases training from registered training organisations to address the strategic skill needs of industry, the community and individuals including additional support for disability priority groups.
- Learners with a disability are identified as one of the priority groups for funded training administered under the Adult and Community Education Social Inclusion Program.
- All funded Adult and Community Education organisations, known as Community Colleges, have conducted audits and identified gaps in Community College enrolment processes and procedures to improve accessibility for people with a disability.
- Every Community College in NSW has developed a Disability Action Plan. These plans outline best practice procedures for providing information, to provide online registration and support for staff during enrolment for learners with a disability.
- The Department has met its commitments under the Ready Willing and Able program to improve employment outcomes for people with a disability to have at least one procurement contract with a registered disability employment provider during the 2010-2011 reporting period. Representatives from the Department also attended an Employment Expo to identify opportunities to support businesses employing people with a disability.
- All 11 Sport and Recreation Centres are registered as Companion Card Affiliates, allowing an attendant free admission to accompany a person with disability who requires assistance.
- In 2011, 17 camps for children and young people with a disability were conducted (at Broken Bay, Myuna Bay, Jindabyne, Lake Burrendong, Lake Keepit, Narrabeen, Lake Borambola, Lake Ainsworth and Berry).
- Sport and Recreation grant programs aim to remove barriers to participation in sport, recreation and structured physical activity. In 2010-11:
  - the Disability Sport Assistance Program funded 38 projects totalling \$352,150
  - State Sporting Organisations for Disability are actively encouraged to apply for projects under the \$500,000 Sport and Athlete Development Program

# Appendix 10: Disability Plan

–\$230,000 annually is provided to support State Sporting Organisations for Disability

–\$70,000 provided to the NSW Institute of Sport for the Scholarships Program for Elite Athletes with a Disability. The program supports 25 elite athletes.

## Strategies

- Improve awareness among staff about issues and obligations regarding access to quality education and training for students with a disability through a range of professional learning activities and programs.
- Raise awareness of disability issues across all areas of the Department's services and the need for an inclusive culture across the Department through the promotion of information and opportunities to participate in International Day of People with Disability activities and through the promotion of stories and images of positive achievements of people with disability.
- Improve the range and accessibility of information about education and training options and supports for students with a disability through continuous improvement of information resources including website.
- Ensure the Department's complaint handling processes are accessible to people with a disability through the provision of accessible information and training for staff.
- Increase organisational capacity to positively affect student wellbeing and to meet the learning and development needs of students with a disability in NSW Government schools through professional learning programs for teachers and the development of systems and guidelines that support students with disability and their teachers.
- Improve awareness among students with a disability regarding the provision of Vocational Education in Schools and TAFE delivered HSC Vocational Education Training Courses (TVET) through the provision of accessible information.

- Provide training and assessment for TAFE NSW students with disclosed disability which:
  - supports their individual learning needs in a coordinated and efficient way
  - provides reasonable adjustment for assessment
  - recognises their ongoing training needs and leads to better employment outcomes
- Build on improvements to Adult Community Education access for people with a disability consistent with obligations under the Commonwealth *Disability Discrimination Act 1992* and *Disability Standards for Education 2005*.

## Challenges and future directions

- Complete work on the development of a new functional assessment tool for teachers to understand the learning needs of school students with disability and materials to support personalised learning and support planning.
- Complete work on the development of guidelines relating to the use of suspension from school in relation to school students with disability
- Consider and respond to the outcomes of the review of NSW Government funding for early childhood education with regard to support for children with disability.
- Trial emerging assistive technologies to enhance access to curriculum for school students with disability.
- Develop and implement in 2012 new accredited training for teachers on the Commonwealth *Disability Standards for Education 2005*.



## Outcome 2

*Providing information and services in a range of formats that are accessible to people with a disability*

### Achievements

- Steps have been taken to ensure that the Disability Action Plan 2011-2015 is accessible for people with a print disability.
- Technology advice, hardware and software have been provided through schools to assist the participation of students with a disability in a broader range of curriculum choices.
- Prepared Braille versions of NAPLAN test papers for all States and Territories.
- Produced more than 1500 text books in Braille or large print formats for NSW Public school students with vision impairment.
- Work is under way to redevelop website information about educational services and support for students with a disability in NSW Public Schools, including accessibility considerations.
- The Aboriginal Affairs website is being reviewed and updated to meet W3C web accessibility guidelines.
- 100% of publications on the Commission for Children and Young People site are loaded in multiple formats to allow access by people with vision impairment.
- Parramatta Stadium website highlights disabled parking arrangements and is being updated to highlight the recently completed disability access facilities.
- The Sport and Recreation site has been redeveloped using the W3C's guidelines. It also now provides information on using access keys (keyboard shortcuts), text resize options and converting PDF files. Information and publications are available in alternative formats when requested. Grant applications are now by online application.

- Additional resourcing is available through the Adult and Community Education Social Inclusion Program to support specialist needs related to training for people with a disability.
- State Training Services YouTube videos are provided in closed caption.

### Strategies

- The Department's publications are made available in accessible formats including publications and electronic documents.
- A range of assistive technologies is available in teaching and learning environments.
- The Department's websites are accessible to people with a disability including meeting a minimum of Level AA of the Web Content Accessibility Guidelines 2.0 by agreed dates in the Australian Government's Web Accessibility National Transition Strategy Work Plan.
- Accessibility is a key consideration when developing or acquiring new Information Technology systems including specifications for the development or acquisition of new IT systems.

### Challenges and future directions

- Redevelopment of website and related information about educational services and support for students with disability in NSW government schools in 2012-2013.

# Appendix 10: Disability Plan

## Outcome 3

*Making government buildings and facilities physically accessible to people with a disability*

### Achievements

- Processes are in place to ensure timely planning for school students with a disability who require modifications of school premises to assist in smooth transitions of students to school and between schools.
- Annual asset planning processes incorporate student educational program access needs.
- Parramatta Stadium's disability access works were completed in October 2011.

### Strategies

- Physical access is a key consideration in asset decisions including ensuring compliance with the Australian Standards 1428 and the *Disability (Access to Premises) Standards 2010* for new buildings and modifications.
- Continuing to maintain and develop the Access Review Tool which records the level of accessibility of schools to assist in the planning and transition of students with a disability to school, and between schools.
- Physical access is a key consideration when hiring non-departmental venues.
- Offices of Aboriginal Affairs, the Commission for Children and Young People and the Children's Guardian have been designed or modified to provide effective physical access.
- When Sport and Recreation facilities are built or refurbished, physical access is modified in line with the *Disability (Access to Premises) Standards 2010*.

### Challenges and future directions

- Sydney Olympic Park Authority has planned to address inconsistent staff knowledge/appreciation of the physical access requirements of people with a disability and to identify those remaining buildings that still need to be upgraded to accommodate people with a disability.

## Outcome 4

*Assisting people with a disability to participate in the Department's public consultations and to apply for and participate on advisory boards and committees*

### Achievements

- Disability stakeholders in education were consulted during 2011 on the development of a framework for learning and support in every NSW public school that will provide the basis for implementing a National Partnership for supporting students with a disability in 2012-2013.
- Aboriginal Affairs ensures access to facilities for consultations and for the involvement of people with a disability in Community Working Parties and other consultative and advisory groups.
- People with a disability are included on grant assessment panels, including the Sport and Recreation Participation Program and the International Sporting Events Program.
- A state wide network is being developed to provide ongoing support and advice to the You're in the Game Sport and Physical Activity Framework.
- Sydney Olympic Park Authority has established an Access Advisory Committee to identify and advise on addressing issues.

### Strategies

- Consultations are held with the disability community in relation to key initiatives including the development or reform of key policies, strategies or projects relating to students or staff with disability.
- Accessibility is a key consideration when conducting public consultations including physical access and information delivery.

## Outcome 5

*Increasing employment participation of people with a disability in the Department*

### Achievements

- The Department promoted and implemented the Ready Willing and Able program, part of EmployAbility to improve employment outcomes for people with a disability. During 2011 the Department achieved the employment target of 5 permanent positions to be identified and filled by people with a disability requiring work related adjustments.
- To raise greater awareness of the Ready Willing and Able program and to build stronger partnerships with work areas to increase employment opportunities and workplace support for people with a disability, Human Resources Directorate:
  - conducted 2 briefing sessions for corporate workforce planning representatives and senior representatives from TAFE NSW Institutes
  - delivered the Disability Confidence for Managers workshop in collaboration with the Australian Network on Disability
  - organised disability awareness sessions for work areas recruiting staff with a disability under the Ready Willing and Able program and
  - developed a dedicated Employing People with a Disability site on the Department's career centre page to provide useful information to people with a disability and encourage them to apply for suitable positions within the Department.
- The Department is now a silver member of the Australian Network on Disability and is participating in the Stepping into Program an internship program which promotes employment opportunities for university graduates with a disability.
- The Department's Staff with Disabilities Network provides collegial support and opportunities for capability development, training and networking to its members. In 2011, 5 staff with a disability were provided funding support to undertake training/professional learning beneficial to their roles and to work areas.
- The Assistive Technology and Equipment Program, is a NSW Government initiative, administered by the Department. This program provides funding for assistive technology or other appropriate equipment for staff with a disability as a form of work related adjustments. During 2011, 14 staff members of the Department received equipment or assistive technology funded through this program.
- The Department developed a dedicated Employing People with a Disability site on the Department's career centre page to provide useful information to people with a disability and encourage them to apply for suitable positions within the Department.
- In 2010 the then Communities NSW became a partner in the Paralympic Diversity Workplace Program.

### Strategies

- Barriers to recruitment of people with a disability are reduced or eliminated including through appropriate training in merit selection techniques and the provision of information and resources to create an inclusive work environment.
- Improve employment and retention rates of people with a disability through the provision of recruitment information for job applicants in accessible formats, ensuring staff are aware of obligations under the Commonwealth *Disability Discrimination Act 1992* and providing support through the Assistive Technology and Equipment Program.
- Implement targeted recruitment initiatives for people with a disability including meeting employment targets under the Ready, Willing and Able Program.

# Appendix 10: Disability Plan

## Challenges and future directions

The Workforce Diversity Plan 2009-2011 is currently being reviewed in consultation with key stakeholders. The new plan, to be released in 2012, will build on our achievements under the current plan and will incorporate emerging priorities.

The new plan will align to the priorities and directions of *NSW 2021*, the Department's 5 year Strategic Plan and new Strategic Human Resources Plan 2012-2017. The new plan will have a renewed focus on increasing employment of people with a disability across all work areas of the Department. Strategies of the new plan will be consistent with the Department's aim to ensure the delivery of high quality education in our public schools and responsive customer services to the diverse NSW community.

## Outcome 6

*Using government decision-making, programs and operations to influence other agencies and sectors to improve community participation and quality of life for people with a disability*

### Achievements

- The Department has provided and continues to provide extensive input to the Australian Curriculum, Assessment and Reporting Authority (ACRARA) on the development of an Australian Curriculum for school students.
- The Department has provided extensive input to the Australian Institute for Teaching and School Leadership (AITSL) on the development of new National Standards for teachers and principals.
- Work continues with the NSW Board of Studies in developing curriculum documents inclusive of the needs of students with a disability.
- The Department worked with the Commonwealth Government on development of the National Partnership, More Support for Students with Disabilities. The Partnership will commence operation in the 2012 school year. The partnership is worth \$47.7 million to NSW over two and a half financial years to build the capacity of schools to meet the educational needs of students with disability.
- The Department developed a Memorandum of Understanding with Autism Spectrum Australia (Aspect) to support collaboration in a range of education service areas and to provide clarity around the respective responsibilities and obligations of the Department and Aspect in their collaborative work.
- Maintained collaborative partnerships with a range of government and non-government organisations relevant to services required for school students with a disability including Ageing, Disability and Home Care, NSW Health, Justice Health, Lifetime Care and Support Agency and an extensive range of disability peak and advocacy groups.
- Sport and Recreation has signed a Memorandum of Understanding with Ageing, Disability and Homecare to develop and deliver respite camps for young people with an intellectual disability and their families/carers who have limited access to leisure and recreational facilities.
- The Sport Development Program requires that funded organisations (State Sporting Organisations, Regional Academies and Peak Industry Bodies) will adopt inclusive practices and promote opportunities for under-represented groups, including people with a disability, as a key deliverable.
- TAFE NSW has a Memorandum of Understanding with Ageing, Disability and Home Care to work together to support young people with a disability in the transition from school to TAFE as part of their Transition to Work or Community Participation program
- The mandatory standards for accreditation for out-of-home care services for children require demonstration of the capability to care appropriately for the needs of individual children, including needs arising from a disability.
- The new standards for voluntary out-of-home care include specific provisions for children with disability.

- The Commission for Children and Young People is monitoring compliance with Working With Children Check requirements in targeted disability organisations and is partnering with National Disability Services to deliver child-safe work practices training in the disability sector.

### Strategies

- Contribute to national reform agendas in education regarding students with a disability including school curriculum, training packages for TAFE students and national standards for school teachers.
- Partnerships with other Government service providers are strengthened, formalised and reviewed including collaborative work to improve access to therapy services, support for people with intellectual disability in contact with the criminal justice system, support for mental health and support for school leavers with disability.
- Partnerships with non-government organisations are developed or enhanced including partnerships for the provision of specialised assistive technology services.
- Sport and Recreation to provide camps for 300 young people with disability per year.
- Development continues on the blended training resource, *Cultural Points of View*, which supports professional development for volunteers and staff of organisations to increase involvement of people with disability, Indigenous Australians and people from culturally and linguistically diverse backgrounds. This program currently operates in partnership with the State Emergency Service to support the involvement of people with disability as volunteers in the SES.

### Challenges and future directions

- Contribute to the development of revised *Guidelines for disability action planning by NSW Government agencies* by Ageing, Disability and Home Care in light of the National Disability Strategy 2010 - 2020 and related implementation planning requirements for NSW government agencies.

- Work with Ageing, Disability and Home Care to strengthen transition support for school leavers with disability including implementation of the Transition Support Project.

## Outcome 7

*Providing quality specialist and adapted services where mainstream services are not responsive or adequate to meet the needs of people with a disability*

### Achievements

- An extensive range of specialist services supported more than 90,000 students in NSW government schools who have a disability and/or additional learning and support needs in mainstream and specialist education settings.
- Over 100 Teacher Consultants for students with disabilities were employed across TAFE NSW Institutes, with specialist expertise in a range of disability areas to assist students, including pre-course counselling, assistance with the enrolment processes, and determining the most appropriate classroom support and assessment modifications to maximise student's outcomes.
- The NSW Centre for Effective Reading, providing specialist assessment and intervention services for primary aged students with complex reading difficulties in government and non-government schools in rural and regional areas, commenced operation. More than 170 students and their teachers were supported through the Centre in 2011.
- The Department trialled and evaluated in the Illawarra and South East Region a new model for supported school students with disability in mainstream classes who have lower level support needs.
- The Department developed Best Start materials to support assessment and planning for students with a disability in their first year of school.
- A National Partnership Agreement providing additional support for students with disabilities was negotiated with the Australian Government, for implementation in the 2012 and 2013 school years.

# Appendix 10: Disability Plan

- A resource, *On the Same Basis*, has been developed to better inform Community Colleges about the Commonwealth Disability Standards for Education 2005.
  - TAFE NSW Institutes delivered Mental Health First Aid programs to staff including security staff, counsellors, Teacher/Consultants for Students with a Disability, student services and administration staff.
  - TAFE NSW developed a Memorandum of Understanding with Corrective Services NSW which includes clarification of roles for the provision of vocational training courses to inmates with an intellectual disability at Long Bay Correctional Complex and Goulbourn Correctional Centre.
- needs of students with disability and/or additional needs in learning and behaviour.
- A specific health care training program for school learning support officers is provided to support the delivery of health care procedures to students at school, including those with disability.

## Challenges and future directions

- Implementation over 2012-2013 of a new framework for improved learning and support for every student with disability in every NSW public school through the national partnership, *More Support for Students with Disabilities*.

## Strategies

- Maintain a range of enrolment and support options for students with a disability including specialist support classes and additional support for school students in mainstream classes and support services in TAFE NSW Institutes.
- Strengthen services for school students with complex reading difficulties including students with dyslexia in rural and remote areas of NSW through the Centre for Effective Reading.
- Funding is provided to the NSW Deaf Society and for deaf interpreters to support vocational education and training in Adult and Community Education across NSW.
- Sport and Recreation Centres provide specialist sport and recreation services to people with a disability and organisations servicing people with disability such as the Camp Quality Program, Sailability, Muscular Dystrophy, Careaway, special education units and Ageing, Disability and Home Care youth services and respite services.
- Sport and Recreation also provides funding and support to State Sporting Organisations for Disability to enhance sporting opportunities for people with disability including education, training development and championship events.
- An extensive range of professional learning is conducted throughout the state for teachers in NSW public schools to support access to the curriculum and to understand the

# Appendix 11: NSW Government Commitment to Women

In 2007, Our Commitment to Women, the NSW Government's record of achievements on issues important to women and plans for the future was released. The policy identifies 10 key priority areas for the delivery of targeted programs and future plans for women. The concerns and needs addressed in Our Commitment to Women focus on the daily experiences of women in NSW: paid and unpaid work, health and housing, violence and safety, justice and legal equality, child care, education and training, decision making and leadership, and access to information.

The NSW Women's Plan 2010 outlines how the NSW Government will provide services that benefit women and address women's needs throughout their lives. The Plan presents 4 key areas, the first being 'supporting women in education, work and care'. Key strategic outcomes in this area are:

- increasing women's participation in employment, education or training
- increasing women employed in non-traditional occupations.

TAFE NSW's achievements and future plans respond to a number of the key priority areas in Our Commitment to Women and the NSW Women's Plan.

## Achievements

During 2011, the Department undertook a range of innovative strategies and initiatives to improve women's and girls' experience of education and training, in line with NSW Government policies. These included:

- Social Inclusion Pathways for Refugee Youth (SIPRY), TAFE NSW – Western Sydney Institute. This program identified and supported 15 women from refugee backgrounds to build viable pathways in training and/or employment. The aim was to help students make realistic educational and career decisions by attending 'hands-on' taster workshops in relevant colleges within the Institute. Industry areas covered included: design, travel and tourism, children's services, information technology, events management, hospitality, animal care, floristry and nursing.
- Digi-Girls Selling and Buying Online for Home or Business, TAFE NSW - Northern Sydney Institute. This program enabled 28 women to develop their computer skills for application in e-commerce. The aim was to support students in: developing hands-on technical skills, managing internet security issues, making payments and transfers and understanding digital copyright issues. The program was delivered off site in a community setting in order to involve women with little experience in post-school education and training.
- The New Outlook Café, TAFE NSW – Illawarra Institute. This program was a partnership between Illawarra Institute and Psychiatric Rehabilitation Australia who collaborated to develop hospitality and management skills amongst 7 women and support their efforts to gain employment in the hospitality industry. Delivery was underpinned by a recovery model which took into account the needs of people with longstanding mental health illnesses. Individual learning programs were customised to address the barriers faced by each woman and develop the skills and awareness needed to work in the New Outlook Café run by Psychiatric Rehabilitation Australia.
- Certificate II Skills for Work and Training, TAFE NSW – Hunter Institute. This program supported 14 women from a variety of backgrounds to re-engage with education or re-enter the workforce. In some cases, women were from remote areas with poor public transport and no access to a private vehicle. As a result, delivery was organised around the availability of all students and involved significant input from local job service agencies. Nearly all students either gained employment or continued with their studies following the course.

# Appendix 11: NSW Government Commitment to Women

## Strategies

The TAFE NSW Women's Strategy 2004-2010 aimed to improve access, participation and outcomes for women students in TAFE NSW by providing a policy framework for managers, equity specialists and practitioners to support women students across TAFE NSW.

In 2011, a review of the TAFE NSW Women's Strategy was finalised. This involved a survey of staff in all TAFE NSW Institutes, which found that: the majority of respondents expressed general support for the strategy and were able to identify specific Key Directions that informed their work and supported the strategy's implementation

Respondents indicated that they had focussed on:

- providing inclusive and client-focussed vocational education and training
- promoting opportunities for women to expand occupational choices
- promoting flexible and family friendly options.

The findings of this review informed the development of the TAFE NSW Social Inclusion and Participation Policy. Once endorsed, this policy will be supported by a TAFE NSW Gender Equity Strategy that will provide advice and direction to staff in relation to the Government's education and training objectives for women in NSW.

## Challenges and future directions

TAFE NSW will:

- continue to deliver culturally appropriate training customised to meet the needs of Aboriginal women
- continue to recognise women's life experience and skills that support their enrolment and advanced standing into TAFE NSW courses, to ensure sustained workforce participation of women, particularly rural and isolated women
- maintain the delivery of women-only programs through TAFE NSW, to ensure that mature age women have access to educational and employment opportunities customised to meet their learning needs
- maintain the provision of vocational education and training through TAFE NSW to young women who may experience disadvantage in relation to education, such as young mothers and sole parents, and
- monitor and respond to the needs of women affected by the global financial crisis.



# Appendix 12: Payment of Accounts

## DEC NSW Payment Performance Indicators

**Table 12.1 Aged analysis at the end of each quarter (DEC)**

Quarter	Current (ie within due date) \$'000		Less than 30 days overdue \$'000		Between 30 & 60 days overdue \$'000		Between 60 & 90 days overdue \$'000		More than 90 days overdue \$'000	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
	September	30,899	79,541	419	1,034	102	417	37	1	5
December	153,429	257	2,636	1,936	526	19	157	2	248	2,149
March	1,306	14,680	49,699	2,090	587	2,314	182	324	44	360
June	245	12,939	4,096	2286	979	445	47	57	158	244

Source: DEC Shared Service Centre

Note: The Office of Communities data has been included for the first time in 2011.

## 12.2 Accounts paid on time within each quarter (DET)

Quarter	Target %		Total Accounts Paid on Time				Total Amount Paid	
			Actual %		\$'000		\$'000	
	2010	2011	2010	2011	2010	2011	2010	2011
September	95%	95%	98%	89%	2,100,918	2,431,785	2,138,355	2,717,831
December	95%	95%	97%	95%	1,386,969	1,480,183	1,435,176	1,553,433
March	95%	95%	97%	97%	2,502,861	2,173,135	2,584,128	2,234,688
June	95%	95%	94%	93%	2,232,712	1,351,209	2,377,123	1,455,841

Source: DEC Shared Service Centre

Notes:

1. The Office of Communities data has been included for the first time in 2011.

2. There were no instances where interest was payable under Clause 13 (5) of the Public Finance and Audit Regulation 2010 resulting from the late payment of accounts. Procedures are continually reviewed to ensure the most effective services are provided to clients.

# Appendix 12: Payment of Accounts

**Table 12.3 Aged analysis (TAFE)**

Quarter	Current (ie within due date) \$'000		Less than 30 days overdue \$'000		Between 30 and 60 days overdue \$'000		More than 60 days overdue \$'000		More than 90 days overdue \$'000	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
	December	6,029	275	118	1213	14	177	5	366	0
June	16,841	8,603	16,697	6,109	101	395	43	170	0	69

Source: DEC Shared Service Centre

**Table 12.4 Accounts paid on time within each quarter (TAFE)**

Quarter	Target %		Total Accounts Paid on Time				Total Amount Paid	
			Actual %		\$'000		\$'000	
	2010	2011	2010	2011	2010	2011	2010	2011
September	95%	95%	82%	78%	87,708	106,913	106,518	137,537
December	95%	95%	85%	75%	101,448	72,573	119,102	96,848
March	95%	95%	90%	76%	126,709	89,028	140,067	116,760
June	95%	95%	93%	85%	225,303	174,929	242,041	204,668

Source: DEC Shared Service Centre

# Appendix 13: Land Disposal

In 2010-11, net proceeds from the disposal or part disposal of 15 school properties amounted to \$6.894 million. There were 2 TAFE properties which amounted to \$0.412 million in the 2010-11 year. There were no business or family connections between buyers and departmental staff.

Disposed properties were either surplus to the Department's operational requirements or were compulsorily acquired by other authorities for purposes such as road widening.

The net proceeds from the sale of surplus assets are used for the maintenance and upgrading of facilities at schools and TAFE colleges.

An application for access to documents concerning details of properties disposed of during the reporting year may be made in accordance with the GIPA Act.



# Appendix 14: Waste Reduction and Purchasing Policy

The Department complies with the NSW Government Waste Reduction and Purchasing Policy (WRAPP), which has been incorporated into the NSW Government Sustainability Policy (GSP). In 2011, the Department completed the reporting requirements and submitted the report to the Office of Environment and Heritage.

The policy requires all state government agencies to develop and implement a WRAPP Plan to reduce waste and increase the purchase of recycled content materials in 4 areas:

- paper products
- office consumables (eg. toner cartridges)
- vegetation and landscaping material
- construction and demolition material.

The Department's WRAPP Plan 2007-08 – 2009-10 objectives were achieved through amendments to procurement contracts in all construction works and supplier agreements, school environmental management plans and the TAFE NSW Service Delivery Strategy. The Department's Purchasing of Recycled Content Paper memorandum recommends the purchase of paper with at least 50% recycled content. In addition, the Department works closely with suppliers and stakeholders to further develop waste reduction and recycled content purchasing initiatives.

The Department continued its "Year of Learning for Sustainability" initiative, which showcased the efforts of schools and TAFE Institutes to reduce their waste and improve their level of recycling through an awards recognition program.

TAFE NSW environment officers develop and conduct programs with teachers, staff and students to reduce Institute waste streams and implement practises of purchasing recycled materials. In addition, TAFE NSW provides environmental awareness courses for people in the workforce as well as community training courses for teachers and school communities. Educational support at primary and secondary level is also provided through the Department's 23 Environmental Education Centres.

## Reducing the Generation of Waste

Annual waste and recycling generated by the Department for the 2010-11 financial year are indicated in the following table:

**Table 14.1 Annual waste and recycling generated by the Department**

Material	Total Quantity Generated (tonnes)			Total Quantity Recycled (tonnes)			Percentage of Recycling (%)		
	2008-09	2010-11	% Change	2008-09	2010-11	% Change	2008-09	2010-11	% Change
Paper and Office Products	11,524	17,785	+54%	6,545	12,669	+94%	57%	71%	+14%
Construction and Demolition	15,246	318,997	+2,092%	6,762	183,710	+2,717%	44%	58%	+14%
<b>TOTAL</b>	<b>26,770</b>	<b>336,782</b>	<b>1,258%</b>	<b>13,307</b>	<b>196,379</b>	<b>1,476%</b>	<b>50%</b>	<b>58%</b>	<b>+8%</b>

The Building Education Revolution (BER) program increased the amount of new construction works approximately 10 fold and accounted for over 90% of waste generated and recycled. It is expected that future construction waste levels will return to business-as-usual levels, such as those in 2008-09.

Despite a 10 fold increase in construction works, percentage of materials recycled has increased +14%. This has been achieved through the implementation of waste minimisation strategies with the coordination of NSW Public Works. These strategies included:

- recycling and diversion of surplus excavated or demolition materials from land fill
- separate collection of bulk waste types where suitable
- monitoring of waste materials by the NSW Public Works
- Electronic "e-waste" has been reduced by establishing supply contracts for desktop computers, laptops and monitors to include a "take-back" scheme where old equipment can be relinquished back to the supplier and recycled when the equipment warranty period expires.

# Appendix 14: Waste Reduction and Purchasing Policy

## Using Recycled Material

Annual purchasing of materials with and without recycled content, recycling generated by the Department for the 2010-11 financial year are indicated in the following table:

**Table 14.2 Annual purchasing of materials with and without recycled content by the Department**

Material	Total Quantity Purchased (tonnes)			Total Quantity Purchased with Recycled Content (tonnes)			Percentage Recycled (%)		
	2008-09	2010-11	% Change	2008-09	2010-11	% Change	2008-09	2010-11	% Change
Paper and Office Products	3,050	4,056	+33%	1,759	1,736	-1.3%	58%	43%	-15%
Construction and Demolition	106,362	972,036	+865%	69,050	247,714	+359%	65%	25%	-40%
<b>TOTAL</b>	<b>109,412</b>	<b>976,092</b>	<b>+892%</b>	<b>70,809</b>	<b>249,450</b>	<b>+352%</b>	<b>65%</b>	<b>26%</b>	<b>-39%</b>

Again, significant increases in construction works due to the BER program accounted for over 90% of materials purchased with and without recycled content. It is expected that future quantities of materials purchased will return to business-as-usual levels, such as those in 2008-09.

The Department has a policy on recycled content of print paper, which is included in all tenders for printing supplies. This stipulates that at least 1 quote should include printing on recycled content paper. However, it is important to note that each TAFE Institute and each school will undertake its own printing either with internal resources or by external service providers.

Environmentally-friendly copy paper, janitorial products and kitchen and canteen equipment can be purchased through DEC's preferred suppliers.

In addition, compliance with the National Packaging Covenant was a selection criterion in the evaluation process for the "Government Workplace Supply" contract.

Refurbished school furniture is also offered to schools through the Corrective Services Industry (CSI) refurbished furniture program ([www.csi.nsw.gov.au](http://www.csi.nsw.gov.au)).

## Future Actions

### a) Reduce Waste

- The Department will review and re-establish its WRAPP Plan, including its goals, targets and strategies
- Increased education and promotion of waste issues through Year of Learning for Sustainability Awards of Excellence
- Incorporate additional waste criteria in new contracts being tendered
- Greater promotion of computer take-back facilities

### b) Recover Resources

- Build participation in the Pay as You Print Optimisation Program that optimises imaging fleets in schools to reduce the number of devices and increase their efficiency, thereby reducing energy consumption, greenhouse gases and waste to landfill.

### c) Increase Recycled Content Purchasing

- Inclusion of sustainable timber requirements for new major capital works
- Joinery material to be sourced by GECA certified providers
- Loose furniture to be sourced by GECA certified providers

### d) Increase Sustainable Purchasing

- Adopt and implement a Sustainable Purchasing Policy for the Department
- Build participation in the Department's Sustainability Action Team to conduct and champion corporate sustainability initiatives.



# Appendix 15: Government Sustainability Policy

## Education and Training Portfolios (previously Department of Education and Training)

The Department operates in line with the NSW Government Sustainability Policy (formerly known as GEMP - the Government Energy Management Policy) which requires all budget dependent NSW Government agencies to report on their energy consumption annually.

In line with this policy, schools are working towards being carbon neutral by 2020. All schools purchase 6% GreenPower which is generated by renewable methods. An increasing number of schools under the Federal Government's National Solar Schools Program have installed solar panels on their roofs. In addition, \$20 million is being invested in schools to retrofit old light fittings with more

energy efficient ones. From 2010 to 2013, a \$5 million climate clever energy savers program will promote energy savings projects developed by school students.

The Department of Education and Communities is second only to NSW Health in terms of the amount of energy consumed by a NSW State Government Agency and accounts for approximately 25% of all Agency energy consumption.

### Energy Performance

Annual energy consumption and costs of energy used by the Department for the 2010 calendar year are indicated in the following table with a comparison to the previous 2009 calendar year:

**Table 15.1 Annual energy consumption and costs of energy use**

Energy Source	Total Energy Consumed (GJ)			CO2 Emissions (Tonnes)			Cost		
	2009	2010	% Change	2009	2010	% Change	2009	2010	% Change
Stationary Energy Total	1,917,750	1,943,715	+1.35%	472,399	477,942	+1.2%	\$68,105,554	\$78,988,646	+16.0%
Transport Energy Total	118,572	115,898	-2.26%	8,760	8,553	-2.4%	\$3,592,221	\$3,954,190	+10.1%
<b>TOTAL</b>	<b>2,036,322</b>	<b>2,059,613</b>	<b>+1.14%</b>	<b>481,159</b>	<b>486,496</b>	<b>+1.1%</b>	<b>\$71,697,775</b>	<b>\$82,942,836</b>	<b>+15.7%</b>



The Department's annual energy cost and consumption for the 2010 calendar year was \$82.9 million and 2,059,613 gigajoules (GJ). Total energy consumption increased in 2010 compared to 2009 by 1.14% with a cost increase of 15.7% or \$11.2 million. CO<sub>2</sub> emissions increased by 1.1% or 5,337 tonnes between 2009 and 2010.

Cost increases were mainly due to increasing electricity prices. The Department's Energy Management Plan (2008-09 – 2010-11) sets targets and strategies to achieve goals outlined in the Government Sustainability Policy. The Department's current target for greenhouse gas emissions is 111% of 2000 levels by 2013-14. In 2010 the total Department's building emissions (excluding vehicles) totalled 459,912 tonnes CO<sub>2</sub>. This is 128% of 2000 levels.

The Department has implemented a number of strategies to improve its energy performance, including:

- 1,140 schools supported in managing and reporting their energy use through the online tool Webgraphs
  - Installation of an additional 962 kilowatts of solar power systems at 285 schools in 2010-11 through the National Solar Schools Program with further installations through the Building the Education Revolution (BER) program
  - Building designs delivered by the BER achieved a Green Star performance of between 4 – 5 stars in terms of their indoor environment quality and predicted greenhouse gas emissions
  - Level 2 energy audits were undertaken at the majority of TAFE Institutes recommending numerous energy saving projects. Institutes continued their involvement in the Sustainability Advantage Program supported by the Office of Environment and Heritage (OEH)
  - A \$5 million Climate Clever Energy Savers program, supported by OEH, promoted energy savings projects developed by students and provided professional development for teachers.
- A \$20 million program to upgrade old light fittings with more energy efficient ones leading to an estimated reduction in greenhouse gas emissions of 14% per school
  - Power management of computer equipment through the trial of proprietary enterprise software

### Future Actions

The Department will be undertaking the following initiatives to further improve its energy performance:

1. Reviewing and re-establishing the Department's Energy Management Plan, including its goals, targets and strategies
2. Energy benchmarking of school energy performance through the development of a NABERS star rating tool
3. Implementing further energy efficiency projects in TAFE Institute's by trialling the use of Treasury Loan Funds and other funding mechanisms
4. Improving the thermal comfort and performance of buildings through the installation of passive solutions, such as, roof insulation, high performance window filming, sun screens and ventilation at 11 trial schools as part of the Thermal Comfort Pilot Project
5. Implementing a strategy to replace all old existing T12 rapid start light fittings with more energy efficient T5 lights.

# Appendix 15: Government Sustainability Policy

## Office of Communities (previously Department of Arts, Sport and Recreation)

The Office of Communities, is committed to achieving savings in energy usage and sustained Energy Management principles. The Office has 18 large metering points and 18 small metering points that purchase electricity in the contestable market place. These sites purchase 6% of their electricity consumption from renewable sources. Consumption of energy from renewable sources results in zero greenhouse gas emissions.

Tenancies in 3 Government Office Blocks (Noel Park House, Tamworth – Central Services, GOB Wollongong, and GOB Newcastle) also purchase electricity from the Government contract and consumed 6% of their energy from renewable sources during 2010-2011. The purchase of electricity from the Government contracts minimises costs and allows the purchasing of GreenPower for all sites.

## Planning & Implementation

Accountability and responsibility for energy management has been established in accordance with the Energy Management Plan, updated in 2001.

The Energy Management Plan (EMP) has been operating for over 10 years and sets the mechanisms, rationale and strategies for energy management adopted by the Office, so that effective energy management processes are integrated into ongoing activities. The primary purpose of the plan is to sustain reductions in energy consumption without adversely affecting the activities and management of individual facilities, in order to comply with the Government's policy on energy savings. Reductions in energy consumption will result in a reduction of greenhouse gas emissions.

The Business Unit has to date completed 8 energy audits. The aims of the audits are to identify energy saving measures, which may be implemented. Energy efficiency upgrades are being implemented at the Sydney Academy of Sports (Narrabeen) and the Winter Academy of Sports (Jindabyne).



## Performance

Annual energy consumption and costs of fuels used by the Business Unit for financial years 2009-2010 and 2010-2011 are indicated in the following table:

**Table 15.2 Annual energy consumption and costs of fuel use**

Fuel	Total Energy Consumed (GJ)		Cost (\$)		CO2 Emissions (Tonnes)		CO2 Emissions % change between
	2009-2010	2010-2011	2009-2010	2010-2011	2009-2010	2010-2011	2009-10 & 2010-11
Electricity (Conventional)	23,847	23,284	\$984,033	\$1,052,924	7,034.9	6,868.8	-2.4%
Electricity (Green Power)	1,598	1,457	\$96,817	\$86,043	0.0	0.0	0.0%
Natural Gas	4,530	4,211	\$60,064	\$55,405	231.9	215.6	-7.0%
L.P.G.	6,891	8,609	\$137,787	\$197,966	410.7	513.1	24.9%
Diesel	1,740	1,955	\$58,638	\$70,164	120.4	135.3	12.4%
Petrol	3,768	3,357	\$135,438	\$142,915	251.3	223.9	-10.9%
Ethanol Blended Petrol	1,099	2,125	\$35,438	\$75,239	66.0	127.6	93.3%
<b>TOTAL</b>	<b>43,473</b>	<b>44,998</b>	<b>\$1,508,215</b>	<b>\$1,680,656</b>	<b>8,115.2</b>	<b>8,084.3</b>	<b>-0.4%</b>

Between 2009-2010 and 2010-2011 the energy consumption has increased by 3.5% resulting in a minor increase in total CO2 Emissions. Electricity consumption decreased slightly by 2.8%.

During this period, the centres energy consumption increased by 13.2% due to an increase of over 44.4% in centre participant days, resulting in a decrease in the performance indicator (MJ/Bed Day) of 21.6%.

There has been a significant increase in the vehicle fleet consumption due to an increase in the distance travelled. The performance indicator (MJ/km) for passenger vehicles decreased by 7.0% during 2010-2011 when compared to 2009-2010.

## Future Direction

Where cost effectively feasible, the Office of Communities will endeavour to continue to reduce energy consumption in their centres and offices, through the undertaking of energy audits and the implementation of recommendations from energy audit reports and the Energy Management

# Appendix 15: Government Sustainability Policy

**Table 15.3 Projects to improve energy efficiency - 2010**

Site	Project	Scope	Result
All School Regions	Lighting upgrades	Replacement of old rapid start T12 lamps with energy efficient T8 technology as part of the Office of Environment and Heritage Energy Efficiency Program. Number of High Schools that participated in the 2010-11 program includes: Western Sydney - 8 schools Sydney - 2 schools North Sydney - 3 schools South Western Sydney - 7 schools Hunter / Central Coast - 5 schools Riverina - 1 school Illawarra and South East - 3 schools North Coast - 5 schools	Expected energy savings of over 1,500,000 kilowatt-hours per year are expected to be achieved. Project will also result in improved lighting levels.
	National Solar Schools Program	Installation of photovoltaic systems (solar panels), solar hot water and other energy efficiency devices as part of the Australian Government's National Solar Schools Program. Number of schools that participated in the 2010-11 program includes: Western Sydney - 32 schools Sydney - 30 schools North Sydney - 17 schools South Western Sydney - 42 schools Hunter / Central Coast - 41 schools Riverina - 28 schools Illawarra and South East - 33 schools North Coast - 28 schools New England - 18 schools Western NSW - 15 schools	In total 962 kilowatts of solar power capacity was installed with an estimated savings of over 1,300,000 kilowatt-hours per year of energy expected to be achieved. The program also installed real-time monitors in schools that provide educational awareness about clean energy generation.
TAFE NSW - Illawarra Institute	Wollongong Campus - Building upgrades of Blocks E, M and H	Installation of energy efficient lighting, BMS, HVAC and new training equipment e.g. lathes, welders.	Reduced electricity consumption at Wollongong Campus by 5% in 2011 compared to 2010.
	Wollongong Campus - Installation of photovoltaic system (solar panels)	Installation of 10kW (60 panels) solar photovoltaic system to the roof of Block A.	Increased electricity supplied from renewable sources. Provides green skills demonstration site for electrical/building apprentices.

Site	Project	Scope	Result
TAFE NSW New England Institute	Lighting upgrade	Lighting upgrades at 5 campuses, a total of over 1700 new lights and other fittings such as detectors, timers and refurbishments. Also includes timers on zip boilers	Reduced electricity consumption - forecast GHG emissions reductions up to 100 tonnes
	Evaporative cooler unit replacement	Older units replaced at 7 campuses	Less energy consumption, less noise and more comfortable working environment
	Floor insulation	Under-floor insulation installed at 19 buildings across 6 campuses	Reduced energy consumption, more comfortable working and learning spaces
	Installation gas sub meters	Gas sub-meters installed at 2 campuses	More accurate measurement and distribution of gas
	Roof insulation	New roof and insulation installed at 1 campus, and other materials upgraded	Area more weather-proof resulting in reduced use of heating and cooling systems
	Installation of solar tube lighting	15 solar tubes installed in common areas and corridors at 2 campuses	Brighter work area, which reduced energy consumption
	Photovoltaic system (solar panels)	Grid-connect PV cells installed at 2 campuses - 50KW capacity:	Increased electricity supplied from renewable sources.
TAFE NSW - Northern Sydney Institute	Meadowbank College - installation of photovoltaic system	Installation of a 5kW solar photovoltaic system on Bldg P Meadowbank College.	Increased electricity supplied from renewable sources. Provides green skills demonstration site for electrical/building apprentices.
	Ryde College - Air-conditioning upgrade	Installation of additional VSDs on the AC unit at Ryde College	Ryde College achieved an 11% reduction in electricity usage in 2011 on 2010 levels.
	Power Factor Correction	Installation of Power Factor Correction Units and upgrade of PFC capacitors at Crows Nest, Ryde, Meadowbank, North Sydney, Northern Beaches Colleges	Reduce the demand of electricity in the region and reduces electricity network costs
	Lift upgrade	Replacement of lifts at Crows Nest college, North Sydney Block B and Meadowbank Block J	Reduction in electricity through efficiency in lift motors
	Lighting upgrade	Replacement of rapid start lighting fixtures at Ryde, Meadowbank and North Sydney campuses with T8 lamps and electronic ballasts. Ryde Bldg P replacement with T5 lamps with electronic ballasts.	Overall savings in electricity for Northern Sydney Institute in 2011 was a reduction of 8% on 2010 levels.

# Appendix 15: Government Sustainability Policy

Site	Project	Scope	Result
TAFE NSW Riverina Institute	Level 2 Energy Audit	Undertaken as a joint project by OEH & the at Wagga Wagga, Albury - Riverina Institute & Griffith Campuses.	Collated existing energy usage and identified energy efficiency opportunities with analysis of project scope and savings.
	Lighting upgrade	Replacement of existing fluorescent tubes and ballasts to energy efficient T8 tubes and electronic ballasts at various campuses.	Estimated energy saving of approx 20-30% per light fitting
	HVAC upgrade and replacement	Riverina Institute wide project to replace or upgrade old inefficient plant equipment	Reduced electricity and maintenance costs. Improved comfort conditions in work areas and learning environments.
	Solar tinting of windows	Targeted North & Westerly facing windows of the Wagga Wagga, Griffith & Leeton Campuses.	Reduced solar heat gain and glare, thereby decreasing air-conditioning loads.
	Lighting controls	Installation of motion sensors and push-button controls at hallways, toilets, workshops and store rooms.	Reduced usage of lighting in infrequently occupied spaces.
	Solar Hot Water	Installation of solar hot water at Wagga Wagga Campus, Block P Directorate building.	Clean energy source to provide hot water, reduces carbon emissions and reduce electricity costs to the campus.
	LED Street Lighting Upgrade	Installation of LED street lighting at Albury and Wagga Wagga Campuses	Reduced electricity consumption and maintenance costs for existing light fittings. Improved lighting levels (lux) and safety at night.
	Staff Engagement & Awareness Projects	Communication of energy consumption data with awareness and engagement messages to gain active support of staff (and students) in changing their workplace habits.	Sustainable behaviours in using lighting, air-conditioning and high end energy appliances more efficiently.
	Photovoltaic system (solar panels)	Wagga Wagga Campus: Block T (trades precinct) - Installation of a 10kW solar panel system and a 1.5kw solar tracking system.	Increased electricity supplied from renewable sources. Provides green skills demonstration site for electrical/building apprentices.
	Building Management System (BMS)	Installation of a BMS at the following Campuses: Wagga Wagga, Albury & Griffith. To monitor electricity, gas & water trends 24/7.	Enables accurate and remote tracking, monitoring and reporting of energy & water consumption trends. Allows analysis of energy efficiency projects.

Site	Project	Scope	Result
TAFE NSW Riverina Institute	Consolidation of imaging devices	Institute wide project: 92 multifunctional devices and 123 printers have been installed to replaced aged imaging devices.	Consolidation and improved energy efficiency of imaging and printing devices has lead to reduced energy consumption.
	Power Factor Correction Assessment.	Assessment of the existing PFC devices installed at the Wagga Wagga, Albury & Griffith Campuses to ensure they are operating to the most efficient capacity.	1 failed unit was replaced at the end of 2011.
TAFE NSW Sydney Institute	HVAC upgrades	Efficiency upgrades to air-conditioning at Ultimo and Petersham Colleges.	Expected to reduce energy use related to air-conditioning by 10-15%.
	Toilet upgrades	Upgrades to toilet fixtures at Ultimo College buildings A and D	Expected to result in energy and water efficiency improvements.
	Level 2 Energy Audit	Level 2 energy audit carried out at St George, Petersham and Ultimo Colleges. These audits provide a framework of projects for implementation to further reduce energy consumption.	Projects have been identified and funding options being developed to implement according to the best rate of return and cost.
	Renewable energy (solar panels and wind turbines)	Sydney Institute installed alternative energy production equipment for student education in Electro technology at Ultimo, St George and Sutherland Colleges	Ultimo College – a 20KW Photovoltaic array, 2 Vertical Axis Wind Turbines, 1 Horizontal Axis Wind Turbine, a 1.5 KW micro hydro generation unit and a 4.5KW heat pump. St George College – a 10KW Photovoltaic array Sutherland College, Gynea campus – 2 10KW Photovoltaic arrays, 1 Vertical Axis Wind Turbine, 1 Horizontal Axis Wind Turbine.
	Consolidation of imaging devices	The Imaging Optimisation Project has involved the replacing of existing staff print/copy devices such as inkjet printers with new cost effective modern equipment. We have invested in a fax server which converts incoming faxes to email, with the potential to save half a million pages of paper a year.	Our in-house print Centre has cut its energy use by 80% following the installation of new Once equipment and workflow software systems. The revamp is expected to generate cost savings of around \$2.5 million.
TAFE NSW Western NSW Institute	Lighting Upgrade	All light fittings with fluorescent T12 tubes were replaced with T8 light fittings at Lithgow, Bathurst, Orange, Dubbo and Broken Hill (includes Menindee and Wilcannia)	Upgrade completed in June 2011 - transition from T12 to T8 reduces electricity consumption, improves lighting and increases operating life.

# Appendix 15: Government Sustainability Policy

Site	Project	Scope	Result
TAFE NSW Western Sydney Institute	Lighting upgrade	All 5 foot linear fluorescent lighting has been upgraded with T5 lighting and adaptors.	Savings of approximately 30%
	Imaging devices projects	Rationalisation of imaging device fleet	Reduction of fleet by 6 devices
	Sustainable Motor Vehicle Fleet Management Plan 2011-2013	Strategic plan to improve the environmental and financial sustainability of the Institutes fleet of motor vehicles	Improved awareness of the environmental costs of the fleet and the approved strategies to reduce these impacts. Improvement to the Institute's green score
	Additional petrol/electric vehicle added to the motor vehicle fleet	The Institute now has 2 hybrid vehicles in its fleet	Improved green score and related environmental benefits
	Power factor correction	Completion of PFC at Nepean College following Richmond College and Mount Druitt in 2010	Reduction of greenhouse gas emissions and peak demand
TAFE NSW North Coast Institute	Solar photovoltaic generation systems	Installed 10kW photovoltaic power systems on 13 North Coast TAFE Campuses	Total of 180kW solar installations Institute wide (total includes previous installations and training systems)
	T12 lighting replacement	Retrofit of remaining T12 light fittings with T5 fluorescents at 6 major campuses	Majority of redundant T12 lighting replaced to gain 60% energy savings. Readiness of fittings to utilise emerging technologies in the future.
	Lighting controls for energy management	Installation of timing controls, movement and light sensors to improve management of lighting	All spaces retrofitted with T5 lights received appropriate lighting controls.
	Solar photovoltaic training and demonstration systems	Installation of solar systems for the delivery of qualifications in renewable energy at Grafton and Wollongbar Campuses. Installation of solar energy generation and hot water heating on horticultural hothouse at Coffs Harbour Education Campus	Total of 4 dedicated sustainable energy training systems across North Coast TAFE
	Refurbishment of Port Macquarie Hospitality Stores Area	Redesign of commercial refrigeration, hot water heating and air-conditioning supporting Commercial Cookery and Hospitality delivery at Port Macquarie Campus	40% reduction in area of commercial cool rooms and freezers. Pre-heating of hot water using solar. Replacement of cool room, freezer and air cooling plant.
	Energy Efficient Welders	Replacement of traditional welders with inverter technology for delivery of welding training.	Up to 60% improvement in energy efficiency



Site	Project	Scope	Result
TAFE NSW North Coast Institute	Commercial refrigeration improvements	Replaced seals and inefficient upright refrigeration at Kingscliff and Grafton campuses for Hospitality training	Reduced energy losses and energy wastage
	Heating Ventilation and Cooling (HVAC) Upgrades	Replacement of HVAC equipment at or close to end of life	\$200K worth of upgrades Institute wide
	External lighting audits	Audits assessing condition, efficacy and energy efficiency of external lighting systems commissioned at 10 campuses	Improved knowledge of lighting condition to inform future capital works
	Energy Saver Energy Audits	Level 2 Energy Audits through the NSW Energy Saver Program, undertaken at Coffs Harbour Education Campus, Port Macquarie and Kingscliff Campuses	Informed position on energy efficiency priorities for future capital works and behaviour change
	Capability development supporting electricity bill analysis	Training provided to campus managers to support improved understanding of electricity bill structure and impact of energy use on cost.	Greater capability for the management of electricity consumption and demand on campuses.
TAFE NSW Hunter Institute	Lighting upgrade	Phase 2 of LED lighting refit across Institute campuses. Around 7,580 light fittings installed with approximately 15,160 LED lamps (on average, 2 tubes per fitting).	Estimated energy savings of aprox 30-40% per fitting
	Commenced installation of solar descicant air-conditioning	Upgrade of A Block, Hamilton Campus air-conditioning (commercial kitchens and hospitality facilities) with solar descicant air-conditioning	Reduced energy consumption, more comfortable working and learning spaces
	Level 2 Energy Audit	Finalised Level 2 energy audit carried out at Basden Precinct of Newcastle Campus by Exergy Aust, with support OE&H	Identified project list to implement under the Energy Mark program including: lighting refits, submetering, compressor and ventilation optimisation.
	Photovoltaic system (solar panels)	Installation of demonstration systems at Wyong, Muswellbrook and Glendale campuse	3 * 1.5kw systems for demonstration and generation, in association with 1kW wind turbines
	Staff Engagement & Awareness Projects	Vacation Shutdown Energy Challenge over 10 day vacation period, staff engagement in reducing out of hours energy use	8 of 15 Institute campuses reduced energy usage during vacation period, remaining campuses examining source of "vampire loads" to investigate future savings opportunities

# Appendix 15: Government Sustainability Policy

Site	Project	Scope	Result
TAFE NSW Hunter Institute	Fleet Management	Optimisation of Institute vehicle fleet in accordance with NSW Government Fleetwise guidelines	Increased proportion of hybrid and lower emission vehicles as a proportion of Institute fleet
	Smart metering trial	Commenced implementation of project to install smart metering for electricity at 5 Institute campuses	Project commenced, awaiting instillation and anticipated increased staff and student engagement in energy efficiency programs
	Staff Engagement & Awareness Projects	Newcastle Cluster Campus Sustainability Plan Staff Engagement Workshop and Campus Green Team activities	Management and staff sponsorship of team projects to adopt energy efficient work practices.



# Appendix 16: Records Management Program

The Department continued to use its records management software, TRIM Context, to improve information sharing and service delivery while reducing duplication and costs. All departmental senior managers were again required to submit annual reports on the records management performance of their business units during 2010.

These showed areas of continuing improvement, whilst also highlighting areas where further progress was still needed. The 2011 reporting exercise will yield results early in 2012.

Implementation of the Department's Records Management Program Policy and Procedures Manual continued to be supported by comprehensive information on the Department's Intranet and a regular training program for staff from across the Department.

Work continued on implementing an Electronic Document and Records Management System (EDRMS) to meet departmental business needs and ensure compliance with the requirements of State Records' Standard on Digital Recordkeeping. The trial of EDRMS in selected business areas was reviewed and found to have delivered positive results and improved efficiency. The extension of EDRMS to additional business areas across the Department proceeded during 2011 and is due to continue during 2012.



# Appendix 17: Privacy and Personal Information Protection

Departmental staff are made aware of the privacy legislation and its requirements through privacy bulletins, training/information sessions, advice provided through the Legal Services Directorate telephone advice service and information provided on the Department's Intranet.

During the year ending 31 December 2011, the Department received 10 applications for internal review under Part 5 of the *Privacy and Personal Information Protection Act 1998*. Four of these internal reviews and a further 7 applications for internal review, lodged in the year ending December 2010, were completed during the year.



# Appendix 18: Electronic Service Delivery

## Introduction

The Department continues to improve its delivery of electronic services to staff and stakeholder clients by integrating departmental home pages, information pages, publications and business process services into the Department's web presence.

## Education Support Systems

- The Schools Enrolment and Registration Number system was updated in Term 4 with a new Student Suspension module that was successfully trialled in a number of schools. The new module will be available for general use in all schools in 2012.
- Management of students transitioning between schools from Years 6 to 7 has been improved with 58,000 student transitions processed in 2011 for enrolment in 2012.
- Real time email address validation has been implemented in ERN to allow all family email addresses entered in the enrolment process to be validated at the time of data entry.
- The School Based Student Reporting system with support for VET in Schools reporting was rolled out to high schools in 2011.
- Best Start reporting software was extended to support school years 1 and 2 in 2011. Rollout across the state is planned for 2012.
- SMART was released to schools with the 2011 NAPLAN test results. Additional features requested by school and regional staff were also provided during the year.
- A new RTO e-Payment system was developed in 2011 to enable TAFE Institutes to claim payments for trainees from contestable funds.
- The TAFE Training Plans system and Employer e-Services were upgraded in 2011 to support the new training plan format.
- The TAFE Institute Planning Application was successfully integrated with the SAP financial budgeting system.
- The TAFE NSW online customer enquiry service received over 103,000 online customer enquiries from prospective students and business clients in 2011.

## Human Resource, Finance and IT Management Systems

- Electronic Application to Teach (eAT3) enables members of the public to apply online for approval to teach in NSW public schools. In the 2011 calendar year, 13,151 applications to teach were submitted using eAT3 and 5355 approvals to teach were granted.
- Jobs@DET enables the advertising of teaching and non-teaching vacancies and then allows the review of applications submitted by interested applicants. A total of 4,532 positions within the Department were advertised through this online system in 2011.
- Electronic Jobs3 enables the finalisation of the recruitment process once an advertised position has closed and applications are received. In 2011, 4,801 teaching and non-teaching positions were finalised using this application.
- New Teachers Staffing Procedures advises the appropriate teachers electronically and via SMS that a vacancy exists for a particular teaching position/location. They are selected by the system, which matches teachers' qualifications, preferences and employment type to the position. A total of 332 teaching positions were advertised via this system.
- Student Transport Management System (STMS) manages the provision of transport to NSW (Government & Non Government) School Students with special needs as part of the assisted school program. Operated from Wollongong State Office, this system coordinated the provision of transport for 10,806 students to 847 schools by 528 transport providers in 2011. The system is also accessible online for use by school staff.
- The Online Management of School Enrolments and Entitlements (OMSEE4) identifies schools that have a variance between the number of positions that a school holds and the number it is entitled based on enrolment levels. OMSEE4 then allows the Principal, School Education Director, Primary Executive Review Committee, Secondary Executive Review Committee and the Assistant Director Staffing Services to make recommendations online. Advice on 1,645.5 new entitlements was created in 2011.

# Appendix 18: Electronic Service Delivery

**Table 18.1 MEVI ECRI - High Demand Courses Mainstream Enrolment through the Internet for High Demand Courses**

Period	2007 Semester	2007 Semester 2	2008 Semester 1	2008 Semester 2	2009 Semester 1	2009 Semester 2	2010 Semester 1	2010 Semester 2	2011 Semester 1	2011 Semester 2
No. Courses	98	67	100	74	93	60	80	62	59	50
No. Campuses	98	65	102	70	99	67	94	76	93	73
No. Students	27,863	6,608	29,550	9,660	23,474	9,931	23,507	11,384	19,581	8,512
Fees Collected	\$6,470,911	\$1,901,703	\$6,419,045	\$2,212,595	\$5,616,830	\$1,827,891	\$7,336,041	\$2,225,811	\$6,376,903	\$1,888,291

**Table 18.2 Mainstream Enrolments Through the Internet**

Period	2007 Semester 1	2008 Semester 1	2009 Semester 1	2010 Semester 1	2011 Semester 1
No. of courses	774	880	996	1,495	1,439
No. of campuses	100	112	121	136	134
Students offered places	99,839	103,621	115,630	128,057	209,001
Fees Collected	\$13,380,207	\$14,723,327	\$16,369,735	\$24,151,589	\$42,874,264

**Table 18.3 State wide TAFE VET Student Management Software - MEVI/ECRI**

Period	2006 Semester 1	2007 Semester 1	2008 Semester 1	2009 Semester 1	2010 Semester 1	2011 Semester 1
No. of courses	113	83	104	102	177	186
No. of campuses	120	107	106	85	118	122
Students Registered	26,512	18,575	18,580	11,997	24,001	23,575

Source: DEC, Chief Information Officer

# Appendix 19: Consumer Response

## Executive Support Directorate

In 2011, the Executive Support Directorate registered and processed a total of 1,893 letters to the Director-General, 6,559 items of Ministerial correspondence and 1,579 briefing requests for the Minister and Director-General. Major achievements in consumer response include:

- managing more than 5,744 campaign or petition letters/ emails on a range of issues such as the Ethics Trial, TAFE reform, family day care, school funding and staffing issues
- ensuring, through monitoring, that all correspondence was dealt with effectively and in accordance with designated timeframes
- coordinating briefings for Director-General and Ministerial visits to colleges and schools
- managing the protocols and coordinated briefings for the official openings of jointly funded capital works projects and State funded facilities.

## NSW Curriculum and Learning Innovation Centre

The NSW Curriculum and Learning Innovation Centre (NSW CLIC) provides technology-based products and services to schools to support quality teaching and learning.

The Department is committed to improving the services, resources and tools developed for teachers, students and staff. As part of NSW CLIC 's annual planning arrangements all customer feedback was reviewed and improvements to service were identified, including:

- development of enhanced software, for use by all Kindergarten to Year 2 teachers, to generate early learning plans that address students' individual literacy and numeracy learning needs
- completion of business and user research projects to inform improved online services such as Teaching and Learning exchange (TaLe) in schools and regions
- development of new NSW CLIC intranet services built in SharePoint 2010 to support professional learning and resource sharing activities
- initiation of development in Liferay, a portal for internet services, and release of a new site for The School Magazine
- development of resources in partnership with cultural institutions to support student learning K-12 including: Convict, Move primary, Art in motion, HM Bark Endeavour voyage and Writer's Talk
- expansion of Digital Citizenship from Years 9-10 to K-10, to support and develop responsible student conduct and safety in the online environment
- trialling of mobile learning in partnership with the Royal Botanic Gardens
- development of additional resources to support the Digital Education Revolution NSW laptop program. Total downloads over the life of the program exceed 480,000
- during October 2011, the delivery by NSW HSC Online of 1,883,680 pages to users from a total of 51 HSC subjects and 82 courses
- development of a SharePoint site to support focus group collaboration including discussions between practising teachers, regional staff and NSW Curriculum and Learning Innovation Centre staff, and to share and consider what different schools produce as they trial aspects of the draft syllabuses
- recognition for zoo connect, a program using Adobe Connect to facilitate learning before and after a zoo excursion, which won the Adobe Educators Choice award
- investigation of the use of Facebook to support dance, drama, music and visual arts teachers in NSW schools
- maintaining a variety of open and closed forums on the Department's teaching and learning exchange
- use of blog, email, Twitter and YouTube to provide clues, updates and general information for the Murder Under the Microscope online learning activity

# Appendix 19: Consumer Response

- 28 Outreach video conferences, in partnership with the University of New South Wales and Macquarie University, which involved 5 non-metropolitan regions and approximately 1,000 students and teachers learning in collaboration with award-winning and leading scientists. Highlighted speakers included 2 of the Eureka Award People's Choice nominees for 2011 and 5 past winners of the prestigious Tall Poppy Awards
- providing innovative online learning experiences through competitions and challenges such as Murder Under the Microscope (1,260 participating school teams), Connected Learning Awards (6,304 submissions from 634 schools) and the Kids Design Challenge
- development of a new resource website to support the National Year of Reading 2012
- establishing a model for the trialling of commercially created educational software
- enhancing School Based Student Reporting (SBSR) software through the addition of VET in Schools functionality
- increased informal and Institute sponsored professional development activities to foster an environment of more careful, supportive and clear communication with students
- redevelopment of Institute websites, with a stronger emphasis on ease of access to information for current and future students
- food safety and food handling training for cafeteria staff
- customer service forums with customer contact staff aimed at improving customer service at all points of contact
- regular student surveys to gauge customer satisfaction
- upgrades of Information and Communications Technology (ICT) equipment
- a computer managed printing service for students in Institute libraries
- improved access to storage and identification of student artworks
- improved access for students with a disability.

## TAFE NSW

TAFE NSW is committed to improving customer service and attempts to resolve complaints and disputes informally through negotiation wherever possible. As a result the number of formal complaints received in 2011 was greatly reduced.

A range of improvements was made in response to feedback from staff, students and customers in 2011 including:

- increased use of WEB 2 technologies (Twitter, Facebook etc) as a delivery and communication platform
- improvements to teaching and learning spaces such as the installation of air-conditioning
- installation of electronic signs to advertise course vacancies and other opportunities



**Table 19.1 TAFE NSW complaints**

Type of Complaint	Number of Complaints		
	Received	Resolved	Carried over to 2012
Category 1: Remedy and System Improvement – General complaints (delays, inefficiencies)	908	868	40
Category 2: Negotiation – More serious complaints (unreasonable or unfair behaviour)	730	600	130
Category 3: Investigation – Alleged unlawful behaviour (conduct alleged to be either wholly or partly corrupt or contrary to the law)	301	237	64
<b>Total</b>	<b>1,939</b>	<b>1,705</b>	<b>234</b>

Source: TAFE NSW

## NSW Adult Migrant English Service (NSW AMES)

In 2011, NSW AMES managed 19 complaints and suggestions from clients. A majority of issues raised concerned policy, course content and delivery of the Adult Migrant English Program. One complaint concerned changes to the staff structure at NSW AMES.

NSW AMES implemented a range of improvements in response to feedback from clients and staff, and from outcomes from internal audits. Examples include:

- establishment of a collaborative partnership with the Department of Immigration and Citizenship (DIAC), TAFE NSW and other Department of Education and Communities (DEC)/Adult Migrant English Program (AMEP) Consortia partners to ensure high quality delivery and support for the AMEP in TAFE NSW colleges
- continuous review and update of AMEP related delivery and operating procedures including contact with DIAC to ensure that the delivery of the AMEP program meets client needs
- extended development of online learning materials for the Certificate I, II, III and IV in Spoken and Written English to support new arrival migrants and refugees, and skilled migrants seeking to improve English language and literacy for employment
- contact with businesses, industry and Government agencies to develop and deliver customised English language programs to build English language and literacy of workers.

# Appendix 19: Consumer Response

**Table 19.2 NSW AMES complaints 2011**

Type of Complaint	Number of Complaints		
	Received	Resolved	Carried over
Category 1: Remedy and System Improvement – General complaints (delays, inefficiencies)	18	19	1
Category 2: Negotiation – More serious complaints (unreasonable or unfair behaviour)	0	0	0
Category 3: Investigation – Alleged unlawful behaviour (conduct alleged to be either wholly or partly corrupt or contrary to the law)	0	0	0
<b>Total</b>	<b>19</b>	<b>19</b>	<b>1</b>

Source: TAFE NSW

## State Training Services (STS)

Through the Council of Australian Governments all States and Territories have agreed to principles of reform for vocational education and training. Skills reform in NSW aims to develop a highly skilled workforce to improve the State's productivity.

The General Manager led the first phase of State reform with the release of the Smart and Skilled: Making NSW Number One discussion paper. This paper formed the basis for discussions at 14 public forums held across NSW which were attended by over 600 people. Over 105 written submissions were received from interested parties.

Feedback from these forums will inform the next stage, the development of reform measures to be completed in the first half of 2012.

Information on the skills reform process and the Smart and Skilled: Making NSW Number One discussion paper can be found on the State Training Services website.

Following the successful referral of regulatory powers for vocational education and training to the Commonwealth, a seamless transfer of operations took place with the NSW Vocational Education and Training Accreditation Board closing on 30 June and the new national authority commencing operations in NSW on 1 July 2011.

In 2010 State Training Services conducted a tender for organisations to provide vocational training under contract to the Department for the 2011-2012 contract period. For the first time the entire application process was carried out electronically. All tender details were available on the State Training Services website via video clips, news flashes, Q&As and fact sheets. A survey found 97% of applicants rated the quality of service and support as 'above average'.

To assist registered training organisations (RTOs) in meeting the requirements of the Approved Providers List, professional development workshops were held across NSW. Since July 2011 over 520 RTOs have attended 29 workshops. The workshops will continue in 2012 with an additional 8 scheduled.

In 2011, State Training Services took advantage of the popularity of social media sites to promote the advantages of vocational education and training as a learning pathway for young people with the creation of websites on Facebook and YouTube.

The range of information on the State Training Services website has continued to grow with the addition of Adult and Community Education information.

Visits to the website have remained constant with an average of 2,500 hits per day.

In 2012 a focus group will be working to redesign and enhance the website to ensure that it caters for all client needs.

**Table 19.3 State Training Services (STS) complaints**

Type of Complaint	Number of Complaints		
	Received	Resolved	Carried over to 2012
Category 1: Remedy and System Improvement – General complaints (delays, inefficiencies)	0	1	0
Category 2: Negotiation – More serious complaints (unreasonable or unfair behaviour)	0	0	0
Category 3: Investigation – Alleged unlawful behaviour (conduct alleged to be either wholly or partly corrupt or contrary to the law)	0	1	0
<b>Total</b>	<b>0</b>	<b>2</b>	<b>0</b>

Source: State Training Services, Department of Education and Communities, NSW

# Appendix 20: Organisational Improvement and Risk Management

## Internal Audit and Risk Management Statement (Annual Report Disclosure)

### Internal Audit and Risk Management Statement For the 2010-2011 Financial Year For the NSW Department of Education and Communities

I, Michele Bruniges, am of the opinion that the Department of Education and Communities has internal audit and risk management processes in place that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit and Risk Management Policy*.

I, Michele Bruniges, am of the opinion that the Audit and Risk Committee for the Department of Education and Communities is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08. The Chair and Members of the Audit and Risk Committee are:

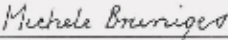
- Carolyn Burlew - Independent Chair (3 years from 1 February 2010)
- Garry Dinnie - Independent Member 1 (2.5 years from 1 July 2009)
- Christine Feldmanis – Independent Member 2 (2 years from 1 April 2010)

I, Michele Bruniges, declare that this Internal Audit and Risk Management Statement is made on behalf of the following controlled entities:

- Technical and Further Education (TAFE) Commission
- NSW Adult Migrant English Service (AMES)
- TAFE Commission Division

These processes provide a level of assurance that enables the senior management of the Department of Education and Communities to understand, manage and satisfactorily control risk exposures.

**Michele Bruniges**  
DIRECTOR-GENERAL OF EDUCATION AND COMMUNITIES  
MANAGING DIRECTOR OF TAFE NSW

  
(Signature and Date)  
12/3/12

## Audit Directorate

The audit Directorate is responsible for internal audit assurance services for the Department and consultancy services in the areas of corruption prevention, risk management and consulting. Highlights of the Directorate's performance are outlined below.

### Organisational Improvement

Consultancy and business improvement services have involved reviews of operational and functional areas of the Department and the provision of reports to senior management. These reports include recommendations for improvements and more efficient or effective operations of the respective areas through a consideration of the business objectives, the working environment and the corporate culture.

### NSW Government Schools

The Department undertook 731 audits of selected schools in 2011. Audit concentrated on high risk areas including Line of Sight 47 Pilot Schools Program, school enrolments, school establishment, Digital Education Revolution and National Partnership Programs in addition to key financial and related operations.

### TAFE NSW

TAFE Audit activities during 2011 included reviews of strategic management, occupational health and safety, student enrolments, and student academic records procurement, vendor payment and management of fixed assets under the new financial system (SAP) and how effectively and efficiently this system is in meeting the business requirements in 5 TAFE Institutes.

An audit of TAFE student participation was completed on behalf of the National Centre for Vocational Education Research.

Other audits included the Western Sydney Institute Building Industry Skills Centre, the Adult and Community Education Unit, TAFE Customer Support – Student Administration, the use of Institute corporate credit cards and TAFE NSW International programs and activities. Audit assistance was provided to the South Western Sydney Institute in the risk assessment of its pre apprenticeship program and to the North Coast Institute in the review of the operational performance of the restaurants and food stores within its Tourism and Hospitality Faculty.

### Corporate Systems and Shared Service Organisation

Audits of corporate systems covering payroll, corporate credit cards, procurement, employment screening, and governance practices over major funding agreements, budgeting and general expenditure were undertaken and significant system improvements resulted from some of these audits.

The implementation of a Shared Services Organisation (SSO) was a major outcome of the LMBR program. A strategic risk assessment was conducted for the entire Shared Service Organisation. Reviews of the business process of specific functions in the Finance Shared Service Centres were completed including a Contact Centre Review and SAP Customer Relationship Management.

In addition, the Corruption Prevention team conducted 12 training sessions on Ethical Decision Making, covering approximately 95% of all Shared Service staff in both Parramatta and Bathurst locations.

### Information Systems

Eleven audits were completed during the year along with ongoing involvement with key IT Programs and Projects, namely LMBR and DER. The recommendations made, when implemented, will improve operational controls, security and governance over ICT projects and infrastructure.

# Appendix 20: Organisational Improvement and Risk Management

Audits and consultancies included:

- Application systems: LMBR program milestones – Integration and User Acceptance Testing, Data Migration and Cutover, SAP Application Security
- Infrastructure: Enterprise portal, Computer Operations, Whole of government Data Centre Reform, Connected Classrooms Program
- Project governance and probity: SMART2 redevelopment, SAP GUI Deployment Risks
- Program Governance: TAFE 21st century and LMBR program.

There was also ongoing involvement with medium to long-term projects such as Connected Classrooms, LMBR and the Digital Education Revolution as well as development of computer assisted audit techniques.

## Corruption Prevention

Corruption prevention activities focused on the conduct of projects to promote ethical behaviour throughout the Department, raise awareness of fraudulent and corrupt behaviour and to establish business practices incorporating corruption prevention strategies. Projects emanated from analyses of investigations data, audits and from management requests.

Continued use was made of the electronic media to deliver corruption prevention education and training programs, including the ongoing maintenance of the corruption prevention website. Workshops on ethics and corruption prevention were conducted for Department business units.

Advice on fraud and corruption prevention was provided to staff across the Department, special audits and investigations requested by senior management were undertaken and the Register of Pecuniary and Private Interests were maintained.

## DEC Policy Documents

Staff and members of the public can access the Department's policy documents through its corporate website ([www.det.nsw.edu.au](http://www.det.nsw.edu.au)). The majority of these documents have been written in a standardised format. The policy area of the site provides contact details for requests for further information or feedback. During 2011 the Department began transferring its internal policy documents to the corporate site to reflect its ongoing commitment to transparency based on the *Government Information (Public Access) Act 2009* requirements. During this process policies were identified which needed updating to align with the Department's new structure. This process will continue into 2012.

## Insurance Activities

The New Treasury Managed Fund (TMF) Scheme provides insurances cover for most NSW government agencies, including government schools and institutes. The TMF Scheme is underwritten by the NSW government. The major lines of insurance provided are workers' compensation, property, liability, motor vehicle and miscellaneous.

In summary, overall increases for the 2011-12 TMF premiums for DEC/TAFE have been kept to just 0.8% or \$1,814,315.00 above that paid for the 2010-2011 premiums. Favourable adjustments have been made to the premiums payable in workers' compensation, and the motor vehicle, property and miscellaneous lines of insurances have all performed well compared to the Primary Pool.

## Enterprise Risk Management

### **The Enterprise Risk Management Framework**

A number of processes are in place to enhance the organisation's capability for managing its risks. This has been achieved by the establishment of a 'principles-based' Enterprise Risk Management framework is underpinned by the Executive's commitment to a management culture. This embeds enterprise risk management in all departmental processes. This commitment is supported by a policy that applies throughout the organisation. The implementation has enabled improved decision-making, improved visibility of significant risk / risk areas facing the Department, and improved efficiency and effectiveness.

### **Integrating Enterprise Risk Management with Business Practices**

The Department's commitment to enterprise risk management is reinforced through the publication of guidelines and by the establishment of the Enterprise Risk Management Group. The group, which is represented by every portfolio within the Department, meets regularly and its mandate is to integrate enterprise risk management throughout the whole organisation. As a result there has been an ongoing process of reviewing business and planning processes so they are integrated with enterprise risk management policies, procedures and guidelines.

### **Documentation**

Enterprise risk management processes include the ongoing maintenance and review of the Executive Risk Register, Portfolio Risk Summaries and the Legal Compliance Risk Assessment Register. As a result the Executive is regularly informed of changes to high level risks. Risks are also reported to the independent Audit and Risk Committee.

# Appendix 20: Organisational Improvement and Risk Management

**Table 20.1 Complaints received which led to notification to the Independent Commission Against Corruption by Sector per calendar year \***

Sector	2011	%	2010	%	2009	%	2008	%	2007	%	2006	%
Schools & Regional Offices	53	75	40	68	31	69	39	61	42	49	52	46
TAFE Institutes	14	20	12	20	12	27	19	30	34	40	36	32
State Offices	4	5	6	10	1	2	5	8	9	10	21	19
External/Other	0	0	1	2	1	2	1	1	1	1	4	4
<b>Total</b>	<b>71</b>		<b>59</b>		<b>45</b>		<b>64</b>		<b>86</b>		<b>113</b>	
Protected Disclosures	14%		5%		18%		22%		20%		24%	

\* These matters which were previously investigated by the Department's Audit Directorate, are now subject to investigation by the Serious Misconduct Investigation Team of the Employee Performance and Conduct Directorate. Prior to 2007 these matters were reported as "Complaints Registered for Investigation by Audit Directorate by sector by calendar year".

**Table 20.2 Outcomes of Investigations of matters notified to the Independent Commission Against Corruption \***

Outcome	2011	%	2010	%	2009	%	2008	%	2007	%	2006	%
Unsubstantiated	27	41	32	59	33	45	32	37	30	26	33	42
Matter closed, no further action**	4	6	12	22	18	25	11	13	32	28		
Substantiated	35	53	10	19	22	30	44	50	54	46	46	58
<b>Total</b>	<b>66</b>		<b>54</b>		<b>73</b>		<b>87</b>		<b>116</b>		<b>79</b>	

\* These matters are now subject to investigation by the Serious Misconduct Investigation Team of the Employee Performance and Conduct Directorate.

\*\*Data is now collected to enable the Department to clarify those matters where there is insufficient evidence to make a finding, a complainant withdrawing their complaint, or insufficient information to pursue the complaint. This information was not previously reported separately.



# Appendix 21: Matters Affecting the Operations of the Department

## Finance and Administration

### Financial Operations

The Department's financial report, for the year ended 2011, has been prepared in accordance with applicable Australian Accounting Standards which include Australian Equivalents to International Financial Reporting Standards (AEIFRS).

### Significant Audit Matters

#### *Work in Progress Transfers*

The Auditor-General identified a number of completed projects that had not been transferred to the fixed asset register and depreciated.

To address this issue, the Department of Education and Communities has implemented a new electronic checks-and-balances system which will ensure that when a capital works project has been completed, details of its completion will be added to the Department's fixed assets register. This register is now being updated to include details of all previously completed capital works projects.

#### *Learning and Management Business Reform (LMBR) program*

In 2006, the Department commenced its Learning Management and Business Reform (LMBR) program to replace the finance, human resources and payroll systems, and the student administration systems. The original program was to be delivered in 2 phases over an 8 year period.

In 2011, the Department reviewed the status of the project to ensure it was a solution that met current and future business requirements. As a result, the implementation dates for the remaining components were realigned to provide an integrated solution, to be delivered within the original timeline and budget, that would have less impact to "business as usual" and reduce the change impact of multiple changes.

## TAFE NSW

Issues that could impact on TAFE NSW in 2012 include:

- the developing VET Reform agenda
- continuing to expand training within budget to meet national and state targets, build industry productivity and community capacity
- meeting targets and other requirements of National Agreements including the:
  - National Skills and Workforce Development Agreement
  - National Partnership on Skills Reform
  - National Partnership Agreement on Youth Attainment and Transitions
  - National Partnership Agreement on TAFE Fee Waivers for Childcare Qualifications
  - Compact for Retrenched Workers
  - National Partnership Agreement on Training Places for Single and Teenage Parents
- positioning TAFE Institutes to be able to respond flexibly and competitively to entitlement-based funding
- continuing to respond effectively to industry needs and re-emerging skill shortages, including healthcare, building and construction and other areas of demand
- addressing the training, skills development and employability needs of those facing disadvantage, including Aboriginal students and students with a disability
- responding to continuing enterprise demand for partnerships to create workforce development solutions, including the delivery of customised training and assessment in the workplace
- continuing to improve qualification completions, in particular apprentice completion rates
- continuing to increase the numbers of students enrolling in and completing higher level qualifications

# Appendix 21: Matters Affecting the Operations of the Department

- working in partnership with schools and universities to create more flexible pathways into education, training and employment for 15-24 year olds
- working in partnership with universities to achieve higher level qualification outcomes for students through flexible learning arrangements
- developing new higher education qualifications to further establish the central position of TAFE NSW within the developing tertiary sector
- leading implementation of the national regulatory system to ensure the continuation of high quality training services in NSW for international and domestic students
- managing current and future demand for the TAFE workforce
- ensuring TAFE systems are developed to be ready for Institutes to capture entitlement based funding
- complying with administrative and reporting requirements of the income contingent student loan system VET FEE-HELP, and implementing FEE-HELP for higher education qualifications.

## Community and Migrant Education

### **Significant changes to the business model of NSW Adult Migrant English Service (AMES) resulting from the loss of the Commonwealth Adult Migrant English Program (AMEP) tender.**

In December 2010, NSW AMES was advised it had not been successful in its tender application to deliver the Commonwealth Government funded AMEP in most of metropolitan Sydney.

Between January and June 2011, NSW AMES advised staff and stakeholders about the impact of the loss of funding and its inability to sustain the size of the existing operation. A change management plan, including the communication of changes to staff and stakeholders, was endorsed by the Minister in April 2011 and approved by the NSW Department of Premier and Cabinet. NSW AMES implemented this change management plan, in which 6 teaching centres were

closed and staff were given either notice and severance pay, or offered voluntary redundancy. NSW AMES ceased direct delivery of the AMEP on June 30, 2011.

A retained business model was approved in June 2011 to enable the NSW AMES Portfolio to continue to develop online English language training materials, develop workplace training solutions, international business and provide contract management services to Department of Education and Communities AMEP Consortia partners as a self-funded business unit within the Department of Education and Communities.

## NSW Government Schools

The Public Schools NSW Portfolio continues to consider the Council of Australian Government's reform agenda in its operations. Specific reforms impacting on the work of the Schools Portfolio include the:

- Smarter Schools - National Partnership Agreements:
  - Literacy and Numeracy
  - Teacher Quality
  - Low Socioeconomic Status Schools Communities
- National Partnership: More Support for Students With Disability
- Youth Attainment and Transitions.

The Australian Government is providing an extra \$47.9 million over 2.5 years to support children in NSW government schools under the National Partnership More Support for Students with Disabilities initiative. This important initiative is part of the Australian Government's commitment to making sure all Australians have the best opportunities to learn and get a job, – regardless of their personal circumstances. The extra funding will be delivered through a new National Partnership during 2012-13 that will allow schools to make the best choices for their students so they can learn more easily and engage with their classmates, teachers and support staff. This initiative provides an

important opportunity for public schools in NSW to build their capabilities to meet the additional learning and support needs of students with a disability.

Other issues that could impact on the work of the Public Schools NSW Portfolio and affect NSW government schools include:

- meeting the requirements and targets of the NSW Government's State Plan
- the NSW Government commitment to improving literacy and numeracy achievement for all students in NSW through implementation of the Literacy and Numeracy Action Plan. The Plan aims to reduce the number of NSW students not meeting minimum standards in literacy and numeracy
- the Commonwealth Government's response to its Review of Funding for Schooling
- implementation of recommendations from the Local Schools, Local Decisions consultation regarding increased local decision making in NSW government schools
- the Commonwealth Government's policy on Empowering Local Schools, giving school communities more authority in governance, finance and human resources
- working with other NSW government agencies to develop a state implementation plan for the National Disability Strategy 2010-2020 to improve support for people with a disability provided through mainstream and specialist services
- the Aboriginal and Torres Strait Islander Education Action Plan (2010-2014). The Department, along with education providers in other jurisdictions, has begun implementation of this major national plan which aims to assist education providers to accelerate improvements in the educational outcomes of Aboriginal and Torres Strait Islander children and young people. The plan is part of a broader Council of Australian Government's reform agenda for school education that will contribute to bridging the gap between the educational outcomes of Aboriginal and Torres Strait Islander students and their peers
- ongoing implementation and consolidation of the Keep Them Safe recommendations in response to the Report of the Special Commission of Inquiry into Child Protection Services in NSW
- implementation of the Australian Institute for Teaching and School Leadership's National Professional Standards for Teachers and Principals
- continued development of the Australian Curriculum and planning support for school implementation in 2014 of new NSW syllabuses that incorporate nationally agreed Australian Curriculum in English, mathematics, science and history
- continued development of the National Digital Learning Resources Network to support implementation of the Australian Curriculum
- implementation of the Australian Curriculum, Assessment and Reporting Authority's National School Survey (school satisfaction survey)
- ongoing response to the implementation of the new school leaving age legislation and monitoring the short and long-term impact on schools and students
- the NSW Government commitment to Skills reform and COAG consideration of the National Partnership Agreement in July 2012.

# Appendix 22: Legislative Context and Changes

The Department assists the Minister in the administration of the following Acts:

- *Aboriginal Land Rights Act 1983*
- *Anzac Memorial (Building) Act 1923* ( jointly with the Premier)
- *Apprenticeship and Traineeship Act 2001*
- *Australian Catholic University Act 1990*
- *Board of Vocational Education and Training Act 1994*
- *Charles Sturt University Act 1989*
- *Children and Young Persons (Care and Protection) Act 1998*, Chapters 12 and 12A and any other provisions of that Act so far as they relate to functions under Chapters 12 and 12A
- *Children (Education and Care Services National Law Application) Act 2010*
- *Children (Education and Care Services) National Law (NSW)*
- *Children (Education and Care Services) Supplementary Provisions Act 2011*
- *Combat Sports Act 2008*
- *Commission for Children and Young People Act 1998*
- *Community Relations Commission and Principles of Multiculturalism Act 2000* (jointly with the Premier)
- *Community Welfare Act 1987* (so far as any provisions of the Act relate to functions under Chapters 12 and 12A of the *Children and Young Persons (Care and Protection) Act 1998*)
- *Crown Lands Act 1989*, (in part, so far as it relates to certain Crown Reserves known as Parramatta Park, Wollongong Sportsground, Newcastle International Sports Centre and Newcastle Showground)
- *Education Act 1990*
- *Education (School Administrative and Support Staff) Act 1987*
- *Higher Education Act 2001*
- *Higher Education (Amalgamation) Act 1989*
- *Institute of Sport Act 1995*
- *Institute of Teachers Act 2004*
- *Macquarie University Act 1989*
- *Moree and District War Memorial Educational Centre Act 1962*
- *Motor Vehicle Sports (Public Safety) Act 1985*
- *Mount Panorama Motor Racing Act 1989*
- *Parents and Citizens Associations Incorporation Act 1976*
- *Parramatta Stadium Trust Act 1988*
- *Returned and Services League of Australia (New South Wales Branch) Incorporation Act 1935* ( jointly with the Premier)
- *Saint Andrew's College Act 1998*
- *Sancta Sophia College Incorporation Act 1929*
- *Southern Cross University Act 1993*
- *Sporting Bodies' Loans Guarantee Act 1977*
- *Sporting Venues Authorities Act 2008*
- *Sydney Cricket and Sports Ground Act 1978*
- *Sydney Olympic Park Authority Act 2001*
- *Teachers' College Act 1912*
- *Teaching Service Act 1980*
- *Technical and Further Education Commission Act 1990*
- *Technical Education Trust Funds Act 1967*
- *Universities Governing Bodies Act 2011*
- *University of New England Act 1993*
- *University of New South Wales Act 1989*
- *University of New South Wales (St George Campus) Act 1999*
- *University of Newcastle Act 1989*
- *University of Sydney Act 1989*

- *University of Technology, Sydney, Act 1989*
- *University of Western Sydney Act 1997*
- *University of Wollongong Act 1989*
- *Vocational Education and Training (Commonwealth Powers) Act 2010*
- *West Scholarships Act 1930*
- *Women's College Act 1902*
- *Youth Advisory Council Act 1989*

During 2011:

- *The Technical and Further Education Commission Act 1990* was amended by the:
  - *Technical and Further Education Commission Amendment (Staff Employment) Act 2011*.
- *The Vocational Education and Training (Commonwealth Powers) Act 2010* commenced operation and made minor amendments to *the Education Act 1990, the Higher Education Act 2001, the Technical and Further Education Commission Act 1990* and *the Board of Vocational Education and Training Act 1994*.
- *The Vocational Education and Training Act 2005* was repealed.
- *The Universities Governing Bodies Act 2011* commenced operation.

## Judicial decision

There were no judicial decisions involving the Department of Education and Communities decided during the year that had a significant new impact on our operations.



# Appendix 23: Consultants

**Table 23.1 Consultants**

Cost equal to or greater than \$50,000				
Name of consultant	Category of consultancy	Title of project (if applicable)	Purpose of consultancy	Actual cost of engaging consultant
O'Connor Marsden & Associates	Organisational Review	Independent Organisational Review of NSW AMES	The consultants were engaged to review the viability NSW AMES as a business after the loss of the AMEP tender, and to evaluate its positioning within the Department. The findings of this report formed the basis of recommendations to the Department.	65,608
GHD PTY LTD	Organisational Review	School Facilities Standards Review	To undertake a review of the Schools Facilities Standards. (Completion date 30/04/2012)	304,871
Deloitte Access Economics	Organisational Review	Construction of a model of the NSW early childhood education and care sector to test potential Government funding options	The project was initiated for the purpose of providing technical advice on possible approaches as part of an independent Ministerial review of funding for early childhood education in New South Wales. (Completion date January 2012)	102,179
Ernst and Young	Organisational Review	DET Finance and Infrastructure Portfolio Procurement Review	Review of the procurement function within the Finance and Infrastructure business unit of DEC. This included analysing the current state, and identifying recommendations across the areas of strategy, structure, people, process and technology and developing a revised functional structure.	234,289
ARTD PTY LTD	Organisational Review	Independent Review of the 47 School Pilot	The Department piloted a program of increased decision making about recruitment, staffing and budget at 47 schools in 2010 and 2011. The NSW Government made an election commitment that an independent Public Review would be undertaken in 2011. The final report was released in November 2011.	164,025
PricewaterhouseCoopers	Organisational Review	Local Schools Local Decisions Initiative: Resource Allocation Model Stage 1	On 11 August 2011 the Minister for Education announced that the Department of Education and Communities would commence consultation on empowering local government schools to make more local decisions. PwC has been engaged by DEC to undertake research, analysis, design and implementation planning in relation to NSW government school funding as referenced in the Minister's Local Schools, Local Decisions initiative.	228,030
<b>Total consultancies greater than \$50,000 (6)</b>				<b>1,099,002</b>

**Table 23.1 Consultants continued**

Cost less than \$50,000				
Name of consultant	Category of consultancy	Title of project (if applicable)	Purpose of consultancy	Actual cost of engaging consultant
Plain English Foundation	Training	Getting to the Point	To evaluate the Department of Education and Communities current ministerial writing, develop ministerial templates in line with plain English principles, training of selected officers for a pilot program. (Completion date February 2012)	\$0 (as at 31/12/11)
O'Connor Marsden & Associates Pty Ltd	Management Services	Probity Advisor - Assisted School Travel Program Tender Project	Provision of probity advice in respect of the tender process for transport services under the Department's Assisted School Travel Program	9,689
<b>Total consultancies less than \$50,000 (2)</b>				<b>\$9,689</b>
<b>Total consultancies in 2011 (8)</b>				<b>\$1,108,691</b>

# Appendix 24: Research and Evaluation

**Table 24.1 Research and Evaluation – Schools**

Name of Research	Funding Allocated	Status or date to be completed
Access Program - Evaluation	\$12,417	October 2012
Best Start Longitudinal Study	\$100,000	2013
Building Leadership Capacity for Tomorrow: The National Professional Standard for Principals	\$25,000	June 2011
Connected Classrooms Program Evaluation – Phase 1: Evaluation of the Interactive Classroom and blogED components of the Connected Classrooms Program	\$232,413	December 2012
Cultivating Capability: What Works for Gifted Aboriginal Students (Ngara Wumara project)	\$50,000	June 2012
Early intervention for students with drug use problems	\$45,601	June 2011
Evaluation of attendance conferencing trial processes to ensure that sections 22B-D of <i>the Education Act 1990</i> are met.	\$108,170	January 2012
Evaluation of dedicated email addresses for students and parents to report school related bullying to their schools.	\$78,350	September 2012
Evaluation of Dymocks Children's Charities Book Bank	\$63,064	November 2012
Evaluation of literacy and numeracy pilots in low SES school communities	\$167,064	March 2011
Evaluation of Nortel immersive learning environment at Kellyville Public School	\$20,000	January 2012
Evaluation of school external partnerships	\$643,225	December 2017
Evaluation of school staffing, management and accountability initiatives	\$498,300	November 2014
Evaluation of the impact of professional experience reform measures	\$393,400	June 2014
Evaluation of the impact of the quality teacher, paraprofessional and Centre for Excellence Initiatives	\$620,000	August 2016
Evaluation of the Norta Norta Individual Sponsorship Program	\$164,472	December 2012
Evaluation of the take-up and sustainability of new Literacy & Numeracy practices in NSW schools	\$295,000	December 2013
Evaluation of the trial of the School Learning Support Program	\$83,490	June 2011
Girls in Sport Intervention and Research Project	\$300,000	December 2011
Innovative Teaching and Learning Project	\$60,000	October 2012
Live Life Well @ School	\$3,229,636	June 2011
Maximising the potential of Australia's language resources: exploring and developing languages across sectors, schools and communities	\$692,827	December 2012
National Partnerships Literacy and Numeracy Program Evaluation	\$1,010,538	June 2012
Recognising, Building and Ensuring Teacher Quality: The National Professional Teaching Standards	\$25,000	December 2011
Rethinking Multiculturalism/Reassessing Multicultural Education	\$391,384	June 2013



**Table 24.1 Research and Evaluation – Schools continued**

Name of Research	Funding Allocated	Status or date to be completed
School Based Management Pilot Evaluation	\$201,928	June 2012
Seeding success and research-based intervention for Aboriginal students: impact of quality teaching, effective schools and psycho-social drivers on educational outcomes	\$385,000	2012
Staying on at School	\$812,840	2012
Teachers for a Fair Go project	\$1,138,331	April 2011
Teachers Researching Communities	\$35,200	April 2011
The transition of refugee students from Intensive English Centres to mainstream high schools: current practices and future possibilities	\$74,823	December 2012

Note: Total funds from all sources for the entire project period. The funding allocated shown for each project may span more than 1 year. Funding may not represent the total resources (e.g. in-kind support).

**Table 24.2 Research and Evaluation – TAFE and Community Education NSW**

Name of Research	Funding Allocated	Status or date to be completed
2011 TAFE NSW Apprenticeship Completions Project	\$11,000	July 2011
Aboriginal Pathways to Higher Level Qualifications	\$100,000	June 2012
Improving Customer Responsiveness	\$53,240	February 2011
Improving organisations by giving people a voice – MyVoice Survey	\$105,600	June 2011
Increasing SWSI Apprenticeship Completions	\$11,000	July 2011
Intellectual Capital Project – Thriving in a Competitive Environment	\$11,000	January 2011
Leadership for Education in Sustainability - NCVER Building Researcher Capacity'	\$10,000	April 2012
NSW Department of Lands – Certificate III in Lands Administration eLearning resources (CD based) and Vic Department of Sustainability and Environment – Certificate III in Lands Administration eLearning resources (online)	\$50,000	March 2011
User experience review project	\$24,000	December 2011
Workforce skills development and engagement in training through skill sets	\$91,640	June 2012
Sydney Institute eLearning Strategy 2012 – 2015: Navigating a connected future	\$20,000	December 2011

# Appendix 24: Research and Evaluation

**Table 24.3 Research and Evaluation – VET**

Name of Research	Funding Allocated	Status or date to be completed
NSW Innovation Sector – Training Service Models (Phase 2)	\$214,000	March 2011
The Structure and Funding of Traditional Trade apprentices	\$305,000	June 2011
Survey on Engagement, Pathways, Attainments and Destinations of students in Years 10 to 12 and early leavers	\$300,000	June 2011
Research Study on Moving from Competency to Capability	\$115,000	May 2012
Research studies on in selected 5 areas to develop Strategic Skills Plan	\$118,000	May 2011
Research study to develop Innovative Tertiary Pathway Models	up to \$1.5 million	August 2012

**Table 24.4 Research and Evaluation – OTHER**

Name of Research	Funding Allocated	Status or date to be completed
EIM Research into the Public Interface (MELD)	\$70,000	July 2011
Enterprise Information Management Research into the Public Interface – Mobile Services / Rod Farmer & Mobile Experience	\$50,000	November 2011
Fire Risk Management Pilot Project	\$94,850	August 2011
Research to develop the structure of disabilities program website	\$19,800	October 2011
NSW Preschool Investment and Reform Plan – evaluation of the preschool growth component	\$36,806	December 2011
NSW Submission to the Australian Government Review of School Funding	\$800,000	December 2011

**Key:**

National Centre for Vocational Education Research	NCVER
Recognition of Prior Learning	RPL
South West Sydney Institute of TAFE	SWSI

Source: DEC, Office of Education

**Note:**

- 1: Total funds from all sources for the entire project period. External funds and sources indicated in brackets.
- 2: The funding allocated shown for each project may span more than 1 year. Funding may not represent the total resources (e.g. in-kind support) allocated to the project.
- 3: Research undertaken by the Vocational Education and Training Accreditation Board (VETAB) is not included in this Appendix as it is published in the VETAB Annual Report.

# Appendix 25: Major Capital Works

**Table 25.1 Major capital works, new works and works in progress – schools**

Project Description and Location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure 2010-2011 (\$,000)
<b>Schools – New Work 2010-2011</b>			
Bega Public School - Consolidation	2012	3,201	289
Bomaderry High School - New Gymnasium	2011	3,000	2,785
Cabramatta High School - Upgrade Stage 2	2013	*	358
Clarke Road School - Upgrade	2013	10,600	1,027
Enterprise Information Management System	2012	9,358	3,507
Karonga School - Upgrade	2012	3,200	3
Kyogle High School - Upgrade	2013	9,954	613
Learning Management Business Reform - Human Resource and Payroll Systems	2013	*	97
Learning Management Business Reform - Student Administration and Learning Management	2014	*	809
Picton High School - Trade School	2011	2,077	2,077
Ulladulla High School - Stage 3	2013	12,078	686
<b>Schools – Work-in-progress</b>			
Ashford Central School - Upgrade	2011	2,491	2,251
Bega High School - Upgrade Stage 3	2010	4,200	222
Bingara Gorge Public School - New School	2011	7,976	6,916
Building Better Schools - New High School Gymnasiums	2012	30,800	5,600
Building Better Schools - New Primary School Halls	2012	41,471	10,656
Cabramatta High School - Upgrade Stage 1	2012	21,565	8,864
Cairnsfoot School - Relocation	2012	*	152
Callaghan College Wallsend Campus Upgrade	2012	9,152	2,657
Carenne School - Upgrade	2010	1,982	1
Casino Public School - Upgrade	2012	9,405	4,072

# Appendix 25: Major Capital Works

**Table 25.1 Major capital works, new works and works in progress – schools**

Project Description and Location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure 2010-2011 (\$,000)
<b>Schools – Work-in-progress 2010-2011</b>			
Central Coast Centre for Industry Training Excellence - Upgrades at Local High Schools	2012	8,265	5,872
Central West Trade College - Dubbo College Upgrade	2012	3,180	1,084
Chatswood High School - Upgrade Stage 3	2011	5,994	4,552
Coffs Harbour High School - Upgrade	2011	7,098	1,347
Connected Classrooms	2012	110,351	13,276
Coolamon Central School Upgrade	2011	6,929	5,981
Dungog High School - Upgrade	2010	8,469	7
East Hills Boys High School - Upgrade	2012	7,791	4,406
East Hills Girls High School - Upgrade	2012	6,852	2,111
Electronic Document and Record Management System	2012	4,523	444
Floraville Public School - Upgrade	2010	6,712	967
Fort Street High School - Noise Insulation	2012	14,500	4,413
Gulgong High School - Upgrade	2011	4,317	3,575
Hazelbrook Public School - Upgrade	2010	2,513	40
Hilltop Road Public School - New Hall	2011	2,486	2,262
Homebush West Public School - Upgrade	2012	6,399	728
Hurstville Education Precinct - Upgrade	2012	14,911	5,994
Illawarra Industry Training College	2012	5,596	2,414
Jerrabomberra Public School Upgrade	2011	2,153	1,750
Kalinda School - Upgrade	2011	8,439	5,118
Kempsey High School - Upgrade	2011	6,019	2,801
Learn or Earn Trade Schools	2011	13,222	6,414
Learning Management and Business Reform	2012	203,280	56,068
Lisarow High School - Library Upgrade	2011	2,382	1,301

**Table 25.1 Major capital works, new works and works in progress – schools, continued**

<b>Project Description and Location</b>	<b>Estimated Completion Date</b>	<b>Estimated Total Cost (\$,000)</b>	<b>Expenditure 2010-2011 (\$,000)</b>
<b>Schools – Work-in-progress</b>			
Neutral Bay Public School - Upgrade	2011	6,287	4,937
Newcastle Schools for Special Purposes - Consolidation	2011	1,357	1,368
Old Bar Public School - Upgrade	2011	6,635	2,435
Premier's Sporting Challenge - Upgrade Sports High Schools	2012	9,837	7,062
Queanbeyan Industry Training College - Karabar High School Upgrade	2012	1,904	1,484
Roseville Public School Upgrade	2011	6,697	5,476
Statewide Demountable Replacement Program 2009-10	2012	11,000	8,381
Statewide Halls/Gymnasiums Program 2008-09	2012	14,483	4,015
Tumut Public School - Amalgamation of Infants and Primary School Sites	2010	6,967	431
Ulladulla High School - Stage 2	2011	6,129	1,679
Wauchope High School - Upgrade	2012	7,608	5,998
Wollongong High School of the Performing Arts - Upgrade	2011	3,418	3,124
Woollahra Public School - Upgrade	2011	2,618	2,066

\* The estimated total cost for new works and works in progress (which are yet to be tendered) have not been included due to their commercially sensitive nature.  
Source: DEC, Finance and Infrastructure

# Appendix 25: Major Capital Works

**Table 25.2 Major capital works, new works and works in progress – TAFE NSW**

Project Description and Location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure 2010-2011 (\$,000)
<b>TAFE NSW – New Work 2010-2011</b>			
Learning Management and Business Reform Project - Student Administration and Learning Management System	2013	*	923
Murwillumbah TAFE - Refurbishment	2013	3,000	304
Muswellbrook TAFE - Mining Industry Skill Centre Stage 2	2012	1,498	313
North Sydney TAFE - Campus Redevelopment and Bradfield Relocation	2013	9,000	379
TAFE eLearning Systems 2010-11	2012	2,626	2,283
Ultimo TAFE - Infrastructure Sustainability Stage 3	2013	9,200	1,172
Ultimo TAFE -Autocel Transport Technical Centre	2012	16,859	1,410
<b>TAFE NSW – Work-in-progress</b>			
Armidale TAFE - Community Services Upgrade	2012	8,006	4,800
Ballina - Campus Upgrade	2010	3,494	405
Blue Mountains (Katoomba) - Massage, Beauty Therapy, Tourism, Health and Aged Care	2010	5,517	446
Campbelltown TAFE - Fire Hydrant Replacement	2012	1,900	827
Central Coast Centre for Industry Training Excellence - Gosford TAFE Upgrade	2012	2,500	1,080
Central West Trade College - Dubbo TAFE Upgrade	2012	4,500	3,293
Dubbo TAFE - Heavy Vehicles Facility	2011	9,689	6,750
Dubbo TAFE - Yarradamarra Centre Extension	2011	1,300	761
Granville - Block K Refurbishment	2010	5,200	218
Great Lakes - Relocation from Tuncurry Site	2010	3,288	524
Hamilton - Block A Refurbishment Stage 1	2010	8,624	1,890
Illawarra Industry Training College - Wollongong TAFE Upgrade	2013	3,419	2,153
Learn or Earn - Trade Schools	2011	4,200	584
Macquarie Fields - Sport and Recreation	2010	5,700	79

**Table 25.2 Major capital works, new works and works in progress – TAFE NSW, (continued)**

Project Description and Location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure 2010-2011 (\$,000)
<b>TAFE NSW – Work-in-progress</b>			
Macquarie Fields - Upgrade Stage 2	2010	5,270	1,239
North Sydney TAFE - Dunbar Building Refurbishment Stage 1	2013	9,000	1,258
Northern Beaches - Health and Fitness Access and Customer Services	2012	7,239	5,174
Nowra - Facilities Upgrade	2011	4,612	3,631
Queanbeyan Industry Training College - Queanbeyan TAFE Upgrade	2011	3,298	1,341
Randwick TAFE - Sustainable Hydraulic Trade Centre	2011	6,435	2,350
Randwick - Upgrade Facilities	2010	7,569	56
Shellharbour TAFE - Children's Services Training Facility	2011	6,500	4,843
Tamworth - Metal Fabrication and Welding	2010	6,000	2,004
Temora - Campus Upgrade	2010	4,700	185
Ultimo Infrastructure Sustainability Stage 2	2012	2,500	1,330
Wagga Wagga TAFE - Engineering and Digital Media Facilities	2012	8,200	4,382
Wollongbar TAFE - Plumbing and Infrastructure Upgrade	2011	1,500	1,235
Wollongong TAFE - Metal Fabrication Upgrade	2012	7,100	2,250

\* The estimated total cost for new works and works in progress (which are yet to be tendered) have not been included due to their commercially sensitive nature.

Source: DEC, Finance and Infrastructure

# Appendix 26: Establishment and closure of schools

**Table 26.1 Establishment and closure of schools**

Establishment of Schools in 2011	School Education Group	Region	Date
Wilton Public School	Macarthur	South Western Sydney	27-Jan-11
<b>Reopened</b>			
None.			
<b>School Closures or Mergers in 2011</b>			
Dooralong Public School	H/CC3	Hunter/Central Coast	10-Oct-11
<b>Closures Gazetted not previously listed</b>			
None.			
<b>School Moves in 2011</b>			
Gadara School	Riverina East	Riverina	26-Jul-11

Change of school name or status	School Education Group	Region	Former name	Date
Granville South Creative and Performing Arts High School	Granville	South Western Sydney	Granville South High School	21-Feb-11
Nepean Creative and Performing Arts High School	Blue Mountains	Western Sydney	Nepean High School	28-Feb-11
Northmead Creative and Performing Arts High School	The Hills	Western Sydney	Northmead High School	28-Feb-11
GyMEA Technology High School	Network 8	Sydney	GyMEA High School	12-Jul-11
Campbelltown Performing Arts High School	Campbelltown	South Western Sydney	Campbelltown High School	30-Aug-11
Great Lakes College Senior Campus	Lower North Coast	North Coast	Great Lakes College Tuncurry Senior Campus	21-Nov-11
Great Lakes College Tuncurry Campus	Lower North Coast	North Coast	Great Lakes College Tuncurry Junior Campus	21-Nov-11

Source: Planning and Innovation School Statistics database

Note: This table records the date at which changes in operational status became effective.

## 26.2 Establishment and closure of TAFE NSW Campuses

There were no TAFE NSW campuses established or closed in 2011



# Appendix 27: Funds Granted to Non-Government Community Organisations

## Summary of Funds Granted to Non-Government Community Organisations in 2010-11 Financial Year

	2010-11
Apprenticeship & Traineeship Training Program Grants	\$50,273,377.35
Artstart - NSW Youth Arts and Skills Festival Grants	\$350,500.00
Community Languages Grants	\$5,146,643.95
Elsa Dixon Grants	\$2,221,514.88
Grants In Aid	\$1,213,800.00
Group Joint Training Scheme Grants	\$7,218,173.34
Intervention Support Grants-Young People with Disabilities	\$12,500,647.50
National School Drug Education Grants	\$780,783.00
Miscellaneous Grants	\$4,661,450.81
National Partnership Grants	\$10,140,434.50
NSW ACE Program Grants	\$15,574,565.00
Productivity Places Program Grants	\$99,575,565.60
Regional Conservatorium of Music Grants	\$4,684,000.00
Skills Enhancement Program Grants	\$715,150.20
Skills Gap Training Program Grants	\$868,950.25
Strategic Skills Program Grants	\$8,912,829.37
VET In Schools Consortium Grants	\$2,683,707.10
VET in Schools Program Grants - Other	\$3,522,057.00
Youth Assistance Strategies Grants	\$8,212,198.72
<b>Grand Total</b>	<b>\$239,256,348.57</b>

## Apprenticeship & Traineeship Training Program Grants

**Nature and Purpose:** Delivery of training which leads to apprenticeships and traineeships as well as provision of preliminary vocational skills training.  
**Target Group:** Those seeking apprenticeships, traineeships or preliminary vocational skills training.

	2010-11
1 Training Solutions Pty Ltd	\$10,825.15
3-AAA Training & Consulting Pty Ltd	\$59,776.50
5 Star Quality Training Centres Pty Ltd	\$35,620.84
A H F B Pty Ltd	\$17,633.35
AAMC Training Group Pty Ltd	\$12,268.78
AAPC Distribution Services Pty Ltd	\$13,092.11
AB Worland & HG Martin	\$67,473.01
Above & Below Adventure Company Pty Ltd	\$30,569.97

## Apprenticeship & Traineeship Training Program Grants

	2010-11
ACA Training Solutions Pty Ltd	\$101,102.83
Acacia Group Ltd	\$20,348.70
Acacia Learning Solutions Pty Ltd	\$4,200.00
Academy Blue Pty Ltd	\$31,758.12
Academy Holdings Pty Ltd	\$484,595.40
Academy of Training Pty Ltd	\$158,919.25
Access Group Training Ltd	\$911,754.25
Access Training & Logistics Pty Ltd	\$29,419.75
Access Training Institute Pty Ltd	\$40,340.74
Accredited Training, Licensing & Assessment Services Pty Ltd	\$8,101.83
ACE North Coast Inc	\$19,795.64
Active Industry Training Limited	\$684,495.90
AD1 College Pty Ltd	\$6,340.00
Adept Training Pty Ltd	\$7,950.00
Ahvenbloem Pty Ltd	\$25,032.09
Alan Bartlett Consulting Pty Ltd	\$28,105.71
All Automotive Training Services Pty Ltd	\$95,391.77
All Business Learning End-Solutions Pty Ltd	\$10,452.64
Allied Educational Services Pty Ltd	\$348,587.76
Alphacrusis College Ltd	\$875.00
Alstonville Adult Learning Association	\$11,433.13
Amma Education and Training Pty Ltd	\$44,141.83
Anglican Retirement Villages (Diocese Of Sydney)	\$51,413.50
Anglican Youth & Education Diocese of Sydney	\$36,128.15
Anglicare Canberra & Goulburn	\$25,903.81
Applied Training Solutions Pty Ltd	\$188,407.79
Apprentices Trainees Employment Ltd	\$721,932.51
ASA-Australian Sports Academy Pty Ltd	\$42,610.26
ASH Pty Ltd	\$283,605.00
Astute Training Pty Ltd	\$1,000.00
ATC Western Sydney Ltd	\$45,002.48
Atkinson Training & Development Pty Ltd	\$58,181.95
Aurora Training and Professional Services Pty Ltd	\$1,385.63
Ausgrid	\$346,163.89
Austraining (NSW) Pty Ltd	\$88,958.11
Australasian Education & Training Services Pty Ltd	\$12,928.75
Australian Academy Pty Ltd	\$52,123.31
Australian Airline Pilot Academy Pty Ltd	\$4,398.75
Australian Business Skills Pty Ltd	\$90,332.11

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Apprenticeship & Traineeship Training Program Grants 2010-11

Apprenticeship & Traineeship Training Program Grants	2010-11
Australian Centre for Environmental Compliance Pty Ltd	\$36,332.54
Australian College of Commerce and Management Pty Ltd	\$1,019,147.24
Australian College of Management Pty Ltd	\$200,521.88
Australian College of Training Pty Ltd	\$33,935.56
Australian Combined Resources Pty Ltd	\$1,218.75
Australian Concert & Entertainment Security Pty Ltd	\$750.00
Australian Drilling Industry Training Committee Ltd	\$3,392.11
Australian English & Business College Pty Ltd	\$167,277.12
Australian Health Professional Training Solutions Pty Ltd	\$3,258.76
Australian Hospitality Academy (NSW) Pty Ltd	\$526,508.88
Australian Industry Group Training Services Pty Ltd	\$310,439.07
Australian Institute of Financial Services & Accounting Pty Ltd	\$3,380.39
Australian Institute of Workplace Learning Pty Ltd	\$27,748.56
Australian Nursing Federation	\$6,856.92
Australian Rail Training Pty Ltd	\$3,094.00
Australian Retailers Association	\$1,217.20
Australian Salesmaster Training Co Pty Ltd	\$8,392.79
Australian Training Company Ltd	\$167,600.58
Australian Vocational Education College Pty Ltd	\$68,136.94
Australian Vocational Learning Centre Pty Ltd	\$682.50
Australian Vocational Training College Pty Ltd	\$16,780.80
Auswide Training Institute Pty Ltd	\$21,850.08
Automotive Group Training (NSW)	\$251,484.75
B Online Learning Pty Ltd	\$2,425.00
Baffy Pty Ltd	\$512,442.89
Bannister Technical Pty Ltd	\$256,342.00
Barrington Training Services Pty Ltd	\$144,088.44
Beeken Pty Ltd	\$6,581.80
Belelmo Pty Ltd	\$83,777.43
Benchmark OHS Consulting Pty Ltd	\$56,301.61
Benchmark Resources Pty Ltd	\$182,958.87
Bigcat Pty Ltd	\$131,483.57
Booroongen Djugun Aboriginal Corporation	\$18,641.52
Border Express Pty Ltd	\$15,119.64
Bout Pty Ltd	\$34,284.39
Brainwave Learning Centre Pty Ltd	\$386,364.28
Break Thru People Solutions	\$17,571.60
Bridgeworks Personnel Ltd	\$94,638.61
BSA Limited	\$4,080.00

## Apprenticeship & Traineeship Training Program Grants 2010-11

Apprenticeship & Traineeship Training Program Grants	2010-11
Business Training & Management Pty Ltd	\$7,821.61
Camden Haven Community College Inc	\$13,895.34
Canterbury-Hurlstone Park RSL Club Ltd	\$2,775.00
Capable Training Pty Ltd	\$43,124.96
Capital Careers Pty Ltd	\$16,996.41
Careers Australia Institute of Training Pty Ltd	\$8,963.98
CASS Training Pty Limited	\$7,242.04
Castle Personnel Services Ltd	\$4,882.50
Catholic Education Office Diocese of Parramatta	\$74,171.41
CE Training Consultants Pty Ltd	\$18,836.48
Cengage Education Pty Ltd	\$3,586.88
Central Coast Community College	\$1,049.60
Central West Community College Ltd	\$138,464.87
Central West Group Apprentices Ltd	\$155,669.34
Century Group Pty Ltd	\$125,443.49
Cerebral Palsy Alliance	\$21,799.30
Challenge National Pty Ltd	\$115,364.81
Challenger Training Pty Ltd	\$266,732.10
Charles Sturt Services Pty Ltd	\$31,157.82
Choice Solutions Inc	\$2,020.00
City-Wide Building and Training Services Pty Ltd	\$290,810.96
Civil Contractors Federation	\$85,217.11
CLB Training & Development Pty Ltd	\$7,818.40
Coates Hospitality Services Pty Ltd	\$251,989.82
Coffs Coast Community College Inc	\$981.80
College of Warehousing (Australia) Pty Ltd	\$24,226.25
Comet Training Pty Ltd	\$55,678.72
Comfortdelgro Cabcharge Pty Ltd	\$347,773.25
Community Child Care Cooperative Ltd (NSW)	\$40,500.37
Community College-Northern Inland Inc	\$9,565.31
Congia Enterprises Pty Ltd	\$172,199.71
Contour Systems Pty Ltd	\$5,404.95
Cossettini Narelle May	\$89,608.99
Cre8 Australia Pty Ltd	\$38,065.00
Crown Equipment Pty Ltd	\$41,106.25
Customer Focus Group Training Co of NSW Pty Ltd	\$18,295.00
Cynergex Group Pty Ltd	\$6,076.91
D A T Walker Holdings Pty Ltd	\$49,614.85
D P Training Pty Ltd as The Trustee For Goodeve Family Trust	\$1,442.03

**Apprenticeship & Traineeship Training Program Grants 2010-11**

Daniel Mackrell	\$157.60
Dazzle-M Pty Ltd	\$65,129.75
Defaye Training & Consultancy Pty Ltd	\$16,518.12
Dental Assistant Training Solutions Pty Ltd	\$43,648.87
Directions (Australia) Pty Ltd	\$169,975.31
Distance Learning Australia Pty Ltd	\$682.50
Dynomyte Solutions Pty Ltd	\$52,318.50
E Firstaid Pty Ltd	\$536.25
E I M Training Pty Ltd	\$3,955.58
Eagle Wing Education and Training Pty Ltd	\$499.80
East West Training Solutions Pty Ltd	\$391,482.71
Edu Holdings Pty Ltd	\$2,202.53
Education Training & Employment Australia Pty Ltd	\$21,801.74
Em-Four Pty Ltd	\$1,762.50
Emma'S Secret Investments Pty Ltd	\$214,996.80
Employment & Training Australia Inc	\$81,177.11
Employment Innovations Pty Ltd	\$8,615.00
Empowerment Options Pty Ltd	\$8,466.00
Endeavour Industries Limited	\$85,882.90
Enterprise & Training Company Limited	\$337,214.74
Envite Inc	\$11,832.93
Equalis Pty Ltd	\$488,119.79
Equals International (Australia) Pty Ltd	\$1,836.00
Essential Personnel Association Inc	\$82,305.32
Essential Training Services Pty Ltd	\$2,350.00
Esset Group Pty Ltd	\$715,080.07
Eurobodalla Adult Education Centre Inc	\$25,773.76
Evan Hutchens	\$14,900.00
Excelior Pty Ltd	\$50,312.50
Ferngood Pty Ltd	\$29,890.00
First Impressions Resources Pty Ltd	\$66,969.52
Five Star Training Pty Ltd	\$439,111.99
Fletcher International Exports Pty Ltd	\$81,477.25
Flexible Training Solutions Pty Ltd	\$220,678.67
Focus Training Solutions Pty Ltd	\$14,642.50
Ford Motor Company of Australia Ltd	\$82,902.50
Forsythes IT & Training Pty Ltd	\$6,326.00
Furnishing Industry Association of Australia Limited	\$550,259.44

**Apprenticeship & Traineeship Training Program Grants 2010-11**

Future Academy Pty Ltd The Trustee For Future Academy Trust	\$50,431.25
Futurestaff Pty Ltd	\$81,865.28
G L Marketing & Distribution Pty Ltd	\$22,514.70
Goodstart Childcare Ltd	\$106,125.54
Gow Learning International Pty Ltd	\$445,641.88
Greenacres Disability Services	\$9,042.50
Griffith Skills Training Centre Inc	\$84,662.41
Guru Training Pty Ltd	\$347,601.01
H&H Accredited Training Australasia Inc	\$6,528.00
Health Skills Australia Pty Ltd	\$1,864.75
HGT Australia Ltd	\$929,946.36
Hopwood & Associates Pty Ltd	\$4,671.90
Hostec IDR Pty Ltd	\$433,926.32
House With No Steps	\$151,121.75
Hume Learning Institute Pty Ltd	\$1,487.50
Hungry Jacks Pty Ltd	\$11,664.10
Hunter Plant Operator Training School	\$7,214.07
Hunter Valley Training Company Pty Ltd	\$235,678.57
Hyundai Motor Company Australia Pty Ltd	\$93,121.52
Illawarra Area Child Care Ltd	\$1,410,724.63
Illawarra Retirement Trust	\$65,932.14
Impact Training & Development Solutions Pty Ltd	\$64,434.24
Impact Training Institute Pty Ltd	\$163,229.75
Infront Training Pty Ltd	\$60,872.97
Inner West Skills Centre Inc	\$2,025.00
Institute of Financial Services Inc	\$244,542.89
Institute of Strategic Management Pty Ltd	\$5,300.00
Integlobal Associates Pty Ltd	\$4,896.00
Integrated Training Solutions (Aust) Pty Ltd	\$8,320.31
Integratedliving Australia Ltd	\$1,581.25
Intercept Group Pty Ltd	\$61,211.28
International Child Care College Pty Ltd	\$413,884.93
International Nail & Beauty Colleges of Australasia (NSW)	\$9,533.32
Into Training Australia Pty Ltd	\$314,349.15
Iontask Pty Ltd	\$9,652.50
ISA Kiama Pty Ltd	\$88,813.86
J2S Training Solutions Pty Ltd	\$17,792.52
Jacto Australia Pty Ltd	\$4,937.50
Jayne Jacob	\$56,867.67

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Apprenticeship & Traineeship Training Program Grants 2010-11

Apprenticeship & Traineeship Training Program Grants	2010-11
JB Hunter Technology Pty Ltd	\$11,182.51
JCE Positive Outcomes Pty Ltd	\$72,286.86
JKR Training For Business Pty Ltd	\$66,612.50
Joblink Plus Ltd	\$82,204.85
Jobs Australia Ltd	\$1,000.00
John Edward Wollington	\$81,334.28
JPS & Associates Pty Ltd	\$106,672.71
Julie Reid Management Pty Ltd	\$192,821.63
Julius Events College Pty Ltd	\$7,595.00
Just Careers Training Pty Ltd	\$222,755.40
K.S. Training Pty Ltd	\$71,145.53
Kells Training Centre Pty Ltd	\$4,764.90
Kemp & Associates Pty Ltd	\$4,133.13
Kiama Community College Inc	\$11,755.23
Kirana Training Pty Ltd	\$78,363.12
Kogarah Rockdale Training Scheme Inc	\$366,243.38
Kristen Richards	\$44,850.05
KRTS Pty Ltd	\$79,642.31
Lake Macquarie Small Business Centre Ltd	\$5,752.50
Laranda Pty Ltd	\$10,697.33
Learning Collaborative Pty Ltd	\$833.00
Learning Lab Pty Ltd	\$57,968.15
Learning Sphere Training Solutions Pty Ltd	\$13,631.65
Lennox Institute Pty Ltd	\$235,966.29
Lexon Industries Pty Ltd	\$69,934.22
Lianrick Pty Ltd	\$7,427.16
Life Without Barriers	\$10,312.50
Link Employment & Training Inc	\$640.94
Linked Training Group	\$7,111.25
M J Denstaff Training Pty Ltd	\$6,408.50
Macarthur Community College Inc	\$203,943.61
Macarthur Group Training Ltd	\$519,647.63
Macquarie Community College	\$8,757.30
Macquarie Employment Training Service	\$1,012,348.77
Maddisson Employment Pty Ltd	\$32,655.75
Mai-Wel Limited	\$13,827.75
Management Consultancy International Pty Ltd	\$5,947.50
Mantra Training & Development Pty Ltd	\$2,572.52
Mardo Group Pty Ltd	\$35,798.49

## Apprenticeship & Traineeship Training Program Grants 2010-11

Apprenticeship & Traineeship Training Program Grants	2010-11
Marrickville Community Training	\$76,218.75
Mask Make Up Studios Pty Ltd	\$357,670.99
Master Plumbers & Mechanical Contractors Association of NSW	\$28,288.11
Mater College Pty Ltd	\$132,157.05
Maxwells Services Pty Ltd	\$104,075.30
McDonalds Australia Limited	\$330,553.82
McElvenny Ware Pty Ltd	\$1,122.00
McLean Village Pty Ltd	\$13,646.31
McMillan Staff Development Pty Ltd	\$80,187.06
Meat Industry Services Pty Ltd	\$243.10
MEGT (Australia) Ltd	\$254,733.67
Mental Health Coordinating Council Inc	\$64,343.29
Meta Dynamics Investments Pty Ltd	\$174,541.57
Meta Dynamics Pty Ltd	\$148,181.25
Milcom Communications Pty Ltd	\$32,341.55
Mines Rescue Pty Ltd	\$21,066.66
Mint Training Pty Ltd	\$27,982.62
Mission Australia	\$34,291.25
Monka Pty Ltd	\$363,146.32
Motor Traders Association of NSW	\$899,804.25
Moving Mountains Pty Ltd	\$5,675.00
Murray Mallee Training Company Ltd	\$301,748.68
MWT Group Pty Ltd	\$2,343.75
My Freight Career Pty Ltd	\$61,551.00
National College Australia Pty Ltd	\$16,243.00
National Food Institute Pty Ltd	\$16,635.44
National Insurance Brokers Association	\$47,893.68
National Training Organisation Pty Ltd	\$268,673.40
National Training Pty Ltd	\$48,361.89
Navitas Workforce Solutions Pty Ltd	\$525.00
Network of Community Activities	\$16,020.65
Newskills Limited	\$26,642.50
Newtrain Incorporated	\$17,588.26
Newtrain Northern Rivers Inc	\$22,351.22
NORTEC Employment & Training Ltd	\$145,018.25
Northern Beaches Community College Inc	\$12,570.12
Northnet Incorporated	\$103,175.37
Nova Employment & Training Program Inc	\$43,958.33
NSW Dental Assistants (Professional) Association Inc	\$33,797.49

**Apprenticeship & Traineeship Training Program Grants 2010-11**

NSW Fishing Industry Training Committee Ltd	\$39,316.36
OCTEC Limited	\$174,360.67
On Time Resources Pty Ltd	\$153,181.27
Online Consultancy & Investments Pty Ltd	\$8,195.40
Orca (Ocean Recreation Careers Australasia) Pty Ltd	\$999.60
ORS Rehabilitation & Placement Services Pty Ltd	\$121,222.00
P & J Wade Pty Ltd	\$11,125.00
P Lees & N Lees	\$156.25
Pearsons School of Floristry Pty Ltd	\$15,815.60
Pegasus Management Pty Ltd	\$78,426.50
Pegasus Training Services Pty Ltd	\$19,916.19
Penrith Skills for Jobs Ltd	\$137,545.80
Pentrans Consulting Pty Ltd	\$61,158.90
Perceptum Training Partners Pty Ltd	\$59,678.98
Performance Edge Systems Pty Ltd	\$714,185.74
Performis Pty Ltd	\$198,264.65
Pivotal Training & Development Pty Ltd	\$162,143.82
Planpower Training Solutions Pty Ltd	\$468.75
Pow Wow Training Pty Ltd	\$51,671.91
Precise Training Australia Pty Ltd	\$53,515.14
Professional Training Services Australia	\$18,145.16
Property Training Solutions Pty Ltd	\$89,469.76
Proteen for Teens Inc	\$35,359.06
Provet Pty Ltd	\$40,911.84
Ramsden Telecommunications Training Pty Ltd	\$62,004.06
Reach for Training Pty Ltd	\$8,479.77
Real Corporate Partners Pty Ltd	\$202,490.74
Real Estate Institute of NSW Ltd	\$231,568.58
Real Estate Training Solutions Pty Ltd	\$217,034.46
Rebel Group Ltd	\$20,817.10
Recognition First Pty Ltd	\$166,613.20
Regional Learning & Development Pty Ltd	\$50,679.29
Regional Skills Training Pty Ltd	\$14,812.50
Response Employment & Training Pty Ltd	\$12,975.00
Restaurant & Catering Association of NSW	\$24,861.12
Rivalea (Australia) Pty Ltd	\$111,640.82
Riverina Community College Ltd	\$28,683.22
Rochdale Institute Pty Ltd	\$18,663.54
Royal Rehabilitation Centre Sydney	\$63,693.81

**Apprenticeship & Traineeship Training Program Grants 2010-11**

RTV Consultancy Pty Ltd	\$22,708.38
Rutherford Technical Services Pty Ltd	\$40,235.00
SAL Consulting Pty Ltd	\$31,014.15
Salesforce Australia Pty Ltd	\$391,374.00
Selmar Holdings Pty Ltd	\$212,231.95
Sempcom Petroleum Transport Training Pty Ltd	\$61,078.93
Skilled Group Limited	\$1,541.00
Skills Training Australia Group Pty Ltd	\$225,728.22
Skills Training Employment Program Inc	\$61,947.73
Skills4Jobs Pty Ltd	\$8,129.81
Skillstech Australia	\$485,824.50
Skillswest Training Co Pty Ltd	\$138,276.14
Smart Connection Co Pty Ltd	\$1,007.50
South Pacific Training Group Pty Ltd	\$83,135.00
Southern Edge Training Pty Ltd	\$2,702.52
Southern Training Organisation Pty Ltd	\$703.47
Southside Community Services Inc	\$21,289.46
St George & Sutherland Community	\$39,016.99
STA Travel Pty Ltd	\$48,036.25
Stanborough Wemyss Contracting Pty Ltd	\$718,868.70
Statewide Business Training Pty Ltd	\$118,262.08
Strategic Corporate Training Pty Ltd	\$7,597.80
Strategic Training Solutions Pty Ltd	\$2,600.00
Strategix Training Group Pty Ltd	\$342,321.39
Strive Training Australia Pty Ltd	\$307,334.94
Subway Development of NSW & Act Pty Ltd	\$43,711.29
Sureway Skills Training Pty Ltd	\$27,806.61
Sustainable Learning Australasia Pty Ltd	\$31,907.05
Sydney Hair Design College Pty Ltd	\$1,733.33
Sydney Institute of Hair & Beauty Pty Ltd	\$3,264.00
Sydney Technical Institute Pty Ltd	\$3,498.60
Tactical Training Group Pty Ltd	\$593,163.56
Tamworth Community College Inc	\$25,605.57
Tandem College Pty Ltd	\$10,644.98
Taree Community College Inc	\$17,466.78
Targett Retail Training Pty Ltd	\$93,562.94
Teach Me Law Enforcement Pty Ltd	\$8,436.60
Tesa Mining (NSW) Pty Ltd	\$270,636.71
Texskill Limited	\$44,067.87

# Appendix 27: Funds Granted to Non-Government Community Organisations

Apprenticeship & Traineeship Training Program Grants	2010-11
The Anglesea Complex Pty Ltd	\$104,672.53
The Australian Electrotechnology Industry Training Centre Ltd	\$1,333,434.29
The Change Network Pty Ltd	\$46,903.76
The Crusader Union of Australia	\$10,243.50
The Daniels Associates of Australasia Pty Ltd	\$348,956.94
The Design Works College Of Design Pty Ltd As Trustee For The Design Works College Of Design Trust	\$3,466.66
The Fletcher Family Trust Trissig Pty Ltd	\$90,410.58
The Illawarra ITEC Ltd	\$139,300.88
The Instruction Company Pty Limited	\$25,250.00
The Knowledgespace Pty Ltd	\$833.00
The Learning Collaborative Pty Ltd	\$85,691.29
The Management Edge Pty Ltd	\$76,076.87
The Parramatta College Inc	\$1,765.00
The Pharmacy Guild Of Australia	\$188,508.64
The Quality Training Company Pty Ltd	\$80,018.04
The Salvation Army (NSW) Property Trust	\$1,486.88
The Victorian Training Group Pty Ltd	\$4,021.87
Timber Training Creswick Ltd	\$29,826.59
TLC Training Solutions Pty Ltd	\$69,931.97
Tracs Rto Pty Ltd	\$3,187.50
Train Australia Pty Ltd	\$133,259.45
Trainer Assessor Group Pty Ltd	\$113,490.88
Training & Development Australia Pty Ltd	\$402,508.27
Training Beyond 2000 Pty Ltd	\$50,068.25
Training Experts Australia Pty Ltd	\$755,473.18
Training Focus	\$4,851.00
Training Sense Pty Ltd	\$33,322.39
Training Services 4 You Pty Ltd	\$1,625.00
Training Specialists (Australia) Pty Ltd	\$431,288.19
Transport Industries Skills Centre Inc	\$31,507.95
Transqual Pty Limited	\$333,101.90
TSA The Training Company Pty Ltd	\$1,926,216.95
Tuggerah Lakes Community College Inc	\$38,475.52
Tursa Employment & Training Inc	\$168,495.70
UNE Partnerships Pty Ltd	\$84,349.63
Uniting Church in Australia Property Trust (NSW)	\$118,561.33
Vantage Automotive Pty Ltd	\$449,454.62
Vertical Learning Curve Pty Ltd	\$275.00

Apprenticeship & Traineeship Training Program Grants	2010-11
Vision International College Inc	\$2,270.38
Vision Training Institute Pty Ltd	\$166,473.11
Vital Training Solutions Pty Ltd	\$601.25
Vocational Institute of Australia Pty Ltd	\$101,652.20
Vocational Training Australia Pty Ltd	\$630,489.35
Voctec (Australia) Pty Ltd	\$11,500.00
W G Learning Pty Ltd	\$430,949.95
Wagga Wagga Business Enterprise Centre Ltd	\$5,351.27
We Train Australia Pty Ltd	\$1,725.00
Wentworth College Pty Ltd	\$342,607.09
Western College Inc	\$10,285.45
Westrac Pty Ltd	\$95,343.40
Wetherill Park Training Centre Pty Ltd	\$43,635.95
WG Corporate Training Solutions Pty Ltd	\$9,556.25
Windridge Farms Pty Ltd	\$2,438.15
Wise Guy Training Ltd Partnership	\$799,116.53
Wizard Corporate Training Pty Ltd	\$2,100.00
Wollongong City Employment Training Inc	\$37,379.01
Work Savvy Pty Ltd	\$1,264.80
Workers Educational Association	\$3,462.80
Workers Educational Association-Hunter	\$13,382.22
Workplace Training Pty Ltd	\$16,433.35
Worksmart Global Pty Ltd	\$38,563.75
Worktrain Pty Ltd	\$144,141.14
Workventures Ltd	\$61,269.01
Yolarno Pty Ltd	\$27,896.37
Yum Restaurants Australia Pty Ltd	\$201,375.45
<b>Total</b>	<b>\$50,273,377.35</b>

### Artstart - NSW Youth Arts and Skills Festival Grants 2010-11

**Nature and Purpose:** Provision of arts and cultural programs for young people.

**Target Group:** Young people aged between 12 and 24.

Arts Mid North Coast Inc.	\$26,000.00
Arts North West Inc.	\$26,000.00
Arts Outwest	\$26,000.00
Arts Upper Hunter	\$26,000.00
Bankstown Youth Development Service	\$26,000.00
Blue Mountains City Council	\$18,000.00
Brand X Productions Inc	\$22,000.00
Information and Cultural Exchange	\$26,000.00
Ku-Ring-Gai Council	\$22,500.00
Metro Screen Ltd	\$17,000.00
Outback Arts Incorporated	\$26,000.00
Regional Youth Support Services Inc	\$15,500.00
Shopfront Theatre for Young People Co-Op	\$21,500.00
South West Arts Incorporated	\$26,000.00
Southern Tablelands Arts	\$26,000.00
<b>Total</b>	<b>\$350,500.00</b>

### Community Languages Grants 2010-11

**Nature and Purpose:** Out of school programs that support school aged students in maintaining and developing their background or heritage language.

**Target Group:** Community organisations that conduct community languages schools outside of mainstream school hours.

Afghan Australian Noor Association Inc	\$40,560.00
Afghan Community Support Association of NSW Inc	\$13,560.00
Akkademja Maltija Ta' NSW Inc	\$2,780.00
Al Bayan School Inc	\$17,160.00
Al Sadiq Inc	\$18,240.00
Al-Aqsa Inc	\$42,840.00
Alhabib Arabic School Inc	\$21,200.00
Al-Khair Inc	\$3,020.00
Alminia Charitable Association Ltd	\$6,240.00
Ambassadors Multicultural Mission (International) Association Inc	\$50,760.00
Amistad Latina Spanish School Inc	\$3,860.00
Andisheh Persian School Inc	\$9,110.00
Anglican Church Diocese of Sydney - St James Anglican Church Minto	\$8,020.00

### Community Languages Grants 2010-11

Arabic Australian Education Centre Inc	\$23,760.00
Arabic Education Society Inc	\$8,779.00
Armenian General Benevolent Union Ltd	\$6,240.00
Ashabul Kahfi Language School Inc	\$26,760.00
Asiana Centre Association	\$17,880.00
Association for Brazilian Bilingual Children's Development Inc	\$9,720.00
Association of Bhanin El-Minieh Australian Arabic Community Welfare Centre Inc	\$22,200.00
Association of Illawarra Community Languages Schools Inc	\$165,805.00
Assyrian Australian Association	\$22,800.00
Assyrian's Nation Association Inc	\$8,880.00
Auburn Arabic School Inc	\$24,360.00
Auburn Atatürk Primary School Inc	\$29,040.00
Australia Korean School Inc	\$15,480.00
Australia North Cyprus Friendship Association Inc	\$2,500.00
Australian Association of All Nationalities of China Inc	\$16,920.00
Australian Beirut Charitable Association Inc	\$32,880.00
Australian Chinese and Descendants Mutual Association Inc	\$45,780.00
Australian Chinese Community Association of NSW Inc	\$23,160.00
Australian Chinese School Inc	\$12,360.00
Australian Confucius Mencius Morality Society Inc	\$6,190.00
Australian Council for the Promotion of Chinese Language and Cultural Inc	\$40,800.00
Australian Council of Women Affairs (ACWA) Inc	\$4,440.00
Australian Druze Community Inc Ltd	\$6,360.00
Australian Hassanian Youth Association	\$13,800.00
Australian Hindu Multicultural Association Inc	\$7,920.00
Australian Institute of Hindi Language Studies Parents and Citizens Association Inc	\$8,500.00
Australian Islamic Mission Inc	\$26,400.00
Australian School of Arabic Inc	\$6,360.00
Australian Serbian Illawarra Welfare Association Inc	\$8,155.00
Australian Sikh Association Inc	\$5,880.00
Australian Taiwanese Friendship Association Inc	\$19,920.00
BACPA Inc	\$8,520.00
Balar Malar Tamil Educational Association Inc	\$19,560.00
Bangladesh Association of NSW Inc	\$10,680.00
Bangladesh Society of Sydney Inc	\$8,040.00
Bankstown Area Multicultural Network Inc	\$7,780.00
Bantal Pulaar	\$6,840.00
Bethesda Presbyterian Church Inc	\$2,060.00

# Appendix 27: Funds Granted to Non-Government Community Organisations

Community Languages Grants	2010-11	Community Languages Grants	2010-11
Bexley Chinese Congregational Church Language School Inc	\$9,240.00	Fairfield Heights Vietnamese Parent Committee Inc	\$9,885.00
Bhartiya Bhasha Vidyalaya Inc	\$2,180.00	Federation of Vietnamese Language Schools Inc	\$5,000.00
Bodhi Vietnamese Language School Inc	\$16,069.00	First Serbian Orthodox Church St Sava	\$6,000.00
Bonnyrigg School of Turkish Language & Culture	\$8,280.00	Fraternal Society of the Tripoli and Mena Districts Ltd	\$15,720.00
Bosnian Ethic School Inc	\$5,650.00	Free Serbian Orthodox Church St George Cabramatta	\$16,357.00
Buddharangsee Thai Community Language School Inc	\$10,080.00	GDPT Bo De Minh Quang - The Vietnamese Buddhist Youth Inc	\$11,640.00
Cabramatta West Spanish School Inc	\$3,140.00	Grace Chinese Christian Church Ltd	\$23,880.00
Cambodian-Australia Welfare Council of NSW Inc	\$11,276.00	Greek Community of Mascot and District Inc	\$9,000.00
Campbelltown Bangla School Inc	\$8,256.00	Greek Orthodox Archdiocese of Australia	\$48,120.00
Campsie Cultural Centre Inc	\$3,980.00	Greek Orthodox Church and Community of Bankstown and District St Euphemia Ltd	\$10,680.00
Canterbury Bankstown Muslim Association Inc	\$13,800.00	Greek Orthodox Church and Community of Leichhardt and District of St Gerasimos Ltd	\$15,840.00
Carlingford Chinese Language School Inc	\$8,520.00	Greek Orthodox Church and Society of the City of Greater Wollongong	\$3,740.00
Central Council of Croatian Ethnic Schools of NSW Inc	\$24,240.00	Greek Orthodox Community of NSW Ltd	\$75,120.00
Chanh Phap Vietnamese Buddhist Youth Association of NSW Inc	\$8,400.00	Greek Orthodox Community of St Marys Parish 'St Demetrius'	\$2,420.00
Cheng Gong School Inc	\$2,060.00	Greek Orthodox Parish and Community of Belmore and Districts All Saints Ltd	\$10,320.00
Cherrybrook Chinese Community Association Inc	\$14,974.00	Greek Orthodox Parish and Community of Burwood and District Saint Nectarios Ltd	\$9,557.00
Chinese Australian Services Society Co-operative Ltd	\$38,760.00	Greek Orthodox Parish and Community of Kogarah and District Resurrection of Christ Ltd	\$35,400.00
Chinese Catholic Community Inc	\$28,668.00	Greek Orthodox Parish of Northern and Western Suburbs	\$12,720.00
Chinese Language and Literature Association Inc	\$1,220.00	Greek Orthodox Parish of South East Sydney	\$14,520.00
Christian Pei Li Chinese School Pty Ltd	\$7,200.00	Greek Orthodox Parish of St Nicholas Marrickville	\$9,000.00
Clemton Park School Chinese Language and Cultural Association Schools in Australia Inc	\$7,440.00	Greek Sunday School of Canterbury and Surrounding Districts Inc	\$2,420.00
Co.As.It Italian Association of Assistance	\$893,615.00	Hamazkaine Armenian Educational and Cultural Society Regional Committee Inc	\$30,720.00
Community Education and Services Centre Inc	\$7,800.00	Hanaro Korean School Inc	\$6,720.00
Congregational Christian Church in Samoa Inc	\$15,720.00	Happy Chinese Language Association Inc	\$7,800.00
Cook Islands School of Languages Culture and Arts	\$7,160.00	Hellenic Centre for Language and Culture of Australia Inc	\$20,520.00
Czech and Slovak School of Sydney	\$3,000.00	Hellenic Orthodox Community of Kingsgrove Bexley North Beverly Hills and Districts Ltd	\$12,577.00
Darr Al Nour Inc	\$16,800.00	Hellenic Orthodox Community of Parramatta and Districts	\$6,360.00
Datong Chinese School Granville Inc	\$27,600.00	Hellenic Orthodox Parish and Community of Blacktown and Districts Ltd	\$7,920.00
Datong Chinese School Inc	\$35,760.00	Hellenic School of Granville Inc	\$420.00
Der-Huy Chinese School Inc	\$16,920.00	Hornsby Chinese Education Centre Inc	\$9,230.00
Deutscher Schulverein Sydney German Saturday School Inc	\$13,560.00	Hungarian School Flemington Inc	\$6,840.00
Dundas Chinese School Inc	\$9,240.00	Hunter Parents' and Teachers' Association of Community Language Schools Inc	\$146,052.45
Eastern Suburbs Russian School Inc	\$6,720.00	Huyen Quang Buddhist Youth Association Inc	\$10,080.00
Eastlakes Saturday Turkish School Inc	\$11,760.00		
Eastwood Tamil Study Centre Inc	\$7,440.00		
Edo Nigerian Association Inc	\$4,900.00		
Escuela Latinoamericana Central Oeste (Latin American School of the Inner West) Inc	\$2,060.00		
Fairfield City Council	\$90,739.50		



**Community Languages Grants 2010-11**

Illawarra Islamic Social Association Inc	\$11,400.00
Imam Ali Arabic School Inc	\$21,840.00
Indo-Aust Bal Bharathi Vidyalaya - Hindi School Inc	\$13,320.00
International Buddhist Association of Australia Inc	\$8,880.00
International Youth Fellowship Inc	\$2,060.00
Iranian Educational and Cultural Centre Inc	\$8,520.00
Islamic Charity Projects Association Inc	\$43,680.00
Islamic Women's Welfare Association Inc	\$10,526.00
Ivirua Academy Sch c/-Ivirua Community of NSW Inc	\$4,634.00
Japan Club of Sydney Inc	\$25,124.00
Japanese Sunday School Inc	\$11,040.00
Khmer Adventist Language School Association Inc	\$7,440.00
Korean Catholic Language School Inc	\$35,640.00
Korean Central Presbyterian Church Inc	\$22,320.00
Korean Chaplaincy of Diocese of Parramatta	\$4,900.00
Lakemba Bangla School Inc	\$3,740.00
Lao Community Advancement NSW Co-operative Ltd	\$9,720.00
Lebanese Arabic School Inc	\$78,600.00
Lebanese Moslem Association	\$130,320.00
Lidcombe Russian School Inc	\$960.00
Lindfield Korean School Inc	\$22,680.00
Liverpool Polish Saturday School Inc	\$8,140.00
Looyce Armenian School Inc	\$4,600.00
MAAN - Malay Australian Association of NSW Inc	\$1,820.00
Macedonian School Council of NSW Inc	\$8,720.00
Maltese Community Council of NSW Inc	\$2,060.00
Maroubra Chinese School Inc	\$12,720.00
Maroubra Russian School Inc	\$7,920.00
Marrickville West Turkish School Inc	\$7,911.00
Matrville Saturday Turkish Ethnic School Inc	\$2,060.00
Ming-Der Chinese School Inc	\$83,040.00
Minghui School Inc	\$6,720.00
Moslem Alawi Youth Movement Inc	\$12,240.00
Moslem Alawy Society Ltd	\$16,680.00
Nepean Turkish School Inc	\$10,200.00
Newcastle Tamil Sangam Inc	\$1,100.00
NSW Board of Jewish Education	\$17,160.00
NSW Federation of Community Language Schools Inc	\$80,350.00
NSW Indo-China Chinese Association Inc	\$65,280.00

**Community Languages Grants 2010-11**

NSW Japanese School Inc	\$12,600.00
NSW Turkish Educational and Cultural Association	\$9,960.00
Parramatta Hanguel School Inc	\$8,040.00
Parramatta Persian Primary and High School Inc	\$8,620.00
Pei Ji Chinese School Inc	\$12,960.00
Phap Bao Buddhist Youth Language School Inc	\$6,920.00
Philippine Language and Cultural Association of Australia Inc	\$3,380.00
Polish Educational Society in NSW Inc	\$12,660.00
Polish School of Sydney Inc	\$6,960.00
Portuguese Community Schools of Sydney Inc	\$12,240.00
Portuguese ESAA Inc	\$9,600.00
Presbyterian Church (New South Wales) Property Trust	\$30,360.00
Preserving the Arabic Language in Australia (PAL) Inc	\$9,090.00
Qing Hua Chinese Language School Inc	\$81,480.00
Queanbeyan Community Chinese Language School	\$1,700.00
Sabian Mandaean Association in Australia Ltd	\$6,480.00
Sanatan Religious and Cultural Association NSW Inc	\$12,360.00
School of Vedic Sciences (Aust) Inc	\$3,620.00
Serbian Orthodox Welfare Association of NSW Inc	\$3,860.00
Sikh Khalsa Mission Inc	\$7,200.00
Sikh Mission Centre Sydney Inc	\$6,120.00
Sinhalese Cultural Forum of NSW Australia Inc	\$24,590.00
Somang Korean Language School Inc	\$1,940.00
South Coast Portuguese Association Ltd	\$2,300.00
Sri Guru Singh Sabah Sydney (The Sikh Association Sydney) Inc	\$6,960.00
St Alexander Nevsky Russian Orthodox School	\$4,680.00
St Alexander Nevsky Russian School Inc	\$14,160.00
St Andrews Ukrainian Ethnic School	\$7,920.00
St Charbel's Ethnic School	\$8,880.00
St George Spanish School Inc	\$3,860.00
St Lazarus Serbian Orthodox Church and School Community in Sydney	\$16,546.00
St Nicholas Antiochian Orthodox Church	\$7,880.00
St Nicholas School of Russian Association Inc	\$6,960.00
St Raphael's Greek Orthodox Parish of Liverpool and District Ltd	\$12,240.00
St Thomas the Apostle Chaldean Catholic Church	\$24,600.00
Sutherland Shire Chinese Language School Inc	\$10,560.00
Swedish School in Sydney Inc	\$15,600.00
Sydney Cheil Church Korean School Inc	\$7,800.00

# Appendix 27: Funds Granted to Non-Government Community Organisations



Community Languages Grants	2010-11
Sydney Chinese Cultural and Language School Inc	\$3,380.00
Sydney Chinese School Inc	\$63,480.00
Sydney Full Gospel Church Properties Inc	\$22,077.00
Sydney Juan Church Language School	\$2,420.00
Sydney Latvian Society Ltd	\$2,780.00
Sydney Punjabi Society Inc	\$1,700.00
Sydney Sae Soon Presbyterian Church Inc	\$35,880.00
Sydney Saturday School of Japanese Inc	\$34,800.00
Sydney Suomi-Koulu Sydney Finnish School Inc	\$3,860.00
Sydney Yu Cai Chinese Language School Inc	\$56,280.00
Tamil Civic Centre (TCC) Inc	\$6,720.00
Tamil Study Centre Homebush Inc	\$34,080.00
Telugu Association Inc	\$1,680.00
Teng Fei Chinese Language Institute Inc	\$8,280.00
Thai Education Centre of Australia Inc	\$3,260.00
Thamil Study Centre Mt Druitt Inc	\$11,140.00
Timor Chinese Association of NSW	\$11,520.00
Trustees of the Roman Catholic Church for the Diocese of Saint Maroun Sydney	\$28,680.00
TueThanh (Viet Tu) Alumni Association Australia Inc	\$6,120.00
Tzu-Chi Academy Australia Inc	\$14,640.00
United Ethnic Education Centre Inc	\$11,160.00
United Muslim Womens Association Inc	\$21,000.00
Uruguay School of Spanish Language Inc	\$4,800.00
Van Lang Vietnamese School Parents Association Inc	\$8,040.00
Victory Mandarin School Association Inc	\$7,800.00
Vietnamese Community In Wollongong Inc	\$7,851.00
Vietnamese Cultural Schools Association Inc	\$249,360.00
Vietnamese Parents and Citizens Association Inc	\$75,240.00
Vietnamese Parents Committee Green Valley Inc	\$39,840.00
Vinh Khang Chinese School Inc	\$29,640.00
Wentworthville Tamil Study Centre Inc	\$40,080.00
Western Sydney Chinese School Inc	\$13,800.00
Woo Ri Full Gospel Church Inc	\$11,040.00
Yagoona Arabic School Inc	\$16,800.00
<b>Total</b>	<b>\$5,146,643.95</b>

**Elsa Dixon****2010-11**

**Nature and Purpose:** Support for Aboriginal people in provision and development of employment opportunities.

**Target Group:** Aboriginal employment and training.

Armidale & District Business	\$201,900.80
Booroongen Djugun Aboriginal	\$122,319.60
Bunjum Aboriginal Co-Operative	\$201,896.00
Central West Community College Ltd	\$100,950.40
Griffith Skills Training Centre Inc	\$218,780.00
Hunter Region Business Enterprise	\$201,676.00
Mandurah -Hunter Indigenous Business Chamber	\$50,000.00
Ngurrula Aboriginal Corporation	\$42,968.00
Orange City Council	\$29,870.31
Parkes Forbes Business Enterprise	\$197,794.00
Riverina Community College Ltd	\$50,000.00
Salvation Army Joblink	\$100,950.40
Shoalhaven Community Development	\$223,692.60
Skills Training Employment Program	\$100,950.40
Sutherland Shire Council	\$10,826.40
The Illawarra Itec Ltd	\$201,893.50
Tumut Shire Council	\$71,733.31
Waminda South Coast Womens Health and Welfare Aboriginal Corporation	\$49,997.16
Wingecarribee Family Support	\$43,316.00
<b>Total</b>	<b>\$2,221,514.88</b>

**Grant In Aid****2010-11**

**Nature and Purpose:** Support for various non-profit organisations demonstrating an outstanding contribution to educational outcomes in NSW.

**Target Group:** Various non-profit organisations, including representative peak opinion bodies.

Australian Childrens Television Foundation	\$168,500.00
Council of Catholic School Parents	\$76,600.00
Early Childhood Intervention Australia	\$10,000.00
Federation of Parents & Citizens	\$358,800.00
Institute for Family Advocacy	\$32,000.00
Isolated Children's Parents Association	\$49,100.00
Learning Difficulties Coalition of NSW	\$30,000.00
Learning Links	\$24,000.00
NAPCAN Australia	\$11,200.00

**Grant In Aid****2010-11**

NSW Aboriginal Education Consultative Group Inc.	\$90,000.00
NSW Parents Council Inc.	\$60,500.00
Specific Learning Difficulties Association of NSW (SPELD)	\$31,200.00
St John Ambulance Australia (NSW)	\$13,300.00
Talent Development Project Inc.	\$190,000.00
The Centre for Volunteering	\$58,500.00
Vision Australia Ltd	\$10,100.00
<b>Total</b>	<b>\$1,213,800.00</b>

**Group Joint Training Scheme Grants****2010-11**

**Nature and Purpose:** Funding to Group Training Organisations for strategies and initiatives which encourage and improve both the commencement and completion of both apprenticeships and traineeships in line with the nationally agreed priority areas.

**Target Group:** Disadvantaged groups, school based apprenticeships, regional and remote areas.

Aboriginal Employment Strategy Limited	198,650.00
Access Group Training Ltd	31,000.00
Apprentices Plus Pty Limited	709,325.00
Apprentices Trainees Employment Ltd	239,350.00
Australian Industry Group Training Services Pty Ltd	345,850.00
Australian Training Company Ltd	166,350.00
Automotive Group Training (NSW)	170,175.50
Central Coast Group Training Ltd	107,250.00
Central West Group Apprentices Ltd	580,700.00
ECA Training Pty Ltd	296,441.00
Excelior Pty Ltd	9,000.00
Group Training Association of NSW	120,454.54
HGT Australia Ltd	489,300.00
Hospitality Training Network of NSW Ltd	527,201.45
Housing Industry Association	82,103.00
Hunter Valley Training Company Pty Ltd	406,776.00
Hunternet Group Training	45,075.50
Macarthur Group Training Ltd	232,450.00
Manufacturing Industry Group	142,891.60
Maritime Employees Training Ltd	31,292.00
Master Builders Group Training Pty Ltd	59,800.00
Master Painters Group Training Company	59,450.00
Master Plumbers Apprentices Ltd	116,222.50
MBA Newcastle Group Training Pty Ltd	37,675.50
MEGT (Australia) Ltd	169,425.00

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Group Joint Training Scheme Grants 2010-11

Group Joint Training Scheme Grants	2010-11
Murray Mallee Training Company Ltd	101,425.50
Newcastle Jockey Club Ltd	665.00
On-Q Human Resources Ltd	291,342.66
Regional Employment & Training Services Limited	38,400.00
Riverina Group Training & Employment Ltd	329,366.25
Service Industries Skills Council Ltd	41,580.00
Skilled Group Limited	29,000.00
Skills Training Employment Program Inc	35,050.00
Sydney Training & Employment Ltd	192,316.67
TAMBA Training Pty Ltd	68,825.00
The Electrotechnology Industry Group Training Company Limited	208,569.00
West State Training Ltd	35,600.00
Workventures Ltd	31,270.00
WPC Group Ltd	152,731.67
WSROC Training & Employment	85,950.00
YC Industry Link Ltd	201,873.00
<b>Total</b>	<b>\$7,218,173.34</b>

## Intervention Support Grants-Young People with Disabilities 2010-11

**Nature and Purpose:** Funding to support the delivery of educational programs for children with disabilities.

**Target Group:** Children with Disabilities.

Aberdare Preschool Inc	\$7,126.50
Aberdeen Preschool Association Inc	\$3,000.00
Adamstown Child Care Centre Inc	\$9,767.50
Albury Preschool Kindergarten Inc	\$3,769.00
All Saints Preschool Albion Park Inc	\$7,332.00
Anglican Church of Australia - Calrossy Anglican School	\$4,819.50
Annette's Place Inc	\$16,106.00
Anzac Village Preschool Association Inc	\$9,536.50
Apostolic Church Australia Limited	\$24,000.00
Arden Church of England School Council - Arden Anglican School	\$2,512.50
Arndu St Pauls Preschool Association Inc	\$9,639.00
Autism Spectrum Australia (Aspect)	\$414,209.00
Awabakal Newcastle Aboriginal Co-operative Limited	\$31,609.50
Ballina Fox Street Preschool Inc	\$16,915.50
Ballina River Street Children's Centre Inc	\$19,175.50
Baptist Community Services - NSW and ACT	\$3,460.50
Baptist Union of New South Wales - Alstonville Baptist Church	\$8,383.00

## Intervention Support Grants-Young People with Disabilities 2010-11

Baptist Union of New South Wales - Maitland Baptist Church	\$2,512.50
Baptist Union of New South Wales - Miller Baptist Church	\$1,659.00
Barnardos Australia	\$8,485.50
Bathurst Early Childhood Intervention Service Inc	\$92,414.00
Baulkham Hills Preschool Kindergarten Inc	\$4,820.00
Beacon Hill Community Kindergarten Association Limited	\$5,973.00
Bega Preschool Association Inc	\$6,768.50
Belmont North Preschool Inc	\$7,229.50
Berala Jack and Jill Preschool Kindergarten Inc	\$7,229.50
Beresfield Community Children's Education Centre	\$7,332.00
Berkeley Vale Preschool Kindergarten Inc	\$14,150.00
Bexley Jack and Jill Preschool Inc	\$10,895.50
Binnowie Kindergarten Co-operative Society Limited	\$8,383.00
Biralee Preschool Finley Inc	\$5,024.00
Birubi Point Community Preschool Association Inc	\$4,000.00
Blacktown City Council	\$21,687.50
Bland Shire Council	\$8,614.00
Blaxland Preschool Kindergarten	\$13,305.00
Bolton Point Child Care Centre Inc	\$2,307.00
Bombala Preschool Inc	\$4,819.50
Boys' Town Engadine	\$16,000.00
Branxton Preschool Inc	\$3,487.50
Brayside Community Preschool Inc	\$14,118.50
Broken Hill Happy Day Preschool Kindergarten Inc	\$4,614.00
Budgewoi-Halekulani Preschool Kindergarten Inc	\$19,072.00
Bulahdelah Preschool Inc	\$2,307.00
Bundanoon District Preschool Kindergarten Association Inc	\$11,198.00
Bungendore Preschool Association Inc	\$7,229.50
Bunyip Preschool Harden Inc	\$14,150.00
Byron Bay Preschool Inc	\$7,819.50
Byron Shire Early Intervention Association Inc	\$45,313.00
Cabarita Mortlake Kindergarten Association Inc	\$3,000.00
Camden Preschool Kindergarten Co-operative Limited	\$9,639.00
Campbelltown Anglican Schools Council	\$2,512.50
Canowindra Preschool Kindergarten Inc	\$17,654.00
Canterbury Community Child Care Centre Inc	\$2,307.00
Carewest Inc	\$14,995.00
Catherine Field Preschool Kindergarten Inc	\$7,126.50
CatholicCare	\$212,878.00

**Intervention Support Grants-Young People with Disabilities 2010-11**

Central Coast Community College	\$48,000.00
Central Shoalhaven Mobile Preschool Unit Inc	\$5,767.50
Cerebral Palsy Alliance	\$312,601.50
Cessnock Multi-Purpose Children's Centre Limited	\$7,230.00
Cherrybrook Community Preschool Inc	\$3,000.00
Children First Inc	\$23,921.50
Chillingham And Tyalgum Community Preschool Inc	\$7,229.50
Christ Church Gladesville Preschool Kindergarten Inc	\$3,000.00
Christ Church St Ives Preschool Inc	\$6,076.00
City of Sydney Council	\$3,000.00
Cobar Preschool Centre Association Inc	\$2,512.50
Coffs Harbour Preschool Association Inc	\$12,049.00
Coldstream Community Preschool Inc	\$3,000.00
Community Programs Inc	\$122,339.00
Como Preschool Kindergarten Association Inc	\$9,331.50
Condobolin Preschool Kindergarten Inc	\$7,415.00
Connect Child And Family Services Inc	\$112,185.50
Cooloon Children's Centre Inc	\$3,000.00
Cooma Lambie Street Preschool Association Inc	\$19,381.00
Cooma North Preschool Association Inc	\$8,485.50
Cootamundra Centenary Preschool Association Inc	\$8,223.00
Copmanhurst Preschool Inc	\$2,512.50
Coutts Crossing Preschool Inc	\$3,000.00
Cowra Special Needs Services Inc	\$49,656.00
Crescent Head Community Preschool Inc	\$4,819.50
Cronulla Preschool Kindergarten Inc	\$6,769.00
Cuddleprie Early Childhood Learning Centre Inc	\$5,973.00
Dalaigur Preschool and Children's Services Association Inc	\$24,097.00
Dawn Song Children's Centre Inc	\$3,000.00
Delegate District Preschool Inc	\$2,307.00
Deniliquin Children's Centre Inc	\$2,512.50
Denman Children's Centre Association Inc	\$2,801.50
Doonside Kindergarten Inc	\$8,074.50
Dorrigo Preschool Association Inc	\$3,000.00
Drumoyne Preschool Kindergarten Inc	\$3,000.00
Dubbo and District Preschool Kindergarten Inc	\$18,124.50
Dubbo West Preschool Inc	\$9,639.00
Dunedoo Preschool Kindergarten Inc	\$3,000.00
Durrumbul Community Preschool Association Inc	\$2,512.50

**Intervention Support Grants-Young People with Disabilities 2010-11**

Early Education (EarlyEd) Inc	\$246,734.50
Early Links Inclusion Support Service Inc	\$70,839.00
Early Start	\$27,829.00
East Lindfield Community Preschool Inc	\$4,819.50
East Lismore Community Preschool Inc	\$9,844.50
East Maitland Preschool Kindergarten Association Inc	\$19,419.00
Eastlake Community Child Care Centre Inc	\$2,307.00
Engadine Church of Christ Preschool Kindergarten Inc	\$15,611.50
Engadine Preschool Kindergarten Inc	\$16,868.50
Erina Baptist Community Care Limited	\$2,000.00
Fairfield City Council	\$180,353.00
Felton Street Early Learning Preschool Inc	\$14,459.00
Firstchance Inc	\$253,836.50
Forbes Preschool Kindergarten Co-operative Limited	\$4,614.00
Frederick Street Kindergarten Co-operative Limited	\$32,583.00
Galloping Gumnut Mobile Children's Services Van Inc	\$4,307.00
Gamumbi Early Childhood Education Centre Inc	\$8,485.50
Giant Steps Sydney Limited	\$28,752.00
Gilgandra Preschool Inc	\$3,000.00
Girrawong Preschool Inc	\$4,614.00
Girrinbai Community Preschool Inc	\$20,431.00
Glen Innes Preschool Association Inc	\$8,485.50
Glen Innes Severn Council	\$13,689.50
Glenbrook Preschool Kindergarten Inc	\$3,769.00
Glendore Child Care Centre Inc	\$13,202.50
Golden Valley Children's Learning Centre Inc	\$3,000.00
Goonellabah Preschool Inc	\$23,891.50
Gordon Community Preschool	\$8,280.00
Gorokan Preschool Inc	\$9,433.50
Goulburn and District Children's Services Association Inc	\$50,146.00
Goulburn Preschool Association Inc	\$5,973.00
Grace Lutheran Church Moree - Grace Lutheran Preschool	\$6,124.00
Great Lakes Children's Centre Inc	\$7,126.50
Greenhills Child Care Centre Inc	\$2,307.00
Grenfell Preschool And Long Day Care Centre Inc	\$3,000.00
Greta Community Preschool Inc	\$3,460.50
Griffith Early Intervention Service Inc	\$94,957.00
Griffith East Preschool Inc	\$8,280.00
Griffith Preschool Kindergarten Inc	\$3,460.50

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Intervention Support Grants-Young People with Disabilities 2010-11

Gulpa Preschool Inc	\$4,307.00
Gumnut Bowral Memorial Preschool Inc	\$8,485.50
Gumnut Cottage Inc	\$4,819.50
Gunnedah Baptist Child Care Association Limited	\$2,307.00
Gunnedah Family and Children's Services Inc	\$32,086.00
Gunnedah Preschool Kindergarten Association Inc	\$28,814.00
Gynea Nursery School and Kindergarten	\$7,229.50
Hamilton Child Care Centre Inc	\$3,487.50
Hastings Early Intervention Program Inc	\$125,325.00
Hawkesbury Early Childhood Intervention Service Inc	\$55,542.50
Hear The Children Early Intervention Centre Inc	\$19,356.00
Heathdene Community Services Inc	\$16,345.00
Henry Street Community Preschool Association Inc	\$2,307.00
Highfields Preparatory and Kindergarten School Limited	\$2,307.00
Holroyd City Council	\$48,195.00
Horizon Early Childhood Intervention Service Inc	\$353,224.50
Hornsby Shire Council	\$11,973.00
House With No Steps	\$64,895.50
Hunter Prelude Early Intervention Centre Inc	\$272,263.00
Hunters Hill Preschool Inc	\$8,280.00
Illawarra Area Child Care Limited	\$21,011.50
Illawarra Children's Services Limited	\$68,317.50
Iluka Preschool Inc	\$2,307.00
Inaburra Communications Limited - Inaburra Preschool	\$28,916.50
Infants' Home Ashfield	\$28,573.00
Integricare	\$34,393.50
Inverell Disability Services Inc	\$29,238.00
Inverell District Family Services Inc	\$16,074.50
Jacaranda Preschool Centre Inc	\$10,895.50
Jack and Jill Preschool Association (Lithgow) Inc	\$5,512.50
Jesmond Community Preschool Association Inc	\$8,383.00
Jesmond Early Education Centre Inc	\$8,074.50
Jindera Preschool Association Inc	\$5,512.50
Jumbunna Community Preschool	\$94,091.50
Jumping Jacks Community Preschool Inc	\$7,127.00
Kapooka Early Childhood Centre Inc	\$3,000.00
Karingal Preschool Nelson Bay Inc	\$7,126.50
Karuah Preschool Association Inc	\$3,000.00
Katoomba Childrens Cottage Inc	\$12,049.00

## Intervention Support Grants-Young People with Disabilities 2010-11

Kellyville Preschool Kindergarten Inc	\$10,792.50
Kempsey Children's Services Co-operative Limited	\$10,895.50
Kempsey Early Intervention Program Inc	\$89,391.50
Kenthurst Preschool Kindergarten Inc	\$6,769.00
Kesser Torah College Limited	\$2,512.50
Kiama Preschool Inc	\$11,242.00
Killarney Vale Preschool Kindergarten Inc	\$10,690.00
Kindamindi Co-Operative Limited	\$4,307.00
Kindilan Early Childhood Centre Inc	\$6,614.00
King Street Community Preschool East Maitland Inc	\$2,307.00
Kingscliff Mini School Inc	\$3,000.00
Koninderie Community Based Preschool Inc	\$7,126.50
Koorana Child And Family Services Inc	\$213,830.00
KU Children's Services	\$812,146.00
Kurnell Preschool Kindergarten Inc	\$3,000.00
Kurrajong Waratah	\$266,374.00
Kurri Kurri and District Preschool Kindergarten Inc	\$20,225.50
Lady Game Community Kindergarten Inc	\$3,000.00
Lalor Park Preschool Kindergarten Association Inc	\$2,000.00
Lambing Flat Enterprises Limited	\$45,912.50
Lane Cove Children's Centre	\$14,253.00
Lapstone Preschool Kindergarten Association Inc	\$198,160.50
Larool Preschool Inc	\$7,229.50
Lawson Community Preschool Association Inc	\$6,076.00
Learning Links	\$240,087.50
Lennox Head Community Preschool Inc	\$7,332.00
Lifestart Co-operative Limited	\$467,847.50
Lillypilly Community Preschool Inc	\$5,512.50
Lismore Parish Centre Preschool Inc	\$8,485.50
Lismore Preschool Kindergarten Inc	\$15,509.00
Lithgow Early Intervention Program Inc	\$37,932.00
Lithgow Rural Multipurpose Child care Association Inc	\$3,000.00
Liverpool Campbelltown Christian School Limited	\$2,307.00
Liverpool City Council	\$32,914.50
Long Jetty Preschool Inc	\$8,588.50
Lower Bucca Community Preschool Inc	\$59,256.50
Lyrebird Preschool Kindergarten Nowra East Inc	\$7,229.50
Macarthur Preschool Kindergarten Association Inc	\$13,202.50
Macksville Preschool Childcare Centre Limited	\$5,000.00

**Intervention Support Grants-Young People with Disabilities 2010-11**

Macleay Community Preschool Inc	\$5,512.50
Macquarie Preschools Co-operative Limited	\$5,512.50
Maitland Nursery School Inc	\$11,946.00
Manilla Community Preschool Inc	\$3,000.00
Manly Vale Community Kindergarten Inc	\$7,126.50
Manning and Great Lakes Early Intervention Inc	\$118,747.50
Marayong Preschool Kindergarten Inc	\$34,890.00
Marist Youth Care Limited	\$19,500.00
Marrickville Council	\$3,000.00
Maryland Care and Early Education Centre Inc	\$2,848.00
Mater Dei	\$75,644.00
Matilda Rose Early Intervention Centre Limited	\$3,852.50
Mayfield Central Community Preschool Kindergarten Limited	\$7,229.50
McGraths Hill Children's Centre Inc	\$2,307.00
Medowie Community Preschool Inc	\$7,229.50
Mendooran Preschool Inc	\$5,836.00
Mercy Centre Lavington Limited	\$5,000.00
Merriwa Preschool Kindergarten Association Inc	\$3,000.00
Metford Child Care Centre Limited	\$1,257.00
Mikayla Children's Centre Inc	\$17,242.00
Minooka Preschool Centre Inc	\$15,222.00
Miranda Kindergarten Association Inc	\$23,994.50
Mission Australia	\$266,971.00
Mittagong Preschool Kindergarten Inc	\$10,587.00
Moama and District Preschool Centre Inc	\$3,460.50
Molong District Preschool Inc	\$5,000.00
Monaro Early Intervention Service Inc	\$82,316.50
Moree Preschool Inc	\$22,477.00
Moresby Park Preschool Inc	\$6,076.00
Moriah War Memorial College Association	\$16,061.50
Morisset and District Children's Centre Co-operative Limited	\$6,614.00
Moruya Preschool Kindergarten Inc	\$3,000.00
Mount Hutton Child Care Centre Inc	\$3,000.00
Mudgee Preschool Kindergarten Co-operative Limited	\$17,816.00
Mullumbimby Community Preschool Association Inc	\$3,000.00
Mulwala Preschool Inc	\$5,513.00
Mungindi Community Preschool Inc	\$2,000.00
Murrumbateman Early Childhood Centre Association Inc	\$2,307.00
Musicians Making A Difference Inc	\$35,800.00

**Intervention Support Grants-Young People with Disabilities 2010-11**

Muswellbrook Preschool Kindergarten Inc	\$13,381.50
Nambucca Heads Preschool Playcentre Limited	\$7,229.50
Nambucca Valley Children's Group Inc	\$43,878.50
Nana Glen Preschool Inc	\$3,000.00
Narrabeen Community Kindergarten Inc	\$18,021.50
Narwee Preschool Kindergarten Inc	\$4,819.50
Nimmitabel Preschool Inc	\$4,819.50
Noah's Ark Centre of Shoalhaven Inc	\$73,456.00
North Epping Kindergarten Association Inc	\$14,561.50
North Rocks Preschool Inc	\$4,819.50
North Ryde Community Preschool Inc	\$8,588.50
North St Marys Neighbourhood Centre Inc	\$9,536.50
Norwood Community Preschool Inc	\$7,126.50
Nurruby Children's Services Inc	\$13,865.50
Oberon Children's Centre Inc	\$939.00
Ocean Shores Preschool Inc	\$2,307.00
Old Bar Community Preschool Inc	\$6,614.00
Open Arms Care Inc	\$13,964.50
Orana Community Preschool Inc	\$8,383.00
Orana Early Childhood Intervention and Education Project Inc	\$156,805.00
Orange and District Early Education Program Inc	\$107,492.50
Orange Preschool Kindergarten Limited	\$6,921.00
Palm Beach War Memorial Kindergarten Inc	\$5,512.50
Parkes Early Childhood Centre Inc	\$13,408.00
Parklands Community Preschool and Children's Centre Inc	\$8,921.00
Paterson Preschool Inc	\$4,307.00
Pathways - Early Childhood Intervention Inc	\$111,263.50
PEDAL Early Childhood Intervention Service Inc	\$73,950.00
Peninsula Community Centre Inc	\$5,025.00
Pennant Hills War Memorial Children's Centre Association Inc	\$10,895.50
Penrith City Council	\$96,918.50
Peter Pan Preschool Kindergarten Tamworth Inc	\$9,639.00
Peter Rabbit Community Preschool Inc	\$5,530.00
Picton Preschool Kindergarten Limited	\$2,512.50
Pied Piper Preschool Association (Wallerawang) Inc	\$9,639.00
PlayAbility Inc	\$32,323.50
Ponyara Preschool Kindergarten Association Limited	\$5,973.00
Port Macquarie Community Preschool Limited	\$20,226.00
Possums Community Preschool Association Inc	\$5,973.00

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Intervention Support Grants-Young People with Disabilities 2010-11

Pottsville Community Preschool Inc	\$6,076.00
Presbyterian Church (New South Wales) Property Trust	\$45,618.00
Pymble Turramurra Kindergarten Inc	\$6,076.00
Queanbeyan and District Preschool Association Inc	\$47,247.00
Queanbeyan Children's Special Needs Group Inc	\$67,650.00
Quirindi Preschool Kindergarten Inc	\$4,307.00
Rainbow Preschool Association Broken Hill Inc	\$3,000.00
Raymond Terrace Community Preschool Inc	\$2,307.00
Richmond Hill Community Preschool Inc	\$4,307.00
Richmond Preschool Kindergarten Association Inc	\$15,612.00
Riverside Preschool Inc	\$3,000.00
Rosellas Community Preschool Inc	\$3,460.50
Ross Circuit Preschool Centre Inc	\$8,280.00
Royal Institute For Deaf and Blind Children	\$611,254.00
Salamander Child Care Centre Inc	\$10,690.00
Sans Souci Community Preschool Association Inc	\$14,357.00
Scone and District Preschool Inc	\$5,973.00
SDN Child and Family Services Pty Ltd	\$63,814.50
SDN Children's Services Inc	\$24,674.50
Shoalhaven Community Preschool Inc	\$8,025.00
Silverlea Early Childhood Services Inc	\$22,098.50
Singleton Council	\$1,648.00
Singleton Heights Preschool Inc	\$9,639.00
Snugglepot Day Care Centre Inc	\$26,404.00
South West Rocks Preschool Inc	\$9,000.00
Special Needs Support Group Inc	\$131,761.00
Springwood and District Preschool Kindergarten Association Inc	\$7,126.50
St Andrew's Kindergarten Abbotsford Inc	\$5,000.00
St Anthony's Family Care	\$35,227.50
St Dunstan's Preschool Kindergarten Inc	\$15,715.00
St George Preschool (Marsfield) Inc	\$2,307.00
St Ives Preschool Kindergarten Association	\$9,536.50
St John's Preschool Ashfield Inc	\$4,614.00
St Luke's Preschool Dapto Inc	\$12,049.00
St Luke's Preschool Northmead Inc	\$6,076.00
St Mark's Brighton-Le-Sands Preschool Kindergarten Inc	\$3,564.00
St Mark's Preschool Kindergarten Inc	\$5,512.50
St Mary's North Tamworth Preschool Inc	\$8,383.00
St Pauls Grammar School Penrith Limited	\$2,307.00

## Intervention Support Grants-Young People with Disabilities 2010-11

St Peters Preschool Inc	\$2,307.00
St Peters Preschool Limited	\$3,000.00
Stroud Neighbourhood Children's Co-operative Limited	\$3,000.00
Stuarts Point Preschool Association Inc	\$3,000.00
Summerland Early Intervention Program Inc	\$118,649.50
Sutherland Shire Council	\$25,840.50
Sydney Anglican Home Mission Society Council - Anglicare NSW	\$8,500.00
Sydney Anglican Schools Limited - Nowra Anglican College	\$4,307.00
Sydney Community College Limited	\$16,200.00
Sylvanvale Foundation	\$62,699.50
Tabulam And District Community Preschool Inc	\$3,000.00
Tarago Preschool Association Inc	\$3,000.00
Taree and District Preschool Limited	\$7,229.50
Tathra Childrens Services Inc	\$5,460.50
Temora Preschool Kindergarten Inc	\$4,819.50
Tenterfield Preschool Kindergarten Inc	\$7,126.50
The Armidale Church of Christ Adventureland Preschool Inc	\$3,000.00
The Channon Children's Centre Inc	\$2,512.50
The Entrance Preschool Kindergarten Association Inc	\$8,383.00
The Hills Community Kindergarten Inc	\$4,820.00
The Hills Shire Council	\$3,000.00
The Jack and Jill Kindergarten	\$12,151.50
The Killarney School Limited	\$3,000.00
The North Brighton Preschool Community Kindergarten Inc	\$5,973.00
The Northcott Society	\$22,869.50
The Northern Nursery School Limited	\$7,229.50
The Oaks Preschool Kindergarten Co-operative Limited	\$4,819.50
The Rainbow Children's Centre Inc	\$70,236.50
The Shepherd Centre	\$236,221.50
The SOS Preschool Limited	\$25,697.00
The Star Inclusive Early Childhood Association Inc	\$59,223.00
The Toybox Centre Inc	\$74,357.50
The Uniting Church in Australia Property Trust (NSW) for UnitingCare NSW.ACT	\$157,848.00
Thurgoona Preschool Inc	\$3,000.00
Toormina Community Preschool Inc	\$4,819.50
Toukley Preschool Kindergarten Inc	\$3,000.00
Trinity Preschool Kindergarten Limited	\$9,614.00
Trustees of Roman Catholic Church for the Diocese of Lismore - Parish of St Francis Xavier	\$3,460.50



**Intervention Support Grants-Young People with Disabilities 2010-11**

Trustees of Roman Catholic Church for the Diocese of Parramatta - Our Lady Queen of Peace	\$9,389.50
Trustees of the Christian Brothers - Waverley College	\$9,536.50
Trustees of The Roman Catholic Church for the Diocese of Lismore - St Joseph's Family Services	\$24,283.50
Trustees of The Sisters of Saint Dominic - Catherine Sullivan Centre	\$57,209.50
Tweed Heads Community Preschool Inc	\$4,820.00
Tweed Valley Early Childhood Intervention Service Inc	\$109,244.00
Uralla Preschool Kindergarten Inc	\$7,229.00
Uranquinty Preschool Association Inc	\$1,256.50
Urunga Community Preschool Inc	\$3,000.00
Valla Community Preschool Inc	\$3,000.00
Vision Australia Limited	\$44,904.50
Walcha Council	\$8,315.50
Wallsend Community Preschool Inc	\$8,025.00
Wallum Community Preschool and Family Centre Inc	\$3,000.00
Wangi Peter Pan Kindergarten Inc	\$8,460.00
Warners Bay Early Learning and Care Centre Inc	\$3,000.00
Warragamba Preschool Inc	\$7,229.50
Warrumbungle Shire Council	\$5,000.00
Wauchope Preschool Kindergarten Inc	\$5,973.00
Waverley Council	\$20,139.50
Wentworth District Preschool Playcentre Inc	\$5,512.50
Werris Creek and District Preschool Association Inc	\$5,512.50
West Albury Preschool Centre Inc	\$7,229.50
West Bathurst Preschool Inc	\$21,687.50
West Epping Preschool Association Inc	\$5,973.00
Westlawn Preschool Inc	\$2,307.00
Williamtown Preschool Inc	\$2,512.50
Willoughby Community Preschool Inc	\$10,895.50
Windsor Preschool Association Inc	\$6,921.00
Wingham and District Preschool Kindergarten Limited	\$15,715.00
Winmalee Community Preschool Inc	\$4,614.00
Wollongbar Community Preschool Inc	\$16,868.00
Woodrising Community Preschool and Childcare Centre Inc	\$8,460.50
Woodstock Support Inc	\$60,313.00
Woy Woy Peninsula Community Childcare Co-operative Society Limited	\$5,767.50
Wyong Preschool Kindergarten Association Inc	\$13,099.00
Yalbillinga Boori Day Care Centre Aboriginal Corporation	\$7,332.00

**Intervention Support Grants-Young People with Disabilities 2010-11**

Yamba Preschool Kindergarten Association Inc	\$12,173.50
Yarran Early Intervention Services Inc	\$303,979.50
Yass Early Childhood Centre Association Inc	\$7,230.50
Young Men's Christian Association of Sydney	\$20,800.00
Young Preschool Kindergarten Inc	\$6,769.00
<b>Total</b>	<b>\$12,500,647.50</b>

**Miscellaneous Grants 2010-11**

**Nature and Purpose:** Funding support for a wide range of Non Govt Organisations making outstanding contributions to educational outcomes in NSW.

**Target Group:** Non Govt Organisations

Aboriginal Studies Association	\$25,000.00
ACE North Coast Inc	\$3,618.00
ACFIPS Arts, Communications, Finance Industries And Property Services Ltd	\$15,500.00
Active Industry Training Limited	\$81,265.20
Aged & Community Services Association of NSW & Act Inc	\$36,000.00
Agrifood Skills Australia	\$66,708.00
Apprentices Trainees Employment Ltd	\$121,500.00
Association of Independent Schools	\$74,000.00
Astute Training Pty Ltd	\$26,550.00
Austraining (NSW) Pty Ltd	\$1,092.50
Australian College of Commerce and Management Pty Ltd	\$3,162.95
Australian Institute of Management NSW & Act Training Centre Ltd	\$6,264.18
Australian Institute of Refrigeration Air Conditioning Heating Inc	\$9,847.20
Automotive Group Training (NSW)	\$16,896.00
B Online Learning Pty Ltd	\$29,865.00
Bannister Technical Pty Ltd	\$4,917.20
BBT Training Australia Pty Ltd	\$4,490.75
Benchmark OHS Consulting Pty Ltd	\$1,800.00
Benchmark Resources Pty Ltd	\$20,883.50
Break Thru People Solutions	\$1,295.64
Byron Region Community College Inc	\$34,722.95
Carbon Training International Pty Ltd	\$222,806.19
Catholic Education Commission NSW	\$136,000.00
Central West Community College Ltd	\$3,238.00
Central West Group Apprentices Ltd	\$4,461.38
Comfortdelgro Cabcharge Pty Ltd	\$32,661.00
CTPM Australasia Pty Ltd	\$4,590.00

# Appendix 27: Funds Granted to Non-Government Community Organisations

Miscellaneous Grants	2010-11	Miscellaneous Grants	2010-11
Defaye Training & Consultancy Pty Ltd	\$2,223.00	National College Australia Pty Ltd	\$24,929.29
Dental Assistant Training Solutions Pty Ltd	\$6,900.00	National Training Pty Ltd	\$87,959.50
Eagle Wing Education and Training Pty Ltd	\$31,531.68	NECA Training Ltd	\$306,960.00
Ee-Oz Training Standards Australia	\$119,750.00	NORTEC Employment & Training Ltd	\$3,141.60
Electro Skills The Electrotechnology Industry Training Centre Ltd	\$4,200.00	NSW Community Services & Health Industry Training Advisory Body Inc	\$113,585.00
Employment & Training Australia Inc	\$23,066.40	NSW Parents Council	\$163,500.00
Enterprise & Training Company Limited	\$31,473.20	NSW Public Sector Industry Training Advisory Body Incorporated	\$4,883.00
Eurobodalla Adult Education Centre Inc	\$3,945.33	NSW Utilities & Electrotechnology Itab	\$30,000.00
Fairhaven Services Ltd	\$12,815.25	Primary Teachers' Network Inc	\$80,000.00
Family Support Network Inc	\$9,070.00	Professional Teachers Council NSW	\$299,784.00
Family Worker Training And Development Program	\$35,000.00	Ramsden Telecommunications Training Pty Ltd	\$30,240.00
Five Star Training Pty Ltd	\$4,929.75	Regional Development Australia	\$27,500.00
Forestworks Ltd	\$28,500.00	Returned & Services League of Australia	\$10,000.00
Garrawarra Centre	\$169,233.87	RTV Consultancy Pty Ltd	\$6,300.00
Gisborne Services Pty Ltd	\$3,904.70	SASSPA (NSW) Inc.	\$25,032.00
Grafton Community College Inc	\$8,700.00	Service Industries Skills Council Ltd	\$10,920.00
HGT Australia Ltd	\$1,985.50	Singleton Community College Inc	\$12,812.50
Hostec IDR Pty Ltd	\$5,067.00	Skills4Jobs Pty Ltd	\$304,957.50
IDH Bricklaying Pty Ltd	\$73,680.00	Skillsdmc Ltd	\$12,000.00
Impact Training Institute Pty Ltd	\$8,730.00	Southern Meats Pty Ltd	\$20,570.00
Indigenous Training Solutions	\$7,920.00	St George & Sutherland Community	\$39,615.51
Intereach NSW Incorporated	\$35,000.00	Statewide Business Training Pty Ltd	\$26,535.00
ISA Kiama Pty Ltd	\$1,800.00	Stewart House	\$205,000.00
J2S Training Solutions Pty Ltd	\$82,365.00	Sureway Skills Training Pty Ltd	\$28,800.00
Jayne Jacob	\$22,085.57	TAMBA Training Pty Ltd	\$37,000.00
Kiama Community College Inc	\$577.50	The Benevolent Society	\$35,000.00
Kreate Pty Ltd	\$39,204.00	The Foundation For Public Education in NSW Limited	\$240,000.00
Laranda Pty Ltd	\$6,264.00	Transport and Logistics Industry Skills Council Ltd	\$43,358.00
Learning Sphere Training Solutions Pty Ltd	\$18,710.02	Transqual Pty Limited	\$30,576.00
Lennox Institute Pty Ltd	\$83,544.60	Visual Workplace Australia	\$2,433.84
Lh Learning Partners	\$12,272.72	Wollongong City Employment Training Inc	\$12,477.50
Macquarie Employment Training Service	\$35,164.44	Workers Educational Association	\$2,482.00
Manufacturing Skills Australia	\$46,500.00	Worldskills Australia	\$247,050.00
Marrickville Community Training	\$1,379.40		
Master Builders Association of NSW Pty Ltd	\$18,240.00	<b>Total</b>	<b>\$4,661,450.81</b>
Master Plumbers & Mechanical Contractors Association of NSW	\$15,130.00		
MEGT (Australia) Ltd	\$96,250.00		
Mission Australia	\$4,800.00		
Muswellbrook Shire Council	\$35,000.00		

**National Partnerships****2010-11**

**Nature and Purpose:** Partnership between C'wealth and States in the areas of:

- Literacy and Numeracy
- Low Socioeconomic Status School Communities (Low SES), and
- Improving Teacher Quality.

**Target Group:** Selected government and non-government schools.

Association of Independent Schools	3,222,092.00
Catholic Education Commission NSW	6,118,342.50
The Exodus Foundation	800,000.00
<b>Total</b>	<b>\$10,140,434.50</b>

**National School Drug Education Grants****2010-11**

**Nature and Purpose:** Support for drug and alcohol prevention programs.

**Target Group:** Government and non-government schools.

Association of Independent Schools	\$85,235.00
Catholic Education Commission NSW	\$380,651.00
Ted Noffs Foundation Inc	\$314,897.00
<b>Total</b>	<b>\$780,783.00</b>

**NSW ACE Program Grants****2010-11**

**Nature and Purpose:** Delivery of accredited and non-accredited vocational education and training.

**Target Group:** Eligible Adult and Community Education (ACE) registered and non-registered training organisations.

ACE North Coast Ltd	\$772,439.00
Albury Wodonga Community College Ltd	\$204,263.00
Alstonville Adult Learning Association Inc	\$451,150.00
Bankstown Community College Inc	\$478,855.00
Bingara Community College Inc	\$17,332.00
Byron Region Community College Inc	\$435,284.00
Camden Haven Community College Inc	\$248,948.00
Central Coast Community College Ltd	\$645,292.00
Central West Community College Ltd	\$772,427.00
City East Community College Inc	\$287,345.00
Coffs Coast Community College Inc	\$201,508.00
Community College-Northern Inland Inc	\$585,322.00
Community Colleges Australia Ltd	\$52,250.00
Cooperative Learning Ltd	\$73,020.00
Corryong Community Education Centre Inc	\$18,959.00
Far South Coast Community College Inc	\$45,265.00

**NSW ACE Program Grants****2010-11**

Forster Tuncurry Adult Education Inc	\$123,092.00
Grafton Community College Inc	\$222,985.00
Hawkesbury Community College Inc	\$275,052.00
Hornsby Ku-Ring-Gai Community College Inc	\$196,184.00
Hunter Community College Inc	\$267,303.00
Kiama Community College Inc	\$561,141.00
Macarthur Community College Inc	\$378,169.00
Macleay Valley Community College Inc	\$57,646.00
Macquarie Community College	\$294,931.00
Mosman Evening College Inc	\$24,000.00
Murwillumbah Adult Education Centre Inc	\$240,205.00
Nepean Community College Inc	\$425,335.00
New England Community College Inc	\$121,771.00
North West Community College Inc	\$291,162.00
Northern Beaches Community College Inc	\$274,256.00
Port Macquarie Community College Inc	\$513,145.00
Riverina Community College Ltd	\$646,744.00
Robinson Education Centre Inc	\$398,592.00
Singleton Community College Inc	\$143,459.00
St George and Sutherland Community College Inc	\$281,479.00
Sydney Community College Inc	\$208,247.00
Tamworth Community College Inc	\$257,036.00
Taree Community College Inc	\$258,953.00
Tenterfield Community College Inc	\$38,902.00
The Deaf Society of NSW	\$330,118.00
The Eurobodalla Adult Education Centre Inc	\$197,460.00
The Parramatta College Inc	\$455,846.00
Tomaree Community College Inc	\$247,281.00
Tuggerah Lakes Community College Inc	\$488,724.00
Wauchope Community College Inc	\$40,058.00
Western College Inc	\$617,672.00
Western Riverina Community College Inc	\$227,364.00
Workers Educational Association - Hunter Ltd	\$650,606.00
Workers Educational Association Illawara	\$384,867.00
Workers Educational Association Sydney	\$145,121.00
<b>Total</b>	<b>\$15,574,565.00</b>

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Productivity Places Program Grants

2010-11

**Nature and Purpose:** Provision of training designed to up-skill industry sectors and the existing workforce and is also aimed at supporting job seekers in developing the necessary skills to gain initial employment.

**Target Group:** Existing workforce and those seeking employment.

1 Training Solutions Pty Ltd	2,980.01
3-AAA Training & Consulting Pty Ltd	4,550.00
5 Star Quality Training Centres Pty Ltd	14,106.35
A H F B Pty Ltd	126,250.00
AAPC Ltd	6,000.00
Aboriginal Health And Medical Research Council of NSW	86,130.00
Above & Below Adventure Company Pty Ltd	127,825.00
ACA Training Solutions Pty Ltd	1,897.51
Acacia Group Ltd	12,099.00
Academy Blue Pty Ltd	875.00
Academy Holdings Pty Ltd	33,475.00
Academy of Training Pty Ltd	1,787.50
Academy of Vocational Education Pty Ltd	640,500.00
Access Group Training Ltd	250,399.80
Access Training & Logistics Pty Ltd	9,518.75
Access Training Institute Pty Ltd	35,487.25
Accredited Training, Licensing & Assessment Services Pty Ltd	4,000.00
ACE North Coast Inc	725,589.00
Acte Pty Ltd	353,330.00
Active Career College Pty Ltd	227,500.00
Active Industry Training Limited	637,541.05
Advanced Education Australia Pty Ltd	45,968.00
Ahvenbloem Pty Ltd	41,098.90
Alan Bartlett Consulting Pty Ltd	954.60
All Business Learning End-Solutions Pty Ltd	10,031.89
Allied Educational Services Pty Ltd	194,625.00
Alstonville Adult Learning Association	252,101.88
Amma Education and Training Pty Ltd	164,484.98
Anglican Youth & Education Diocese of Sydney	1,133.13
Applied Training Solutions Pty Ltd	272,975.00
Apprentices-Trainees-Employment Ltd	145,212.79
ASH Pty Ltd	126,967.17
Association of Childrens Welfare Agencies Inc	379,965.00
Astute Training Pty Ltd	290,970.39
Atkinson Training & Development Pty Ltd	90,750.00
Aurora Training and Professional Services Pty Ltd	704,261.93

## Productivity Places Program Grants

2010-11

Austraining (NSW) Pty Ltd	3,021,223.57
Australasian Education & Training Services Pty Ltd	1,099,665.00
Australian Academy Pty Ltd	3,055.02
Australian Airline Pilot Academy Pty Ltd	46,750.00
Australian Business Skills Pty Ltd	14,503.14
Australian College of Applied Psychology Pty Ltd	65,261.25
Australian College of Commerce and Management Pty Ltd	1,125,876.99
Australian College of Management Pty Ltd	1,108,876.26
Australian College of Training Pty Ltd	6,791.26
Australian Drilling Industry Training Committee Ltd	210,462.61
Australian Employment & Training Solutions Pty Ltd	297,500.00
Australian English & Business College Pty Ltd	8,693.75
Australian Hospitality Academy (NSW) Pty Ltd	138,527.81
Australian Industry Group Training Services Pty Ltd as Trustee of the Manufacturers Training Trust	15,488.13
Australian Institute of Financial Services & Accounting Pty Ltd	3,686,011.06
Australian Institute of Management NSW & Act Training Centre Ltd	4,333,171.26
Australian Institute of Professional Counsellors Pty Ltd As Trustee For AIPC Trust Qld	308,250.00
Australian Public Service Commission	202,500.00
Australian Red Cross Society	415,220.00
Australian Retailers Association	32,844.00
Australian Training & Education Network Pty Ltd	2,970.00
Australian Training Co Ltd	48,670.05
Australian Vocational Education College Pty Ltd	87,488.14
Back To Basics Business Training Pty Ltd	484,135.00
Baffy Pty Ltd	19,496.04
Bankstown Community College Inc	35,376.00
Bannister Technical Pty Ltd	95,875.03
Barrington Training Services Pty Ltd	24,418.04
BCA National Training Group Pty Ltd	455,823.50
Beck Group Pty Ltd	195,750.00
Belelmo Pty Ltd	49,074.39
Benchmark OHS Consulting Pty Ltd	3,285.63
Benchmark Resources Pty Ltd	4,505,450.29
Blended Learning International Pty Ltd	36,720.00
Blue Visions Management Pty Ltd	68,467.50
Booroongen Djugun Aboriginal Corporation	607,622.00
Border Express Pty Ltd	2,335.95

**Productivity Places Program Grants****2010-11**

Bout Pty Ltd	17,531.25
Brainwave Learning Centre Pty Ltd	4,493.50
Break Thru People Solutions	104,350.00
Bridgeworks Personnel Ltd	1,513,690.35
Bruce Callaghan & Associates Pty Ltd	1,599,245.53
Business Success Group Pty Ltd	726,116.25
Business Training & Management Pty Ltd	1,663.75
Byron Region Community College Inc	458,250.00
Caloola Farm	17,326.80
Camden Haven Community College Inc	206,250.00
Canterbury-Hurlstone Park RSL Club Ltd	12,718.75
Capable Training Pty Ltd	7,107.79
Capital Careers Pty Ltd	82,384.50
Careers Australia Institute of Training Pty Ltd	85,500.00
Central Coast Community College	848,571.00
Central West Community College Ltd	1,007,249.72
Central West Group Apprentices Ltd	200,681.83
Century Group Pty Ltd	414,501.26
Cerebral Palsy Alliance	172,021.96
Challenge National Pty Ltd	2,846.54
Challenger Training Pty Ltd	29,294.37
Charles Sturt Services Pty Ltd	414,646.04
City-Wide Building & Training Services Pty Ltd	65,575.62
Civil Contractors Federation	24,316.93
CLB Training & Development Pty Ltd as the Trustee for the CLB Unit Trust	38,537.50
CMA Training Group Pty Ltd	38,250.00
Coates Hospitality Services Pty Ltd	549,157.41
Comet Training Pty Ltd	5,950.00
Comfortdelgro Cabcharge Pty Ltd	50,162.50
Community Child Care Cooperative Ltd (NSW)	372,375.00
Congia Enterprises Pty Ltd	37,601.33
Co-operative for Aborigines Limited	180,727.00
Corporate Excellence Group Pty Ltd	202,500.00
Cre8 Australia Pty Ltd	12,051.25
Customer Focus Group Training Co of NSW Pty Ltd	437,162.56
D A T Walker Holdings Pty Ltd	15,063.87
D P Training Pty Ltd as The Trustee For Goodeve Family Trust	17,956.02
Defaye Training & Consultancy Pty Ltd	6,568.80

**Productivity Places Program Grants****2010-11**

Dental Assistant Training Solutions Pty Ltd	16,640.64
Directions (Australia) Pty Ltd	229,018.26
Donna Mere Morrell-Pullin	36,720.00
Dynomyte Solutions Pty Ltd	17,069.00
E I M Training Pty Ltd	21,425.00
East West Training Solutions Pty Ltd	32,600.01
Em-Four Pty Ltd	258.75
Emma's Secret Investments Pty Ltd	37,500.00
Employment & Training Australia Inc	444,037.99
Endeavour Industries Limited	32,540.59
Enterprise & Training Company Limited	1,337,976.89
Equalis Pty Ltd	134,358.14
Equals International (Australia) Pty Ltd	3,900.00
Essential Personnel Association Inc	259,358.00
Esset Group Pty Ltd	125,045.00
Eurobodalla Adult Education Centre Inc	92,326.80
Excelior Pty Ltd	1,814.26
Fairhaven Services Ltd	430,875.00
Farm Gate Training & Consulting Pty Ltd	173,250.00
First Impressions Resources Pty Ltd	34,363.43
Five Star Training Pty Ltd	57,308.80
Fletcher International Exports Pty Ltd	116,897.31
Flexible Training Solutions Pty Ltd	60,790.63
Focus Training Solutions Pty Ltd	13,177.50
Furnishing Industry Association of Australia Ltd	49,552.93
Future Academy Pty Ltd the Trustee for Future Academy Trust	1,200.00
Futurestaff Pty Ltd	117,250.00
Global Training Institute Pty Ltd	310,825.00
Gow Learning International Pty Ltd	31,850.00
Greenacres Disability Services	825.00
Griffith Skills Training Centre Inc	35,681.95
Guru Training Pty Ltd	67,446.13
H&H Accredited Training Australasia Inc	159,312.12
Hammond Institute Pty Ltd	45,991.01
Health & Safety Advisory Service Pty Ltd	471,780.00
HGT Australia Ltd	1,209,036.12
Hopwood & Associates Pty Ltd	9,343.80
Hornsby Ku-Ring-Gai Community College	18,768.00
Hortus Australia Pty Ltd	67,634.50

# Appendix 27: Funds Granted to Non-Government Community Organisations

Productivity Places Program Grants	2010-11	Productivity Places Program Grants	2010-11
Hostec IDR Pty Ltd	123,510.88	Learning Sphere Training Solutions Pty Ltd	4,420.00
House With No Steps	181,540.00	Lennox Institute Pty Ltd	90,681.75
Housing Industry Association Limited	15,857.60	Lexon Industries Pty Ltd	54,896.85
Hume Learning Institute Pty Ltd	35,360.00	Lianrick Pty Ltd	450,358.75
Illawarra Area Child Care Ltd	174,193.06	Linked Training Group	376,950.00
Impact Training & Development Solutions Pty Ltd	5,200.00	Lisa Nguyen Nail, Beauty & Tattoo Pty Ltd	19,941.00
Impact Training Institute Pty Ltd	2,611,486.70	Macarthur Community College Inc	106,412.45
Impact Training Pty Ltd	157,125.00	Macarthur Group Training Ltd	231,680.09
Infront Training Pty Ltd	466,055.00	Macquarie Community College	1,278,694.08
Inner West Skills Centre Inc	114,241.00	Macquarie Employment Training Service	87,814.01
Institute of Strategic Management Pty Ltd	382,833.50	Maddisson Employment Pty Ltd	1,468.75
Integrated Training Solutions (Australia) Pty Ltd	2,930.00	Mai-Wel Limited	51,516.00
Intellitrain Pty Ltd	773,697.60	Managed Corporate Outcomes Pty Ltd	591,967.50
Intercept Group Pty Ltd	5,850.00	Management Consultancy International Pty Ltd	133,879.50
International Child Care College Pty Ltd	823,825.76	Marc Albert Ratcliffe	67,500.00
Into Training Australia Pty Ltd	79,940.64	Mardo Group Pty Ltd	2,000.00
ISA Kiama Pty Ltd	828,617.83	Marrickville Community Training Centre Inc	5,249.12
J2S Training Solutions Pty Ltd	1,453,646.25	Mask Make Up Studios Pty Ltd	379,125.00
JACTO Australia Pty Ltd	2,545.00	Master Builders Association of NSW Pty Ltd	1,617,175.22
Jayne Jacob	11,000.00	Maxwells Services Pty Ltd	544,696.31
JB Hunter Technology Pty Ltd	68,912.52	MBA Group Training Ltd	834,750.00
JCE Positive Outcomes Pty Ltd	65,252.89	MBH Management Pty Ltd	6,187.32
JKR Training for Business Pty Ltd	12,375.00	McDonald's Australia Ltd	190,363.13
Joblink Plus Ltd	5,605.02	McLean Village Pty Ltd	4,548.96
John Edward Wollington	108,570.64	McLeod Training Organisation Pty Ltd	12,099.96
JPS & Associates Pty Ltd	13,352.21	McMillan Staff Development Pty Ltd	11,256.25
Julie Reid Management Pty Ltd	47,984.32	Meat Industry Services Pty Ltd	11,668.80
Julius Events College Pty Ltd	73,500.00	MEGT (Australia) Ltd	55,927.09
Just Careers Training Pty Ltd	78,363.75	Mental Health Coordinating Council Inc	1,289,520.00
Kiama Community College Inc	388,739.00	Meta Dynamics Investments Pty Ltd	76,590.24
Kogarah Rockdale Training Scheme Inc	366,592.44	Meta Dynamics Pty Ltd	13,573.75
Kreate Pty Ltd	564,028.80	Metro Screen Ltd	257,430.71
KRTS Pty Ltd	3,350.00	MHM Australasia Pty Limited	2,608,520.00
KS Training Pty Ltd	47,825.00	Milcom Communications Pty Ltd	5,300.86
Lake Macquarie Small Business Centre Ltd	313,925.00	Mint Training Pty Ltd	6,937.50
Laranda Pty Ltd	179,206.25	Mission Australia	1,666.25
Leadership & Sales Success Pty Ltd	550.00	Monka Pty Ltd	27,851.70
Leadership Management Australia Pty Ltd	15,624.70	Motor Traders Association of NSW	127,671.08
Learning Lab Pty Ltd	1,431,707.21	Moving Mountains Pty Ltd	209,473.85

**Productivity Places Program Grants 2010-11**

Murray Mallee Training Co Ltd	171,946.28
My Freight Career Pty Ltd	13,406.25
National College Australia Pty Ltd	758,064.51
National Food Institute Pty Ltd	3,421.25
National Retail Association Ltd	562,500.00
National Safety Council of Australia Ltd	7,565.00
National Security Training Academy Pty Ltd	360,000.00
National Training Organisation Pty Ltd	126,560.14
National Training Pty Ltd	33,057.67
Nationwide Training Solutions Pty Ltd	7,845.00
New England Community College Inc	13,378.56
Newskills Ltd	46,200.00
Newtrain Incorporated	2,916.26
Newtrain Northern Rivers Inc	1,417.50
NORTEC Employment & Training Ltd	214,050.44
Northern Beaches Community College Inc	1,478,227.00
Northnet Incorporated	717,096.89
NSW Fishing Industry Training Committee Ltd	545,690.00
Nursing Group Pty Ltd	20,155.20
OCTEC Limited	666,120.22
On Time Resources Pty Ltd	35,668.25
ORS Rehabilitation and Placement Services Pty Ltd	2,000.00
P Lees & N Lees	4,491.88
Pegasus Management Pty Ltd	114,418.19
Pegasus Training Services Pty Ltd	350.56
Penrith Skills for Jobs Ltd	582,137.49
Pentrans Consulting Pty Ltd	10,830.63
Perceptum Training Partners Pty Ltd	23,276.25
Performance Edge Systems Pty Ltd	33,274.38
Performis Pty Ltd	40,390.21
Port Macquarie Community College Inc	3,753.60
Precise Training Australia Pty Ltd	10,410.00
Professional Training Services Australia	85,487.44
Proteen for Teens Inc	22,643.32
Provet Pty Ltd	2,843.74
Quality Training Solutions Pty Ltd	48,960.00
Ramsden Telecommunications Training Pty Ltd	235,948.60
Reach for Training Pty Ltd	1,220,230.25
Real Estate Institute of NSW Ltd	961,257.54

**Productivity Places Program Grants 2010-11**

Real Estate Training Solutions Pty Ltd	478,207.92
Rebel Group Ltd	8,725.00
Recognition First Pty Ltd	1,812,015.60
Regional Learning & Development Pty Ltd	9,524.69
Regional Skills Training Pty Ltd	64,382.00
Response Consulting Australia Pty Ltd	8,250.00
Response Employment & Training Pty Ltd	907,958.75
Restaurant & Catering Industry Association of NSW	4,386.26
RG146 Training Australia Pty Ltd	351,500.00
Rivalea (Australia) Pty Ltd	36,386.20
Riverina Community College Ltd	39,481.28
Rochdale Institute Pty Ltd	1,250.00
Royal Rehabilitation Centre Sydney	122,547.25
RTV Consultancy Pty Ltd	52,088.00
Rutherford Technical Services Pty Ltd	14,668.75
Safetynet Management Solutions Pty Ltd	16,661.70
Salesforce Australia Pty Ltd	11,375.00
Segla International Pty Ltd	96,750.00
SELMAR Holdings Pty Ltd	3,931.25
Sempcom Petroleum Transport Training Pty Ltd	3,554.67
Sertec Ltd	1,115.00
Singleton Community College Inc	1,722.51
Skills Training Australia Group Pty Ltd	42,004.48
Skills Training Employment Program Inc	2,612,442.84
SMR Learning Services Pty Ltd	45,024.00
South Pacific Training Group Pty Ltd	36,753.75
Southern Pathology Services Pty Ltd	132,013.00
Southern Training Organisation Pty Ltd	20,843.31
St George & Sutherland Community	150,286.50
STA Travel Pty Ltd	18,550.00
Stanborough Wemyss Contracting Pty Ltd	134,680.00
Statewide Business Training Pty Ltd	814,787.42
Strategix Training Group Pty Ltd	4,664.11
Strive Training Australia Pty Ltd	106,222.03
Subway Development of NSW & ACT Pty Ltd	8,487.50
Sureway Skills Training Pty Ltd	6,655.64
Sustainable Learning Australasia Pty Ltd	42,520.73
Sydney Community College Ltd	47,931.24
Sydney Hair Design College Pty Ltd	942,500.00

# Appendix 27: Funds Granted to Non-Government Community Organisations

Productivity Places Program Grants	2010-11
Tactical Training Group Pty Ltd	87,984.92
Tamworth Community College Inc	3,123.76
Tandem College Pty Ltd	6,447.24
Taree Community College Inc	243,728.33
Targett Retail Training Pty Ltd	3,622.50
TESA Mining (NSW) Pty Ltd	213,322.86
Texskill Limited	54,000.00
The Anglesea Complex Pty Ltd	4,187.50
The Australian Electrotechnology Industry Training Centre Ltd	16,473.64
The British Institute of Homoeopathy Pty Ltd	246,875.00
The Centre For Volunteering	219,407.50
The Crusader Union of Australia	462.50
The Daniels Associates of Australasia Pty Ltd	8,418.75
The Illawarra ITEC Ltd	142,915.60
The Learning Collaborative Pty Ltd	1,875.00
The Management Edge Pty Ltd	23,695.34
The Parramatta College Inc	133,750.00
The Pharmacy Guild of Australia	138,540.56
The Quality Training Company Pty Ltd	687,612.45
The Recovre Training Services Pty Ltd	650.00
The Salvation Army (NSW) Property Trust	30,999.84
The Wheelchair & Disabled Association of Australia	2,715.50
TLC Training Solutions Pty Ltd	2,300.00
Tomaree Community College Inc	57,239.34
Tracs Rto Pty Ltd	650.00
Train Australia Pty Ltd	14,726.00
Traineeship Management Australia Pty Ltd	129,002.46
Trainer Assessor Group Pty Ltd	13,557.53
Training & Development Australia Pty Ltd	27,940.00
Training Beyond 2000 Pty Ltd	104,697.38
Training Experts Australia Pty Ltd	46,620.06
Training Focus	8,259.39
Training Sense Pty Ltd	6,488.30
Training Specialists Australia Pty Ltd	60,153.17
Transport Industries Skills Centre Inc	9,810.99
Transqual Pty Limited	124,106.46
Trustees of the Roman Catholic Church for the Diocese of Parramatta	11,513.23
TSA The Training Company Pty Ltd	744,398.56

Productivity Places Program Grants	2010-11
Tuggerah Lakes Community College Inc	29,949.60
Tursa Employment & Training Inc	792,581.73
UNE Partnerships Pty Ltd	1,936,447.50
Uniting Church in Australia Property Trust (NSW)	753,061.64
Upskilled Pty Ltd	19,125.00
UWS College Pty Ltd	71,597.50
Vision Training Institute Pty Ltd	48,967.52
Vocational Institute of Australia Pty Ltd	1,853,920.02
Vocational Training Australia Pty Ltd	949,345.62
Voctec (Australia) Pty Ltd	26,180.00
W G Learning Pty Ltd	57,111.13
Wagga Wagga Business Enterprise Centre Ltd	12,485.00
Waverley Action for Youth Services Inc	20,014.62
We Train Australia Pty Ltd	71,126.80
Western College Inc	159,459.38
Wetherill Park Training Centre Pty Ltd	61,612.58
Windridge Farms Pty Ltd	11,221.92
Wise Guy Training Ltd & Con Kafataris (a Ltd Partnership)	108,574.85
Wollongong City Employment Training Inc	181,840.62
Workers Educational Association	681,962.54
Workers Educational Association-Hunter	20,500.00
Worktrain Pty Ltd	441,122.50
Workventures Ltd	15,908.47
Yarnteen College Incorporated	26,848.25
Yolarno Pty Ltd	69,142.28
Yum Restaurants Australia Pty Ltd	62,607.50
YWCA NSW	3,940.00
<b>Total</b>	<b>\$99,575,565.60</b>

Regional Conservatorium of Music Grants	2010-11
<p><b>Nature and Purpose:</b> Provision of operating funding to conservatoriums which offer a comprehensive range of music-educational activities for students and community members.</p> <p><b>Target Group:</b> Autonomous conservatoriums and smaller music centres in non-metropolitan NSW.</p>	
Association of NSW Regional Conservatoriums Inc	\$50,000.00
Central Coast Conservatorium Inc	\$321,000.00
Clarence Valley Conservatorium Inc	\$260,000.00
Coffs Harbour Regional Conservatorium Inc	\$261,000.00
Conservatorium Mid North Coast Inc	\$55,000.00



**Regional Conservatorium of Music Grants****2010-11**

Goulburn Regional Conservatorium Inc	\$260,000.00
Gunnedah Music Centre	\$76,000.00
Macquarie Conservatorium	\$281,000.00
Mitchell Conservatorium Inc	\$321,000.00
Murray Conservatorium Inc	\$301,000.00
New England Conservatorium of Music Ltd	\$320,000.00
Northern Rivers Conservatorium Arts Centre Inc	\$261,000.00
Orange Regional Conservatorium Inc	\$301,000.00
Riverina Conservatorium of Music Inc	\$321,000.00
South West Music Inc	\$115,000.00
Tamworth Regional Conservatorium of Music Inc	\$280,000.00
Upper Hunter Conservatorium of Music Inc	\$300,000.00
Wollongong Conservatorium of Music Ltd	\$320,000.00
Young Regional School of Music Inc	\$280,000.00
<b>Total</b>	<b>\$4,684,000.00</b>

**Skills Enhancement Program Grants****2010-11**

**Nature and Purpose:** Development of training-related activities, services and resources which achieve improved job and business productivity outcomes.

**Target Group:** Community or industry-wide coverage and region specific training.

ACFIPS Arts, Communications, Finance Industries And Property Services Ltd	\$45,909.09
Arts Training NSW Limited	\$22,470.90
Directions (Australia) Pty Ltd as Trustee for the WK Trust	\$23,409.00
Disability Services Australia Ltd	\$9,090.91
Essential Personnel Association Inc	\$30,178.20
Forestworks Ltd	\$16,590.91
Freedom Nutritional Products Ltd	\$27,444.54
Gloucester Chamber of Commerce & Industry Inc	\$25,818.18
Learning Lab Pty Ltd	\$27,468.00
Macquarie Community College	\$34,020.00
Northern Beaches Community College Inc	\$29,205.00
NSW Community Services & Health Industry Training Advisory Body Inc	\$47,546.36
NSW Public Sector Industry Training Advisory Body Incorporated	\$69,472.73
Nursery & Garden Industry NSW & Act	\$35,681.82
Nursing Group Pty Ltd	\$25,679.50
Orana Education & Training Co-operative	\$25,000.00
Service Industries Skills Council Ltd	\$70,461.82

**Skills Enhancement Program Grants****2010-11**

Skillsdmc Ltd	\$38,552.72
Southern NSW Local Health Network	\$46,500.00
St George & Sutherland Community College Inc	\$27,270.00
Western College Inc	\$23,744.16
Youthconnections.com.au	\$13,636.36
<b>Total</b>	<b>\$715,150.20</b>

**Skills Gap Training Program Grants****2010-11**

**Nature and Purpose:** Provision of short term specialised skills training leading either to employment or further training opportunities.

**Target Group:** Long term unemployed young people.

Academy Holdings Pty Ltd	\$11,232.00
Access Training Institute Pty Ltd	\$40,170.00
Active Industry Training Ltd	\$78,795.40
Astute Training Pty Ltd	\$19,530.00
Brucemac Pty Ltd	\$44,637.75
Business Enterprise Centre Northside Ltd	\$12,782.25
Comet Training Pty Ltd	\$16,170.00
Community College-Northern Inland Inc	\$12,600.00
Employment & Training Australia Inc	\$11,988.00
Eurobodalla Adult Education Centre Inc	\$25,987.50
House With No Steps	\$38,747.50
IDH Bricklaying Pty Ltd	\$63,510.00
Impact Training Institute Pty Ltd	\$25,400.00
Indigenous Training Solutions	\$33,930.00
Learning Lab Pty Ltd	\$37,611.00
Macarthur Group Training Ltd	\$126,860.00
Macquarie Community College	\$17,010.00
Marrickville Community Training Centre Inc	\$24,480.00
Metro Screen Ltd	\$11,817.00
National College Australia Pty Ltd	\$11,337.30
Northern Beaches Community College Inc	\$14,850.00
NSW Fishing Industry Training Committee Ltd	\$26,535.60
OCTEC Ltd	\$35,056.50
St George & Sutherland Community College Inc	\$49,648.50
The Australian Electrotechnology Industry Training Centre Ltd	\$15,399.00
The Recovre Training Services Pty Ltd	\$11,520.00
The Trustee for the Salvation Army (NSW) Property Trust	\$13,725.25
Uniting Church in Australia Property Trust (NSW)	\$12,078.50

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Skills Gap Training Program Grants 2010-11

Western College Inc	\$13,191.20
YWCA NSW	\$12,350.00
<b>Total</b>	<b>\$868,950.25</b>

## Strategic Skills Program Grants 2010-11

**Nature and Purpose:** Provision of training designed to up-skill industry sectors and the existing workforce and is also aimed at supporting job seekers in developing the necessary skills to gain initial employment.

**Target Group:** Existing workforce and those seeking employment.

1 Training Solutions Pty Ltd	\$6,400.00
AAMC Training Group Pty Ltd	\$2,040.00
AB Worland & HG Martin	\$30,630.60
Aboriginal Dance Theatre Redfern Incorporated	\$40,800.00
Aboriginal Health And Medical Research Council of NSW	\$98,533.07
Academy Holdings Pty Ltd	\$8,424.00
Access Group Training Ltd	\$10,574.90
Access Training Institute Pty Ltd	\$182,362.54
ACE North Coast Inc	\$81,554.92
Active Industry Training Limited	\$577,720.18
Ahvenbloem Pty Ltd	\$54,417.20
Astute Training Pty Ltd	\$150,938.02
Aurora Training and Professional Services Pty Ltd	\$745.20
Austraining (NSW) Pty Ltd	\$48,271.63
Australian College of Commerce and Management Pty Ltd	\$124,686.55
Australian College QED Pty Ltd	\$48,952.68
Australian Health Professional Training Solutions Pty Ltd	\$16,241.70
Australian Institute of Financial Services & Accounting Pty Ltd	\$9,374.40
Australian Institute of Management NSW & Act Training Centre Ltd	\$5,654.88
Australian Retailers Association	\$77,542.13
Australian Vocational Education College Pty Ltd	\$4,232.14
B Online Learning Pty Ltd	\$47,255.25
Bankstown Community College Inc	\$88,140.00
Bannister Technical Pty Ltd	\$49,202.00
BBT Training Australia Pty Ltd	\$10,758.00
BCA National Training Group Pty Ltd	\$37,788.81
Benchmark Resources Pty Ltd	\$51,371.83
Blue Visions Management Pty Ltd	\$7,650.00
Bombohill Pty Ltd	\$14,098.20
Brainwave Learning Centre Pty Ltd	\$1,777.60
Break Thru People Solutions	\$26,023.08

## Strategic Skills Program Grants 2010-11

Bridgeworks Personnel Ltd	\$310,786.33
Bruce Callaghan & Associates Pty Ltd	\$88,672.05
Brucemac Pty Ltd	\$54,492.30
Business Enterprise Centre Northside Ltd	\$149,780.18
Byron Region Community College Inc	\$91,187.82
Caloola Farm	\$11,060.00
Camden Haven Community College Inc	\$21,174.00
Canterbury-Hurlstone Park RSL Club Ltd	\$6,746.82
Central Coast Community College	\$32,670.00
Central West Community College Ltd	\$65,727.53
Cerebral Palsy Alliance	\$151,296.66
CMA Training Group Pty Ltd	\$32,223.00
Coates Hospitality Services Pty Ltd	\$36,490.00
Comet Training Pty Ltd	\$55,131.80
Community College-Northern Inland Inc	\$39,359.90
Contour Systems Pty Ltd	\$37,983.98
Co-operative for Aborigines Limited	\$290,689.38
CTPM Australasia Pty Ltd	\$21,883.50
Daily Update Pty Ltd	\$22,892.80
Defaye Training & Consultancy Pty Ltd	\$6,532.50
Directions (Australia) Pty Ltd	\$48,180.60
Eagle Wing Education and Training Pty Ltd	\$30,181.29
Employment & Training Australia Inc	\$136,305.54
Engineering Institute of Technology Pty Ltd	\$8,221.20
Enterprise & Training Company Limited	\$30,380.32
Essential Personnel Association Inc	\$51,621.51
Eurobodalla Adult Education Centre Inc	\$60,564.14
Fairhaven Services Ltd	\$11,602.50
Five Star Training Pty Ltd	\$2,025.00
Forsythes IT & Training Pty Ltd	\$53,991.50
Grafton Community College Inc	\$41,983.41
H&H Accredited Training Australasia Inc	\$12,614.00
Hammond Institute Pty Ltd	\$21,144.16
Hawkesbury Community College Inc	\$21,035.50
Health Skills Australia Pty Ltd	\$765.39
HGT Australia Ltd	\$179,772.29
Hornsby Ku-Ring-Gai Community College	\$59,640.00
Hostec IDR Pty Ltd	\$46,977.80
House With No Steps	\$39,468.00

**Strategic Skills Program Grants 2010-11**

Strategic Skills Program Grants	2010-11
Housing Industry Association Limited	\$6,604.50
HPC Holdings Pty Ltd ATF The Symbio Alliance Trust	\$1,869.12
IDH Bricklaying Pty Ltd	\$100,057.44
Illawarra Area Child Care Ltd	\$41,994.00
Impact Training Institute Pty Ltd	\$98,994.80
Indigenous Training Solutions	\$174,598.80
Inner West Skills Centre Inc	\$121,528.96
Integratedliving Australia Ltd	\$12,208.50
Intercept Group Pty Ltd	\$248.80
ISA Kiama Pty Ltd	\$14,025.00
Jayne Jacob	\$126,607.40
Joblink Plus Ltd	\$62,681.67
John Edward Wollington	\$5,567.50
Julie Reid Management Pty Ltd	\$34,044.96
Kemp & Associates Pty Ltd	\$78,870.00
Key Employment Association Inc	\$4,084.08
Kiama Community College Inc	\$49,992.21
Kirana Training Pty Ltd	\$56,980.80
Kogarah Rockdale Training Scheme Inc	\$13,079.41
Kristen Richards	\$179,324.00
Lake Macquarie Small Business Centre Ltd	\$12,590.75
Learning Lab Pty Ltd	\$106,503.99
Learning Sphere Training Solutions Pty Ltd	\$23,022.48
Lennox Institute Pty Ltd	\$13,550.74
Lexon Industries Pty Ltd	\$63,736.08
Macarthur Group Training Ltd	\$138,211.73
Macquarie Community College	\$29,714.60
Macquarie Employment Training Service	\$19,188.00
Mai-Wel Limited	\$11,284.00
Map Training Pty Ltd	\$23,940.00
Marrickville Community Training	\$170,851.64
Master Plumbers & Mechanical Contractors Association of NSW	\$4,005.00
McElvenny Ware Pty Ltd	\$68,630.42
Metro Screen Ltd	\$28,892.00
Mobile Plant Operator Training Services Pty Ltd	\$76,896.00
Monka Pty Ltd	\$25,964.39
Murwillumbah Adult Education Centre Inc	\$23,253.48
Naisda Ltd	\$29,898.00
National College Australia Pty Ltd	\$63,479.74

**Strategic Skills Program Grants 2010-11**

Strategic Skills Program Grants	2010-11
National Safety Council of Australia Ltd	\$5,967.00
Nepean Community College Inc	\$15,833.06
New England Community College Inc	\$30,175.20
NORTEC Employment & Training Ltd	\$14,832.16
Northern Beaches Community College Inc	\$24,447.50
Northnet Incorporated	\$32,931.20
NSW Fishing Industry Training Committee Ltd	\$136,438.10
Nursing Group Pty Ltd	\$102,609.06
OCTEC Limited	\$113,701.14
Penrith Skills for Jobs Ltd	\$123,349.15
Performis Pty Ltd	\$45,208.62
Port Macquarie Community College Inc	\$15,912.00
Professional Training Services Australia	\$37,192.50
Proteen for Teens Inc	\$32,088.00
Ramsden Telecommunications Training Pty Ltd	\$52,902.24
Response Employment & Training Pty Ltd	\$89,535.00
Restaurant & Catering Association of NSW	\$6,660.50
Riverina Community College Ltd	\$20,751.60
Royal Rehabilitation Centre Sydney	\$11,646.70
Singleton Community College Inc	\$22,500.00
Skills Training Employment Program Inc	\$18,922.50
SMR Learning Services Pty Ltd	\$20,260.80
Southern Pathology Services Pty Ltd	\$18,592.88
St George & Sutherland Community	\$262,390.50
Statewide Business Training Pty Ltd	\$7,677.11
Strategic Corporate Training Pty Ltd	\$5,803.93
Sureway Skills Training Pty Ltd	\$100,070.00
Tamworth Community College Inc	\$36,114.53
The Australian Electrotechnology Industry Training Centre Ltd	\$45,949.04
The Deaf Society of NSW	\$70,508.16
The Illawarra ITEC Ltd	\$61,144.50
The Parramatta College Inc	\$14,540.70
The Quality Training Company Pty Ltd	\$2,411.75
The Salvation Army (NSW) Property Trust	\$227,692.11
Tomaree Community College Inc	\$55,601.10
Training Systems Services Pty Ltd	\$19,188.00
Transqual Pty Limited	\$152,361.00
Tursa Employment & Training Inc	\$104,705.59
UNE Partnerships Pty Ltd	\$13,754.00

# Appendix 27: Funds Granted to Non-Government Community Organisations

## Strategic Skills Program Grants 2010-11

Uniting Church in Australia Property Trust (NSW)	\$154,862.96
Vocational Training Australia Pty Ltd	\$6,480.00
Wagga Wagga Business Enterprise Centre Ltd	\$1,786.42
Wauchope Community College Inc	\$8,440.00
Waverley Action for Youth Services Inc	\$5,340.72
Wentworth College Pty Ltd	\$1,586.35
Western Sydney Training & Education Centre Inc	\$13,776.00
Wollongong City Employment Training Inc	\$10,305.57
Workers Educational Association	\$48,163.39
Workers Educational Association-Hunter	\$8,439.80
Workventures Ltd	\$8,429.92
Yarnteen College Incorporated	\$58,458.11
<b>Total</b>	<b>\$8,912,829.37</b>

## VET In Schools Consortium Grants 2010-11

**Nature and Purpose:** Consortium of Independent & Catholic schools, Board of Studies, TAFE and DEC designed to raise the quality and expand the delivery of school based vocational education.  
**Target Group:** Secondary Students in both government and non-government schools.

Association of Independent Schools	\$1,057,782.51
Catholic Education Commission NSW	\$1,625,924.59
<b>Total</b>	<b>\$2,683,707.10</b>

## VET in Schools Program Grants - Other 2010-11

**Nature and Purpose:** Purchase of externally delivered vocational education and training courses for secondary students.  
**Target Group:** Secondary students in government and non-government schools.

Association of Independent Schools	\$927,401.00
Catholic Education Commission NSW	\$2,594,656.00
<b>Total</b>	<b>\$3,522,057.00</b>

## Youth Assistance Strategies Grants 2010-11

**Nature and Purpose:** Development of programs designed to prevent youth from disengaging from educational opportunities.  
**Target Group:** Young people aged between 12 and 24.

Anglicare Canberra & Goulburn	\$57,656.25
Arab Council Australia Inc	\$178,549.88
Aspire Co-Operative Ltd	\$141,258.33

## Youth Assistance Strategies Grants 2010-11

Bellambi Neighbourhood Centre Inc	\$58,852.73
Blacktown Youth Services Assocn Inc	\$168,920.00
Break Thru People Solutions	\$257,555.38
Byron Youth Service Inc	\$110,700.00
Campbell Page Ltd	\$205,049.21
Centacare Diocese of Wilcannia - Forbes	\$127,403.99
Cessnock District Learning Centre Inc	\$131,917.50
EACH	\$85,293.00
Employment & Training Australia Inc	\$158,596.88
Enterprise & Training Company Ltd	\$63,307.08
Fairfield Community Resource Centre Inc	\$106,087.50
Granville Multicultural Centre Inc	\$122,231.25
Inner West Skills Centre Inc	\$225,547.63
Khmer Community of NSW Inc	\$86,484.38
Liverpool Districts Neighbourhood Centre Inc	\$132,840.00
Macarthur Diversity Services Initiative Ltd	\$121,078.13
Maitland Youth Development Unit Inc	\$96,862.50
Mamre Plains Ltd	\$129,957.70
Marrickville Community Training Inc	\$438,721.88
Marrickville Youth Resource Centre Inc	\$107,932.50
Miimali Aboriginal Community Assocn Inc	\$139,218.75
Mission Australia	\$658,181.26
Multicultural Communities Council of Illawarra Inc	\$141,834.38
Murdi Paaki Regional Enterprise Corp Ltd	\$84,132.22
Narrandera Shire Council	\$89,943.75
New School of Arts Neighbourhood Centre Inc	\$92,250.00
NORTEC Employment & Training Ltd	\$103,781.25
North St Marys Neighbourhood Centre Inc	\$103,781.25
Northern Beaches Business Education Network Inc	\$92,137.50
Northnet Inc	\$76,106.25
OCTEC Ltd	\$104,934.38
Open Family Australia Inc	\$67,227.70
Penrith Skills For Jobs Ltd	\$242,156.25
Police & Community Youth Clubs NSW Ltd	\$191,407.47
Port Macquarie Community College Inc	\$57,656.25
Queanbeyan City Council	\$64,575.00
Riverwood Community Centre Inc	\$152,212.50
Robinson Education Centre Inc	\$64,850.00
Rosemount Good Shepherd Youth & Family Services Inc	\$55,350.00

<b>Youth Assistance Strategies Grants</b>	<b>2010-11</b>
Skills Training Employment Program	\$66,189.38
Southern Youth and Family Services Assocn Inc	\$63,929.25
St George Youth Services Inc	\$53,156.25
The Parks Community Network Inc	\$136,125.00
The Salvation Army (NSW) Property Trust	\$479,216.26
The Uniting Church In Australia Property Trust (NSW) for Wesley Mission Sydney & Wesley Employment	\$111,622.50
The Uniting Church Property Trust (NSW) for Uniting Care NSW.ACT	\$79,150.50
Vietnamese Community In Australia - NSW Chapter Inc	\$67,402.25
Weave Youth Family Community Inc	\$179,617.51
Western College Inc	\$104,414.75
Western Sydney Training & Education Centre Inc	\$259,875.00
Wollongong City Council	\$92,250.00
Workers Educational Assocn - Hunter	\$257,146.88
Youth Connections North Coast Inc	\$86,484.38
YWCA NSW	\$281,078.95
<b>Total</b>	<b>\$8,212,198.72</b>



# Appendix 28: Recognition of Excellence

In 2011, Government schools and TAFE NSW Institutes, students, staff, parents and community members were recognised at the national, state and local levels for achievement in, and commitment to, teaching, learning and service in public education.

This recognition was afforded through a number of Commonwealth, State, departmental and external awards, Fellowships and scholarships.

Awards within the Order of Australia (Australian Honours) recognise excellence, achievement or meritorious service. In 2011, awards were presented to the following current or former departmental personnel for their contributions to education and/or community: Lieutenant Colonel Maxwell Neal OAM, Mr Allan Baptist OAM, Mrs Marlene Ford OAM, Mrs Shirley Fuller PSM, Ms Kerrie Griffith OAM, Mr Russell Hannah OAM, Mr John Kilborn OAM, Mrs Robyn Leggatt OAM, Mrs Dianne Jeanette Marshall PSM, Ms Maree O'Halloran AM, Mrs Colleen Potts OAM, Ms Nola Randall-Mohk OAM, Mr Trevor Rice PSM, Mr Bruce Sander AM, Mr Bruce Raymond White OAM.

The Meritorious Service to Public Education Award is a prestigious award recognising the outstanding contributions of individuals to public education. In 2011, the Award was presented to Mr Tom Urry. Ms Anne Ford was Highly Commended.

The Director-General's Award for Excellent Service to Public Education honours people who make significant contributions to public schools, TAFE NSW Institutes or State Office Directorates. In 2011, 45 individuals received the Award.

The Minister's Award for Excellence in Student Achievement recognises students achieving in academic, sporting and cultural endeavours, as well as in leadership, contributions to their communities and the values of public education. In 2011, 38 Year 12 students were presented with the Award by the Director-General for Education and Communities.

The Director-General's School Achievement Award is presented regionally to schools demonstrating outstanding

commitment to the Department's priorities and to public education. In 2011, 36 schools received this Award.

The Quality Teaching Award was delivered by a joint committee of the Australian College of Educators, NSW and the Department of Education and Communities on behalf of the Minister for Education. In 2011, 8 public primary teachers, one public secondary teacher and 6 teachers from TAFE NSW were presented with a Quality Teaching Award by the Minister for Education.

The NSW Training Awards recognise and reward the achievements of teachers, students, businesses and vocational education providers.

In 2011, the individual award recipients from the government sector were:

- Mr Brendan Hillsley, TAFE NSW, South Western Sydney Institute (Apprentice of the Year)
- Mr Ben Costa, Dubbo Senior College and TAFE NSW, Western Institute (NSW VET in Schools Student of the Year)
- Ms Galit Segev, TAFE NSW, Sydney Institute (Vocational Student of the Year)
- Mr Robert Lawson, Illawarra and South East Region (VET Trainer/Teacher of the Year)
- Mr Bryan McFawn, TAFE NSW, North Coast Institute (Top Apprentice in the Vehicle Trades)
- Ms NaSharna Maskey, TAFE NSW, Hunter Institute (Excellence in Trade Skills)
- Ms Harata Syme, TAFE NSW, Riverina Institute (Phil Darby Memorial Award).

The organisational award winners in 2011 were:

- Picton High School (VET in Schools Excellence Award)
- TAFE NSW, New England Institute (Large Training Provider of the Year).

The Cohesive Community School Award is presented to a school or group of schools that has made a significant difference by promoting social harmony in their

communities. The recipient of the Award in 2011 was Hilltop Road Public School, Merrylands, Western Sydney Region. Special commendations were awarded to: Anson Street School, Auburn North Public School, Kinchela Public School, Kingscliff Public School, Lansvale Public School, Lindfield East Public School, Mount Druitt Public School, Mudgee Small Schools Network, and Valley Schools Learning Community.

The Public School Parent of the Year Awards recognises parents who make significant contributions to their schools. In 2011, 27 parents were recognised by their regions.

Premier's Teacher Scholarships are corporately sponsored monetary awards giving teachers opportunities to undertake study in innovations in teaching and learning overseas or within Australia. Of the 31 scholarships offered in 2011, 24 were awarded to teachers from public schools and 4 to teachers at TAFE NSW institutes, with scholars investigating teaching practices across 20 curriculum areas. The remainder were won by teachers in the non-government sector.

Each year the Jim Anderson Scholarship supports 5 Year 12 students enrolled at one of a number of public secondary schools in Western Sydney Region who take up study at the University of Western Sydney or at a TAFE NSW Institute. All 5 scholarships were awarded in 2011.

Students from public and non-government schools competed once again for the Premier's ANZAC Memorial Scholarships in 2011. These scholarships enable Year 10 or 11 students to accompany representatives of the NSW government and the Returned and Services League of Australia to undertake pilgrimages to sites of significance to the ANZAC tradition. Two tour groups were selected in the 2011 round, travelling to Vietnam and Gallipoli, Greece and Crete. Of the 20 students selected, 18 were enrolled in public secondary schools.

Leadership Fellowships are awarded to public school principals to support studies in school leadership within Australia or overseas. In 2011, 6 principals received regional fellowships of \$7,500 and 4 principals were awarded \$10,000 State Fellowships.

The 2011 Teacher and School Administrative and Support Staff Exchange Program supported 18 teachers exchanging to Canada, Denmark, United Kingdom and the United States. These exchanges provide valuable insights into other educational organisations as well as bringing international perspectives to NSW schools. 2011 marked the 91st year of the Department's exchange programs.

The NSW Combined High Schools Sports Association Awards for 2011 were:

- The Val Lembit Trophy: Ricky Kato, Northern Beaches Secondary College, Balgowlah Boys High School (Golf)
- The Betty Bowen Memorial Award: Maddison Schmid, Kirrawee High School (Water Polo)
- Sydney Markets Scholarship Awards recipients: Lydia Toms, Great Lakes Senior College, Tuncurry Senior Campus (Canoeing), Jack Elliot, Parkes High School (Hockey).

# Appendix 28:

## Recognition of Excellence

Fifty eight students were awarded with a NSW Combined High Schools Sports Association Blue across 23 sports in 2011:

Sport	Name	Surname	School
Athletics	Jenny	Blundell	Cherrybrook Technology High School
Athletics	Benjamin	Jaworski	Cherrybrook Technology High School
Athletics	Talissa	Scott	Kiama High School
Athletics	Connor	Sherlock	Oberon High School
Australian Football	Darcy	Spinks	Tooleybuc Central School
Australian Football	Damien	Wilson	Corowa High School
Baseball	Corey	Barnes	Westfields Sports High School
Baseball	Colin	Tilini	The Hills Sports High School
Basketball	Nathaniel	Musters	Sydney Technical High School
Basketball	Jordan	West	Port Hacking High School
Canoeing	Phillip	Koch	Great Lakes Senior College, Tuncurry Senior Campus
Cricket	Nicola	Carey	Burwood Girls High School
Cricket	Georgia	Redmayne	Alstonville High School
Cross Country	Jenny	Blundell	Cherrybrook Technology High School
Football	Jenna	Collingridge	Cootamundra High School
Football	Zac	Freeburn	The Hills Sports High School
Football	Alexandra	Huynh	Westfields Sports High School
Football	Stjepan	Paric	Westfields Sports High School
Golf	Cameron	Davis	Davidson High School
Golf	Shelly	Shin	Carlingford High School
Gymnastics	Tiahn	Pesterey	Westfields Sports High School
Gymnastics	Tammy	Williams	Eagle Vale High School
Hockey	Jack	Elliott	Parkes High School
Hockey	Kyah	Gray	Bomaderry High School
Hockey	Flynn	Ogilvie	Woonona High School
Hockey	Kara	Ward	Woolooware High School
Lawn Bowls	Stephanie	Hili	Warilla High School
Lawn Bowls	Kyle	Johannes	Warilla High School
Netball	Emily	Chapple	Woolooware High School
Netball	Gemma	Ferrington	Northlakes High School
Rowing	Victoria	Delipetar	Jamison High School
Rowing	Cameron	Kitcher	Grafton High School
Rugby	Gordon	Broome	Asquith Boys High School



<b>Sport</b>	<b>Name</b>	<b>Surname</b>	<b>School</b>
Rugby	Joshua	Calcagno	Kellyville High School
Rugby League	Pat	Mata'utia	Hunter Sports High School
Rugby League	Jake	Trbojevic	Pittwater High School
Softball	Tayla	Campbell	Westfields Sports High School
Softball	Lachlan	Hay	Heathcote High School
Softball	Lachlan	Hay	Heathcote High School
Softball	Mikaela	Mahony	Cherrybrook Technology High School
Softball Officiating	Myles	Lego	Epping Boys High School
Swimming	Hannah	Britton	Kadina High School
Swimming	Zoe	Elkerton	Warilla High School
Swimming	Bradley	Jones	Karabar High School
Touch	Madison	Absolum	Wagga Wagga High School
Touch	Jake	Pickering	Northern Beaches Secondary College, Cromer Campus
Touch	Jarrad	Rotumah	Newcastle High School
Touch	Simone	Smith	Westport High School
Trampoline	Amy	Lewis	Crestwood High School
Trampoline	Braida	Thomas	Holsworthy High School
Trampoline	Matthew	Weal	Castle Hill High School
Triathlon	Matthew	Baker	Terrigal High School
Triathlon	Elyse	Foster	Camden High School
Volleyball	Karen	Lindner	West Wyalong High School
Volleyball	Christopher	Morrow	Sydney Boys High School
Water Polo	Michaela	Davies	Kirrawee High School
Water Polo	Gordon	Marshall	Kotara High School
Water Polo	Maddison	Schmid	Kirrawee High School
Water Polo	Matthew	Skinner	Warners Bay High School.

# Appendix 28:

# Recognition of Excellence

Public Education Years of Service Certificates were awarded to 3,000 departmental employees in 2011 acknowledging 20, 30, 40, 45 or 50 years of service. departmental teachers and students also achieved success in external award programs.

The 2011 NEiTA ASG (National Excellence in Teaching and Australia Scholarships Group) Awards allow school communities to recognise their teachers. State Award recipients from NSW public schools were: Ms Betty Asmanis-Ploeg of Epping North Public School, Ms Karla Aspden of Bondi Public School, Ms Bozena Beagley of Wollongong High School of the Performing Arts, Mr Simon Crook of Wilson's Creek Public School, Ms Krishna Diwakar of James Cook Boys Technology High School, and Ms Marita-Louise Nieuwenhuis of Balgowlah North Public School.

The Premier's Public Sector Awards recognise and reward the achievement of excellence by the NSW public sector. They are open to all NSW public sector agencies including Departments, authorities, boards, commissions, government trading enterprises and state owned corporations. In 2011, two Department of Education and Communities projects, HEALnet and Walk the Sustainability Talk, were Award finalists.

United World College Scholarships provide an opportunity for Australian students to attend one of 12 international colleges to complete their schooling and attain an International Baccalaureate (IB). In 2011, Liesl Zeigler of St George Girls High School and Lisa Fountain of Young High School won United World College Scholarships which saw them travel to Atlantic College, United Kingdom and Duino College, Trieste, Italy to commence their IB studies.

The Department of Education and Communities was awarded the 2011 Excellence in eGovernment Award (Applications Development Category) for their Essential Secondary Science Assessment (ESSA) online practical component project. The Excellence in eGovernment Awards were introduced in 2006 by the Australian Government to recognise the most outstanding initiatives in eGovernment and to promote excellence in the use of information and communications technology (ICT) across all spheres of government across Australia. ESSA provides a yearly statewide test for 14-year-olds to supply diagnostic information about student achievement in science. The online format enables students to interact with their simulated investigations and observe change over time using video, audio and animations. ESSA Online was implemented in 2011 for approximately 58,000 students in 584 NSW government and non-government schools, a world-first for this size and complexity of online interactive test.

# Appendix 29: Contacts

**Table 29.1 Directory of State Offices**

State Offices & Address	Telephone	Facsimile
35 Bridge Street, SYDNEY NSW 2000	(02) 9561 8000	(02) 9561 8759
22 Main Street, BLACKTOWN NSW 2148	(02) 9836 9000	1300 556 306
84 Crown Street, WOLLONGONG NSW 2500	(02) 4224 9100	(02) 4224 9334
117 Bull Street, NEWCASTLE NSW 2302	(02) 4924 9929	(02) 4924 9843
140 William Street, BATHURST NSW 2795	(02) 6334 8100	1300 338 123
1 Oxford Street, DARLINGHURST NSW 2010	(02) 9266 8111	(02) 9244 5701
3a Smalls Road, RYDE NSW 2112	(02) 9886 7444	(02) 9886 7155
Level 13, 55 Market Street, SYDNEY NSW 2000	(02) 9561 8000	(02) 9561 8438
Level 9 Civic Tower, 66-72 Rickard Road, BANKSTOWN NSW 2200	(02) 9707 621 7	(02) 9707 6287
Australian Technology Park, Level 2, 1 Central Avenue, EVELEIGH NSW 1430	(02) 9244 0000	(02) 9244 0111

**Table 29.2 Directory of TAFE NSW Institutes**

TAFE Institute & Address	Telephone	Facsimile	Director
Hunter Institute, Newcastle Campus Maitland Road, TIGHES HILL NSW 2297	(02) 4923 7567	(02) 4923 7711	Phil Cox
Illawarra Institute 3 Rowland Avenue, WOLLONGONG NSW 2500	(02) 4222 2908	(02) 4226 4748	Dianne Murray
North Coast Institute, Port Macquarie Campus Lower Ground Floor, Block G, Hindman Street, PORT MACQUARIE NSW 2444	(02) 6586 2212	(02) 6586 2344	Elizabeth McGregor
Northern Sydney Institute, North Sydney Campus Level 1, Building C, 213 Pacific Highway, ST LEONARDS NSW 2065	(02) 9942 0504	(02) 9942 0508	Kevin Harris
New England Institute Janison Street, TAMWORTH NSW 2340	(02) 6768 2445	(02) 6768 2449	Paul Callaghan
Riverina Institute Cnr Macleay and Coleman Streets, WAGGA WAGGA NSW 2650	(02) 6938 1444	(02) 6938 1445	Kerry Penton
South Western Sydney Institute Building A, 500 Chapel Road, BANKSTOWN NSW 2200	(02) 9796 5400	(02) 9790 7353	Peter Roberts
Sydney Institute Level 1, Building A, Mary Ann Street, ULTIMO NSW 2007	(02) 9217 3367	(02) 9217 4023	David Riordan
Western Institute Level 1, 235 Lords Place, ORANGE NSW 2800	(02) 6393 5900	(02) 6393 5969	Kate Baxter
Western Sydney Institute 2-10 O'Connell Street, KINGSWOOD NSW 2747	(02) 9208 9202	(02) 9208 9277	Susan Hartigan

# Appendix 29: Contacts

**Table 29.3 Directory of Regional Offices**

Regional Offices & Address	Telephone	Facsimile	Director
Hunter and Central Coast Region, c/- Newcastle State Office 117 Bull Street, NEWCASTLE NSW 2300	(02) 4924 9999	(02) 4924 9843	Robyn McKerihan
Illawarra and South East Region 5 Rowland Avenue, WEST WOLLONGONG NSW 2500	(02) 4222 2931	(02) 4222 2963	Maria Gray-Spence
New England Region Suite 1, 11-15 Dowe Street, TAMWORTH NSW 2340	(02) 6755 5934	(02) 6755 5935	Jim White
North Coast Region Cnr Marcia Street and Rose Avenue, COFFS HARBOUR NSW 2450	(02) 6652 0505	(02) 6658 0537	Peter Haigh
Northern Sydney Region Level 5, 13-15 Lyon Park Road, NORTH RYDE NSW 2113	(02) 9886 7016	(02) 9886 7027	Jane Simmons
Riverina Region Level 4, 76 Morgan Street, WAGGA WAGGA NSW 2650	(02) 6937 3871	(02) 6937 3888	Colin Parker
South Western Sydney Region c/- TAFE NSW - South Western Sydney Building A, 500 Chapel Road, BANKSTOWN NSW 2200	(02) 9796 5446	(02) 8713 6524	Peter Smith (Acting)
Sydney Region c/- TAFE NSW - Sydney Institute Level 1, Room A1.13, Building A, Mary Ann Street, ULTIMO NSW 2007	(02) 9217 4877	(02) 9217 4843	Dr Phil Lambert
Western NSW Region 37 Carrington Avenue, DUBBO NSW 2830	(02) 6883 6362	(02) 6841 2111	Carole McDiarmid
Western Sydney Region c/- TAFE NSW - Western Sydney Institute 2-10 O'Connell Street, KINGSWOOD NSW 2747	(02) 9208 9359	(02) 9208 9300	David Phipps

Note: Directory of State Offices, TAFE NSW Institutes and Regional Offices has been updated as of 1 February 2012.

**Table 29.4 Directory of State Training Services Centres**

State Training Services Centres & Address	Telephone	Facsimile	Email
State Training Services - Hunter and Central Coast State Office Block, Level 1, 117 Bull Street NEWCASTLE WEST NSW 2302	(02) 4974 8570	(02) 4925 2139	hunterstc@det.nsw.edu.au
State Training Services - Illawarra and South Coast Level 1, Block E State Office Block, 84 Crown Street WOLLONGONG NSW 2500	(02) 4224 9300	(02) 4224 9334	illawarrastc@det.nsw.edu.au
State Training Services - New England Level 2, Noel Park House, 155-157 Marius Street TAMWORTH NSW 2340	(02) 6755 5099	(02) 6766 4120	newenglandstc@det.nsw.edu.au
State Training Services - North Coast and Mid North Coast Suite 3, Level 4, 29 Molesworth Street LISMORE NSW 2480	(02) 6627 8400	(02) 6621 9994	ncoaststc@det.nsw.edu.au
State Training Services - Riverina 87 Forsyth Street WAGGA WAGGA NSW 2650	(02) 6937 7600	(02) 6921 0724	riverinastc@det.nsw.edu.au
State Training Services - Western NSW Level 1, State Office Block, Cnr Kite & Anson Streets ORANGE NSW 2800	(02) 6392 8500	(02) 6392 8539	westernnswstc@det.nsw.edu.au
State Training Services - Southern and South Western Sydney Level 2, 41 – 45 Rickard Road BANKSTOWN NSW 2200	(02) 8707 9600	(02) 9709 5356	swsydneystc@det.nsw.edu.au
State Training Services - Western Sydney and Blue Mountains Ground Floor, 16-18 Wentworth Street PARRAMATTA NSW 2150	(02) 9204 7400	(02) 9635 9775	wsydneystc@det.nsw.edu.au
State Training Services - Northern and Central Sydney Level 13, 12 Help Street CHATSWOOD NSW 2067	(02) 9242 1700	(02) 9415 3979	nsydneystc@det.nsw.edu.au

**Table 29.5 NSW Training Awards**

Address	Telephone	Facsimile	Email
Level 12, 1 Oxford Street (Locked Bag 53) DARLINGHURST NSW 2010	1800 306 999	(02) 9266 8590	NSWTrainingAwards@det.nsw.edu.au

Note: Information for Directory of State Training Services Centres and NSW Training Awards was provided by State Training Services 20/02/12

# Appendix 30: Corporate Credit Card Certification

In accordance with the requirements set down in Treasurer's Direction 205.01 concerning the use of corporate credit cards, the Director-General has certified that corporate credit use by officers in the Department of Education and Communities during 2011 was in accordance with the Premier's Memoranda and Treasurer's Directions.



# Appendices (Communities)



# Appendix 31: Consultants

**Table 31.1 Consultants' fees equal to or greater than \$50,000**

Name	Title	Cost
KPMG	NSW Stadia Strategy	\$226,682
Fyusion Asia Pacific Pty Ltd	Development of a Marketing Strategy for the Commercial Services Directorate	\$69,575
KPMG	Review of Hunter Regional Sporting Venues Authority – Business and Financial Model	\$83,485
The Allen Consulting Group	Review of NSW Government Employment and Economic Development Programs for Aboriginal People	\$104,000
Kristine Battye Consulting Pty Ltd	Safe Families Program Re-Engineering Review	\$201,379
<b>Total cost of consultancies</b>		<b>\$685,121</b>

**Table 31.2 Consultants' fees less than \$50,000**

Area of Consultancy	Number of engagements	Cost
Management services	27	\$458,611.62
Organisational review	5	\$114,988.77
Legal	4	\$26,248.27
Information Technology	1	\$14,400
<b>Total cost of consultancies</b>		<b>\$614,248.66</b>

Note: Information provided by Aboriginal Affairs is for the period 1 April 2011 to 31 December 2011. For information relating to the 2010-2011 financial year please refer to the Family and Community Services 2010-2011 annual report.



# Appendix 32: Disability access and equity

The Office of Communities aims to make it easier for people with a disability to be involved in their communities, and to include access for people with a disability in regulatory standards where relevant.

Key achievements are outlined below.

**Table 32.1 Disability access and equity**

Outcome area	Current and planned future actions
Identifying and removing barriers to services for people with a disability.	<ul style="list-style-type: none"> <li>- All Sport and Recreation Centres recognise the Companion Card issuing the cardholder with a second ticket for their companion at no charge. A Companion Card is available to people with a significant, permanent disability, who can demonstrate that they are unable to access most community activities and venues without attendant care support.</li> <li>- 22 camps (with 266 participants) were held at Sport and Recreation Centres in the 18 months to December 2011 for children and young people with a disability.</li> <li>- Funding to support the participation of people with a disability including:               <ul style="list-style-type: none"> <li>- \$352,150 to 38 projects under the Disability Sport Assistance Program (2010-2011).</li> <li>- \$900,000 under the Participation Program with a minimum of \$100,000 earmarked for projects reducing barriers for people with a disability to participate in sport or physical activity (2010-2011).</li> <li>- \$500,000 under the Sport and Athlete Development Program to State Sporting Organisations for Disability.</li> <li>- \$230,000 to support 18 State Sport Organisations to enhance sporting opportunities for people with a disability including education, training development and championship events.</li> <li>- \$70,000 to the NSW Institute of Sport for the Individual Scholarships Program for high performance athletes with a disability (24 participants).</li> </ul> </li> <li>- Linking people with a disability, school sport, sporting clubs and associations, local councils and NGOs to support local sustainable participation opportunities.</li> <li>- Promoted Towards Inclusion brochures across the sport and recreation industry to assist organisations and community groups identify how inclusive practices can be adopted in their operations.</li> <li>- School Sport Links, a partnership with the Department of Education and Communities School Sport Unit and State Sporting Organisations, delivers initiatives to enhance sport for students with a disability and provide ongoing links to community sport.</li> </ul>
Providing information in a range of formats that are accessible to people with a disability.	<ul style="list-style-type: none"> <li>- The Commission for Children and Young People website meets the Web Content Accessibility Guidelines (W3C).</li> <li>- The Sport and Recreation website redeveloped to comply with the W3C. Information and publications are available in alternate formats when requested.</li> <li>- The Gateway to Sport online directory provides entry-level information on sports in NSW, including information on sports for people with a disability.</li> <li>- The Aboriginal Affairs website is being redeveloped to meet the W3C.</li> <li>- The Parramatta Stadium website provides information on disabled parking arrangements and disability access.</li> </ul>

# Appendix 32: Disability access and equity

**Table 32.1 Disability access and equity, continued**

Outcome area	Current and planned future actions
Making Government buildings and facilities physically accessible to people with a disability.	<ul style="list-style-type: none"> <li>– Offices of Aboriginal Affairs, the Commission for Children and Young People and the Children’s Guardian provide effective physical access.</li> <li>– Aboriginal Affairs continues to review and make the necessary adjustments to services and facilities to enable improved accessibility for people with disabilities.</li> <li>– Parramatta Stadium now provides disability access to toilets, turnstiles, shop counters and lifts to main function lounges. The car park has also been made more accessible with the addition of pram / wheelchair accessible ramps.</li> <li>– Facilities and services for people with a disability are currently being incorporated in the WIN Stadium Western Grandstand.</li> <li>– Physical access is modified in line with the Disability (Access to Premises- Building) Standards (2010) when Sport and Recreation facilities are built or refurbished.</li> <li>– The Sydney Olympic Park Access Guidelines (3rd edition) released in May 2011, provide detailed guidance on access requirements for all building works within Sydney Olympic Park, temporary events and parklands within Sydney Olympic Park.</li> </ul>
Assisting people with a disability to participate in public consultations and to apply for and participate in government advisory boards and committees.	<ul style="list-style-type: none"> <li>– The consultations to develop the NSW Volunteering Strategy included over 300 people including people with a disability.</li> <li>– Grant assessment panels, such as the Sport and Recreation Participation Program and International Sporting Events Program include people with a disability.</li> <li>– Local community forums to identify and address the specific needs of people with a disability were facilitated through the Inclusive Communities Program.</li> <li>– Aboriginal Affairs ensures access to facilities for consultative and advisory groups.</li> <li>– Sydney Olympic Park actively recruits knowledgeable and experienced people with disabilities to the Access Advisory Committee.</li> </ul>
Using government decision-making, programs and operations to influence other agencies and sectors to improve community participation and quality of life for people with a disability.	<ul style="list-style-type: none"> <li>– The Sport Development Program requires that funded organisations adopt inclusive practices and promote opportunities for under-represented groups, including people with a disability.</li> <li>– The Accreditation Standards for Out-of-Home Care Services for children require agencies to demonstrate their ability to appropriately care for the needs of individual children, including needs arising from a disability.</li> <li>– The recently introduced Standards for Voluntary Out-of-Home Care include specific provisions for children with disability.</li> <li>– The Commission for Children and Young People is monitoring compliance with Working With Children Check requirements in targeted disability organisations and is partnering with National Disability Services to deliver child-safe work practices training in the disability sector.</li> </ul>
Increasing employment participation of people with a disability in the NSW public sector.	<ul style="list-style-type: none"> <li>– Aboriginal Affairs has continued to support the employment of a permanent position for an Aboriginal person with a disability as part of the NSW Government’s Ready Willing and Able initiative.</li> </ul>
Providing quality specialist and adapted services where mainstream services are not responsive or adequate to meet the needs of people with a disability.	<ul style="list-style-type: none"> <li>– Sport and Recreation Centres provide specialist sport and recreation services to people with a disability and organisations servicing people with a disability such as the Camp Quality Program, Sailability, Careaway, special education units and ADHC youth services and respite services.</li> <li>– The Memorandum of Understanding with ADHC ensures that respite camps for young people with an intellectual disability and their families/carers who have limited access to leisure and recreational facilities are developed and delivered.</li> <li>– You’re in the Game – NSW Disability Sport and Physical Activity Framework was implemented. The framework guides organisations in providing sport and physical activity for people with a disability in NSW. The Framework will be reviewed in 2012.</li> </ul>

# Appendix 33: Employee Relations

## Office of Communities (all divisions and entities)

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.1 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	1813
Non-casual headcount	895

**Table 33.2 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	9	37	68	95	166	53	44	5	477
Male	14	58	34	68	115	54	67	8	418
<b>Total</b>	<b>23</b>	<b>95</b>	<b>102</b>	<b>163</b>	<b>281</b>	<b>107</b>	<b>111</b>	<b>13</b>	<b>895</b>

**Table 33.3 Numbers and level of SES staff (as at 30 June 2011)**

SES Level	Number
Level 7	2
Level 5	2
Level 4	8
Level 3	1
<b>Total</b>	<b>13</b>

**Table 33.4 Female executive officers**

SES Level	Number
Level 7	1
Level 5	1
Level 4	3
<b>Total</b>	<b>5</b>

# Appendix 33: Employee Relations

## Aboriginal Affairs

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.5 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	118
Non-casual headcount	118

**Table 33.6 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	0	1	4	6	40	15	5	0	71
Male	0	0	0	1	24	16	4	2	47
<b>Total</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>64</b>	<b>31</b>	<b>9</b>	<b>2</b>	<b>118</b>

**Table 33.7 Numbers and level of SES staff at 30 June 2011**

SES Level	Number
Level 5	1
Level 3	1
<b>Total</b>	<b>2</b>

**Table 33.8 Female executive officers**

SES Level	Number
<b>Total</b>	<b>Nil</b>

## Hunter Venues Authority

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.9 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	3
Non-casual headcount	3

**Table 33.10 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	0	0	0	0	1	0	0	0	1
Male	0	0	0	0	1	0	1	0	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>

## Illawarra Region Sporting Venues Authority

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.11 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	40
Non-casual headcount	11

# Appendix 33: Employee Relations

**Table 33.12 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	0	2	1	1	0	0	0	0	4
Male	0	1	1	1	2	1	1	0	7
<b>Total</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>11</b>

## Commission for Children and Young People

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.13 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	55
Non-casual headcount	55

**Table 33.14 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	1	0	4	7	14	9	5	1	41
Male	0	0	0	2	7	3	2	0	14
<b>Total</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>9</b>	<b>21</b>	<b>12</b>	<b>7</b>	<b>1</b>	<b>55</b>

**Table 33.15 Numbers and level of SES staff at 30 June 2011**

SES Level	Number
Level 4	1
<b>Total</b>	<b>1</b>

**Table 33.16 Female executive officers**

SES Level	Number
Level 4	1
<b>Total</b>	<b>1</b>

## Children's Guardian

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.17 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	25
Non-casual headcount	25

**Table 33.18 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	0	0	0	2	9	6	4	1	22
Male	0	0	0	0	0	0	3	0	3
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>7</b>	<b>1</b>	<b>25</b>

**Table 33.19 Numbers and level of SES staff at 30 June 2011**

SES Level	Number
Level 4	1
<b>Total</b>	<b>1</b>

**Table 33.20 Female executive officers**

SES Level	Number
Level 4	1
<b>Total</b>	<b>1</b>

# Appendix 33: Employee Relations

## Office of Communities (Corporate Services, Office of the CEO, Policy and Reform, Veterans' Affairs)

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.21 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	127
Non-casual headcount	127

**Table 33.22 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	0	1	5	13	31	20	8	3	81
Male	0	0	2	8	11	15	8	2	46
<b>Total</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>21</b>	<b>42</b>	<b>35</b>	<b>16</b>	<b>5</b>	<b>127</b>

**Table 33.23 Numbers and level of SES staff (at 30 June 2011)**

SES Level	Number
Level 7	1
Level 5	1
Level 4	3
<b>Total</b>	<b>5</b>

**Table 33.24 Female executive officers**

SES Level	Number
Level 7	1
Level 5	1
Level 4	1
<b>Total</b>	<b>3</b>



## Sydney Olympic Park Authority

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.25 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	570
Non-casual headcount	204

**Table 33.26 Numbers of female and male staff within salary levels**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	6	17	10	16	27	5	6	0	87
Male	11	18	13	9	23	15	25	3	117
<b>Total</b>	<b>17</b>	<b>35</b>	<b>23</b>	<b>25</b>	<b>50</b>	<b>20</b>	<b>31</b>	<b>3</b>	<b>204</b>

**Table 33.27 Numbers and level of SES staff (at 30 June 2011)**

SES Level	Number
Level 7	1
Level 4	2
<b>Total</b>	<b>3</b>

**Table 33.28 Female executive officers**

SES Level	Number
<b>Total</b>	<b>Nil</b>

# Appendix 33: Employee Relations

## Parramatta Stadium Trust

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.29 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	10
Non-casual headcount	10

**Table 33.30 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	1	2	0	0	0	1	0	0	4
Male	2	1	0	1	1	0	1	0	6
<b>Total</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>10</b>

## Sport and Recreation

All statistics shown in the following tables are expressed as headcount unless otherwise stated.

**Table 33.31 Staff numbers (as at 30 June 2011)**

	2010-11
Headcount	437
Non-casual headcount	339

**Table 33.32 Numbers of female and male staff within salary levels (as at 23 June 2011)**

Salary level	Up to \$39,670	\$39,670 to \$52,104	\$52,104 to \$58,249	\$58,249 to \$73,709	\$73,709 to \$95,319	\$95,319 to \$119,149	Greater than \$119,149 (Non SES)	Greater than \$119,149 (SES)	Total
Female	1	13	17	48	44	11	0	0	165
Male	0	38	48	46	49	20	3	1	174
<b>Total</b>	<b>1</b>	<b>51</b>	<b>65</b>	<b>94</b>	<b>93</b>	<b>31</b>	<b>3</b>	<b>1</b>	<b>339</b>

**Table 33.33 Numbers and level of SES staff (at 30 June 2011)**

SES Level	Number
Level 4	1
<b>Total</b>	<b>1</b>

**Table 33.34 Female executive officers**

SES Level	Number
<b>Total</b>	<b>0</b>

# Appendix 34: Energy Performance and Waste Reduction

## Energy Performance

### Corporate Commitments

Office of Communities (the Office) is committed to achieving savings in energy usage and sustained energy management principles. The Office ranges from 18 large metering points and 18 small metering points that purchase electricity in the contestable market place, using the Government contract rates.

These sites, both the large and small metering sites purchase a minimum of 6% of electricity from renewable sources. Consumption of energy from renewable sources results in zero greenhouse gas emissions.

Tenancies in 3 Government Office Blocks (Tamworth, Newcastle and Wollongong) purchase electricity from the Government electricity small site contract, which includes purchasing a minimum of 6% of electricity from renewable sources.

These corporate arrangements for the Office agencies minimises costs, standardises operations and allows the

Office to set the minimum number of renewable energy / green-power for all sites.

### Planning and implementation

Accountability and responsibility for energy management with the Office has been established in accordance with an endorsed energy management plan, which sets energy management mechanisms, rationale and strategies, so that effective energy management processes are integrated into ongoing activities.

The primary purpose of the plan is to sustain reductions in energy consumption without adversely affecting the activities and management of individual facilities, in order to comply with the Government's policy on energy savings. Reductions in energy consumption will result in a reduction of greenhouse gas emissions.

### Performance

Annual energy consumption and costs of fuels used by the Business Unit for financial years 2009-2010 and 2010-2011 are indicated in the following table:

**Table 34.1 Annual Energy Consumption and Costs**

Fuel	Total Energy Consumed (GJ)		Cost (\$)		CO2 Emissions (Tonnes)		CO2 Emissions % change between 2009-10 & 2010-11
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11	
Electricity (Conventional)	23,847	23,284	984,033	1,052,924	7,034.9	6,868.8	-2.4
Electricity (Green Power)	1,598	1,457	96,817	86,043	0.0	0.0	0.0
Natural Gas	4,530	4,211	60,064	55,405	231.9	215.6	-7.0
L.P.G.	6,891	8,609	137,787	197,966	410.7	513.1	24.9
Diesel	1,740	1,955	58,638	70,164	120.4	135.3	12.4
Petrol	3,768	3,357	135,438	142,915	251.3	223.9	-10.9
Ethanol Blended Petrol	1,099	2,125	35,438	75,239	66.0	127.6	93.3
<b>TOTAL</b>	<b>43,473</b>	<b>44,998</b>	<b>\$1,508,215</b>	<b>\$1,680,656</b>	<b>8,115.2</b>	<b>8,084.3</b>	<b>-0.4</b>

Between 2009-2010 and 2010-2011 the energy consumption has increased by 3.5% resulting in a minor increase in total CO2 Emissions. Electricity consumption decreased slightly by 2.8%.

During this period, the Centres energy consumption increased by 13.2% due to an increase of over 44.4% in centre participant days, resulting in a decrease in the performance indicator (MJ/Bed Day) of 21.6%.

There has been a significant increase in the vehicle fleet consumption due to an increase in the distance travelled. The performance indicator (MJ/km) for passenger vehicles decreased by 7.0% during 2010-2011 when compared to 2009-2010.

## Future Direction

Where cost effectively feasible, the Office of Communities will endeavour to continue to reduce energy consumption in their centres and offices, through the undertaking of energy audits and the implementation of recommendations from energy audit reports and the Energy Management Plan.

**Table 34.2 Energy Use – Commission for Children and Young People and the Children’s Guardian**

Energy Source	Total Energy Consumed (GJ) 1 Jul 2010 to 31 Dec	CO2 Emissions (Tonnes) 1 Jul 2010 to 31 Dec	Cost 1 Jul 2010 to 31 Dec
Stationary Energy Total	972.166	271.653	51,612.55

Note: The information in this return is correct for 2010-11 energy usage but represents the administrative structure prior to April 2011. Information for Veterans’ Affairs and Aboriginal Affairs is included in the Department of Education return part of this report.



# Appendix 35: Equal Employment Opportunity

## Office of Communities (all divisions and entities)

**Table 35.1 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		2009*	Percentage of Total Staff 2010*	2011
Women	50.0%	Not Available	Not Available	53%
Aboriginal people and Torres Strait Islanders	2.6%	Not Available	Not Available	7.3%
People whose first language was not English	19.0%	Not Available	Not Available	12.5%
People with a disability	Not Applicable	Not Available	Not Available	5.5%
People with a disability requiring work-related adjustment	1.5%	Not Available	Not Available	1.4%

\* The Office of Communities was formed on 4 April 2011. Comparative data for 2009 and 2010 is not available.

## Aboriginal Affairs

**Table 35.2 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		2009	Percentage of Total Staff 2010	2011
Women	50.0%	55.1%	58.2%	60.2%
Aboriginal people and Torres Strait Islanders	2.6%	49.4%	52.7%	52.4%
People whose first language was not English	19.0%	12.2%	3.9%	9.4%
People with a disability	Not Applicable	3.3%	3.8%	8.6%
People with a disability requiring work-related adjustment	1.5%	0.0%	0.0%	4.6%

**Table 35.3 Distribution of EEO Groups**

EEO Group	Benchmark	Trends in the Distribution of EEO Groups		
		2009	2010	2011
Women	100	92	89	92
Aboriginal people and Torres Strait Islanders	100	92	90	92
People whose first language was not English	100	Not Available	Not Available	Not Available
People with a disability	100	Not Available	Not Available	Not Available
People with a disability requiring work-related adjustment	100	Not Available	Not Available	Not Available

Note 1. A Distribution Index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

Note 2. The Distribution Index is not calculated where EEO group or non-EEO group numbers are less than 20.

## Hunter Venues Authority

**Table 35.4 Authority Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		2009	Percentage of Total Staff 2010	2011
Women	50.0%	Not Available	0.0%	36.4%
Aboriginal people and Torres Strait Islanders	2.6%	Not Available	0.0%	0.0%
People whose first language was not English	19.0%	Not Available	0.0%	0.0%
People with a disability	Not Applicable	Not Available	0.0%	0.0%
People with a disability requiring work-related adjustment	1.5%	Not Available	0.0%	0.0%

# Appendix 35: Equal Employment Opportunity

## Illawarra Region Sporting Venues Authority

**Table 35.5 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		Percentage of Total Staff		
		2009	2010	2011
Women	50.0%	38.5%	50.0%	36.4%
Aboriginal people and Torres Strait Islanders	2.6%	23.1%	0.0%	0.0%
People whose first language was not English	19.0%	0.0%	0.0%	0.0%
People with a disability	Not Applicable	0.0%	0.0%	0.0%
People with a disability requiring work-related adjustment	1.5%	0.0%	0.0%	0.0%

## Commission for Children and Young People

**Table 35.6 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		Percentage of Total Staff		
		2009*	2010	2011
Women	50.0%		77.8%	74.5%
Aboriginal people and Torres Strait Islanders	2.6%		0.0%	0.0%
People whose first language was not English	19.0%		9.9%	14.9%
People with a disability	Not Applicable		1.6%	4.3%
People with a disability requiring work-related adjustment	1.5%		0.0%	2.1%

\* In 2008-2009 Financial Year Personnel Services for the Commission for Children and Young People were provided by the Office of Children. Comparative Data is not available.



## Children's Guardian

**Table 35.7 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		2009*	Percentage of Total Staff 2010	2011
Women	50.0%		80.1%	88%
Aboriginal people and Torres Strait Islanders	2.6%		0.0%	0.0%
People whose first language was not English	19.0%		7.4%	5.3%
People with a disability	Not Applicable		10.7%	10.5%
People with a disability requiring work-related adjustment	1.5%		3.6%	5.3%

\* In 2008-2009 Financial Year Personnel Services for the Children's Guardian were provided by the Office of Children. Comparative Data is not available.

## Office of Communities (Corporate Services, Office of the CEO, Policy and Reform)

**Table 35.8 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		2009	Percentage of Total Staff 2010*	2011
Women	50.0%	Not Available	63.5%	63.8%
Aboriginal people and Torres Strait Islanders	2.6%	Not Available	2.2%	1.1%
People whose first language was not English	19.0%	Not Available	23.9%	28.3%
People with a disability	Not Applicable	Not Available	13%	8.8%
People with a disability requiring work-related adjustment	1.5%	Not Available	7.6%	3.3%

\* 2010 Data excludes Veteran's Affairs.

# Appendix 35: Equal Employment Opportunity

## Sydney Olympic Park Authority

**Table 35.9 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups Percentage of Total Staff		
		2009	2010	2011
Women	50.0%	Not Available	Not Available	42.6%
Aboriginal people and Torres Strait Islanders	2.6%	Not Available	Not Available	0%
People whose first language was not English	19.0%	Not Available	Not Available	15.6%
People with a disability	Not Applicable	Not Available	Not Available	0.6%
People with a disability requiring work-related adjustment	1.5%	Not Available	Not Available	0.6%

## Veterans' Affairs

**Table 35.10 Representation of EEO Groups**

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups Percentage of Total Staff		
		2009	2010	2011
Women	50.0%	Not Available	Not Available	10.0%
Aboriginal people and Torres Strait Islanders	2.6%	Not Available	Not Available	0.0%
People whose first language was not English	19.0%	Not Available	Not Available	30.0%
People with a disability	Not Applicable	Not Available	Not Available	10.0%
People with a disability requiring work-related adjustment	1.5%	Not Available	Not Available	0.0%

# Appendix 36: Financials

## Audit reports - response to significant issues

None to report for the Office of Communities for the 18 months ended 31 December 2011.

### Credit card use

The Chief Executive Officer certifies the credit card use in the Office has been conducted in accordance with relevant Premier's Memoranda and Treasury Guidelines.

There was no irregularity during the 18 months.

### Movements in salaries, wages and allowances

The Crown Employees Wages Staff (Rates of Pay) Award 2008 provided for a 4% increase in salaries effective from the first pay period after 1 July 2010. The Updated Crown Employees Wages Staff (Rates of Pay) Award 2008 provided for a 2.5% increase in salaries effective from the first pay period after 1 July 2011.

The Statutory and Other Officers Remuneration Tribunal made its annual determination in relation to the Chief Executive Service (CES) and Senior Executive Service (SES). The tribunal determined a general increase to CES and SES remuneration packages of 4% effective from 1 October 2010 and 2.5% effective from 1 October 2011.

### Land disposals

As a result of the transfer of lease and asset management of Eastern Creek Raceway and Dragway property, the Office transferred the related land valued at \$8,746,000 to Western Sydney Parklands Trust.

### Controlled entities

The Office does not control any entities of the kind referred to in section 45A(1) of the *Public Finance and Audit Act 1983*.

**Table 36.1 Major works in progress at 31 Dec 2011**

Project	Cost to date \$'000	Estimated completion
Milson Island Sport and Recreation Centre: dining hall extension	3,052	December 2011
Southern Highlands Regional Shooting Complex	6,881	June 2012
Broken Bay Sport and Recreation Centre: recreation hall	2,568	February 2012
Old King School development	773	January 2012
Jindabyne Water Reticulation services upgrade	375	June 2012

Notes: There were no significant cost overruns in major works or programs. The Southern Highlands Regional Shooting Complex project has been delayed due to legal challenges in the Land and Environment Court.

# Appendix 36: Financials

## Office of Communities (all divisions and entities)

### Payment of Accounts for the period July 2010 to December 2011

**Table 36.2 Accounts paid on time by Office of Communities at the end of each quarter**

Quarter	Target (%)	Actual (%)	Total accounts paid on time (\$)	Total amount paid (\$)
September 2010	90	98	45,576,219	46,316,544
December 2010	90	98	55,517,507	56,803,470
March 2011	90	96	103,948,832	108,032,119
June 2011	90	86	70,729,792	82,395,209
September 2011	90	91	35,371,682	38,676,688
December 2011	90	94	33,716,564	35,723,190

**Table 36.3 Aged analysis of accounts paid by Office of Communities at the end of each quarter**

Quarter	Current (\$)	30 Days (\$)	30 - 60 Days (\$)	Overdue	
				60 - 90 Days (\$)	90 Days (\$)
September 2010	140,315	17,057	187	0	0
December 2010	184,914	196,503	328	197	0
March 2011	106,873	308,461	5,009	445	0
June 2011	945,484	36,629	2,958	0	1,573
September 2011	86,426	480,811	0	0	0
December 2011	160,222	52,484	605	3,080	740

Notes: Our target is to pay 90% of accounts. Unavoidable delays in processing accounts occasionally arise due to delays in obtaining goods in proper order and condition, or queries about invoices. The Office continues to encourage suppliers to accept electronic funds transfer as the preferred method of payment to improve overall payment performance. There were no significant events that affected payment performance during the 18 months. No interest was paid on overdue amounts.

The Department of Premier and Cabinet continued to pay the accounts for Veterans' Affairs from their cost centres until 31 January 2012.

## Aboriginal Affairs

**Table 36.4 Aged analysis of accounts paid – 1 July to 31 December 2011**

Current (\$)	30 days (\$)	30-60 days (\$)	60-90 days (\$)	90 days (\$)
4,964,490	3,095,380	753,237	529,460	1,081,934

Note: For financial information for Aboriginal Affairs for 2010/2011 please see the Department of Family and Community Services annual report.

## Commission for Children and Young People and the Children's Guardian

**Table 36.5 Accounts paid on time at the end of each quarter**

Quarter	Target (%)	Actual (%)	Amount paid on time (\$)	Total amount paid (\$)
September 2010	90	97	1,182,077	1,217,129
December 2010	90	97	645,265	659,495
March 2011	90	91	522,352	602,087
June 2011	90	92	2,012,418	2,064,391
September 2011	90	91	1,588,638	1,702,520
December 2011	90	96	1,783,359	1,836,746

**Table 36.6 Aged analysis of accounts paid at the end of each quarter**

Quarter	Current (\$)	Fewer than 30 (\$)	Between 30 and 60 (\$)	Between 60 and 90 (\$)	More than 90 (\$)
Sept 2010	8,999	0	0	0	0
December 2010	13,368	0	0	0	0
March 2011	268,165	0	0	0	0
June 2011	0	0	0	0	0
September 2011	407,770	222,826	37,408	7,472	3,166
December 2011	700,658	82,347	52,287	1,680	0

During 2010-11 there were no instances where late payment penalty interest was paid in accordance with section 18 of the *Public Finance and Audit (General) Regulation 1995*. There were no significant events that affected payment performance during the reporting period.

# Appendix 37: Government Information (Public Access)

The statistics provided are reported as required by section 125 of the *Government Information (Public Access) Act 2009*

## Publication Guide

Section 20 of the *Government Information (Public Access) Act 2009 (the GIPA Act)* required each NSW Government Department or agency to publish a Publication Guide. The guide describes the structure and functions of the Office of Communities and notes the types of publications and other information held and available to the public for inspection, purchase or access free of charge.

The structures and function of the Office and how these functions affect the public are detailed throughout the report. Information on programs, activities, publications and policies are also available through the Office's website [www.communities.nsw.gov.au](http://www.communities.nsw.gov.au). This web address also links to the websites of the Office's individual business arms.

## Accessing documents

During 2010-11 departmental policies and publications could be accessed in the following ways:

- Internet
- Right to Information Officer

## Applications under the GIPA Act

Requests for access to documents were the responsibility of the Office of Communities' Right to Information Officer. Under the provisions of the Act applications had to:

- Be in writing (either application form or by letter)
- Specify the application is being made under the GIPA Act
- Be accompanied by the application fee

- Contain such information as is reasonably necessary to enable the document to be identified
- Specify an address in Australia to which notices should be sent
- Be lodged with the Right to Information Officer.

Applications were directed to the Right to Information Officer, Office of Communities, 323 Castlereagh Street, Sydney.

## Processing applications

The Right to Information Officer acknowledged receipt of the request and fee and provided advice on the procedure to be undertaken. The Act stipulated that a determination was to be made within 20 working days of receipt of the application and prescribed application fee. However, when files and/or documents needed to be retrieved from archive or a third party needed to be consulted in terms of their business affairs, an additional 15 working days could be added to the determination period. The applicant was advised accordingly.

If an application was refused, the applicant had a right of appeal via an internal review (by a different person who is not less senior than the person who made the original decision). If the applicant was still aggrieved by the determination, external review processes were available via the Information Commissioner. This advice was made available to the applicant at the time of the original determination.

In accordance with section 64 of the GIPA Act, processing charges of \$30 per application was applied.

A reduction of costs may have been available in some circumstances, if the office was satisfied that the applicant was suffering financial hardship.

## Applications

**Table 37.1 Section A: GIPA Applications Processed**

How many GIPA applications were received, discontinued or completed?		Number of GIPA Applications		
		Personal	Other	Total
A1	New	13	16	29
A2	Completed	10	10	20
A3	Discontinued	3	6	9
<b>A4</b>	<b>Total Processed</b>	<b>26</b>	<b>32</b>	<b>58</b>

**Table 37.2 Section B: Discontinued Applications**

Why were GIPA applications discontinued?		Number of Discontinued GIPA Applications		
		Personal	Other	Total
B1	Request transferred to another agency	3	6	9
B2	Applicant withdrew request	0	0	0
<b>B3</b>	<b>Total discontinued</b>	<b>3</b>	<b>6</b>	<b>9</b>

**Table 37.3 Section C: Completed Applications**

What happened to completed GIPA applications?		Number of Completed GIPA Applications		
		Personal	Other	Total
C1	Granted or otherwise available in full	8	6	14
C2	Granted or otherwise available in part	2	4	6
C3	Refused	0	0	0
C4	No documents held	0	0	0
<b>C5</b>	<b>Total Completed</b>	<b>10</b>	<b>10</b>	<b>20</b>

# Appendix 37: Government Information (Public Access)

**Table 37.4 Section D: Applications Granted or Otherwise Available in Full**

How were the documents made available to the applicant?	Number of GIPA Applications Granted (or otherwise available) in full		
	Personal	Other	Total
All documents requested were:			
D1 Provided to the applicant	8	6	14
D4 Available for purchase	0	0	0
<b>D8 Total granted or otherwise available in full</b>	<b>8</b>	<b>6</b>	<b>14</b>

**Table 37.5 Section E: Applications Granted or Otherwise Available in Part**

How were the documents made available to the applicant?	Number of GIPA Applications Granted (or otherwise available) in part		
	Personal	Other	Total
Documents made available were:			
E1 Provided to the applicant	2	4	6
<b>E8 Total granted or otherwise available in part</b>	<b>2</b>	<b>4</b>	<b>6</b>

**Table 37.6 Section F: Refused GIPA Applications**

Why was access to the documents refused?	Number of Refused GIPA Applications		
	Personal	Other	Total
F1 Exempt	0	0	0
F2 Deemed refused	0	0	0
<b>F3 Total refused</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Table 37.7 Section G: Exempt Documents**

Why were the documents classified as exempt? (identify one reason only)	Number of GIPA Applications (Refused or access granted or otherwise available in part only)		
	Personal	Other	Total
<b>Restricted documents:</b>			
G1 Cabinet documents	0	0	0
G3 Documents affecting law enforcement and public safety	0	0	0
<b>Documents requiring consultation:</b>			
G6 Documents affecting personal affairs	2	0	2
G7 Documents affecting business affairs	0	1	1
G8 Documents affecting the conduct of research	0	0	0
<b>Documents otherwise exempt:</b>			
G20 Documents containing confidential material	0	3	3
G25 Internal working documents	0	0	0
<b>G27 Total exempt documents</b>	<b>2</b>	<b>4</b>	<b>6</b>

**Table 37.8 Section H: Ministerial Certificates**

How many ministerial certificates were issued:	Number of Ministerial Certificates
H1 Ministerial certificates issued	0

**Table 37.9 Section I: Formal Consultations**

How many formal consultations were conducted?	Number
I1 Number of applications requiring formal consultation	19
I2 Number of persons formally consulted	45

**Table 37.10 Section J: Amendment of Personal Records**

How many applications for amendment of personal records were refused?	Number of Applications for Amendment of Personal Records
<b>J4 Total</b>	<b>0</b>

# Appendix 37: Government Information (Public Access)

**Table 37.11 Section K: Notation of Personal Records**

How many applications for notation of personal records were made?	Number of Applications for Notation
K1 Applications for notation	0

**Table 37.12 Section L: Fees and Costs**

What fees were assessed and received for GIPA applications processed? (excluding applications transferred out)	Assessed Costs	Fees Received (\$)
L1 All completed applications		360

**Table 37.13 Section M: Fee Discounts**

How many fee waivers or discounts were allowed and why?	Number of GIPA Applications (where fees were waived or discounted)		
	Personal	Other	Total
M1 Processing fees waived in full	8	0	8
M3 Financial hardship discount – pensioner or child	0	0	0
<b>M5 Total</b>	<b>8</b>	<b>0</b>	<b>8</b>

**Table 37.14 Section N: Fee Refunds**

How many fee refunds were granted as a result of significant correction of personal records?	Number of Refunds
N1 Number of fee refunds granted as a result of significant correction of personal records	0

**Table 37.15 Section O: Days Taken to Complete Request**

How long did it take to process completed applications?	Number of Completed GIPA Applications		
	Personal	Other	Total
O1 0-21 days – statutory determination period	10	5	15
O2 22-35 days – extended statutory determination period for consultation or retrieval of archived records	0	5	5
O3 Over 21 days – deemed refusal where no extended determination period applies	0	0	0
<b>O5 Total</b>	<b>10</b>	<b>10</b>	<b>20</b>

# Appendix 38: Legislation and Legal Change

**Table 37.16 Section P: Processing Time (Hours)**

How long did it take to process completed applications?		Number of Completed GIPA Applications		
		Personal	Other	Total
P1	0-10 hours	3	3	3
P2	11-20 hours	3	5	5
P3	21-40 hours	4	2	2
P4	<b>Total</b>	<b>10</b>	<b>10</b>	<b>10</b>

**Table 37.17 Section Q: Number of Reviews**

How many reviews were finalised?		Number
Q1	Internal Reviews	1
Q2	Information Commissioner Reviews	0

**Table 37.18 Section R: Results of Internal Reviews**

Grounds on which the internal review was requested		Number of Internal Reviews		
		Personal Original decision Overturned	Other Original decision Overturned	Total Original decision Overturned
R1	Access Refused	0	1	1

# Appendix 38: Legislation and Legal Change

This appendix sets out the Acts administered by the Ministers for Citizenship and Communities, Aboriginal Affairs and Sport and Recreation as at 31 December 2011. Subordinate legislation is also listed.

The Minister for Communities and Citizenship administers the following Acts:

*Anzac Memorial (Building) Act 1923* (jointly with the Premier)

*Commission for Children and Young People Act 1998*

*Community Relations Commission and Principles of Multiculturalism Act 2000* (jointly with the Premier)

*Returned and Services League of Australia (New South Wales Branch) Incorporation Act 1935* (jointly with the Premier)

*Youth Advisory Council Act 1989*

Subordinate legislation:

*Anzac Memorial (Building) By-laws 1937*

*Commission for Children and Young People Regulation 2009*

## Legal change:

The *Children Legislation Amendment (Wood Inquiry Recommendations) Act 2009* provided for the NSW Ombudsman to convene the Child Death Review Team and provide secretariat and research functions for the Team under the *Commission for Children and Young People Act 1998*. This was proclaimed in February 2011.

## The Minister for Aboriginal Affairs administers the following Act:

*Aboriginal Land Rights Act 1983*

Subordinate legislation:

*Aboriginal Land Rights Regulation 2002*

## Legal change:

The *Aboriginal Land Rights Act 1983* was amended by the *Aboriginal Land Rights Amendment (Housing) Act 2011* effective from 16 November 2011. The Amendment Act removed the requirement for members of Local Aboriginal Land Councils to pass resolutions relating to the day to day management of social housing owned by those Land Councils. Specifically, the amendment:

- provides for the entering into, management, and termination of short-term residential tenancy agreements (less than 3 years) by the elected boards of Local Aboriginal Land Councils
- provides for the management of short-term residential tenancy agreements to be a day to day management function of elected Boards, and
- empowers Boards to delegate that housing management function to chief executive officers of Local Aboriginal Land Councils.

On 3 June 2011 the *Aboriginal Land Rights Regulation 2002* was amended relating to the process for conduct of elections for councillors of the New South Wales Aboriginal Land Council (NSWALC) by the NSW Electoral Commission. The amendments made provisions for the conduct of NSWALC elections consistent with those governing state and local government elections.

**The Minister for Sport and Recreation administers the following Acts:**

*Combat Sports Act 2008*

*Crown Lands Act 1989* in relation to Parramatta Park, Wollongong Sportsground, Newcastle International Sports Centre, Newcastle Showground and Entertainment Centre

*Institute of Sport Act 1995*

*Motor Vehicle Sports (Public Safety) Act 1985*

*Mount Panorama Motor Racing Act 1989*

*Parramatta Stadium Trust Act 1988* (to be repealed)

*Sporting Bodies' Loans Guarantee Act 1977*

*Sporting Venues Authorities Act 2008*

*Sydney Cricket and Sports Ground Act 1978*

*Sydney Olympic Park Authority Act 2001 No. 57*

Subordinate legislation:

*Combat Sports Regulation 2009*

*Motor Vehicle Sports (Public Safety) Regulation 2010*

*Mount Panorama Motor Racing Regulation 2010*

*Parramatta Stadium Trust By-law 2010* (to be repealed)

*Sporting Venues Authorities Regulation 2008*

*Sydney Cricket Ground and Sydney Football Stadium By-law 2009*

*Sydney Olympic Park Authority Regulation 2007*

**Legal change:**

The *Sporting Venues Authorities Amendment (Venues NSW) Act 2011* received assent on 16 November 2011. The Act amends the *Sporting Venues Authorities Act 2008* and repeals the *Parramatta Stadium Trust Act 1988* and *Parramatta Stadium Trust By-law 2010*. The purpose of the Act is to abolish existing regional sporting venues authorities and the Parramatta Stadium Trust and establish a new authority, Venues NSW. Venues NSW, will consolidate the responsibilities and operations of the Illawarra Venues Authority, Parramatta Stadium Trust and the Hunter Region Sporting Venues Authority into one authority managed through one governing board. The Act will commence on proclamation.

The *Sports Drug Testing Act 1995* was repealed as part of the *Statute Law (Miscellaneous Provisions) Act 2011* effective from 8 July 2011. The provisions of the *Sports Drug Testing Act 1995* had been superseded by Commonwealth legislation.

In October 2011, an amendment was made to the *Combat Sports Regulation 2009* to permit the conduct of professional combat sport contests in licensed premises until 31 March 2012.

**In addition, in relation to the Children's Guardian, the Minister for Family and Community Services administers the following Act:**

*Children and Young Persons (Care and Protection) Act 1998*

Subordinate legislation:

*Children and Young Persons (Care and Protection) (Child Employment) Regulation 2010*

# Appendix 38: Legislation and Legal Change

## Legal change:

Amendments were made to the *Children and Young Persons (Care and Protection) Act 1998* in 2010 and the *Children and Young Persons (Care and Protection) Regulation 2000* in 2011 to improve the voluntary out-of-home care (VOOHC) regime and support the operation of the VOOHC Register.

In August 2010 the *Children and Young Persons (Care and Protection) (Child Employment) Regulation 2010* was made to replace the *Children and Young Persons (Care and Protection – Child Employment) Regulation 2005* which was automatically repealed on 1 September 2010. The *Children and Young Persons (Care and Protection) (Child Employment) Regulation 2010* is substantially similar to its predecessor, but contains some amendments to improve the effectiveness and efficiency of the children's employment regime.



# Appendix 39: Overseas visits

**Table 39.1 Overseas visits**

Name	Destination	Travel Dates	Purpose of Travel
Carol Mills	United Kingdom	13-21 October, 2010	Attended meetings with regard to arts and cultural institutions and shared services
Carol Mills	New Zealand	17-20 April, 2011	Attended the 2011 NZ Sport and Recreation Conference which focused on young people and discussed the obstacles young people face in regard to participating in sport and recreation.
Sara Dailey	New Zealand	October, 2011	Attended the 21st Australia and New Zealand Sports Law Association Conference on Drawing the Line – Ethics in Sport
Kerryn Boland	London	14-15 July, 2010	Attended the annual Regulatory Affairs International Symposium 2010.
Darren Mitchell	Vietnam	21 April – 5 May, 2011	Accompanied the pilgrimage of the Premier's Anzac Memorial Scholars to Vietnam and represented the NSW Government at the Anzac Dawn Service at Long Tan
Darren Mitchel	Turkey and Greece	26 September - 10 October, 2011	Accompanied the pilgrimage of the Premier's Anzac Memorial Scholars to the Gallipoli Battlefields and WWII Battlefields of Crete and Greece
Brad Manera	Turkey and Greece	26 September - 10 October, 2011	Accompanied the pilgrimage of the Premier's Anzac Memorial Scholars to the Gallipoli Battlefields and WWII Battlefields of Crete and Greece

Note: The information above records overseas visits for Veterans' Affairs from April 2011 to December 2011 only. For information about the 2010/2011 financial year please refer to the Department of Premier and Cabinet 2010/2011 annual report.

# Appendix 40: Funds Awarded

This appendix lists Office of Communities' grants announced between 1 July 2010 to 31 July 2011.

## Aboriginal Affairs

Organisation	Purpose / Program Name	Funding \$
AECG Incorporated	Aboriginal Languages – Funding for provision of languages services	130,000.00
Miimi Mothers Aboriginal Corporation	Community Event – Bowraville Ecav Workshop	1,000.00
Nambucca Shire Council	Community Event – Nambucca Valley Facilitation Program	12,000.00
Northern NSW Tenancy	Community Event – NSW Indigenous Athletics Championships	5,000.00
NSW Aboriginal Golf Incorporated	Community Event – 2011 Reconciliation Golf Challenge	9,000.00
NSW Aboriginal Golf Incorporated	Community Event – National Aboriginal Golf Championships	4,000.00
Corporate Culcha	Community Event – Wagga Wagga Job summit	5,000.00
Gadigal Information Services	Cultural Events & Festivals – Yabun 2011 Festival	30,000.00
Orange Aboriginal Medical Service	Community Working Party Support – Auspiced Funding Community Working Party	3,000.00
Tumut Regional Family Services	Community Working Party Support – Brungle Tumut Community Working Party	3,000.00
Jubullum Local Aboriginal Land Council	Community Working Party Support – Auspiced Funding Ballina Community Working Party	3,000.00
Jubullum Local Aboriginal Land Council	Community Working Party Support – Auspiced Funding Tabulam Community Working Party	3,000.00
Miimi Mothers Aboriginal Corporation	Community Working Party Support – Auspiced Funding Bawrruung Community Working Party	3,000.00
Mingaletta Aboriginal & Torres Strait Islander Corporation	Community Working Party Support – Central Coast Community Working Party	1,200.00
Alicia Johnson	Cultural Events & Festivals – Performance of Ngaratya	200.00
Barwon Aboriginal Corporation	Cultural Events & Festivals – Reconciliation Cup Wagga Wagga	500.00
Maliyaa-Ashmont Aboriginal Dance Group	Cultural Events & Festivals – Contribution Riverina Reconciliation Event	3,000.00
Toomelah Public School	Cultural Events & Festivals – Funding Support Pace Men's Project	6,400.00
Walgett Aboriginal Medical Centre	Cultural Events & Festivals – Walgett Ams-25th Anniversary	9,090.91
Bunji Consultancies Pty Ltd	Cultural Events & Festivals – Contribution for Kinchella Boys Home Exhibition	500.00
Docimage Services	Cultural Events & Festivals – Pambilang Cultural Initiatives	4,400.00
Red Ochre Events Inc	Cultural Events & Festivals – Red Ochre Festival Dubbo	5,000.00
Vibe Australia Pty Ltd	Cultural Events & Festivals – Contribution to Conduct of 2011 Deadly Awards	10,000.00
Worimi Local Aboriginal Land Council	Cultural Events & Festivals – ASF Funding Hunter Central Coast Elders Oral History	10,000.00
Matraville Sports High School	Cultural Events & Festivals – Support Students Participation Cultural Event	500.00
Birpi Aboriginal Medical Association	Cultural Events & Festivals – Funding Assistance Red Dust Festival	18,181.82
Saltwater Freshwater Arts Alliance	Cultural Events & Festivals – Saltwater Freshwater Festival	10,000.00
Orange Aboriginal Medical Service	Cultural/NAIDOC – Orange NAIDOC Events for 2011	500.00
Badhii Aboriginal Grandmothers Group	Cultural/NAIDOC – NAIDOC Events	500.00
Bathurst Local Aboriginal Land Council	Cultural/NAIDOC – Bathurst NAIDOC Events 2011	1,500.00
Brewarrina Business Coop	Cultural/NAIDOC – Auspiced Funding MPRA NAIDOC Funds For 2011	10,000.00
Brewarrina Business Coop	Cultural/NAIDOC – Auspiced Funding NAIDOC Events 2011 Murdi Paaki Region	9,090.08



Organisation	Purpose / Program Name	Funding \$
Dubbo City Council	Cultural/NAIDOC – Dubbo NAIDOC Events 2011	1,500.00
Durri Aboriginal Medical Service	Cultural/NAIDOC – NAIDOC Events Auspicing Body	10,000.00
Forbes Shire Council	Cultural/NAIDOC – Forbes NAIDOC Events 2011	500.00
Koori Kids Pty Ltd	Cultural/NAIDOC – NAIDOC Events 2011	3,000.00
Lightning Ridge Local Aboriginal Land Council	Cultural/NAIDOC – NAIDOC Events 2011	300.00
Mid-Lachlan Aboriginal Housing	Cultural/NAIDOC – Mid Lachlan NAIDOC Events 2011	500.00
Mingaan Aboriginal Corporation	Cultural/NAIDOC – Mingaan NAIDOC Events 2011	500.00
Mudgee Local Aboriginal Land Council	Cultural/NAIDOC – Mudgee NAIDOC Events 2011	7,136.00
Nambucca Valley Youth Services	Cultural/NAIDOC – Road Map for Young Men's Project	7,500.00
Narromine Local Aboriginal Land Council	Cultural/NAIDOC – Narromine NAIDOC Events 2011	500.00
Orange Aboriginal Medical Service	Cultural/NAIDOC – Recognition Launch of Orange Aboriginal Community	2,000.00
Umabi Aboriginal Corporation	Cultural/NAIDOC – NAIDOC Events 2011	500.00
Warren Macquarie Local Aboriginal Land Council	Cultural/NAIDOC – Warren Macquarie NAIDOC Events 2011	500.00
Wellington Council	Cultural/NAIDOC – Administration and Operating Costs for 2011	1,000.00
Wellington Council	Cultural/NAIDOC – Wellington NAIDOC Events 2011	3,000.00
Youth Connections	Cultural/NAIDOC – Central Coast Youth Connections Re-tracing of the 1965 Freedom Ride	5,000.00
Byrons	Economic Development Officer Program – MYOB Software Package & Training	16,000.00
Matraville Chamber of Commerce	Economic Development Officer Program – Membership For 5 Aboriginal Businesses 2011-2012	454.54
South Sydney Business Chamber	Economic Development Officer Program – Membership Fees For 7 Aboriginal Businesses	420.00
Marra Wallan	Safe Families Men's Project – Part Payment Men's Project 4 Communities	10,872.73
<b>Total</b>		<b>382,746.08</b>



# Appendix 40: Funds Awarded

## 2011 Youth Week Grants

Funding is made available to councils on a dollar for dollar basis as a contribution towards the cost of staging Youth Week activities in each local government area.

The level of funding is based on the number of young people in each local government area.

Local Council	Youth Week Funding 2011 (\$)
Albury City	1,538
Kempsey	1,230
Armidale Dumaresq	1,538
Kiama	1,230
Ashfield	1,538
Kogarah	1,538
Auburn	1,845
Ku-ring-gai	2,306
Ballina	1,538
Kyogle	1,230
Balranald	1,230
Lachlan	1,230
Bankstown	3,075
Lake Macquarie	3,075
Bathurst Regional	1,538
Lane Cove	1,230
Baulkham Hills	3,075
Leeton	1,230
Bega Valley	1,230
Leichhardt	1,538
Bellingen	1,230
Lismore	1,538
Berrigan	1,230
Liverpool	3,075
Blacktown	3,075
Liverpool Plains	1,230
Bland	1,230
Lockhart	1,230
Blayney	1,230

Local Council	Youth Week Funding 2011 (\$)
Maitland	1,845
Blue Mountains	1,845
Manly	1,230
Bogan	1,230
Marrickville	1,845
Bombala	1,230
Mid-Western Regional	1,230
Boorowa	1,230
Moree Plains	1,230
Botany Bay	1,538
Mosman	1,230
Bourke	1,230
Murray	1,230
Brewarrina	1,230
Murrumbidgee	1,230
Broken Hill	1,230
Muswellbrook	1,230
Burwood	1,538
Nambucca	1,230
Byron	1,230
Narrabri	1,230
Cabonne	1,230
Narrandera	1,230
Camden	1,538
Narromine	1,230
Campbelltown	3,075
Newcastle	3,075
Canada Bay	1,538
North Sydney	1,538
Canterbury	2,460
Oberon	1,230
Carrathool	1,230
Orange	1,538
Central Darling	1,230
Palerang	1,230
Cessnock	1,538
Parkes	1,230
City of Lithgow	1,230

Local Council	Youth Week Funding 2011 (\$)
Parramatta	3,075
City of Sydney	3,075
Penrith	3,075
Clarence Valley	1,538
Pittwater	1,538
Cobar	1,230
Port Stephens	1,538
Coffs Harbour	1,845
Randwick	2,460
Conargo	1,230
Richmond Valley	1,230
Coolamon	1,230
Rockdale	1,845
Cooma-Monaro	1,230
Ryde	2,306
Coonamble	1,230
Shellharbour	1,845
Cootamundra	1,230
Shoalhaven	1,845
Corowa Shire	1,230
Singleton	1,230
Cowra	1,230
Snowy River	1,230
Deniliquin	1,230
Strathfield	1,538
Dubbo	1,538
Sutherland Shire	3,075
Dungog	1,230
Tamworth Regional	1,538
Eurobodalla	1,230
Temora	1,230
Fairfield	3,075
Tenterfield	1,230
Forbes	1,230
Tumbarumba	1,230
Gilgandra	1,230
Tumut Shire	1,230
Glen Innes Severn	1,230

Local Council	Youth Week Funding 2011 (\$)
Tweed	1,845
Gloucester	1,230
Upper Hunter Shire	1,230
Gosford	3,075
Upper Lachlan	1,230
Goulburn Mulwaree	1,230
Uralla	1,230
Great Lakes	1,230
Urana	1,230
Greater Hume Shire	1,230
Wagga Wagga	1,845
Greater Queanbeyan	1,538
Wakool	1,230
Greater Taree	1,538
Walcha	1,230
Griffith	1,230
Walgett	1,230
Gundagai	1,230
Warren	1,230
Gunnedah	1,230
Warringham	2,306
Guyra	1,230
Warrumbungle Shire	1,230
Gwydir	1,230
Waverley	1,538
Harden	1,230
Weddin	1,230
Hastings/Port Macquarie	1,538
Wellington	1,230
Hawkesbury	1,845
Wentworth	1,230
Hay	1,230
Willoughby	1,845
Holroyd	2,306
Wingecarribee	1,538
Hornsby	3,075
Wollondilly	1,538
Hunter's Hill	1,230

# Appendix 40: Funds Awarded

Local Council	Youth Week Funding 2011 (\$)
Wollongong	3,075
Hurstville	1,845
Woollahra	1,538
Inverell	1,230
Wyong	2,460
Jerilderie	1,230
Yass Valley	1,230
Junee	1,230
Young	1,230
<b>Total (excl GST)</b>	<b>239,235</b>

## Better Futures Enhancement Grants 2010/11

Organisation Name	Purpose	Funded (excl GST)
ACE North Coast Community Colleges	Development of positive self-image and confidence for Aboriginal young people in remote communities.	\$49,950
Arts Outwest	Engage young people to initiate, communicate and present their ideas to each other and their communities.	\$22,685
Bankstown City Council	Safe, healthy and positive activities for young people by engaging them in Midnight Basketball.	\$48,988
Bellingen Environment Centre Inc.	Practical skills and leadership tools for life, via hands-on experiences and dynamic workshops for young people.	\$48,280
Beyond Empathy	Engage disadvantaged young people to design and produce a short film project.	\$50,000
Blacktown Youth Services Association (BYSA)	Music as a creative engagement tool to enhance young people's participation in all aspects of their life.	\$46,000
Campbelltown City Council	At risk young people participate in the Midnight Basketball program to improve health, resilience and connection to families and community.	\$20,000
CatholicCare Canberra & Goulburn	Strengthen community connections and build social and leadership skills through cultural teaching for Aboriginal young people in Yass.	\$32,069
CentaCare Managers Inc	Support for young people from refugee backgrounds enhancing social inclusion through education, sport and recreation activities.	\$50,000
Cessnock District Learning Centre Inc.	Technology upgrade to facilitate the learning and activities within 3 'at risk' youth programs.	\$19,250
Coffs Harbour City Council	At-risk young people participate in the Midnight Basketball program to improve health, resilience and connection to families and community.	\$50,000
Coffs Harbour Regional Workplace Learning Group Inc t/a North Coast Youth Career Connections	Development of a DVD to assist young refugees engage with education and build social and communication skills.	\$50,000
Community College Northern Inland	Aimed at preventing young people with complex needs by connecting them to opportunities for personal growth.	\$40,440
Conservation Volunteers Australia (CVA)	Connecting young people to practical community environmental projects and providing skills development in local environmental protection.	\$50,000
Deniliquin Council	Equipping indigenous young people with skills and opportunities for further training and/or employment by engaging them in a community project.	\$50,000
Glebe PCYC	Expansion of Cafe 2037 and "Though The Gaps" program which provides skills development for vulnerable young Aboriginal women.	\$34,500

Organisation Name	Purpose	Funded (excl GST)
Great Lakes Community Resources	Culturally appropriate skills development and capacity training for young Aboriginal women.	\$45,038
Information & Cultural Exchange	A range of cultural activities including digital production, dance and physical movement, filmmaking, performance and writing for young people.	\$50,000
Joblink Plus	A youth leadership program designed to provide the catalyst for the positive transformation of indigenous young females.	\$37,550
Lismore Neighbourhood Centre Inc.	To provide young people with access to a vehicle, and licensed driving 'mentor' to assist with achieving a drivers licence.	\$50,000
Lithgow Information & Neighbourhood Centre Inc.	To boost aspirations and educational engagement for young people through individual case management and support.	\$50,000
Liverpool Migrant Resource Centre	Provide local refugee young people with access to develop their potential in society and support entry to the jobs market.	\$39,410
Lower Lachlan Community Services Inc.	To introduce a Driver Education Program into the curriculum of Lake Cargelligo Central School for students in years 9 - 12.	\$31,960
Macarthur Disability Services	A media and arts based program aimed at young carers living in the Macarthur or Wingecaribee areas.	\$50,000
Mid-Western Regional Council	Develop an appropriate space to allow young people to engage in programs and skills-based learning programs that improve outcomes.	\$22,050
Miimali	Capacity building activity to train a group of young people to mentor and deliver a healthy lifestyles program.	\$49,400
Mountains Youth Services Team	8 week program designed to reengage early school leavers back into education.	\$26,200
Mount Druitt Police & Community Youth Club	Renovate the current kitchen into a cafe style canteen, to enable local youth to gain various skills to open Café 2770 as a commercial café.	\$32,000
Mullumbimby Community Garden Inc	Skills-based, employment initiative to provide local unemployed young with skills in permaculture.	\$47,907
Muswellbrook PCYC	Assisting young people to gain their P1 licence under the required 120 hours of driving guidelines.	\$48,000
Nambucca Valley Youth Services Centre Inc	Utilising the Frrresh Youth Mobile Café, a youth services enterprise, to provide training to local young people.	\$49,995
Nepean Youth Accommodation Service	Deliver alternative accredited education programs for homeless young people who have disengaged from mainstream education.	\$49,227
Newcastle City Council	A series of cultural heritage experiences for Aboriginal young people.	\$13,000
Parramatta City Council	Development and piloting of a training model for marginalised young people for positive community participation and leadership.	\$15,000
Penrith Skills For Jobs Ltd T/A Jobquest	Disadvantaged young people to establish a community garden in the Kingswood Park area.	\$40,000
Phoenix House Youth Services Inc	Upgrade a kitchen with commercial grade facilities to implement hospitality training programs for young people.	\$49,793
Powerhouse Youth Theatre Incorporated	Youth performance work exploring civic responsibility and heroism with parkour, puppetry and spray art.	\$45,700
Raymond Terrace Neighbourhood Centre	Skills based personal development and learning program for students in years 7 to 9 who are suspended from school.	\$50,000
Regional Development Australia Murray	Series of youth events delivered and managed by 5 youth committees across the Murray region.	\$50,000
Somali Welfare & Culture Centre	Visual arts performance project including cultural food, music, dance and photography by young people from African backgrounds.	\$41,650
Southern Youth & Family Services	Hospitality courses in partnership with Illawarra ITEC for disadvantaged young people.	\$50,000

# Appendix 40: Funds Awarded

Organisation Name	Purpose	Funded (excl GST)
Substance.org	Working with Children of Parents with Mental Illness (COPMI) to provide support and learning opportunities.	\$40,000
Swansea & District Community Men's Shed Incorporated	Environmental skills-based project for disadvantaged young people with low personal esteem.	\$5,000
Tamworth Regional Council	Purchase of a portable sound booth for the Tamworth Youth Centre.	\$15,000
The Shack Youth Services Inc	Provide opportunities for young people to become role models and leaders of change in their community.	\$40,500
Uambi Aboriginal Corporation*	Provide at risk young people with a sense of community, links with TAFE, work experience and develop careers goals.	\$50,000
Upper Hunter Shire Council	Skills-based programs to engage young people in the re-design and fit-out of the Scone Youth Centre.	\$39,500
WEA Illawarra	Young people will be linked with entrepreneurial leaders as mentors to develop business development skills.	\$47,390
Weave Youth Family Community	Aboriginal Youth Leadership program, including a peer education program for year 6 students to transition successfully to high school.	\$50,000
Youth Action & Policy Association NSW	A grants program to build skills and wellbeing by funding community-based, youth-led initiatives that benefit young people.	\$50,000
youthconnection.com.au	YGenerate TV is an online channel produced and put on the internet by local young people capturing and recording community activities and local stories.	\$46,500
<b>Total</b>		<b>\$2,079,932</b>

\* Note: funding was returned by Uambi Aboriginal Corporation

## Better Futures Continuing Project Grants provided in 2010/11 and from 1 July-31 December 2011

Name of Organisation	Purpose	2010-11 Funding (incl GST)	July/Dec 2011 Funding (incl GST)	Combined Funding
Albion Park Youth & Community Care	Contribution towards an annual Youth Services Conference for workers engaging with young people from the Illawarra and Shoalhaven regions.	\$6,250	\$0	\$6,250
Beyond Empathy Ltd	Arts based projects which address alcohol misuse and related social problems faced by young people in the northern region.	\$110,000	\$55,000	\$165,000
Blue Mountains Youth Accommodation and Support Services Inc	Evidence based activities and programs to improve social interactions, and relationships with peers and teachers; motivation and engagement in education for students at risk of suspension.	\$53,010	\$32,435	\$85,445
Boomerang Meeting Place	Camps, group day activities based around employment, culture, education, community and sport for Aboriginal young people.	\$9,993	\$0	\$9,993
CareWays Community Inc	A range of individual and activity based supports for young people aged 9 - 15yrs who are at risk of detaching from school.	\$246,787	\$123,527	\$370,314

Name of Organisation	Purpose	2010-11 Funding (incl GST)	July/Dec 2011 Funding (incl GST)	Combined Funding
CatholicCare Hunter-Manning	4 projects - Provide counselling and family therapy to young people (9-18) and their families in the Port Stephens LGA who are in crisis or experiencing considerable stress. Develop, implement and evaluate partnerships with schools to provide early intervention and prevention programs. Provide information, deliver programs to young people, their families and community that focus on adolescent development (12-18).	\$303,707	\$152,688	\$456,395
Cringila Community Co-operative	Workshops and groups on bullying, anger management, mental health, self-esteem and resilience for young people from CALD backgrounds.	\$31,350	\$16,539	\$47,889
Dungog Information & Neighbourhood Service	Implement partnerships with Dungog High School to provide early intervention and prevention programs for young people.	\$8,294	\$0	\$8,294
Eastern Access Community Health Inc	At risk young people participate in the Midnight Basketball program to improve health, resilience and connection to families and community	\$13,395	\$0	\$13,395
Eastlake Youth Centre Inc	Improve connections and participation of young people with their family, school and community; support for young people through times of transition or change. Reduce risk factors associated with lack of activities/supervision for suspended students, before and after school hours and during vacations.	\$40,317	\$20,512	\$60,829
Edgeworth Memorial Neighbourhood Centre Inc	Improve connections and participation of young people with their family, school and community; support for young people through times of transition or change. Reduce risk factors associated with lack of activities/supervision for suspended students, before and after school hours and during vacations.	\$11,942	\$5,871	\$17,813
Eurobodalla Shire Council	Coordinated transport for young people 12-18 home from youth cafes/centres in Batemans Bay, Moruya and Narooma via taxi or minibus.	\$29,095	\$2,988	\$32,083
Family Worker Training & Development Program	Youth sector training including risk and resilience theory and innovative programs to enhance protective factors relating to connections of young people to family, school and community.	\$29,095	\$0	\$29,095
Gosford City Council	Opportunities for young people to connect positively with their family, peers and community; involving young people in the development, design and management of a series of music activities.	\$22,000	\$10,000	\$32,000
Illawarra Aboriginal Corporation	Holistic early intervention approach to working with Aboriginal young people and their families. Family support is provided by casework and referral with the aim of reducing numbers of recidivist families needing crisis services in longer term.	\$80,728	\$0	\$80,728
Merana Aboriginal Community Association for the Hawkesbury	Working with Windsor High School and feeder schools to strengthen middle school transition for Aboriginal students and support young people at risk of leaving school early	\$11,898	\$0	\$11,898
Mid North Coast Regional Council for Social Development	Enable services in the mid north coast regions to build their capacity to work with young people in those regions.	\$55,000	\$0	\$55,000
Miimi Aboriginal Corporation	Existing events throughout the region apply for funding to support projects or activities which cater to young people 9-18. Young people are encouraged to participate in the planning, design and delivery of each event.	\$156,750	\$62,848	\$219,598

# Appendix 40: Funds Awarded

Name of Organisation	Purpose	2010-11 Funding (incl GST)	July/Dec 2011 Funding (incl GST)	Combined Funding
Mountains Youth Services Team Inc	Middle years transition program that builds connectedness between young people, families, communities and schools in the Katoomba area.	\$46,552	\$23,276	\$69,828
Narrabri & District Community Aid Service Inc	Capacity building for organisations involved in delivering services to 9-18s.	\$1,635	\$0	\$1,635
Nepean Community and Neighbourhood Services	2 projects - an early intervention and prevention strategy designed to engage Aboriginal students in learning by providing small group activities on the interests of the students. An early intervention middle years transition program in a targeted disadvantaged area, that builds connectedness between young people, families, communities, and schools.	\$152,456	\$76,228	\$228,684
North Richmond Community Centre Inc	Middle years transition program that builds connectedness between young people, families, communities and schools in the Hawkesbury area	\$64,699	\$0	\$64,699
Northern Rivers Social Development Council Inc	2 projects - Enable services in the far north coast regions to build their capacity to work with young people.	\$55,000	\$0	\$55,000
NSW Department of Education & Training - Guise Public School	Program of activities for vulnerable primary school children at risk of disconnecting from school and family.	\$116,380	\$0	\$116,380
NSW Department of Education and Training Birrong Public School	Professional development for teachers and community workers; interagency collaboration in delivery of workshops for students on healthy relationships.	\$26,400	\$0	\$26,400
NSW Sports & Recreation	Opportunities for young people aged 9-18 to learn about and exercise community leadership whilst delivering one-off or ongoing sporting events or activities across the central coast.	\$11,882	\$0	\$11,882
NSW Sports & Recreation	Development and distribution of a Youth Services Toolkit for young people and workers in organisations that provide services for young people.	\$44,000	\$0	\$44,000
Nyngan Local Aboriginal Lands Council	Workshops and a large forum to encourage interaction between service providers and Aboriginal young people.	\$14,294	\$0	\$14,294
Regional Youth Support Services Inc	2 projects- Capacity building for organisations involved in delivering services to 9-18s and delivering community based music events and festivals to attract and cater to young people aged 9-18.	\$87,500	\$30,000	\$117,500
Samaritans Foundation Diocese of Newcastle	4 projects - Improve connections and participation of young people with their family, school and community; support for young people through times of transition or change; work with schools to provide early intervention and prevention programs; provide a range of services and activities that promote integrated service delivery for young people.	\$300,484	\$0	\$300,484
Shire Wide Youth Service Inc	Strengthen key protective factors and reduce risks especially for young people 12 – 18. Ensure participation by young people in service delivery and direction through the development of youth consultative forum, Menai Youth Voice.	\$254,469	\$123,739	\$378,208
Singleton Council	Provide a range of services and activities, and work in ways that promote integrated service delivery for young people with a strong focus on prevention and early intervention.	\$8,294	\$4,147	\$12,441
Southlake Community Services Inc	Develop relationship with Morrisset High Sschool to provide early intervention and prevention programs for young people 9-18 and their families.	\$8,294	\$4,147	\$12,441



Name of Organisation	Purpose	2010-11 Funding (incl GST)	July/Dec 2011 Funding (incl GST)	Combined Funding
Sugarvalley Neighbourhood Advancement Group	Improve connections and participation of young people with their family, school and community; support for young people through times of transition or change. Reduce risk factors associated with lack of activities/supervision for suspended students, before and after school hours and during vacations.	\$8,072	\$0	\$8,072
The Shack Youth Services Inc	Recreational and welfare support services to young people in the South Maroubra area. Responds to community needs in collaboration with other organisations to improve community relations between young people and the community.	\$109,570	\$42,906	\$152,476
The Uniting Church in Australia Property Trust (NSW) - UnitingCare Burnside	Map and develop age-appropriate activities for 9-12s in south west Sydney, including vacation care and out of school hours programs. Include sector capacity development and establishment of new activities.	\$96,872	\$0	\$96,872
The Uniting Church in Australia Property Trust (NSW) - Wesley Mission Newcastle	Improve connections and participation of young people with their family, school and community; support for young people through times of transition or change. Reduce risk factors associated with lack of activities/supervision for suspended students, before and after school hours and during vacations.	\$36,226	\$17,629	\$53,855
Upper Hunter Shire Council	Improve connections and participation of young people with their family, school and community; support for young people through times of transition or change. Reduce risk factors associated with lack of activities/supervision for suspended students, before and after school hours and during vacations.	\$10,849	\$0	\$10,849
Upper Hunter Youth Services Inc	Provide a range of services and activities and work in ways that promote integrated service delivery for young people with a strong focus on prevention and early intervention	\$8,294	\$2,626	\$10,920
Veritas House Inc	A focus on safe, healthy and positive relationships, and reduce risk of developing abusive relationships in later life.	\$55,000	\$16,748	\$71,748
Waverley Council	Integrate planning of activities for 9-13s in the Inner and Eastern sub-region of South East Sydney, ensure there are engaging and affordable activities programs, promote a partnership approach to develop accessible and interesting services.	\$61,428	\$0	\$61,428
Weave Youth Family Community	After school and holiday activity program for 7-13s targeted at children showing or at risk of antisocial behaviour.	\$80,677	\$40,339	\$121,016
Woodrising Neighbourhood Centre Inc	Improve connections and participation of young people with their family, school and community; support for young people through times of transition or change. Reduce risk factors associated with lack of activities/supervision for suspended students, before and after school hours and during vacations.	\$7,755	\$0	\$7,755
Wyong Shire Council	Deliver community based music events and festivals to attract and cater to young people 9-18 who will be involved in the design, planning, development and implementation of a number of music events to be held in the Wyong LGA	\$54,500	\$29,795	\$84,295
Youth Action & Policy Association NSW Inc	Capacity building for organisations involved in delivering services to 9-18	\$9,070	\$0	\$9,070
<b>Total Funding</b>		<b>\$2,950,263</b>	<b>\$893,988</b>	<b>\$3,844,251</b>

# Appendix 40: Funds Awarded

## Community Builders - funds awarded 2010/2011

Organisation	Description	Amount (\$)
1st 2nd Blacktown Scouts	Provision of a new garage with 3 phase power at the scout hall	20,000
1st Bangalow Scout Group	Disabled access upgrade, kitchen renovations and deck replacement at Bangalow Scout Hall	29,000
1st Boonerah Point Scout Group	Construction of a canoe ramp and jetty	17,000
1st Branxton - Greta Scout Group	Repair and upgrade of the Branxton Scout Hall	21,600
1st Chinderah Scouts	Repair and refurbishment of the 1st Chinderah Scouts Hall	79,212
1st Erina Heights Scout Group NSW Australia	Upgrade of the roof and entry doors at the 1st Erina Heights Scout Hall	47,500
1st Glenfield Scout Group	Repair floor and upgrade floor covering	6,266
1st Helensburgh Scouts	Installation of a safety fence at the rear of the scout hall at Helensburgh	4,840
1st Smithfield Homenetmen Navasart of Scouts Australia	Upgrade existing fencing	19,030
1st South Wallsend Scouts Group	Construction of training and meeting rooms	6,148
1st Wangi Scout Group	Upgrade of 1st Wangi Scout Group to comply with safety code	16,624
2nd Casino Scout Group	Upgrade of roof and interior of the 2nd Casino Scout Hall	29,495
Abbotsford Junior Football Club	Installation of perimeter fencing around Campbell Park	20,000
Abbotsford Presbyterian Church	Installation of a playground at Abbotsford Presbyterian Church	37,455
Adaminaby Snowy Scheme Collection	Installation of temperature control	61,151
Addison Road Centre for Arts, Culture, Community and Environment Ltd	Restoration of Addison Rd Centre Sandstone Hut	29,500
AFL NSW/ACT	Install players shelters at Henson Park, Murrumbidgee	27,500



Organisation	Description	Amount (\$)
AFL NSW/ACT	Installation of an irrigation system and additional lights to existing poles at Greygums Reserve, Cranebrook	33,000
Age of Fishes Museum Inc	Provision to develop an audio tour relevant to the Age of Fishes Museum	85,000
Airds Bradbury Neighbourhood Centre Inc	Internal and external upgrade of the Airds Youth Centre	126,650
Albert Park Primary School P & C Committee	Upgrade playground equipment at Albert Park Primary School	3,200
Albion Park Agricultural Horticultural & Industrial Association Inc	Provision of seating at Albion Park Showground	22,270
Albury Showground Trust	Construction of toilet amenities at Albury Showground	74,082
Albury Tennis Club Inc	Upgrade of tennis courts to synthetic grass at Albury Tennis Club	22,174
Alder Park Bowling Club Co-Operative Ltd	Resurfacing of lawn greens to a supergrass synthetic lawn bowls all weather surface	50,000
Alexandria Rovers JRLFC Inc	Installation of electrical power upgrade to canteen and mobile PA system at Erskville Oval	20,000
All Hallows Catholic Parish	Installation of a community garden at Halley St Five Dock	3,000
Alstonville & District Cricket Club	Construction of 2 new site screens at both ends of Hill Park	7,600
Alzheimer's Australia NSW	Refurbishment of new accommodation	10,283
Alzheimer's Australia NSW	Internal upgrade of the Vincent Fairfax Family Resource Centre North Ryde	17,417
Ambarvale Recreation Centre Inc	Upgrade of the Ambarvale Recreation Centre	27,419
Amusu Theatre Heritage Trust Inc	Refurbishment of Amusu Theatre Movie Poster Museum	50,000
Anglican Care	Construction of outdoor gazebos at Booragul and Carey Bay Villages	15,500
Anglican Church of Maitland	Restore the interior of the church in line with heritage specifications	69,200
Anglican Church Property Trust Diocese of Sydney	Provision of disability access, renovation of hall kitchen and disabled toilets at St John the Evangelist Church Hall Balmain	66,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of kitchen at St John's Church Hall	24,406
Anglican Church Property Trust Diocese of Sydney	Installation of automatic winding, rate adjustment and mechanical silence system to Westminster Chimes of church clock	25,000
Anglican Church Property Trust Diocese of Sydney	Safety upgrade of community facilities and grounds at St Barnabas Ingleburn	87,500
Anglican Church Property Trust Diocese of Sydney	Upgrade of kitchen facilities	27,390
Anglican Church Property Trust Diocese of Sydney	Install gas heating to hall and church at Campsie Anglican Church	22,599
Anglican Church Property Trust Diocese of Sydney	Removal of asbestos roof and replace with new roof, repair and upgrade ceiling hangers at St Lukes Clovelly	56,500
Anglican Church Property Trust Diocese of Sydney	Upgrade of hall kitchen facilities at Cronulla Anglican Church	35,000
Anglican Church Property Trust Diocese of Sydney	Refurbishment of auditorium and youth facilities at Christ Church St Ives	25,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of church hall kitchen and provision of disabled access	19,000
Anglican Church Property Trust Diocese of Sydney	Provision of disabled facilities at St. John's Padstow	51,623
Anglican Church Property Trust Diocese of Sydney	Upgrade outdoor area, drainage and sewerage at North Epping Anglican Church	29,333
Anglican Church Property Trust Diocese of Sydney	Toilet upgrade with disabled access at Fairfield Hamilton Road Anglican Church	12,000
Anglican Church Property Trust Diocese of Sydney	Kitchen refurbishment at Fairfield Hamilton Rd Anglican Church	16,000
Anglican Church Property Trust Diocese of Sydney	Kitchen refurbishment at Fairfield Frederick St Anglican Church	26,000
Anglican Church Property Trust Diocese of Sydney	Provide disabled access to main entrance of St Jude's Church, Bowral	7,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Anglican Church Property Trust Diocese of Sydney	Construction of disabled toilet and disabled ramp at St Johns Anglican Church Moss Vale	7,000
Anglican Church Property Trust Diocese of Sydney	Internal upgrade of Merrylands Anglican Church Hall for multipurpose users	38,790
Anglican Church Property Trust Diocese of Sydney	Internal upgrade of St Marks Anglican Church Hall for multiuser groups	34,200
Anglican Church Property Trust Diocese of Sydney	Internal upgrade of the Guildford Anglican Church Hall to accommodate multiuser groups	60,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of internal facilities at Christ Church Kenthurst	45,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of entrance and provision of ramp access to Stanwell Park Anglican Church Hall	13,587
Anglican Church Property Trust Diocese of Sydney	Upgrade of the Anglican Church Hall at Bulli	19,107
Anglican Church Property Trust Diocese of Sydney	Installation of a community playground at the Engadine Anglican Church Grounds	12,500
Anglican Church Property Trust Diocese of Sydney	Upgrade of hall and kitchen at St Stephen's Anglican Church Eastlakes	9,982
Anglican Church Property Trust Diocese of Sydney	Upgrade of electrical switchboard at St Martin's Anglican Church Kensington	2,990
Anglican Church Property Trust Diocese of Sydney	Provision of sub floor ducted gas heating, installation of hot water service and zip water system and installation of carpet in the main meeting area at Waitara Anglican Church and church hall	25,818
Anglican Church Property Trust Diocese of Sydney	Upgrade of kitchen at St Peters Hornsby	79,068
Anglican Church Property Trust Diocese of Sydney	Provision of children's and youth facilities at Gerringong Anglican Church	20,000
Anglican Church Property Trust Diocese of Sydney	Upgrade facilities and kitchen at St Lukes Anglican Church Berry	15,500
Anglican Church Property Trust Diocese of Sydney	Construction of a Mens Shed at Albion Park	30,000
Anglican Church Property Trust Diocese of Sydney	Provision of fencing and gates at All Saints' Play Centre Albion Park	5,564
Anglican Church Property Trust Diocese of Sydney	Upgrade of play equipment at Shoalhaven Heads Anglican Church	3,533
Anglican Church Property Trust Diocese of Sydney	Upgrade of kitchen and toilet facilities, painting and repairs, installation of air conditioning, microphone and amplifiers at St Marks Anglican Church South Hurstville	48,000
Anglican Church Property Trust Diocese of Sydney	Upgrading church and community large hall at St Cuthbert's South Carlton	30,000
Anglican Church Property Trust Diocese of Sydney	Kitchen renovation of parish hall St Pauls Kogarah	16,470
Anglican Church Property Trust Diocese of Sydney	Upgrade of kitchen facilities at St Martins Anglican Church Hall	19,185
Anglican Church Property Trust Diocese of Sydney	Upgrade of heating at St Pauls Anglican Church Child Care Facility	4,800
Anglican Church Property Trust Diocese of Sydney	Repairs to fascia of church hall at Kogarah	7,800
Anglican Church Property Trust Diocese of Sydney	Renovation and upgrade of toilet block facilities at St Georges Anglican Church Hurstville	21,000
Anglican Church Property Trust Diocese of Sydney	Upgrade Outdoor area and toilets including disabled access St Pauls Wahroonga	25,970
Anglican Church Property Trust Diocese of Sydney	Purchase of computer equipment	4,500
Anglican Church Property Trust Diocese of Sydney	Storage shed and improved access to hall at St Mark's War Memorial Hall, Hunters Hill	17,871
Anglican Church Property Trust Diocese of Sydney	Construction of a new toilet block at Putney Anglican Church	40,000
Anglican Church Property Trust Diocese of Sydney	Installation of a fence at Christ Church Gladesville	7,640
Anglican Church Property Trust Diocese of Sydney	Installation of air-conditioning at Christ Church Gladesville	10,380
Anglican Church Property Trust Diocese of Sydney	Replacement of roof at St James Anglican Church	51,700
Anglican Church Property Trust Diocese of Sydney	Construction of a new Men's Shed in Macquarie Fields	46,500
Anglican Church Property Trust Diocese of Sydney	Installation of air-conditioning at Liverpool South Anglican Church	17,954
Anglican Church Property Trust Diocese of Sydney	Kitchen upgrade	23,000
Anglican Church Property Trust Diocese of Sydney	Improve access by people with a disability at St. Paul's Anglican Church Seaforth	23,150
Anglican Church Property Trust Diocese of Sydney	Improve access for people with a disability at St Marks Anglican Church, Freshwater	4,500
Anglican Church Property Trust Diocese of Sydney	Upgrade of outdoor areas - St Johns Anglican Church Maroubra	20,122

Organisation	Description	Amount (\$)
Anglican Church Property Trust Diocese of Sydney	Resurfacing of church car park - 325 Stanmore Road Petersham	10,000
Anglican Church Property Trust Diocese of Sydney	Provision of solar power generation at St Luke's Enmore	7,671
Anglican Church Property Trust Diocese of Sydney	Upgrade of community play facilities at St Lukes Anglican Church Miranda	15,000
Anglican Church Property Trust Diocese of Sydney	Installation of a portable building at St John's Minchinbury	32,074
Anglican Church Property Trust Diocese of Sydney	Construction of a Christian Education Building, re-roofing of the Church, installation of solar power, extension of car park, upgrade of kitchen facilities, lighting, child play area and fencing	50,000
Anglican Church Property Trust Diocese of Sydney	Construction of a childrens playground and landscaping at St Clair & Erskine Park Anglican Church	28,300
Anglican Church Property Trust Diocese of Sydney	Replacement of kitchen at St Marys Anglican Church	55,951
Anglican Church Property Trust Diocese of Sydney	Refurbishment and repair existing drainage facilities at St Thomas Anglican Church	20,000
Anglican Church Property Trust Diocese of Sydney	Kitchen and hall refurbishment at St John the Baptist Kirribilli	60,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of bathroom and storage facilities at Lugarno Anglican Church	20,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of toilets including new disabled toilet & storage space at All Saints' Oatley West	30,000
Anglican Church Property Trust Diocese of Sydney	Upgrade kitchen facilities at Oatley Anglican Church	15,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of community kitchen facilities at St Andrews Anglican Church Dundas	57,051
Anglican Church Property Trust Diocese of Sydney	Upgrade of church and hall building at St Marks Anglican Church Ermington	46,994
Anglican Church Property Trust Diocese of Sydney	Building a new amenities and meeting facilities at All Saints Parramatta North	30,000
Anglican Church Property Trust Diocese of Sydney	Major repairs and restoration of church and surrounds at St Stephens, Penrith	33,000
Anglican Church Property Trust Diocese of Sydney	Provision of safety fencing and gates surrounding the church and upgrade of toilet facilities	25,000
Anglican Church Property Trust Diocese of Sydney	Installation of a new ceiling and insulation, gas heating, glass wall replaced with safety glass and an access ramp to entry at St Mark's Anglican Church	50,000
Anglican Church Property Trust Diocese of Sydney	Construction of new disabled toilet at North Ryde Anglican Church	14,100
Anglican Church Property Trust Diocese of Sydney	Audio Visual fit out of new auditorium at Dapto Anglican Church	38,000
Anglican Church Property Trust Diocese of Sydney	Upgrade church hall and build new toilet block at All Saints Nowra	40,000
Anglican Church Property Trust Diocese of Sydney	Upgrade fencing to child playgroup area at St James Croydon	24,667
Anglican Church Property Trust Diocese of Sydney	Upgrade of access and facilities at St Thomas Church Hall	60,000
Anglican Church Property Trust Diocese of Sydney	Refurbishment of historic pipe organ at St Thomas Anglican Church	16,500
Anglican Church Property Trust Diocese of Sydney	Brick paving to church car park providing disabled access, refurbishment of the church hall floor, kitchen, windows and painted surfaces, carpeting and repainting of the 'Rough Edges' Drop in Centre at St Johns Anglican Darlinghurst	139,584
Anglican Church Property Trust Diocese of Sydney	Hall and toilets upgrade at Toongabbie Anglican Church	79,877
Anglican Church Property Trust Diocese of Sydney	Construction of a retaining wall and repair of stone path navigating to the disabled access of the Lower Memorial Hall	24,007
Anglican Church Property Trust Diocese of Sydney	Replacement of children's fort play facility - St Stephens Willoughby	5,000
Anglican Church Property Trust Diocese of Sydney	Upgrade of St Matthews Church and Grounds, The Oaks	4,902
Anglican Church Property Trust Diocese of Sydney	Replace roof and install insulation at St Lukes Church Hall, The Oaks	22,752
Anglican Church Property Trust Diocese of Sydney	Provision of new toilet facilities with disabled access at Tahmoor Anglican Church	3,000
Anglican Church Property Trust Diocese of Sydney, Parish of Jannali	Construction of an access ramp and accessible toilet	20,000
Anglican Property Trust Diocese of Bathurst	Landscaping of grounds around new bell tower housing heritage listed bells at All Saints Cathedral	8,580
Anglican Property Trust Diocese of Bathurst	Replacement of unrepairable/outdated heating in church building	24,498

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Anglican Youthworks	Upgrade of the driveway at Camp Wanawong, Loftus	29,500
Anglicare	Construction of a Mens Shed at Wollongong Day Centre	30,000
Anglicare	Construction of a multipurpose room and upgrade of toilets to make accessible	61,417
Anglicare	Purchase of chairs and tables for dementia facility	26,696
Anglicare	Safety surfacing outside recreation areas	23,815
Anglicare	Redecorating office and small groups room at the Pittwater Day Centre	25,736
Anglicare Canberra and Goulburn Western Region	Restoration of building for localised counselling	31,000
Anglicare Canberra and Goulburn, Northern Region	Upgrade including new roof, new entrance walkway, interior and exterior painting	14,000
Annandale North Public School Parents and Citizens Association	Purchase of musical instruments for school band and hall	26,900
Another Slice of Life Australia Pty Ltd	Building a wheel chair access deck and user friendly paving at ASOLA General Store	10,000
Another Slice of Life Australia Pty Ltd	Construction of work shed at Sola vegetable garden	80,000
Antiochian Orthodox Christian Archdiocese of Australia New Zealand and the Phillipines Inc	Construction of a community centre at Belmore Street Ryde	23,500
Apex Club of Milton Ulladulla Inc	Installation and construction of an outdoor fitness circuit at Mollymook	25,000
Appin Chamber of Commerce	Construction of a memorial wall and shelter at Appin Park	30,000
Ariah Park Preschool Association Inc	Upgrade to outdoor area	3,549
Armidale Dumaresq Council - Sports Council	Upgrade of canteen at Rologas Family Fields	5,727
Arncliffe Scots Baseball Club Inc	Provision to upgrade lighting and improvement of grounds	30,000
Aspect Western Sydney School	Upgrade of softfall areas in school playground	20,000
Assistance Dogs Australia	Water connection to the Future Assistance Dogs Australia National Training Centre at Waterfall	28,500
Associazione San Giorgio Martire Di Sydney Ltd	Construction of a new centre at Kenthurst	100,000
Auburn City Council	Installation of floodlights and toilet upgrades at various parks	112,736
Auburn Diversity Services Incorporated	Extension and upgrade of the Auburn Diversity Service Building	40,000
Australian Air League Doyalson Squadron	Meeting hall refurbishment and repairs	15,913
Australian Air League Inc NSW Headquarters	Replacing existing asbestos roofing on the Australian Air League NSW Training Centre Hall	10,000
Australian Air League Inc Toukley Squadron	Upgrade and refurbish Toukley Squadron Headquarters at Warnervale	39,000
Australian Breastfeeding Association NSW Branch	Upgrade of existing office premises to provide a drop in centre at McMullen Avenue Castle Hill	30,000
Australian Council of Women Affairs	Provision a wheelchair hoist and a bus to transport respite centre users	56,950
Australian Foundation for Disability	Purchase of a tape machine and a smartboard for training and visual aids at Ingleburn	35,560
Australian Foundation for Disability	Provision of a TLM Easy 5 Flow Wrapper at Prestons	78,900
Australian Huntington's Disease Association (NSW) Inc	Repair of roof of family support rooms	5,433
Australian National Sports Club Incorporated	Building a pedestrian bridge to access playing fields from clubhouse	130,500
Australian Nursing Home Foundation Limited	Upgrading a community hall in Greenfield Park, Fairfield	27,687
Australian Nursing Home Foundation Limited	Upgrade of community centre	20,556
Australian Plants Society NSW Ltd	Replacement of nursery propagating benches - Newcastle Group	4,470
Australian Red Cross	Painting common areas, walls and ceilings at the Young Parents Program Randwick	16,500
Australian Red Cross	Conversion of car park to training rooms and upgrade of toilets	43,700

Organisation	Description	Amount (\$)
Australian Red Cross	Renovation of Op shop in Lockhart	20,000
Australian Seniors Computer Clubs Association	Relocation to larger offices in same building and associated fit out costs involved	30,000
Autism Advisory and Support Service	Installation of shade structure	99,891
Avalon Sailing Club Limited	Provision of new pontoon and clubhouse at Avalon Sailing Club	75,000
Avoca Beach Rugby Club	Upgrade of the community centre kitchen and lighting facilities at Avoca Beach	36,207
Ballina Australian Football Club Inc	Upgrade of lighting and club house facilities at Fripp Oval	71,000
Ballina District Community Services Association Inc	Repairs and maintenance to Youth & Community Services Building Ballina	60,398
Ballina Jet Boat Surf Rescue Inc	Installation of a modular dock to replace the old timber jetty	12,390
Ballina Tennis Club	Upgrade of perimeter fencing at Ballina Tennis Club	18,800
Balmain Amateur Swimming and Water Polo Club Inc	Upgrade of the Dawn Fraser Baths including purchase of pool equipment	38,435
Balmain P&C	Provision of a storage facility at Sydney Secondary College Balmain Campus	50,000
Balmain Rowing Club	Upgrade of club house, pontoon and expansion of boat storage at Balmain Rowing Club	25,000
Balranald Shire Council	Construction of the Euston - Loch Walkway/Cycleway	15,810
Bangalow Anglican Op-Shop	Provision of a new storage shed for seasonal storage	8,000
Bangalow Historical Society Inc	Extensions to the enclosed veranda at Bangalow Historical Society	27,500
Bangor Football Club Inc	Fencing and lighting upgrades to ridge 1 & 2 playing fields Bangor	75,495
Bankstown City Council	Installation of off road pathways, re-aligning fencing and widening the bridge over the Sydney water canal.	95,000
Bankstown City Council	Upgrading and re-sealing driveway and car park including provision of disabled parking spots	50,000
Bankstown City Council	Upgrade of amenities and construction of new amenities building	90,000
Bankstown City Council	Installation of shared pathways to improve connectivity between onsite facilities at Amour Park	5,000
Bankstown City Council	Upgrade amenities including kitchen Bill Lovelee Youth Centre	30,000
Bankstown City Council	General amenity upgrade at Wrان Leisure Centre	50,000
Bankstown City Netball Association Inc	Building covered BBQ area at Deverall Park	30,000
Bankstown Junior Touch Assoc	Construction of an awning and concrete in front of the clubhouse	15,200
Bankstown Sports Junior Australian Rules Football Club	Extension of awning at Kelso Park North	41,584
Barellan Branch, CWA of NSW	Upgrade of kitchen	15,000
Barooga Community Botanical Gardens - Berrigan Shire Council	Installation of BBQ facilities at Barooga Botanical Gardens	11,968
Barraba Potters and Craft Guild Inc	Refurbishment of pottery room	5,820
Barton Park Giant Trees Arboretum Inc	Provision of a tractor/slasher for Barton Park Giant Trees Arboretum	40,000
Basketball Association of Newcastle	Upgrade of clubroom at Newcastle Basketball Association	24,769
Bass Hill RSL Sub-Branch Youth Club	Upgrade of facilities for youth club at Bass Hill	59,000
Bateau Bay Men's Shed Inc	Provision of additional work/storage areas	3,500
Bates Drive Special School Parents and Citizens Assoc	Purchasing and installing shade cover over our existing playground equipment	17,980
Bathurst & District Riding for the Disabled Assoc Inc	Sealing of car park at Bathurst and District Riding for the Disabled	17,840

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Bathurst Carillon City Tennis Club Inc	Renovation of kitchen	7,106
Bathurst Independent Living Skills Inc	Provision of an accessible garden for people with disabilities	10,000
Bathurst Local Aboriginal Land Council	Provision to develop and improve facilities	20,000
Bathurst PCYC	Provision of essential property works	27,220
Bathurst Regional Council	Construction of a new multipurpose outdoor sports court at Kelso Community Centre	15,000
Bathurst Regional Council	Provision to upgrade the restroom facilities of AFL Clubhouse	50,000
Bathurst Regional Council	Construction of a new netball clubhouse	50,000
Bathurst Showground Trust	Provision to Bitupave gravel road between buildings on showground and construction of handicap & parent friendly toilet	44,335
Baulkham Hills North Public School P&C Association	Upgrade community room at Baulkham Hills North Public School	26,496
Baulkham Hills Shire Netball Association Ltd	Upgrade of courts at Baulkham Hills Netball Complex	80,000
Baulkham Hills Shire Netball Association Ltd	Additional lighting at Baulkham Hills Netball Complex	40,000
Bay and Basin Community Resources Inc	Upgrade of bathroom and installation of fire door to Paradise Cottage	8,575
Bega District Woodcraft Association Inc	Construction of a fourth work station for the existing Bega Woodcraft Assoc	3,858
Bellambi Neighbourhood Centre Inc	Landscaping at the front of the Centre	6,013
Bellambi Surf Life Saving Club Inc	Upgrade of the kitchen area of Bellambi Surf Life Saving Club	28,900
Belling Park Community Group Inc	Installation of sun shade sails over 1/2 basketball/netball court	11,075
Bellingen Bowling and Sporting Club (Squash Club)	New roof on Bellingen Squash Courts	19,500
Bellingen Public School Parents and Citizens' Association	Purchase and installation playground equipment and under surface	56,230
Belmont 16ft Sailing Club	Demolition of old and construction of a new boat shed at Belmont 16ft Sailing Club	32,300
Belmont Baseball Club	Construction of a storage facility and security fencing at Belmont Baseball Club	32,700
Belmont District Masonic Centre Incorporated	Purchase and installation of 1.5kv solar power system	3,290
Belmont Macquarie Tennis Club	Upgrade of court facilities	27,250
Belmont Neighbourhood Centre	Upgrade disability access and security of car park	45,000
Belmont Wetlands State Park Trust	Access road for community bush regeneration	30,000
Belmore Bowling & Recreation Club Ltd.	Painting exterior of club and installation of new guttering	11,918
Bentley Community Preschool Inc	Playground upgrade at Bentley Community Preschool	13,858
Berala Carramar Hardcourt Tennis Association Inc	Upgrade toilet facilities at Auburn Tennis Centre.	30,000
Beresfield Memorial Cricket Club	Construction of cricket practice facilities at Tarro Reserve	10,944
Bermagui Area Chamber of Commerce & Tourism Inc	Provision of permanent exhibition cabinets at the Bermagui Visitor Centre	6,500
Bermagui Surf Life Saving Club Inc	Construction of disabled access ramp and emergency services car parking at Bermagui Surf Life Saving Club	50,000
Berrigan Football Club	Upgrade the sportsgrounds toilets, change rooms & office facilities	40,909
Berry Alliance Inc	Build pathway infills for priority locations enabling residents to access various community facilities	20,000
Berry Railway Incorporated	Erection of shade sails and upgrade of seating at Archer Miniature Railway Nowra	6,400
Beverly Hills with Kingsgrove Anglican Church	Roof repair, kitchen upgrade and provision of sun protection at Beverley Hills and Kingsgrove Anglican Churches	36,000
Bidjigal Reserve Trust	Repair of public footbridge in Bidjigal Reserve	30,000
Binjang Community Radio Incomp.	Provision to establish a community radio station for Wellington NSW	27,680
Binnaway Rail Heritage & Preservation Group Inc	Upgrade of existing building to be used as caretaker residence	20,200



Organisation	Description	Amount (\$)
Binya Public Hall Trust	Construct fence	4,322
Birrong Bowling & Sports Club	Provision of perimeter fencing at Birrong Bowling and Sports Club	40,000
Birubi Point Community Preschool	Construction of an enclosed entry	22,000
Blacktown City Council	Multiple projects including pathways, playgrounds, cricket wickets, floodlighting and irrigation throughout the Blacktown Electorate	290,000
Blacktown City Council	Construction of BMX track at Whalan Reserve Extension of Ropes Creel Walk at Tregear Reserve	55,000
Blacktown City Council	Upgrades at various locations throughout the Mount Druitt electorate including, floodlighting, resurfacing of tennis courts, car park construction, drainage systems, playgrounds and cricket practice wickets	294,500
Blacktown City Council	Upgrading of Riverstone's Sport, Recreation & Leisure Facilities	181,765
Blacktown East Presbyterian Church	Upgrade and extension to building to include crèche, meeting room, amenities, deck, car park, shade structure and sandpit at Blacktown East Presbyterian Church	50,000
Blacktown Police and Community Youth Club	Replacement of roofing and guttering at Blacktown PCYC	46,000
Blacktown Tennis Incorporated	Installation of wheelchair accessible amenities	32,600
Blaxland East Public School P&C Association	Upgrade of school canteen at Blaxland East Public School	28,500
Blaxland Preschool Kindergarten	Construction of an outdoor learning area	35,000
Blayney Shire Council	Installation of Heritage Park equal access equipment & pathways	20,000
Blinky Bill Portland Child Care Centre	Installation of new carpet at Blinky Bill Portland Child Care Centre	13,020
Blue Mountains Cancer Help Incorporated	Purchase of a motor vehicle	22,189
Blue Mountains City Council	Upgrade of child care centre at Glenbrook	45,000
Blue Mountains City Council	Upgrade of toilet block at Glenbrook Oval	5,000
Blue Mountains City Council	Construction of a down hill bike track at Knapsack Park	12,000
Blue Mountains Kangaroos Junior AFL Club Inc	Installation of a storage facility for equipment	7,000
Boggabri Recreation Reserve Trust	Upgrade of existing building with kitchen facilities at Boggabri Recreation Reserve	20,000
Bondi Public School Parents and Citizens	Landscaping, recycling, rainwater and wheelchair access at Bondi Public School	100,000
Bonnet Bay Sports Club Inc	Construction of a second storey addition	35,000
Bonnie Women's Refuge Ltd	Addition of a second storey to the rear of Bonnie Womens Refuge	200,000
Bonny Hills Youth and Community Projects Group	Enhanced extensions of the Bonny Hills Youth Plaza / Skate Park	25,000
Bookham War Memorial Hall Inc	Painting internal walls of hall	3,000
Boorowa Ex Services	Supply and install reverse cycle air-conditioning to the gym	4,525
Borah Creek Public Hall Reserve Trust	Upgrade of toilet block at Rocky Glen Community Hall	2,995
Bossley Sports Club Incorporated	Installation of a pathway at Terone Park	19,000
Bourke Tennis Club Inc	Construction of multipurpose synthetic courts for tennis and netball at Bourke Tennis Club	69,330
Bowral & District Art Society	Expansion of community art facilities at Bowral	45,000
Bowral Pistol Club Inc	Provide storm water drainage to ranges 3,4,5 and 6.	850
Bowral Pistol Club Inc	Upgrade of existing air range to have a concrete floor and roof structure	14,000
Branxton Croquet Club	Construction of a clubhouse and storeroom at John Rose Avenue Branxton	39,322
Brazilian Community Council of Australia Inc	Paint exterior of hut and install air-conditioning	3,730
Breeza Progress Association Incorporated	Purchase of an electric barbeque in kit form and assembled	8,159
Briars at Greenlees	Installation of a shade structure at Green No 1	35,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Brocklesby Community Inc	Upgrade of kitchen at Brocklesby Community Hotel	24,796
Broken Hill Pistol Club Inc	Provision of a dividing wall at the range	12,697
Broken Hill Soccer Association	Construction of a storage shed	26,855
Brothers Penrith Junior Rugby Leagues Club	Provision of shelter, storage and BBQ facilities at Hickeys Lane, Penrith	40,000
Brungle Burri Playgroup (Aboriginal Playgroup)	Installation of outdoor play equipment	15,000
Brungle/Tumut Local Aboriginal Land Council	Purchase of bus - Waygi-Winya Community Bus Project	15,000
Bulahdelah Soccer Club Inc	Extension of existing clubhouse/kiosk	20,000
Bullaburra Volunteer Bush Fire Brigade	Provision of storage for equipment	6,012
Bulli High School Parents and Citizens Association	Provision of fire safety doors to the school hall at Bulli High School	9,039
Bulli Police and Community Youth Club	Sealing the asbestos roof at Bulli PCYC	20,600
Bundanoon Highland Gathering Inc	Upgrade of facilities at Bundanoon Oval	15,000
Bundanoon Tennis Club	Repair and upgrade of courts at Bundanoon Tennis Club	7,000
Bundarra Showground Trust	Upgrade power supply and lighting at the Bundarra Showground	38,000
Bungan Beach Surf Life Saving Club Inc	Construction of sail shades at Bungan Beach Surf Life Saving Club	6,227
Bungarby Memorial Hall Preservation Committee - Bombala Council	Upgrade of the main function and ticket rooms	2,980
Bungarrabee Centre for Children and Family Services Inc	Provision of a covered veranda at Bungarrabee Centre	13,900
Bungendore Showground Trust (Bungendore Racecourse and Showground Trust)	Relocation and refurbishment of horse yards	28,767
Bungonia & District Progress Association Inc	Upgrade of ceiling and lighting at the Bungonia Community Hall	7,500
Bunyah Public Hall - Great Lakes Council	Upgrade of amenities at Bunyah Public Hall	2,590
Burra Community Association	Extension and upgrade of community hall	25,980
Burratorang District Soccer Club	Provision of canteen equipment, first aid resources and training equipment at Burratorang Soccer Club	4,285
Burraneer Activity Centre	Children's outdoor play space upgrade with garden project	105,000
Burwood PCYC	Painting of PCYC building	121,000
Bushwalkers Wilderness Rescue Squad	Building a rescue squad headquarters in Rooty Hill	150,000
Bylong Hall Committee Inc	Provision of shade shelter over children's playground	5,000
Byron Bay Basketball Association Inc	Basketball stadium fit out	82,269
Byron Bay Community Association (Bcc)	Provision of curtains, lighting and electronic fit out of theatre	23,000
Byron Environment Centre	Completion & Maintenance of boardwalk, signage & information kiosk in Byron Bay	6,448
Byron Shire Council	Provision of a new library and community building in Byron Bay	200,000
Byron Youth Service	Kitchen upgrade at the Byron Youth Activity Centre	43,000
Bywong Community (Inc) Association	Upgrade of Bywong Hall and Les Reardon Reserve Grounds	10,443
Cabarita Mortlake Kindergarten Organisation	Installation of artificial grass and floor to ceiling cupboards for storage at Cabarita Mortlake Kindergarten	14,670
Cabonne Shire Council	Canowindra pool amenities, upgrade	100,000
Cabonne Shire Council	Refurbishment of Cudal Hall amenities	30,000
Calvary Chapel Georges Hall	Upgrading and fit out of an indoor sports facility in Georges Hall	59,189
Cambewarra School of Arts Association Inc	Upgrade and repair of heritage building to be used by community groups	20,000

Organisation	Description	Amount (\$)
Cambridge Park Cranebrook Junior Rugby League Football Club	Upgrade ground and facilities at Allsopp Patterson Ovals	52,291
Camden & District Netball Association Inc	Installation of floodlighting at Kirkham Park	90,000
Camden Athletic Club Incorporated	Replacing old insecure shipping storage container with a new weather proof secure container	7,869
Camden Bicentennial Equestrian Park Management Committee - Camden Council	Provision of tractor, bucket, aerator and slasher for ongoing maintenance at Camden Bicentennial Equestrian Park	21,591
Camden Country Uniting Church, Oakdale	Up grade of the church hall and removal of pine trees from grounds at the Uniting Church, Oakdale	17,500
Camden Haven Cricket Club Inc	Provision of a 2 net cricket practice facility	6,500
Camden Haven P a H & I Society Inc	Construction of the Kendall Men's Shed	8,000
Camden Junior Australian Football Club	Lighting upgrade at Fairfax Reserve at Harrington Park	90,000
Camden Rugby League Club	Upgrade of toilet block at Kirkham Oval Elderslie	24,800
Camp Cypress Limited	Upgrade of catering facilities at Camp Cypress	6,000
Campbelltown Presbyterian Community Child Care Centre	Internal upgrade of child care centre at Campbelltown	43,771
Canterbury Bankstown Tennis Association Inc	Installation of a BBQ Area and provision of insulation to clubhouse at Deverall Park Tennis Complex	7,000
Canterbury Bankstown Tennis Association Inc	Upgrade of 2 court surfaces, construction of a ramp for disabled access at Panania Tennis Centre	34,100
Canterbury City Community Centre Inc	Creation of a community garden in Jubilee Reserve	38,000
Canterbury City Council	Refurbish basement and upgrade kitchen and facilities at Carrington Centre	45,274
Canterbury City Council	Riverwood library upgrade	60,000
Carcoar & District Pony Club	Construction of a steel panel horse arena at Blayney Showground	16,995
Carcoar School of Arts	Renovations of existing hall, purchase of audio visual equipment	40,000
Cardiff Bowling Club Cooperative Limited	Synthetic bowling green repair and renovation at Cardiff Bowling Club	14,602
Careel Bay Tennis Club	Construction of Tennis Club Cafe	30,000
Caringbah Redbacks Football Club Inc	Disabled access pathway to the playing field and installation of a drain at Caringbah Redbacks Football Club	26,873
Carrathool Shire Council	Development of the Hillston Bike & Skate Park	42,000
Carrathool Shire Council	Upgrade of court surface at Rankins Springs Tennis Courts	30,000
Casino & District Historical Society	Installation of a toilet in the Casino Historical Museum	8,500
Casino Croquet Club Inc	Upgrade of Casino Croquet Lawns	4,000
Casino Mini Rail	Construction of a roof over the Vintage Wooden Carriage at Casino Mini Railway	20,470
Castle Cove Saturday Tennis Club Incorporated	Extension to clubhouse	68,000
Castle Hill District Girl Guides	Upgrade the kitchen and bathroom of the Castle Hill Girl Guide Hall	15,200
Castle Hill Historic Site Community Committee of Castle Hill Rotary Club	Outline underground foundations of 1802-03 built two-storey, stone convict barracks	50,180
Castle Hill Players Inc	Upgrade toilet facilities at Castle Hill Showground	19,915
Catherine Hill Bay Bowling Club	Construction of shaded seating areas and viewing deck	8,523
Catherine Sullivan Centre	Soft Fall and Seating in play area at Catherine Sullivan Centre	17,000
Catholic Diocese of Bathurst	Construction of fire escape	24,585
Catholic Healthcare - Bethlehem House	Erection of flagpole	1,216
Catholic Parish of Lower North Shore	New PA and music equipment for St Leonard's Church, Naremburn	13,587

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Catholic Parish of St Helens Gresford	Electrical wiring to building, composting toilet, water tank and diesel generator	10,000
Caves Beach Surf Life Saving Club	Provision of shelter and picnic tables in playground area	22,270
Caves Beach Surf Life Saving Club Inc	Upgrade of change rooms	5,000
Caves Beach Tennis Club	Upgrade tennis courts	11,500
Caves Beach Uniting Church	Refurbishment of church hall	17,186
Caves Beach Uniting Preschool	Upgrade of outdoor play area including returf, garden beds	30,000
CCCSC	Addition of an accessible restroom and provision of 11 carports at the Chinese Christian Community Service Centre	79,830
Centacare Catholic Family Services, Diocese of Broken Bay (Centacare Broken Bay)	Upgrade the Mary Macs Centre including toilet facilities	17,400
Centacare Catholic Family Services, Diocese of Broken Bay (Centacare Broken Bay)	Refurbish an existing demountable building and playground area at Waitara	68,491
Centacare Catholic Social Services	Construction of an Aboriginal Community Centre	150,000
Central Charlestown Junior Rugby League	Construction of new press box and officials viewing area with video and CCTV facilities at St Johns Oval	43,689
Central Coast Baseball Association	Upgrade of grounds at Baseball Park East Gosford	36,500
Central Coast Brackets and Jam Inc	Provision of air-conditioning and an insulation system	11,588
Central Coast Brackets and Jam Inc	Provision of Artsbarn Cultural Storage Unit	18,230
Central Coast Early Learning Centre Incorporated	Upgrade of car park at Central Coast Early Learning Centre	18,900
Central Coast Sporting Horse Association Inc	Riding surface upgrade and drainage improvements	56,689
Central Coast Youth Club Inc	Fully utilising court one by making basketball backboards retractable	32,290
Central Darling Shire Council	Provision of town entrance signs for Wilcannia, Menindee, Ivanhoe and White Cliffs	50,000
Central North Coast National Agricultural Society	Purchase of stands to display exhibits	15,530
Central Tablelands Woodcraft Inc	Installation of a dust extraction system	25,000
Cessnock District Rescue Squad Inc	Replace roller shutters at Cessnock VRA Rescue Base	18,755
Cessnock Gem and Mineral Club Inc	Extensions to Cessnock Gem and Mineral Club Community building	49,943
Cessnock Hostel Limited	Upgrade of gates and landscaping at Cessnock Hostel	10,070
Cessnock Indoor Sports Centre	Provision of air-conditioning, scoreboard and timer at Cessnock Indoor Sports Centre	36,640
Cessnock Masters Swimming Inc	Replacement of lane ropes at Cessnock Swimming Pool	5,500
Cessnock Minor Rugby League	Construction of a multipurpose centre at Mount View Park	97,611
Cessnock Returned Services League Sub Branch	Installation of All Weather Cover at Memorial Area at Aberdare Park	729
Chaldean Babylon Sports and Cultural Club	Upgrade of the community club including car park and lighting	75,000
Charlestown Eastlakes Presbyterian Church	Refurbish and extend the facilities at Swansea Presbyterian Church Hall	9,500
Chatswood Tennis Club Limited	Resurfacing of 2 tennis courts at Chatswood Tennis Club	17,400
Childrens Services Community Management	Drainage and painting at Wallalong Pre-School and Community Centre	10,000
Childrens Services Community Management	Internal refurbishment and upgrade of play areas at Thornton Child Care Centre	50,000
Childrens Services Community Management	Upgrade & renovation internal & outdoor play environment	30,000
Chipping Norton Baseball Club Incorporated	Provision of an indoor training facility at Riverside Park	35,500
City of Botany Bay Council	Installation of boundary fencing at Bridget Tight Reserve & Eastlakes Reserve, Evans Avenue	26,000
City of Botany Bay Council	Purchase and installation of Pool Disability Lift at Botany Aquatic Centre	7,000
City of Maitland Pipes and Drums Inc	Maintenance and repair to St Ethel's Band Hall	47,600

Organisation	Description	Amount (\$)
City of Ryde Council	Create a trail track at Terrys Creek	17,211
City of Sydney PCYC	Extension to front office and disability access at the City of Sydney PCYC	52,164
City of Wollongong Brass Band	Renovation and extension of band hall	45,149
Civic Disability Services Limited	New perimeter fence at 101 Cawarra Road Caringbah	21,890
Civic Disability Services Limited	Purchase of a new 12 seater bus with hoist for Cronulla	69,210
Civic Disability Services Limited	Supply and install a new solar hot water split system at 15 Hinkler Avenue, Caringbah	8,305
Civic Disability Services Limited	Supply and install a 260 gas solar hot water system at 11 Vista Street, Caringbah	9,515
Civic Disability Services Limited	Upgrade of hot water system to a new Energy Efficient System - 21 Pioneer Drive Menai	8,030
Civic Disability Services Limited	Supply and installation of solar split hot water system - 18 Anzac Road Menai	8,030
Clarence River U3A Inc	Construction of a Men's Shed and office base at Townsend	68,553
Clarence Town & District Historical Museum	Extension of building and provision of new amenities with disability access	8,000
Clarence Town and District Progress Association Inc	Replacement of fencing and signage at the Pony Club	4,000
Clarence Valley Council	Provision of car park and cycleway at Maclean Sports Centre	50,000
Clovelly Bowling & Recreation Club Ltd	Provision of shading to Greens 1 and 2 at Clovelly Bowling & Recreation Club	15,000
Clovelly Child Care Centre Inc	Installation of solar panels at Clovelly Child Care Centre	10,000
Clovelly Surf Life Saving Club	Provision of storage space, new female amenities and extension of the gym at Clovelly Surf Life Saving Club	165,000
Club Marconi of Bossley Park Social Recreation & Sporting Centre Limited	Installation of new goalpost system	16,171
Clunes Community Preschool Association Incorporated	Construction of a new meeting room	30,000
Coast Shelter	Conversion of warehouse and fit out into a 2 storey community centre	200,000
Cobar Shire Council	Upgrade of the Cobar Town Hall Cinema building including ramps, lighting, security and stage upgrade	40,000
Coboco Public Hall Recreation and Public Reserve Trust	Replacing the ceiling of the Coboco Community Hall	20,000
Coffs Coast Dragon Boat Club	Purchase of a dragon boat and trailer for Coffs Coast Dragon Boat Club	10,000
Coffs Harbour City Council	Installation of sub-surface drainage at Richardson Park, Sawtell	187,278
Coffs Harbour Employment Support Service Incorporated	Purchase of a 12 seater van, ride on mower, tractor and outdoor furniture	85,137
Coledale School P&C Association	Provision of a multipurpose room and refurbishment of toilets	20,000
Collaroy Plateau Cricket Club	Renovation of derelict building	6,431
Collingullie Ashmont Kapooka Football Netball Club	Demolish old facilities and construction of new football/netball change room, shower, and toilet facility	15,000
Colo Vale Community Association Inc	Construction of a permanent shelter for outdoor food preparation at Colo Vale Community Centre	3,000
Community Links Wollondilly Incorporated	Upgrade of CWA Hall including provision of disabled access at Bargo	27,426
Community of Christ Ltd	Up Grade of kitchen and toilet facilities at the Community Church of Christ, Guildford	25,600
Community Workshed Inc	Construction of a community work shed at Moruya High School	15,000
Como Pre-School Kindergarten Association Incorporated	Provision for wet weather learning area - roof replacement and decking maintenance.	4,985
Como Public School P&C	Construction of a semi-enclosed sandpit and sensory learning area	5,000
Computer Pals for Seniors Northern Beaches Inc	Installing blinds within training room	766

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Conargo Shire Council	Provision of automated inground sprinkler system and bollards for pedestrian safety at Blighty Recreation Reserve	26,581
Concord Burwood United Junior Rugby League Club	Upgrade of lighting at Goddard Park	50,000
Concord Community Recreation & Bowling Club Ltd	Repairs and upgrade to interior of Concord Community Recreation & Bowling Club	10,000
Concord Junior Cricket Club	Installation of new synthetic cricket wickets at various locations in Five Dock	10,000
Conservatorium Mid North Coast	Acquisition of Musical Instruments	35,178
Coogee Randwick Wombats JRLFC	Upgrade of clubhouse at Marcellin Fields Maroubra	15,000
Coolamon Men's Shed Inc	Construction of an activities shed	10,000
Coolamon Shire Council	Upgrade of the museum section of the Coolamon Learning and Cultural Centre	13,000
Coolamon Shire Council	Construction of walkways in the Coolamon Shire	11,650
Cooma Monaro Historical Automobile Club	Upgrade access road to Hill Climb Event	29,516
Cooma Netball Association	Provision of floodlighting at Cooma Courts	37,680
Cooma-Monaro Shire Council	Upgrade of Centennial Park, Cooma	60,000
Coonabarabran Youth Club Inc	Provision of an awning with disabled access and upgrade of floor matting at the Coonabarabran Youth Club	18,000
Cootamundra Amateur Dramatic and Arts Society Inc (Cadas Inc)	Construction of a storage shed	20,000
Copacabana Surf Life Saving Club	Upgrade of existing Copacabana Surf Life Saving Club	27,554
Coraki Tennis Club Inc	Upgrade of 2 existing cement and bitumen courts to synthetic multipurpose courts at Coraki	53,000
Corowa Shire Council	Development of a new community park on the foreshore of Lake Mulwala	9,000
Corporate Trustees of the Anglican Diocese of Armidale, Uralla Parish	Erection of a safe enclosed children's play area adjacent to the Uralla Parish Hall	5,000
Corrimal Region Uniting Church - Uniting Play	Building a covered sandbox and installing child proof fencing at Corrimal Region Uniting Church	8,572
Corrimal Region Uniting Church - Uniting Play	Upgrade access for prams and disabled people at Corrimal Region Uniting Church	20,548
Corrimal Region Uniting Church - Uniting Play	Installation of play equipment and softfall at Corrimal Region Uniting Church	30,020
Corrimal Rugby League Football Club Incorporated	Installation of solar panels on existing buildings at Ziems Park Corrimal	45,000
Corrimal Women's Bowling Club	Installation of sun shades on eastern side of Green No 1 at Corrimal Bowling Club	6,558
Council Municipality of Woollahra	Upgrade of and refurbishment of building and surrounding areas to establish an environmental centre	17,000
Coutts Crossing Coronation Hall Inc	Repairs and upgrade to the interior and exterior walls of Coutts Crossing Coronation Hall	45,617
Cowra Campdraft & Rodeo Association	Building a new arena and cutting area	80,000
Cowra Early Childhood Services	Provision of a play ground at the centre	30,598
Cowra Golf Club	Installation of a new playground & mini golf facility at Cowra Golf Club	17,500
Cowra High School P & C Association	Upgrade of fencing	5,500
Cowra Police and Community Youth Club NSW	Upgrade of PCYC facility to safety standards	43,000
Cowra Rugby Club	Installation of a PA system at the Hartley St Sports Grounds	3,500
Crescent Head Country Club Ltd	Provision of new court fencing	45,500
Crescent Head Pointers Swimming Club Inc	Provision of pool heating at Crescent Aquatic Centre	16,000
Cronulla School of Arts	Provision of new access stairs and renovation of foyer area at the Cronulla School of Arts	100,000
Crookwell a P & H Society Inc	Construction of amenities block	35,000

Organisation	Description	Amount (\$)
Crossroads Community Church Inc	Development of a community garden at Lalor Park	15,000
Cudgen Headland Surf Life Saving Club	Purchase of equipment storage trailer	9,500
Cumberland Community Radio Inc	Purchase of broadcasting equipment and caravan to provide mobile studio	16,324
CWA of NSW Nelson Bay Branch	Provision of a security door	409
Dapto Baptist Church	Upgrade of church car park	26,000
Dapto District Tennis Club Inc	Replace fencing at Dapto Tennis Club	9,830
Dapto Girl Guides	Repair of metal ridge roof capping	1,200
Dapto Junior Football Club	New Lighting for field 1 at Dapto Football Club	110,000
Dapto Little Athletics Centre	Improved drainage of athletics track	6,000
Dapto Little Athletics Centre	Irrigation of athletics field	6,710
Dareton Public School P&C Association	Construction of playgroup outdoor play area	39,161
Davidson High School P&C Association	Provision of crushed sandstone surface to pathway and construction of amphitheatre	23,001
Daysdale Memorial Hall	Paint the exterior of the Daysdale Memorial Hall	4,000
Deniliquin & District Historical Society Inc	Construction of a roof over the court yard to provide additional usable space	20,000
Deniliquin Children's Centre Inc	Repairs and maintenance to existing facility and enclosure of an outdoor play area	26,500
Deniliquin Clay Target Club Inc	Provision of concrete outdoor area and upgrade of kitchen facilities	37,516
Denman Pony Club	Erection of steel fencing of the main horse arena	15,000
Disability Enterprises	Modification and fittings to factory unit at Lawson to allow more efficient manufacturing of mobility and positioning equipment	65,000
Disability Services Australia	Establishment of a sensory garden and outdoor learning area at Alexandria Street Fairy Meadow	35,000
Disability South West Incorporated	Disability activity centre upgrade of facilities	19,975
Dooralong Community Reserve Trust	Veranda at Dooralong Community Hall	45,104
Dorrigo Cricket Club	Construction of change room facilities and meeting rooms	64,408
Drummond Park Pre-School	Construction of play area with shade structures and amphitheatre at Drummond Park Pre-School	13,500
Drummoyne Baptist Church	External painting of the church building	7,000
Drummoyne Presbyterian Church	Upgrade, repair and enhancement of the exterior frontage of Drummoyne Presbyterian Church	15,000
Drummoyne Sailing Club	Restoration of water frontage area of Drummoyne Sailing Club	20,000
Dubbo City Council	Installation of 7 Additional CCTV cameras in the Dubbo CBD	24,000
Dubbo District Cricket Association	Construction of an amenities building at Victoria Park	35,000
Dubbo Hockey Association Inc	Construction of a clubhouse facility at Dubbo Hockey Centre	40,000
Dudley Redhead Junior Rugby League	Purchase of a ride on mower for use at the John Balcomb Field	7,273
Duffy's Corner Occasional Child Care Centre Inc	Completion of playground upgrade at Duffys Corner Child Care Centre	5,000
Duffys Forest Residents Association	Stage 2 of the Anembo Arena Restoration	10,000
Duncans Creek Woolomin Hall	Refurbishment of hall	8,732
Dundas Public School Parents & Citizen Association Inc	Refurbish kitchen facilities at Dundas Public School - Out of School Hours Care Centre	7,700
Dunedoo Progress Association Incorporated	Construction of an irrigation system at Dunedoo Golf Course	12,768
Dungog Agricultural and Horticultural Show Assn Inc	Upgrade outdoor tables and seating	9,000
Dungog Memorial Bowling Club	Upgrade of shades to bowling greens	7,300

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Dungog Showground Management Committee - Section 355	Replacement of balustrade on grandstand and replacement of asbestos sheeting above kitchen area	15,000
Dunoon Preschool Incorporated	Dunoon Preschool facility upgrade	9,032
East Bankstown Soccer Club Inc	Amenities & external upgrade at Gosling Park	75,000
East Gosford Football Club	Extension of existing clubhouse building	40,000
East Hills Baseball Club Associated Incorp	Construction of dugouts, scorers shed and storage at Kelso Park	16,487
East Lindfield Community Preschool Incorporated	Upgrade of car park, refurbish playground and provide disabled access at East Lindfield Community Preschool	45,000
East Maitland Pre-School Kindergarten Association Inc	Enclose veranda to provide new office and meeting space	28,563
East Roseville Bowling Club	Refurbishment of Number 1 Bowling Green at East Roseville Bowling Club	28,000
Eastern Suburbs Community Youth Association Ltd	Upgrade of garage space to provide new offices at Eastern Suburbs Community Youth Association	45,000
Eastern Zone Gujaga Aboriginal Corporation	Repair and upgrade Gujaga multifunctional Aboriginal Childrens Service	48,138
Eastside Uniting Church- Morpeth Men's Shed	Purchase and installation of capital equipment for the shed	3,742
Eastwood District Rugby Union Football Club	Gym extension Eastwood District Rugby Union Club	25,800
Eastwood Ryde Netball Association	Installation of safety post pads at Meadowbank Park and Brush Farm Grounds	10,000
Eastwood Thornleigh District Tennis Association Inc	Installation of new childrens playground at Eastwood Thornleigh District Tennis Club	19,859
Eden Creek / Fairymount Preschool	New shade structure and playground upgrade at Eden Creek / Fairymount Preschool	16,500
Eden Creek / Fairymount Preschool	Upgrade toilet facilities at Eden Creek Hall	13,745
Eden Marine Centre Ltd	Replacing the asbestos roof on the wharf building in Eden	181,000
Eden Minor Rugby League Football Club Incorporated	Construction of a toilet block, extra storage and refurbishment of canteen at George Brown Ground Eden	50,000
Elderly Australian Chinese Homes (NSW) Co-Operative Limited	Purchasing a mini bus with wheelchair provision for pick-up and drop-off of the frail and aged	51,654
Elmore Vale Early Learning Centre	Installation of a new storage shed and staff programming area	1,195
Elizabeth Street Extended Hours Preschool Incorporated	Installation of 2 shade structures at Elizabeth Street Preschool	16,000
Elm St Early Learning Centre	Building a new not for profit , community based long day care centre in Albert Crescent Croydon	100,000
Embroiderers' Guild NSW	Redevelopment of premises at Queen Street, Concord West	20,000
Endeavour Mental Health	Construction of a Mental Health Clubhouse	150,000
Englands Park Tennis Club Inc	Replacement of fencing around England Park Tennis Club	16,125
Ensemble Ltd	Upgrade of theatre floor and replacement of seats	35,500
Epping Rugby and Netball Club	Provision of a storage facility at Somerville Oval	54,209
Ermington West P&C	Installation of air-conditioning to school assembly hall, construction of a covered outdoor learning area, construction of a chicken coop and garden work bench, installation of rainwater tanks	20,000
Erskine Park High School P&C Association	Shaded cover over a community courtyard constructed at Erskine Park High School	17,700
Ethnic Communities Council of Newcastle and Hunter Region Inc	Construction of an all weather deck with disabled access at John Gebhard Centre	52,700
Eugowra Community Bowls & Recreation Club	Construction of a cricket pitch at Eugowra Community Bowls & Recreation Club	7,000
Eurobodalla Woodcraft Guild Inc	Complete the building of Stage 2 and 3 of the Eurobodalla Woodcraft Guild Inc's Workshop	20,760
EV Church	Energy control system and lighting upgrade at the Central Coast Evangelical Church	16,482



Organisation	Description	Amount (\$)
Exeter Village Association, Inc	Purchase of an enclosed trailer to store band equipment	5,000
Fairfield City Council	Installation of outdoor exercise equipment at Mcburney Park Cabramatta	60,000
Fairfield City Council	Upgrade of shared pathways, sitting wall and provision of signage at Honour Avenue Fairfield Park	100,000
Fairfield City Council	Installation of flood lighting at Brenan Park	28,200
Fairfield/Cabramatta PCYC	Construct secure parking area including signage and lighting at PCYC	55,060
Far North Coast Baseball Association Incorporated	Upgrade of 2 dugouts at Albert Park	4,300
Farquhar Inlet Management Group	Build 2 sand islands for bird nesting and roosting purposes	10,000
Farquhar Inlet Management Group	Re-dredge a 15m wide channel from Oyster Creek to the boat ramp.	30,000
Felton Street Early Learning Preschool Inc	Upgrade of playgrounds at Felton Street Pre-School	50,000
Fig Tree Community Garden	Wheelchair access, raised beds and upgrade community kitchen facilities at Fig Tree, Wickham	43,280
Fingal Rovers Surf Life Saving Club Inc	Major upgrade of building	85,111
Finley Apex Club	Building an agricultural learning centre	44,000
First Figtree Scout Group	Internal and external upgrade of the 1st Figtree Scout Hall	37,890
Firstlightcare	Upgrade of the Harris Park Counselling Centre	55,000
Flowerdale Cottage (PRA)	Install shade sail and landscape existing back courtyard	13,092
Forbes Flying Club Inc	Upgrade of kitchen and bathroom facilities at Forbes Aerodrome	30,000
Forbes Shire Council	Development of student accommodation for rural placements at Jemalong Retirement Village	100,000
Forest Killarney Football Club (Soccer)	Upgrade of sports field lighting at Melwood Oval Forestville	110,000
Forster Surf Life Saving Club Inc	Upgrade, general maintenance and repairs to Forster Surf Life Saving Club	29,574
Freshwater Surf Life Saving Club Inc	Refurbishment of storage area to improve access to emergency response equipment	30,000
Friends of Bella Vista Farm Park Inc	Construction of a visitors centre and tea rooms	50,000
Friends of Linnwood Inc	Replace electrical wiring, fittings & fixtures at Heritage House	58,200
Friends of the Eurobodalla Regional Botanic Gardens	Provision of a children's play space at the Eurobodalla Regional Botanic Gardens	50,000
Friends of the North Coast Regional Botanic Gardens	Construction of a Japanese Pavilion at the North Coast Regional Botanic Gardens	120,000
Friends of the Regal - Committee of Jesmond Neighbourhood Centre	Refurbishment of Regal Cinema	141,700
Friends of the Western Buddhist Order (Sydney) Inc	Wheelchair accessible bathroom renovation at the Sydney Buddhist Centre	10,000
Froebel Australia Limited	Refurbishment of premises and outdoor play spaces	35,000
Fusion Australia Ltd	Kitchen Refurbishment at Imagine Community Centre, St. Marys.	65,025
Galloping Gully Polocrosse Club Inc	Development of a new clubhouse and home for polocrosse at Murrumbilla	65,000
Galloway Children's Centre Ltd	Interior painting and replacement of curtains at Galloway Children's Centre	13,449
Ganmain Hall Committee - 355 Committee - Coolamon Shire Council	Replace old electrical system	2,500
Georges River Community Baptist Church	Installation of new kitchen in church and community centre in Peakhurst	15,000
Georges River Junior Soccer Football Club Inc	Improvements ground facilities, including lighting and turfing	40,000
Gerringong RLFC Inc	Upgrade of training lighting at Michael Cronin Oval Gerringong	23,000
Gerringong Uniting Church	Upgrade of the childrens hall Gerringong	20,000
Gilgandra Shire Council	Construction of a skate facility at Hunter Park Gilgandra	30,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Girl Guide Association NSW - Engadine Support Group	Construction of a covered outdoor learning area attached to Guide hall with Lighting	19,030
Girl Guides Association NSW - New Lambton District Support Group	Upgrade of Girl Guides Hall, New Lambton	19,428
Girl Guides Association of New South Wales	Replacement of asbestos roof on Baulkham Hills Guide Hall	23,870
Girl Guides Association of New South Wales	Provision of fire safety doors and windows and repair to roof	11,683
Girl Guides Association of New South Wales	Internal and external upgrade of Beresfield/Thornton Girl Guide Hall	8,839
Girl Guides Association of New South Wales	Upgrade of plumbing, electrics, bathroom and kitchen at Charlestown Girl Guide Hall	15,199
Girl Guides Association of New South Wales	Upgrade of kitchen at the Guide hall, Helensburgh	9,918
Girl Guides Association of New South Wales	Installation of a new doorway including a ramp for disabled access at Woonona Girl Guides Hall	5,600
Girl Guides Association of New South Wales	Provision of a new hot water service for Glengarry, Turrumurra Girl Guides	6,319
Girl Guides Association of New South Wales	Repairs, maintenance and painting of Maitland Girl Guide Hall	9,450
Girl Guides Association of new South Wales	Guttering upgrade, installation of a water tank and external light	2,102
Girl Guides Association of New South Wales	Refurbishment of Guide Hall	17,556
Girl Guides Association of New South Wales	Refurbishment of Guide hall	10,187
Girl Guides Association of New South Wales	Upgrade Riverstone District Guide Hall	28,500
Girl Guides Association of New South Wales	Upgrade of Eastwood Girl Guide Hall	11,000
Girl Guides Association of New South Wales	Upgrade hot water system with solar system	5,466
Girl Guides Association of New South Wales	Lighting upgrade and painting of hall	3,000
Girl Guides Association of New South Wales	Refurbishment of Guide Hall	18,494
Girl Guides Association of New South Wales	Replacement of the roof and guttering at Gwynneville Girl Guide Hall	19,546
Glebe PCYC	Upgrade of the exterior of Glebe PCYC including encapsulating the asbestos roof	42,670
Glen Elgin Federation Sports Club	New toilet and shower block for Glen Elgin Sports Ground	22,400
Glen Elgin Federation Sports Club	Construction of shade structure over bbq area at Glen Elgin Sports Ground	4,682
Glen Innes & District Historical Society Inc	Installation of fire and smoke detection at Beardies History House Museum	11,980
Glen Innes Arts Council Inc	Installation of digital 3D cinema at Chapel Theatre Glen Innes	30,000
Glen Innes Services & Golf Club	Installation of an automatic watering system to 8 greens and tees	28,079
Glendore Child Care Centre	Resurfacing of outdoor play area	4,695
Glenmore Park Football Club	Floodlighting sports field	80,000
Gloucester School of Arts Inc	Refurbishment of arts gallery and meeting rooms and installation of air-conditioning	25,000
Gloucester Shire Council	Improve drainage of stormwater at playground	10,000
Goolgowi Parents & Citizens Association	Provide a multi-use sport and recreation area including a skate area	12,556
Gordon Football (Soccer) Club Incorporated	Provision of lights at Allan Small Oval	71,791
Gosford City Basketball & Sports Stadium	Upgrade of court markings at the Gosford City Basketball & Sports Stadium	60,000
Gosford City Council	Installation of play equipment and associated softfall at Caroline Cox Reserve	45,000
Gosford Cricket Club Inc	Extension of run up area	2,100
Gosford Cricket Club Inc	Club house extension	14,250
Gosford Showground Trust	Replace guttering and install leaf guard to the pavilion roof	4,692
Gosford Showground Trust	Bar/restaurant repairs to back wall with termite damage and rot	10,900
Goulburn & District Arts & Crafts Inc	Stage 3 of building upgrade of the Old Railway Barracks	29,000

Organisation	Description	Amount (\$)
Goulburn Golf Club Ltd	Replacement of clubhouse roof at Goulburn Golf Club	10,000
Goulburn Greyhound Racing Club Inc	Provision of outdoor seating at the Goulburn Greyhound Racing Club	5,000
Goulburn Mulwaree Council	Upgrade of the Goulburn indoor pool including replacement of tiles & resurfacing surrounds	8,000
Goulburn Mulwaree Council	Construction of an amenities block at North Park Goulburn	10,000
Goulburn Mulwaree Council	Construction of safety fencing at the Goulburn Rodeo Arena	9,000
Goulburn Pony Club	Provision of a modular toilet block with disabled access at Goulburn Pony Club	15,000
Graceades Cottage	Upgrade to security	6,359
Grafton Clay Target Club Inc	Purchase of a trap machine and voice release system for Grafton Clay Target Club	10,690
Grafton Community College Inc	Provision of a teaching kitchen and student amenities at Grafton Community College	55,000
Grafton Greyhound Club Ltd.	Rewiring of track lighting at Grafton Greyhound Club	23,600
Grafton Hockey Inc	Replace perimeter fencing on sand base hockey surface at Fisher Park	23,000
Grafton U3A Inc	Building a Mens Shed at the Brewery Complex Grafton	35,000
Grandviews Bowling & Recreation Club	Replacement of existing retaining wall and extension of spectator area	30,000
Granville Kewpie Soccer and Sports Club	Upgrade of clubhouse roof at Coulquhoun Park, Granville	56,700
Granville Multicultural Community Centre Inc	Dellwood Community Centre and Mens Shed fit out	25,369
Great Lakes United Football Club	Provision of 20 moveable goalposts and a fenced compound to house the posts when not in use	10,000
Greater Hume Shire Council	Development of a community park at Burrumbuttock	8,000
Greater Toukley Vision Inc	Integrated Community Security Plan for Greater Toukley	35,000
Greek Orthodox Community of NSW Ltd	Renovation of the outdoor playground at the Greek Orthodox Community Child Care Centre	50,930
Greek Orthodox Parish and Community of Burwood and District St Nectarios Ltd	Upgrading air-conditioning at community hall in Burwood	33,000
Green Box Regional Food Co-Operative Limited	Fit out of warehouse with coolroom, scales and display fridge	11,450
Greenpoint on Wallis Lake Community Association	Extension and repairs to Greenpoint Community Hall and provision of an access ramp	20,000
Grenfell Pastoral, Agricultural, Horticultural & Industrial Association Inc	Repairs to roof and skylight	20,000
Gresford Community Group Incorporated	Installation of play ground equipment, seating and shade shelter	9,000
Greta Branxton Football Club	Purchase of line marking equipment for Branxton Soccer Fields	1,839
Grey Archers Hunter Valley	Purchase a shipping container for storage at Grey Archers Club, Heath	3,500
Greystanes Little Athletics Centre Inc	Construction of new sun shelter	18,000
Greystanes Little Athletics Centre Inc	Upgrade of long jump runways	20,116
Greystanes Soccer Club	Lighting upgrade at Bathurst Street Park	30,000
Greystanes Uniting Church Child Care Centre	Safety upgrade of yard drainage grates	5,248
Griffith City Council	Construction of a car park at the Ted Scobie Oval	40,000
Griffith City Council	Installation of a disability pool hoist at the Griffith Regional Aquatic Leisure Centre	8,590
Griffith City Council	Dethridge Wheel Monument Refurbishment	25,000
Griffith Netball Association	Construction of netball courts	30,000
Gulgambone Showground & Race Course Trust	Construction of a stock handling facility at Gulgambone Showground	29,483
Gulgong Pistol Club Incorporated	Installation of water tank, pump and hoses	4,545
Gundagai Shire Council	Upgrade of Carberry Park including pathway repair and disabled access	20,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Gunedoo Child Protection Service Inc	Upgraded bathroom facilities	34,420
Gunnedah & District Soccer Incorporated	Provision to upgrade and repair toilet facilities	5,254
Gunnedah Branch of Country Women's Association	Creating disabled toilet access	18,176
Gunnedah Homes for The Aged Association	Refurbishment to outdated accommodation	11,557
Gunnedah Special Support Service	Construction of an awning and paved, shaded outdoor bbq, entertaining and extended living area	30,000
Gunnedah Urban Landcare Group	Tree planting and rehabilitation	3,000
Gurehlgam Corp Ltd	Interior upgrade of facility at Victoria Street Grafton	20,500
Guyra Shire Council	Provision of toilet facilities at the Guyra Cemetery	21,000
Guyra Shire Council	Upgrade of the Guyra Recreation Ground Sporting facilities	35,000
Guyra Shire Council	Upgrade of the court surfaces at Black Mountain Tennis Courts	16,000
Guyra Show Society Ltd	Installation of 12 additional floodlights at the showground	20,000
Gwawley Bay Football Club	Provision of an awning at the Sylvania Community Hall	11,300
Gwydir Shire Council	Installation of an irrigation system at the Bingarra Golf Course	16,150
Gwydir Shire Council	Provision of student accommodation at the Primary Industries Trade Training Centre at Bingarra	33,850
Gynea Baptist Church	Refurbishment of kitchen and kitchen storeroom facilities	11,476
Gynea Community Preschool	Upgrading of outdoor playground	35,000
Gynea Junior Rugby League Football Club Inc	Provision of tiered seating for Corea Oval	40,000
Habasc Incorporated	Provision of a before and after school building in the grounds of Heathcote Public School	12,500
Hallidays Point Cricket Club	Installation of a cricket pitch	14,500
Hamilton Wickham District Cricket Club Incorporated	Cover cricket practice wickets and spectator area at Passmore Oval	28,000
Hannam Vale Hall Society Inc	Provision of electrical and AV wiring of Hannam Vale Hall	3,987
Harold Wheen Preschool	Renewal of surfaces for 2011 football season at Mallabulla Sporting Complex	10,000
Hastings Community Fm Radio Association Inc	Purchase of stand-by equipment	14,376
Hastings River Greyhound Racing Club	Installation of solar power system	50,000
Hastings Valley Archery Club	Provision of facilities for archery club	23,000
Hastings Valley Mountain Bike Riders Inc	Stage 2 for Port Macquarie Urban Mountain Bike Park - storage & signage	21,500
Hawkesbury Church	Refurbishment of church cafe, foyer & children's facilities	82,574
Hawkesbury City Council	Upgrade seating, installation of a second shelter and landscaping at Wilberforce Park	24,000
Hawkesbury City Council	Refurbishment of Hobartville Long Day Care Centre	32,500
Hawkesbury City Council	Refurbishment of Greenhills Long Day Care Centre	37,500
Hawkesbury Skills Inc	Installation of solar and mains power to the Secret Garden	23,350
Hawkesbury Sports Council Inc	Upgrade of car park at Woodlands Oval	19,667
Hawkesbury Sports Council Inc	Extension of electricity and Irrigation to Bensons 6 & 7	29,118
Hawkesbury Sports Council Inc	Upgrade electricity, septic pumping station and water to Colbee Park BMX Track.	65,695
Hay Girl Guides	Construction of a shed for storage at Hay Girl Guides Hall	7,250
Hay Shire Council	Hay netball court complex upgrade	10,000
Healthy Cities Illawarra	Upgrade of workshop	25,435
Heathcote High School P&C Association	Provision of an outdoor covered space at Heathcote High School	16,270

Organisation	Description	Amount (\$)
Helensburgh and District Historical Society	Upgrade of historical society building at the Old Mine Surgery, Helensburgh	8,000
Helensburgh-Stanwell Park Surf Life Saving Club Inc	Stage 2 of awning upgrade at Helensburgh-Stanwell Park Surf Life Saving Club	2,200
Henty Australian Football Club Inc	Provision of 2 coaching boxes and benched seating at Henty Showground	3,342
Henty Men's Shed Incorporated	Construction of a purpose built Mens Shed	30,000
Highlands Miniature Railway Incorporated	Construction of a clubhouse and toilets at Sherwood Village Bowral	20,150
Highlands Miniature Railway Incorporated	Extension of existing miniature railway track at Sherwood Village Bowral	12,000
Hills Barbarians Cricket Club	Build BBQ facilities at Eric Mobbs Reserve	18,630
Hills United Soccer Club Inc (NSW)	Creation of 4 tier grandstand	10,550
Hinton Cricket Club	Remove and install a new cricket pitch	16,500
Hinton Tennis Club	Rewire and restore the lights at the Hinton and District Tennis Courts	12,500
Holbrook Childrens Centre Inc	Provision and fit out of building to be used for Out of Hours School Care at Holbrook	16,380
Holroyd City Council	Provision of additional car parking at McCreddie Park Guildford	120,000
Holroyd City Council	Building restoration at Pitt Row Headmasters Cottage	85,000
Holroyd City Council	Construction of cricket practice wickets at Merrylands Park	40,000
Holroyd City Council	Floodlighting upgrade to field 2 Jones Park Parramatta	45,000
Holroyd City Council	Extension of playing field, provision of extra seating and shade trees	27,500
Holroyd City Council	Upgrade of playground and shade structure at Wentworthville Community Centre	30,000
Holroyd City Council	Playground upgrade at Bridge Road Park	22,500
Holroyd City Council	Floodlighting upgrade for Gipps Road AFL Field	135,000
Holroyd City Council	Upgrade of toilet facilities, construction of a store room, new doors and repair to foundations at Pendle Hill Girl Guides Hall	22,000
Hope Mission Centre	Upgrade of the Hope Mission Centre Community Care Centre in Parramatta	21,970
Hopestreet	Upgrade of kitchen Facilities at the Backshed Cafe	10,000
Horizon Theatre Company	Provision of sound system and lighting for theatre	23,775
Hornsby Berowra Eagles Junior AFL Club	Construction of a covered awning for the amenities building at Rofe Park	28,644
Hornsby Heights Baptist Church	Replace roof, new guttering, repair of internal walls and ceilings, new floor coverings and electrical upgrade at Hornsby Heights Baptist Church Cottage	20,000
Hornsby Heights Sports Club	Upgrade of female toilet and change room facilities at Hornsby Heights Sports Club	22,000
Hornsby Ku-Ring-Gai & Hills District Cricket Association	Upgrade of cricket practice nets, construction of new cricket pitch and re-location of soccer field away from cricket run up area and installation of a BBQ at James Park Hornsby	25,459
Hornsby Model Engineers Co-Operative Limited	Renovation of carriage storage building at Galston	19,080
Hornsby Shire Council	Construction of the Upper Pyes Creek Walking Track	30,000
Hornsby Shire Council	Park upgrade - Erlestoke Park, Castle Hill	30,000
Hornsby Shire Council	Upgrade of Pioneers' Track	16,500
Hornsby Shire Council	Provision of energy efficiency and renewable energy at Sommerville Park Childcare Centre	16,500
Hornsby Shire Council	Great North Walk Heritage Step Restoration	60,000
House of Hope Recovery Centre Incorporated	Expansion of House of Hope Foodbarn	62,737
House with No Steps	Bush regeneration at Manly Dam	5,000
Howlong Cricket Club Inc	Construction of a shade and storage facility at Lowe Square	11,000
Hunter Care Ltd	Upgrade of training room and kitchen, installation of playground and shelter at the Hunter Life Education Centre	32,694

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Hunter Rowing Club Inc	Addition of concrete slab to Hunter Rowing Club Boatshed	6,750
Hunter Rowing Club Inc	Purchase of safety boat	4,054
Hunters Hill Council	Construction of a large childrens playground at Boronia Park Oval, Hunters Hill	28,950
Hunters Hill Council	New safety fencing at Gladesville Swimming Pool	24,800
Hunters Hill Council	Sewer and water supply services for Riverglade Reserve	21,000
Hurstville City Council	Provision of seating, safety bollards and repaving of footpaths at Riverwood Commercial Centre	60,000
Hurstville Glory Soccer Club	Construction of amenities block/canteen/storage room at Penshurst Park	30,000
Huskisson Anglican Parish	Sealing of car park at St Peters Anglican Church, Sanctuary Point	9,560
Illawarra Area Child Care Ltd	Bathroom renovation and laundry upgrade at Alunga Child Care Centre	22,498
Illawarra Area Child Care Ltd	Bathroom/laundry renovation and upgrade	12,115
Illawarra Area Child Care Ltd	Bathroom and laundry renovation and upgrade	22,498
Illawarra Area Child Care Ltd	Upgrade of sun protection structure	7,086
Illawarra Area Child Care Ltd	Laundry renovation and upgrade - Keiraview Children's Centre	8,800
Illawarra Area Child Care Ltd	Laundry renovation and upgrade - Smith Street Childrens Centre	8,800
Illawarra Area Child Care Ltd	Outdoor storage shed - Keiraview Children's Centre	47,313
Illawarra Area Child Care Ltd	Bathroom upgrade - Hospital Hill Occasional Care	7,713
Illawarra Dog Training Club Inc	Facility improvements	5,530
Illawarra Hockey Incorporated	Installation of new electronic scoreboards	9,300
Illawarra Live Steamers Co-Op Limited	Installation of ablution block	11,800
Illawarra United Representative Football Club	Lighting upgrade at JJ Kelly Park Wollongong	35,000
Illawarra Women's Health Centre	Refurbishment of Women's Health Centre	49,627
Inala	Interior and exterior upgrade of the community hall Inala	50,000
Inala	Upgrade of facilities at Miroma, Vaucluse	118,000
Inasmuch Community Incorporated	Provision of a roof for dementia unit pergola area	10,000
Ingleba Public Hall	Construction of new toilets and BBQ area repair & paint kitchen and repair roof at Ingleba Public Hall	18,500
Inspire Community Services	Building a new head quarters on land already acquired	200,000
Intereach NSW Inc	Upgrade of the kitchen at the Deniliquin Intereach Neighbourhood Centre	27,669
International Environmental Weed Foundation	Establishment of a community plant propagation and educational nursery	18,323
Inverell Shire Council	Upgrade of artificial courts at Inverell Tennis Club Complex	60,000
Iona Public School P&C	Provision of shade shelter over playground	29,340
IQ Inc	Connection of existing compost toilet and office sink to the grey water system	6,000
Irrawang Public School Parents and Citizens Association	Construction of playground	30,000
Jamberoo Golf Club	Construction of permanent pathways at Jamberoo Golf Club	10,000
Jamberoo Tennis Club	Resurface tennis court at Jamberoo Tennis Club	12,000
Jamison Little Athletics Centre Inc	Upgrade to long jump and discus facilities at Jamison Park	13,565
Jerilderie Football Club Inc	Construction of a new toilet Block for Moansh Park Jerilderie	55,000
Jewish House	Fit out of new counselling rooms at Bondi	66,300
Jewishcare	New headquarters	65,000

Organisation	Description	Amount (\$)
Jindera & District Pony Club	Construction of a Cross Country Jump Course at Jindera Pony Club	5,000
Jindera Netball Club Inc	Upgrade of netball court surfaces at Jindera Recreation Reserve	83,475
Jobquest	Construction of a community garden at Kingswood Park	15,000
Johns River Community Hall and Recreation Reserve Trust	Construction of a new public amenities/toilet block for village	40,000
Junction Hill Tennis Club Inc	Extension of clubhouse to provide sunsafe shelter and disabled access at Junction Hill Tennis Club	30,000
Junee Shire Council	Provision of a shade shelter over playground at Bethungra Park	11,200
Junee Shire Council	Installation of 2 lighting towers at Burns Park Sporting Fields	19,000
Kandos Rylstone Men's Shed	Upgrade of electricals and fencing of the Kandos Rylstone Men's Shed	10,533
Kangaroo Creek Coutts Crossing Charity Sports Club Inc	Repairs and maintenance to showground facilities at Coutts Crossing	16,080
Kareela Community Precinct Association Inc	Construction of a new community noticeboard	4,986
Karelle Life Enrichment Service Inc	Upgrade and fit out of the kitchen at Melrose House	40,000
Karingal Preschool Nelson Bay Inc	Provision of outdoor safety and security upgrade	24,994
Kariong Eco Garden Inc	Building a storage shed with shelter in the Kariong Eco Garden	18,770
Karitane Linking Families	Conversion of existing garage into a group/education room	15,044
Karuah Progress Association	Construction of a new skate park	130,000
Katoomba Men's Shed Inc	Provision of disabled access and refurbishment	10,000
Katoomba Neighbourhood Centre	Provision of a playground with shade sails	7,050
Kegworth Out of School Hours Care Inc	Upgrade of kitchen facilities in multipurpose hall at Kegworth Public School	16,880
Kegworth Public School P&C Association	Installation of multipurpose courts at Kegworth Public School	39,976
Kellyville Soccer Club Inc	Installation of drainage	20,000
Kempsey Children's Services	Refurbishing the indoor area of Kempsey Children's Services Community House	24,127
Kempsey Clay Target Club Incorporated	Refurbishment and upgrade of clubhouse kitchen	10,552
Kendall Community Preschool	Construction of a bathroom for children with additional needs	28,003
Kendall Dragon Boat Club Inc	Upgrading club house amenities block	20,000
Kendall Tennis Club	Construction of 2 multipurpose tennis courts	20,000
Khmer Krom and Australian Buddhist Association of NSW	Construction of a community hall at Rossmore	75,000
Kiama Bowling and Recreation Club	Installation of sun shade protection for bowling rinks at Kiama Bowling and Recreation Club	10,000
Kiama Braves Baseball Club Inc	Rejuvenation of Gainsborough Oval baseball back net	15,000
Kiama Tennis Club Inc	Lighting upgrade at Kiama Tennis Club	20,000
Kiama Uniting Church Mens Shed	To build and fit out a Mens Shed at Kiama	40,000
Killabakh Public Hall Trust	Installation of solar energy	11,510
Kincumber & District Neighbourhood Centre Inc	Dance Floor for Kincumber Neighbourhood Centre	5,800
Kincumber Avoca Cricket Club Inc	Drainage rectification to Erina Oval	16,550
King Street Community Pre School East Maitland Incorporated	Construction of an access ramp	26,989
King Tomislav Croatian Club	Installation of air-conditioning system	50,000
Kingscliff Mini School Inc	Installation of weather proof seating in playground	20,819
Kingscliff RSL	Purchase of 12 seater mini bus	65,890

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Kingscliff Swimming Club	Construction of club clubhouse	40,000
Koala Child Care Centre	Upgrade of bathroom facilities	43,780
Kogarah Community Services Inc	Installation of air-conditioning and painting of interior walls and ceilings at Kogarah Community Services	15,530
Kookaburra Korner Early Education Centre Inc	Replacement of flooring throughout the building	21,300
Kooloora and Soldiers Settlement Community Centres Incorporated	Up-Grade entrance of Kooloora Community Centre	24,000
Koorawatha Show Society Inc	Upgrade and repair to showground pavilion	18,000
Kootingal Community Hall Reserve Trust	Construction of outside entertaining area	10,500
Kotara South Football Club	Upgrade of clubhouse at Nesbitt Park	31,000
Ku-Ring-Gai Council	St Ives Girl Guides Hall relocation and construction of St Ives Village Green Youth Precinct	150,000
Ku-Ring-Gai Council	Construction of All Weather Synthetic Grass training field above water storage tanks at Allan Small Park Killara	37,500
Ku-Ring-Gai Council	Marian Street Theatre kitchen and amenities Upgrade	75,000
Ku-Ring-Gai Hockey Centre	Construction of toilet and canteen facilities	50,000
Ku-Ring-Gai Netball Association	Upgrade existing toilets at the Canoon Road complex to disabled toilets	21,978
Ku-Ring-Gai State Emergency Service	Installation of security CCTV system	20,000
Kurrajong Waratah	Purchase 2 new 23 kg washing machines	26,800
Kurrajong Waratah	Signage and upgrade maze	14,210
Kurrajong Waratah	Construction of car parking spaces and upgrade to existing facilities	26,225
Kurri Kurri and District Preschool Kindergarten Inc	Construction of an All Weather Structure over the softfall area at Kurri Preschool	54,545
Kurri Kurri Community Centre Inc	Fencing the area to house the Kurri Kurri Men's Shed & Community Garden	24,416
Kyeemagh Infants Public School P&C Association	Provision to turf sporting grounds	36,000
Kyogle FC Incorporated	Lighting upgrade at Kyogle Field	10,000
Kyogle Tennis Club Inc	Kyogle Tennis Club and Court Upgrade	34,369
Lachlan Shire Council	Provision of welcome signage at Shire Boundary Roads	3,344
Lachlan Shire Council	Upgrade of rugby league kiosk at Sra Grounds Condobolin	15,000
Lady Game Community Kindergarten Inc	Upgrading playground equipment at community preschool	25,000
Lake Cargelligo & District Men's Shed Incorporated	Refurbishment of the Lake Cargelligo Men's Shed	20,000
Lake Cargelligo Tennis Club	New play equipment	4,889
Lake Cathie Progress Association Inc	Provision of outdoor gym equipment Jonathon Dickson Reserve	11,132
Lake Cathie Tennis Club Incorporated	Renovation of clubhouse to incorporate disabled access to all facilities & covered deck	20,000
Lake Keepit Sailing Club Inc	Provision of disabled access and amenities upgrade	20,000
Lake Keepit Soaring Club	Provision of sealing access road	34,029
Lake Macquarie City Council	Construction of a shared pathway at Croudace Bay	50,000
Lake Macquarie City Council	Construction of shared pathway as part of the Swansea Western Foreshore Masterplan	50,000
Lake Macquarie City Council	Provision of disabled access amenities and refurbishment of kitchen at Argenton Community Hall	50,000
Lake Macquarie Landcare Network Inc	Build an Landcare field day trailer	10,000
Lake Macquarie Landcare Network Inc	New mower for Coon Island Management Board Landcare	5,000
Lake Macquarie Live Steam Locomotive Society Inc	Car park upgrade at Lake Macquarie Live Steam Locomotive Society	57,750



Organisation	Description	Amount (\$)
Lake Macquarie PCYC	Repairs to roof at Lake Macquarie PCYC	22,400
Lake Macquarie Woodworking Club Inc	Extension of the community hall and provision of a disability ramp	40,000
Lane Cove Council	Refurbishment of the Kindy Cove Child Care Centre playground and garden	60,000
Lane Cove Country Club Ltd	Installation of lights at Lane Cove Country Club	33,045
Lane Cove Football Club Inc	Returfing of Pottery Green Oval	8,000
Lao Buddhist Society of NSW Incorporated	Construction of a footbridge between the Lao Temple and the Bonnyrigg Town Centre Park	28,000
Largs School of Arts Inc	Installation of air-conditioning to community hall	12,826
Laurieton Mens Shed Inc	Construction of a Mens Shed Complex	50,000
Lavington Tennis Club	Upgrade of tennis court surfaces	48,300
Lawson Community Hall (Mechanics Institute) Advisory Committee - Blue Mountains City Council	Upgrading electrical, refurbishing kitchen and windows, landscaping, car park works and plumbing upgrade	50,000
Lebanese Moslem Association	Internal upgrade of centre including Installation of rainwater tanks, air-conditioning and solar systems	50,000
Leeton Athletics Club	Shade shelter and seating	15,000
Leeton Shire Council	Construction of new multipurpose courts in Leeton	20,000
Leeton Shire Council	Upgrade of the community hall in Yanco	12,425
Legacy Club of Armidale Inc	Installation of automatic opening doors and security camera for aged and disabled access to Legacy House	4,000
Leichhardt Out of School Hours Care	Upgrade of interior of Leichhardt Out of Hours School Care	25,700
Leichhardt Women's Community Health Centre Inc	Upgrade of interior and repairs to roof of Leichhardt Women's Community Health Centre	20,310
Leukaemia Foundation of Australia	Creation of a new community meeting and training space at Westmead	30,000
Lifelineh2h	Renovations of the old scout hall for Lifeline Book Depot at West Lindfield	17,298
Lindfield District Cricket Club	Painting and repair of Lindfield Oval Clubhouse	23,000
Lindfield Montessori Preschool	Upgrade of outdoor play area	17,078
Lions Club of Beecroft - Cheltenham Inc	Construction of a wheelchair/disabled toilet with mothers change room at Beecroft Shopping Precinct	11,118
Lions Club of Camden	Construction of equipment shed at the Camden Equestrian Centre	12,000
Lions Club of Forster Tuncurry Inc	Construction of a pedestrian boardwalk and the re-alignment of beach vehicle access for emergency vehicles	9,000
Lions Club of Maitland Inc	Shelter over walkway from car park to riding arena at RDA	7,500
Lions Club of Marulan & District Inc	Upgrade, installation of power and extension of the Lions Shed at Marulan	12,006
Lions Club of Narooma and District	Construction and internal fit out of a Mens Shed at Narooma	44,897
Lismore Parish Centre Preschool	Installation of softfall at playground	6,640
Lismore PCYC	Expansion of weights room floor space and upgrade of change room facilities	48,500
Lismore Thistles Soccer Club Inc	Lighting upgrade at Lismore Thistles Soccer Club	23,755
Lithgow City Council	Building extensions & upgrades of amenities at Ewan Smith Memorial Hall	17,500
Lithgow City Council	Internal and external upgrade and repair to South Littleton Hall	15,000
Lithgow Oberon Landcare Association Inc	Restoration of the boardwalk and viewing platform at Lake Pillans	19,960
Little Bay Coast Centre for Seniors Inc	Provision of storage for equipment at Little Bay Coast Centre for Seniors Little Bay	24,000
Live Theatre Production Organisation	Installation of fire sprinkler system in the Players Theatre	65,000
Liverpool Migrant Resource Centre	Refurbishment of meeting room and toilet facilities	55,670
Liverpool Plains Shire Council	Replacement of the existing asphalt footpath with a new brick paved footpath area	20,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Liverpool Plains Shire Council	Replace existing roof and purchase of gym equipment	15,000
Liverpool Women's Health Centre Inc	Installation of a lift at Liverpool Women's Health Centre	70,000
Liverpool-Fairfield Community Radio Co-Op	Community Radio Station relocation	50,000
Llandilo Hall Committee	Upgrade and repair of Llandilo Hall	8,621
Lockhart Shire Council	Construction of skate park at Lockhart Recreation Ground	50,000
Lockhart Shire Council	Provision of photovoltaic electricity generation system for council administration building	22,500
Lockhart Shire Council	Installation of paved area, a disabled access ramp and a loading bay at Pleasant Hills	32,500
Lockhart Shire Council	Upgrade of amenities building - Lockhart Caravan Park	12,500
Lockhart Shire Council	Upgrade of toilets at Galore Hill Reserve	10,000
Lockhart Shire Council	Development of the Pastoral Shadows Project	5,000
Long Jetty and District Senior Citizens Club Inc	Refurbishment to lounge areas	2,131
Long Reef Golf Club	Construction of Griffith Park Maintenance Depot at Collaroy Recreation Reserve	297,000
Lord Howe Island Historical Society and Museum Inc	Installation of a touch screen system to present the photographic archives of Lord Howe Island	8,200
Lower Belford CWA of NSW	Upgrade foundations, rendering, windows realigned and painting of the community hall	57,060
Lower Mountains Neighbourhood Centre Inc	Purchase of 2 signs and large banner	1,900
Macarthur District Temporary Family Care	Provision of disabled access, repairs to Interior to setup a community respite centre at Bradbury	33,990
Macarthur Diversity Service Initiative	Construction of new activity building and erection of shade area at the Campbelltown Aged Care Facility	74,000
Macedonian Welfare Association Inc	Renovation of old primary school - Port Kembla	80,000
Macksville Country Club	Upgrading of watering system	20,500
Macksville Sporting Shooters	Construction of 2 parking bays, toilet and handicap friendly pathway	3,175
Macleay Valley Eagles	Extension of playing field, drainage for field surface water displacement & installation of lights	45,000
Macmasters Beach Surf Lifesaving Club Inc	Construction of new toilet amenities at Macmasters Beach Surf Lifesaving Club	40,000
Macquarie Pre Schools Co Operative Ltd	Blackalls Park Pre School Playground Upgrade	11,321
Macquarie Pre Schools Co Operative Ltd	Replace fence and retaining wall at Carey Bay Pre School	7,507
Maitland Bridge Club Inc	Construction of a club house and paving of car park	100,000
Maitland City Council	Upgrade of the Woodberry Skate Park	25,000
Malabar After School Kare Inc	Construction of an After School Care Centre at Malabar Public School	50,000
Malabar Chifley Parents Co-Operative Ltd Trading As Blue Gum Cottage Children's Centre	New synthetic grass and rubber wetpour for front yard at Blue Gum Cottage Chifley	18,223
Mallabula Panthers Rugby League Football Club	Erection of new goal posts and garden screening area	11,000
Mallanganee Campdraft Grounds Reserve Trust	Construction of cattle yards for camp drafting	23,266
Maltese Community Council of NSW Inc	Construction of a new Maltese Resource Centre at Pendle Hill	60,000
Mangoplah Cookardinia United Eastlakes	Upgrade of Mangoplah Sportsground ladies netball change room and general toilet facility and installation of disabled facilities	40,000
Mangrove Mountain Pony Club	Building a new clubhouse with an amenities block	30,000
Manildra and District Improvement Association.	Provision of adequate amenities	25,000
Manilla Community Preschool & Occasional Care Centre	Refurbishment of outdoor area	14,370
Manly Council	Expansion of the Manly Lagoon Reserve playground	100,000

Organisation	Description	Amount (\$)
Manly Warringah Women's Resource Centre	Replacement and upgrade of playground (Dee Why)	30,000
Manly Yacht Club Inc	Replacement of 3 piles on the Manly Yacht Club Wharf	13,860
Manly-Warringah Montessori Society T/A Farmhouse Montessori School	Construction of a pergola	32,980
Manning Park Amateur Sailing Club	Upgrade clubhouse	3,764
Manning Park Land Care & Tidy Towns Group	Purchase and use of shipping container as storage building	5,478
Manning - Great Lakes Woodworkers Inc	Provision of a colourbond kit shed with an attached awning at the Taree Show Ground	25,000
Manning River Rowing Club Inc	Reconstruction of the first floor balcony of the Manning River Rowing Club	6,000
Manning River Rugby Club Inc	Extension of existing communal area and storage facilities at Manning River Rugby Club	20,000
Manning River Sailing Club Inc	Provision of amenities with access for people with a disability	15,000
Manning Valley BMX Club	Building an amenities block	100,000
Maquarie Area Rehabilitation Specialties Inc (Mars Inc)	Installation of a new Commercial stove	10,363
Marine Rescue Broken Bay	Construction of a dedicated wharf at Bayview	35,000
Marine Rescue Camden Haven	Refurbishment and updating of radio room	10,000
Marine Rescue NSW the Entrance	Construction of new jetty and boat storage	20,000
Maritime Centre, Newcastle	Provision of external signage at the Maritime Centre Newcastle	21,918
Maronite Catholic Parish of Our Lady of Lebanon	Provision of internal fit-out of the parish centre at Alice Street Harris Park	224,000
Maroubra Bay Public School Parents and Citizens Association	Construction of a Community Teaching Garden at Maroubra Bay Public School	10,000
Maroubra Neighbourhood Children's Centre Co-Operative	New play and learning area at Maroubra Neighbourhood Childrens Centre	30,000
Maroubra Surf Life Saving Club Incorporated	New Storage for Nipper equipment, rescue craft and surf sports equipment at Maroubra Surf Life Saving Club	25,000
Marrickville PCYC	Facility upgrade Marrickville PCYC	8,800
Mascot Juniors Rugby League Football Club	Upgrade of canteen area and dressing rooms at Mascot Oval	80,000
Masonic Holdings Ltd	Replacement of curved metal roof, repairs to slate roof and repairs and maintenance to windows and other timber features of the Heritage Centre	37,890
Matcham Public Hall Incorporated	Enhancing the Matcham Public Hall	24,000
Menai Community Services	Installation of outdoor space to community hall	25,400
Menai District Junior Rugby League Football Club Inc	Level warm-up area, build seating stand and disabled access	45,000
Mendooran & District Development Group Inc	Provision of air-conditioning at the Mendooran Mechanics Institute Hall	17,819
Merewether Bowling Club Ltd.	Construction of ramp to provide disabled access	23,000
Merindah Children's Centre	Renovation of bathroom and installation of storage facilities	8,873
Merriwa Tennis Club	Refurbishment of club house	40,500
Metro Migrant Resource Centre	Upgrade of premises to establish community rooms	34,150
Metro Migrant Resource Centre	Upgrade of premises to establish community rooms	42,710
Mid Mountains OOSH	Extension to OOSH Centre	102,606
Mid North Coast Maritime Museum Inc	Replacement of pilot boat shed roller door	4,193
Mid Western Regional Council	Installation of water bores and storage tanks	45,000
Middle Harbour Yacht Club	Installation of a lift to enable full disabled access to club facilities	60,000
Middle Harbour Yacht Club	Purchase of trailer to transport essential equipment used in sailing program for children	7,500
Middle Harbour Yacht Club	Purchase of engine for safety boat	8,767

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Mid-Western Regional Council	Refurbishment of the Kandos Community Hall	50,000
Mid-Western Regional Council	Construction of a community hall at the Mudgee Showground	100,000
Mingaletta Aboriginal Torres Strait Islander Corporation	Maintenance and capital works	10,210
Mingara Recreation Club Pty Ltd	Resurfacing of pool deck and change rooms	50,000
Minimbah Challenge Inc	Construction of raised deck Dunbar Park	68,027
Minnie Water - Wooli Tennis Club Inc	Renovations to the Wooli Tennis Courts	7,090
Mission Australia	Upgrade of unused classroom to enable expansion of preschool Rossmore	121,887
Mission Australia	Rewiring of cables and installation of separate electricity metres at the Missions Urban Apartments Surry Hills	34,770
Mission Australia	Painting of apartments at the Homeless Centre in Surry Hills	53,800
Mitchells Flat Recreation Club Inc	Renovations of the community hall including shade shelter over BBQ, kitchen upgrade and perimeter fencing	4,700
Mittagong Community Centre Management Committee - Wingecarribee Shire Council	Upgrade of toilet facilities at the community centre	6,000
Mittagong Public School P&C Association Inc	Repair and painting to walls and ceiling in the school canteen, installation of softfall in the infants playground	10,000
Molong Preschool	Refurbishment of a new long day care service	25,000
Mona Vale Golf Club Limited	Installation of a Bio-Remediation Water Wash Treatment System	45,000
Mona Vale Hospital Auxiliary	Building an covered arrival/departure area at the emergency Department for clients arriving in private vehicles	7,300
Mona Vale Surf Life Saving Club Inc	Refurbishment of pergola used for sun and weather protection by life savers	25,000
Moorebank Baseball Softball Club	Lighting of baseball fields at Hammondville Oval Moorebank	200,000
Moorebank Rugby League Club	Provision of slit drainage to rugby league fields at Hammondville Oval	26,540
Moorebank Sports Soccer Club Inc	Soccer field lighting upgrade at Hammondville Oval	8,725
Moorland Recreation Reserve Trust	Refurbishment of community hall	14,265
Moorland Soccer Club	Structural repairs and refurbishment to grounds including drainage	28,000
Moree Race Club	Upgrade of kitchen facilities and installation of an air-conditioning system at Moree Race Club	60,000
Moree Water-Ski Club Incorporated	Development of the Moree Artesian Aquatic Park	25,000
Morisset & District Children's Centre Co-Op Ltd	Upgrade playground softfall	49,740
Morisset Country Club Ltd	Construction of golf practice facilities at Morisset Country Club	23,676
Morisset PCYC	Construction of a storage shed	11,000
Morisset Showground Trust	Electrical installation upgrade	70,000
Mortdale Public School Parents and Citizens Association	Construction of a sports ground amenities block at Mortdale Public School	100,000
Moruya South Head Cycle/Pathway Project	Construction of a shared cycle/pathway From Moruya to the Beach	50,000
Mosman Council	Development of a Men's Shed at Georges Heights Oval	35,000
Mosman Croquet Club Inc	Clubhouse interior construction and refurbishment	20,000
Mosman Croquet Club Inc	Upgrade Mosman Croquet Club kitchen area	10,000
Mosman Croquet Club Inc	Upgrading toilet and wash areas	8,000
Mosman Lawn Tennis Club	Maintenance of existing grass tennis courts	2,000
Mosman Rowers Ltd	Clubhouse upgrade, painting and repairs	50,000

Organisation	Description	Amount (\$)
Moss Vale Public School Parent's and Citizens Association	Purchase of a catering trailer	5,000
Moss Vale Public School Parent's and Citizens Association	Installation of bistro blinds for the covered outdoor learning area at Moss Vale Public School	10,000
Mount Druitt Police and Community Youth Organisation	Replace perimeter fencing	38,770
Mount Hope Community Association Inc	Installation of new lining to the walls and ceiling of the Mount Hope Community Hall supper room	14,937
Mount Sugarloaf Croquet Club	Upgrade croquet lawn surface at Mercy Comm Service Grounds	2,472
Mountain Life Inc	Provision of a community stage at Lake Jindabyne	64,000
Mountains Outreach Community Service	Refurbishment of storage sheds for 4 child care centres	6,735
Mt Arthur Reserve Trust	Redevelopment of the Apex Nature Trail	15,304
Mt Keira P&C Association	Installation of dreaming poles and painting a mural at Mt Keira Public School	8,100
Mudgee Miniature Railway Co-Op Soc	Purchase of 10 new picnic tables for the club grounds	9,400
Mudgee Poultry & Pigeon Club Inc	Installation of coops for new pavilion	28,000
Muhammadi Welfare Association Incorporated	Installation of a new kitchen at Association Hall Granville	28,000
Mulbring Community Hall	Upgrade the electrics and kitchen in the Mulbring Community Hall	12,000
Mullumbimby Little Athletics Centre 108 Inc	Upgrade of Mullumbimby Little Athletics Centre	13,905
Mulwala Pre School	Installation of solar panels at Mulwala Pre-School	3,750
Mulwaree High School Canteen	Upgrade of school canteen at Mulwaree High School	10,000
Mungery Recreation Reserve Trust	Construction of a block at Mungery Recreation Reserve	38,200
Mungindi Progress Ass Inc	Landscaping, shade structure and signage for the Mungindi Hot Artesian Pool	30,882
Murray Shire Council	Construction of the Moama Community Skate Park	60,000
Murrumbateman Agricultural Bureau and Progress Association Inc	Construction of a Scout hall	20,000
Murrurundi Pre-School	Building a new outdoor equipment and storage shed	20,000
Murwillumbah Community Centre Inc	Construction of community centre at Murwillumbah	100,000
Murwillumbah Cricket	Murwillumbah Cricket Club House Extension	40,000
Mustangs Baseball Association	Construction of safety fencing along the boundaries of the playing fields	5,400
Muswellbrook Rugby Football Club Incorporated	Erecting a chain wire fence around the playing fields including pedestrian gates and ambulance access point	25,000
Muswellbrook Shire Council	Construction of a unisex toilet block, water fountain, fencing and general improvements to the grounds at Volunteer Park	65,000
Myall Community Art and Craft Centre Inc	Replacement of kiln	16,134
Nabiac and District Preschool	Building a deck, with disabled access ramp and improving toilet amenities	35,476
Nambucca Shire Council	Relocation of community radio station	10,000
Nambucca Shire Council	Creation of a central research & library facility for local history	11,938
Nambucca Shire Council	Construction of playground at Anderson Park	15,000
Nambucca Shire Council	Construction of amenities	34,000
Narellan Rugby League Football Club	Upgrade of mini field to a mod size field at Narellan Park	7,607
Narrabri Jockey Club Inc	Upgrade of the toilet block at Narrabri Jockey Club	40,000
Narrandera Shire Council	Construction of 2 multipurpose court in Narrandera	20,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Narromine Shire Council	Renovations at the Trangie Hall to accommodate a Mens Shed	9,524
Narromine Shire Council	Lighting for junior rugby league oval in Narromine	39,000
Narromine Shire Council	Bronze Plaque and improvements to surrounds of Glenn Mcgrath Statue in Narromine	3,167
Narromine Squash Club Incorporated	Upgrade lighting at Narromine Squash Club	5,000
National Trust of Australia (NSW) - Riversdale	Upgrade the volunteers kitchen at Riversdale	10,000
Naval Assoc of Aust. Central Coast Sub Sec	Upgrade of memorial to Chief Petty officer Jonathan Rogers at Rogers Park Woy Woy	7,096
Nepean District Cricket Association Incorporated	Installation of Sun Shelters	1,470
Nepean District Cricket Association Incorporated	Provision of sun shelters	4,413
Nepean Food Services Incorporated	The installation of solar grid system	35,916
Neville Showground & Recreation Reserve Trust	Upgrade of the shower and toilet facilities at Neville Showground	22,000
New Horizons Enterprises Limited	Purchase of a wheelchair accessible vehicle	30,926
New Horizons Enterprises Limited	Purchase of forklift	25,545
New Lambton Junior Soccer Club	Completion of field lighting at Novocastrian Park, New Lambton	25,000
Newcastle and Hunter Region Velodrome Trust	Provision of an off road cycling facility at Broadmeadow	45,000
Newcastle City Archers	Access road improvement project	29,287
Newcastle City Council	Installation of new floodlights on Lugar Park, Kotara	50,000
Newcastle City Council	Construction of playground, shelter and BBQ at Wickham Park	100,000
Newcastle City Council	Construction of boardwalk, viewing platform and landscaping at Henderson Parade Merewether	70,000
Newcastle City Council	Installation of new floodlights on Stevenson Park, Mayfield West	80,000
Newcastle City Council	Extension to existing playground and enhancement of existing skate facilities - Grange Avenue Reserve Maryland	60,000
Newcastle Junior Cricket Association	Upgrade of toilet facilities including disability facilities at Smith Park Hamilton	60,000
Newcastle Lake Macquarie Clay Target Club	Construction of playground	24,252
Newcastle Muslim Association	Construction of Mosque complex	125,949
Newcastle OZTAG	Upgrade of lighting at Kentish Oval	15,000
Newcastle PCYC	Provision of a 5 a side soccer pitch	24,500
Newcastle Studio Potters Incorporated	Installation of a ventilation system at the Newcastle Studio Potters Back to Back Galleries Cooks Hill	5,130
Newcastle Theatre Company (Newcastle Repertory Club Inc)	Provision of tiered seating at the Newcastle Theatre Company, Lambton	29,500
Newleaf Community Renewal	Development of a community garden at Bonnyrigg	56,650
Newrybar Community Hall	Rebuilding the foundations of Newrybar Hall	15,450
Newtown Neighbourhood Centre Inc	Newtown neighbourhood centre upgrade	23,273
Nimbin Agricultural and Industrial Society Incorporated	Construction of amenities block	28,950
Nimbin Health and Welfare Association Incorporated	Purchase gym equipment for Nimbin Physical Activities Centre	27,206
Ningana Enterprises Inc	Purchase of a steam weeder for Market Garden	10,000
Normanhurst Boys High School P and C Association	Reconstruction of Normanhurst Boys High Oval	61,924
North Arm Cove Residents Association	Provision of outdoor BBQ and recreation area, North Arm Cove Community Centre	21,000
North Bankstown Soccer Club	Upgrade and extend facilities at North Bankstown Soccer Club	40,000
North Entrance SLSC	Provision to replace the western veranda of function hall	30,765

Organisation	Description	Amount (\$)
North Epping Bowling and Community Club	Provision of scoreboards at end of each rink	8,770
North Kiama Neighbourhood Centre	Enclosing outside veranda area at North Kiama Neighbourhood Centre	4,646
North Kiama Neighbourhood Centre	Kitchen refurbishment at the North Kiama Neighbourhood Centre	14,469
North Palm Beach SLSC Inc	Installation of solar energy and solar hot water systems	45,000
North Ryde Community Aid & Information Centre Inc	Installation of rain water tank and raised planter beds	10,000
North Shore Australian Football Club	Lighting upgrade at Gore Hill Oval	130,000
North Shore Temple Emanuel	Function hall upgrade - North Shore Temple Emanuel	15,598
North Star Sporting Club Ltd	Upgrading and expansion of horse stalls/stables at North Star Sporting Club	27,257
North Steyne Surf Life Saving Club Inc	Upgrade first aid room	14,900
North Sydney Council	Upgrade of lighting at Forsyth Sportsground	40,000
North Sydney Council	Playground upgrading - Tunks Park	45,000
North Sydney Occasional Child Care Centre T/A Crows Nest Occasional Child Care Centre	Internal refurbishment	10,000
North Sydney Occasional Child Care Centre T/A Crows Nest Occasional Child Care Centre	Playground refurbishment	1,737
North Sydney PCYC	Repair of ceiling due to water damage and age dilapidation	11,000
North Sydney PCYC	Replacement of window in bathrooms and meeting room	12,231
North Sydney PCYC	Repair dance hall floor due to water damage and age dilapidation	11,448
North West Disability Services	Installation of a liberty swing at Balcombe Heights Estate, Baulkham Hills	44,396
North West Sydney Hurricanes District Cricket Club	Installation of drainage works at Charles McLaughlin Reserve	50,000
Northern Agricultural Association Inc, Singleton	Provision of paving, improved drainage and access ramps	10,000
Northern Beaches Metalworking Shed	Refurbishment/fit-out of the long reef golf club maintenance depot building for a men's shed	33,056
Northern District Exhibit Council Inc	Construction of a storage and work shed at Tenterfield Showground	23,000
Northern Lakes Regional Business Chamber	Installation of 24 Hr monitoring of CCTV in Budgewoi	39,218
Northern Lakes Regional Business Chamber	24 Hour Monitoring of CCTV in Budgewoi and Podgewoi Park	28,312
Northern Lakes Rugby League Sport and Recreation Club	Construction of clubhouse and amenities Block	50,000
Northnet Incorporated	Upgrade of garden area at Kurri Kurri Hospital	28,000
North-Western Suburbs Tennis Association Inc	Upgrading of tennis court fencing Meadowbank Park Tennis Courts	9,990
Norton Road Community Garden	Establish community garden with fencing, path, shed, garden beds	58,000
Nor-West Canine Association Inc	Construction of a concrete floor and supply of electricity to shed at Castle Hill Showground	18,310
Nowra Youth Services Inc	Installation of basketball court	10,000
NSW Gbota	Sealing the access road to Gosford Showground	36,800
NSW Rural Fire Service Hornsby / Ku-Ring-Gai District	Provision of a hot fire training facility at the District Training Centre Westleigh	149,698
Nundle Riverside Project Committee	Construction of shared walkway & cycleway	40,000
Oak Flats Cricket Club	Upgrade of the turf cricket wicket	42,000
Oakdale Workers Rugby League Football Club Incorporated	Upgrade of field lighting at the Oakdale Workers Football Grounds	46,000
Oatley RSL Youth Club	Upgrade of youth club hall	70,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Oatley RSL Youth Club	Upgrade of playing fields at Renown Park	50,000
Oatley West Public School Parents and Citizens Association	Upgrade of Oatley West Public School auditorium	40,000
Oberon Council	Enclosure of the 2 outdoor courts to create additional courts for indoor multiuse at Oberon Tennis Centre	50,000
Oberon Tarana Heritage Railway Inc	Construction of a storage and workshop shed at Oberon Station	50,000
Odyssey House Mcgrath Foundation	Upgrade of infrastructure and security at the main treatment facility at Odyssey House Mcgrath	16,140
Old Bar Tennis Club Inc	Replacement of court surface at Old Bar Tennis Club	27,000
Open Family Australia	Purchase of trailer, generators and provision of lighting and awnings	17,435
Orange Aero Club Inspired	Provision of refreshment and toilet facilities	80,000
Orange City Rugby Club Inc	Provision of grandstand awning	20,000
Orange Grove Public School Parents & Citizens Association	Establishment of a kitchen garden with surrounding structures creating an outdoor classroom at Orange Grove Public School Lilyfield	28,769
Orange Rifle Club Incorporated	Refurbishment, resurfacing (gravel) and drainage works	15,000
Oxley Island Literary Institute	Replacement of ceiling at the Oxley Island Literary Institute	6,468
Pacific Palms Bowling Club Ltd	Extension and renovation of the building to include a junior club house	25,000
Pacific Palms Tennis Club Inc	Upgrade of court playing surface at Pacific Palm Tennis Club	15,000
Padstow Bowling and Recreation Club	Provision of a stair lift to provide access between floor to the elderly and disabled members	5,000
Padstow Community Care	Construction of a new multipurpose centre in Padstow.	14,784
Palerang Council	Upgrade of the footings at Hoskinstown Hall	5,500
Pambula Aquatic Centre Inc	Installation of a children's playground, beach volleyball court, an outdoor fitness track and upgrade of the meeting room and kitchen at Pambula Aquatic Centre	76,268
Panania East Hills RSL Youth Inc Cricket Club	Upgrade 4 cricket synthetic grass surfaces and shade shelter at Panania Diggers	31,606
Parish of Picton/Wilton Anglican	Upgrade of access and grounds at the Anglican Parish Church, Wilton	52,692
Parkes Aero Club	Upgrade of clubhouse and instruction facility at Parkes Airport	30,000
Parkes Antique Motor Club	Installation of 3 touch screen audio visual displays in Parkes Motor Museum	15,000
Parkes Jockey Club Inc	Electricity upgrade for Parkes Jockey Club	30,000
Parramatta City Council	Construction of a community playground at Otto Losco Reserve	46,000
Parramatta City Council	Loftus Square playground upgrade	16,500
Parramatta City Council	Internal upgrade of Harris Park Community Centre	30,000
Parramatta Clay and Arts Incorporated	Fit out of arts studio at George Street Parramatta	54,328
Parramatta District Rugby Union Football Club	Construction of gymnasium, upgrade to change room facilities & improvements to community meeting rooms	95,000
Parramatta Nepean Presbytery, Uniting Church in Australia	Refurbishment of kitchen and creation of new community meeting space	50,470
Parramatta PCYC	Encapsulate and replace roof & essential repairs	11,200
Paterson Historical Society Inc	Restoration of historical building including guttering, roof capping and doors	10,000
Patonga Progress Association Inc	Upgrade of hall and toilets	10,009
PCYC Bankstown	Installation of a wheelchair accessible ramp to PCYC Entrance	8,500
PCYC Bankstown	Upgrade of PCYC staff toilet to a wheelchair accessible bathroom	12,500
PCYC Bankstown	Renovating existing space to develop a new drop in centre	7,000



Organisation	Description	Amount (\$)
PCYC Bankstown	Development of a wheelchair fitness room	33,000
PCYC Bateau Bay	Refurbishment of childrens play area	27,224
PCYC Belmore	Upgrade of bathroom facilities and installation of rain water tanks	25,825
PCYC Campbelltown	Upgrade of bathroom facilities at Campbelltown PCYC	73,800
PCYC Coffs Harbour	Upgrade of interior and installation of air-conditioning at Coffs Harbour PCYC	30,305
PCYC Eastern Suburbs	Repairs to roof at PCYC Eastern Suburbs	59,840
PCYC Goulburn	Construction of a shed to be used for multipurpose indoor sport activities	20,000
PCYC Gunnedah	Upgrade floor coverings at PCYC	29,192
PCYC Lake Illawarra	Encapsulating asbestos roofing	14,750
PCYC Lake Illawarra	Installation of new fire doors	34,589
PCYC Moree	Resurface the flooring of the main hall to create a multipurpose indoor sports area	33,000
PCYC NSW Broken Hill	Maintenance and repair of air-conditioning and fire exit doors at PCYC Broken Hill	4,490
PCYC Sutherland Mini Bikes Club	Upgrade of minicross tracks to improve safety and enable licensing of the tracks	31,080
Peak Hill Leisure Arts and Craft Centre Incorporated	Construction of a covered access ramp to toilet block at the Peak Hill Leisure Arts and Craft Centre	10,000
Pearl Beach Progress Association Inc	Installation of air-conditioning & extension of current disabled access ramp	18,000
Peats Ridge Public School P&C Association	Fit out of school hall currently under construction at Peats Ridge Public School	84,965
Pelaw Main Titans Soccer Club	Provision of disabled access and weather shelter at Pelaw Main	11,244
Pendragon Panthers Dragon Boat Club	Purchase of a dragon boat	10,170
Peninsula Community Menshed	Building a new metal shed in Ettalong for the "Menshed"	16,000
Penrith City Council	Construction of the Werrington Walking Trail Missing Link through Werrington Park in Penrith	30,000
Penrith City Council	Interior and exterior upgrade of St Marys Seniors Citizen Centre	45,000
Penrith City Council	Upgrade of kitchen and toilet facilities at Cranebrook Neighbourhood Centre	43,419
Penrith City Council	Kitchen and bathroom upgrade at Erskine Park Child Care Centre	35,000
Penrith District Netball Association Inc	Upgrade of netball complex Meeting rooms at Jamison Park	40,000
Penrith Panthers BMX Club Inc	Floodlight Installation at Blair Oval BMX Track	83,722
Penrith Police Community Youth Club	Repairs to floors in the main hall at Penrith PCYC	86,870
Penrith Symphony Orchestra Inc	Provision of percussion instruments and security storage at Joan Sutherland Performing Arts Centre	3,370
Penrith Valley Regional Sports Centre	Upgrade sports hall flooring	150,000
Penwood Railroad Incorporated	Provide shade structures for community members visiting Penwood	10,000
Petersham Bowling Club Limited	Electrical Switchboard and wiring upgrade at Petersham Bowling Club	30,225
Phoenix House Youth Services Inc	Fit out of church hall to expand a specialist youth and family service	50,000
Pittwater Council	Renovate Hall - including new toilets, windows, roof, foundations and building new veranda	50,000
Pittwater High School P&C Assoc	Upgrade to sports field	21,000
Pittwater High School P&C Assoc	Provision of a secure sports equipment shed	17,000
Playgroup NSW/Coleambally Playgroup	Upgrade of hall facilities	15,000
Pole Depot Community Centre Inc	Construction of a storage shed, a Mens Shed and provision of a BBQ at Pole Depot Community Centre	10,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Police & Community Youth Clubs NSW Ltd (Kempsey)	Extension of dining room at Kempsey PCYC	56,000
Police & Community Youth Clubs of NSW - Parkes	Upgrade of kitchen at Parkes PCYC	20,000
Police Community Youth Clubs Wellington NSW	Construction of large 3 bay shed	20,000
Port Hacking Croquet Association Incorporated	Construction of access paths, hand rails and sun shelter sheds at Port Hacking Croquet Club	5,600
Port Hacking Open Sailing Club Inc	Building stabilisation and restoration at Port Hacking Open Sailing Club	45,250
Port Kembla Community Project	Purchase of bobcat	40,737
Port Kembla Returned Soldiers Club Ltd.	Pool refurbishment	53,864
Port Macquarie Art Society Inc	Kitchen renovation	10,450
Port Macquarie Hastings Municipal Band (Inc)	Capital equipment, music instrument acquisition project	19,955
Port Macquarie Junior Cricket Club Inc	Construction of 2 synthetic cricket wickets	15,000
Port Macquarie Kart Racing Club Inc	Replacement and improvements to control tower	15,000
Port Macquarie Lions Club Inc	Car park asphalt seal	7,950
Port Macquarie Rotary Clubs Community Centre Inc	Provision of full commercial kitchen	7,344
Port Macquarie Surf Life Saving Inc	Installation of ramp access for disabled beachgoers.	51,000
Port Stephens Council	Development of Seaham Skate Park	45,000
Port Stephens Council	Extension of Medowie Skate Park	56,000
Port Stephens Hockey Association	Improving hockey facilities at Salamander Sports Centre	10,000
Port Stephens PCYC	Resurfacing PCYC hall floor	19,366
Portugal Madeira Sydney Social & Cultural Sports Club Limited Trading as Dulwich Hill Soccer Club	Installation of fencing around playing field at Arlington Oval	28,000
Pottsville Beach Neighbourhood Centre Inc	Installation of sustainability and energy efficient items (rooftop solar power unit, insulation, watertanks), plus customised joinery fit out in the community kitchen and meeting space	100,000
PRA	Installation of phone for use of Mental Health Consumers of Buckingham House	2,836
PRA	Installation of stair lift for use by mobility impaired mental health clients of Buckingham House	8,500
PS Ruby Wentworth Incorporated	Installation of security system and electrical upgrade on the PS Ruby (a community owned & operated vessel)	17,382
Purlewaugh Hall Committee	Restoration of the Purlewaugh Mechanics Institute Hall	7,512
Putney-Tennyson Bowling & Community Club Ltd	New covered balcony at Putney-Tennyson Bowling & Community Club	60,345
QKMRLFC	Provision of floodlighting at Freebody Ovals	54,845
Queanbeyan and District Historical Museum Society Inc	Provision of a new work space for volunteers	59,211
Queenscliff Surf Life Saving Club Inc	Improvements to first aid room	15,000
Quirindi Preschool Kindergarten Incorporated	Construction of car park area	8,000
Radio Nambucca Inc	Relocation of Nambucca Radio to Tewinga Community Centre	30,000
Raiders Rugby Incorporated	Building a new clubhouse facility	100,000
Ramsgate Life Saving Club	Provision to upgrade internal male and female bathroom facilities	80,000
Randwick District of the Sydney Branch of Slsa of a (Incorporated)	Upgrade of the emergency boat ramp at Cromwell Park Malabar	31,835
Randwick Golf Club	Provision of stormwater irrigation system at Randwick Golf Club	27,500

Organisation	Description	Amount (\$)
Rathmines Memorial Bowling Club	Car Park, new entrance, new offices and lounge area.	101,000
Raymond Terrace Athletics Centre	Provision for 2 dual long jump pit relocatable protective safety covers	7,895
Raymond Terrace Business Association	Installation of closed circuit surveillance system in Raymond Terrace CBD	50,000
Raymond Terrace Historical Society	Rejuvenation and improvement of Sketchley Cottage	8,230
Raymond Terrace Junior Rugby League	Construction of wet weather covers on 3 fields and replace 2 sets of goal posts	35,666
Raymond Terrace Occasional Care Centre	Provision of compliant, safe and challenging outdoor play area	21,520
Raymond Terrace Presbyterian Church	Painting of the ceiling of historical Raymond Terrace Presbyterian Church	2,000
Redhead Surf Life Saving Club Inc	Addition to club and provision of a lift to first level	50,000
Regional Youth Support Services Inc	Construction of kids shed	45,000
Rennie Netball Club Inc	Upgrade of netball and tennis court surfaces at Rennie Recreation Grounds	10,000
Revesby Workers Club	Installing shade cloths to 3 bowling greens & extending roof awning from club house at Revesby Bowling Club	40,000
Revesby Workers Football Club	Construction of a new access pathway at Marco Playing Field	8,580
Richmond Players Incorporated	Audio-Visual upgrade	25,800
Richmond Valley Council	Upgrade of facilities including a covered area, stables and boundary fencing at Casino Showground	25,000
Richmond Valley Council	Riverbank up grade at Queen Elizabeth and Mcauliffe Parks creating public access areas	10,000
Richmond Valley Council	Rappville sporting ground and facilities upgrade and repair	20,000
Richmond Valley Woodcrafters Club Inc	Construction of a veranda awning and timber racks at the House with No Steps Alstonville	15,000
Riding for the Disabled Association (NSW) - Ryde Centre	Construction of access pathways, roads and parking for new disabled riding centre	100,000
Rivergum Community Care Inc	Construction of a multipurpose facility for community use at Kellyville	60,000
Riverstone Neighbourhood Centre & Neighbour Aid Inc	Riverstone community sensory garden	14,928
Riverstone Schofields RSL Sub-Branch	Replace hall floor	5,000
Riverstone Schofields RSL Sub-Branch	Install solar power	5,000
Riverstone Schofields RSL Sub-Branch	Install solar hot water	2,500
Riverstone Schofields RSL Sub-Branch	Replace old sound system at the Community Club Hall	1,500
Riverstone Schofields RSL Sub-Branch	Upgrade the fire alarm and equipment	5,000
Riverwood Community Centre	Weather protection cove over existing pergola frame at the front of the housing complex at Abbotsford	2,000
Riverwood Community Centre	Provision of shade structure for St Kilda Street Community Centre Bexley	1,672
Riverwood Community Centre	Sun shelter for Massey Street Community Complex	10,000
Riverwood Community Centre	Installation of an all weather cover at the front of the Stoney Creek Road Community Complex	10,900
Riverwood Community Centre	Installation of seating at Riverwood Community Garden	8,480
Riverwood Squadron Australian Air League Inc	Facility upgrade	30,000
Robertson Agricultural & Horticultural Society Inc	Extension to the existing pavilion at Robertson Showground	44,000
Robertson Burrawang Cricket Club	Construction of 2 new cricket practice nets at Hampden Park	10,000
Rockdale City Council	Upgrade of Bexley North Branch Library	50,000
Rockdale City Council	Upgrade of the Kingsgrove/Bexley North Community Centre	70,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Rockdale City Council	Upgrade of the Bexley Community Centre	50,000
Rockdale City Council	Provision of a new Shared off-road path link at Cook Park	50,000
Rockdale City Council	Upgrade of facilities including internal fit out and improved access at Brighton-Le-Sands, Sans Souci and Arncliffe	110,000
Roseville Scout Group	Repairs to roof and guttering at Roseville Scout Hall	7,500
Rosewood Golf Club	Provision of a mobile stage to be used for events in Rosewood	5,000
Rotary Club of Balgowlah	Repair & renovation of Bear Cottage	31,900
Rotary Club of Berry-Gerrigong	Construction of the Berry to David Berry Hospital Cycleway	15,000
Rotary Club of Central Blue Mountains Inc	Convert trailer into catering van (including facilities)	13,533
Rotary Club of Coffs Harbour South Inc	Conversion of horse stables at Coffs Harbour Showground to provide a book storage shed	5,830
Rotary Club of Dural	Construction of outdoor shelter at Salvation Army Grounds	15,000
Rotary Club of Finley Inc	Extension of walking/cycling track in Finley	8,275
Rotary Club of Forbes Ipomoea Inc	Construction of a BBQ, shelter and seating at Jemalong Park	15,000
Rotary Club of Grenfell Inc	Shade structure over playground	19,300
Rotary Club of Manly Sunrise Inc	Refurbishment of Stewart House	30,000
Rotary Club of Manly Sunrise Inc	Refurbishment of Manly Community Centre	30,000
Rotary Club of Merriwa Inc	Installation of 2 playgrounds to create a skate park complex	4,500
Rotary Club of Morisset Inc	Replace Worn tennis court surface with new synthetic surface	11,179
Rotary Club of Newcastle Enterprise	Relocatable chemical toilet facilities for volunteers with disabilities	7,050
Rotary Club of Newcastle Enterprise	Replacement of an old chemical toilet with a new trailored toilet	5,190
Rotary Club of Springwood Inc	Refurbish existing building (drop in centre)	27,200
Rotary Club of Tamworth Inc	Development of a special garden at Hilltop Lodge	10,000
Rotary Club of Toronto Inc	Installation of water stations and bike racks in Toronto	6,125
Rotary Club of Tumut Inc	Construction of "Richard Pratt" playground area	40,000
Rotary Club of Umina Beach Inc	Community artwork for Peninsula Recreation Precinct Playground	42,140
Rotary Club of Wauchope	Refurbishment of kitchen at the Wauchope Community Youth Centre	5,000
Rotary Club of Wentworth Incorporated	Upgrade to electrical system and safety features	10,149
Rouse Hill Learning & Community Partnership	Construction of training rooms at Rouse Hill Town Centre	20,000
Rouse Hill Rams Little Athletics	Long jump pit upgrade	41,000
RSL Lifecare Limited	Australia's Military Heritage Walk at Bayside @ Byron, Byron Bay	10,000
RSL Lifecare Limited	Restoration of Australia's Military Heritage Walk at Ex-Services Village, Ballina	10,000
RSL Lifecare Limited	Renovation of building at Linton Village to be used as a Mens Shed	9,000
RSL Lifecare Limited	Installation of a vegetable patch and path at Linton Village	4,000
RSL Lifecare Limited	History Walk at Rowland Village	10,000
RSL Lifecare Limited	Australia's Military Heritage Walk As part of the nursing home at Cook Island at RSL Anzac Village	10,000
RSL Lifecare Limited	Erection of history plaques on Australia's Military Heritage Walk	10,000
Russell Vale Golf & Social Club Ltd	Construction of a disabled ramp & veranda for new extension of club house	41,144
Rydal Union Church Inc	Internal and external upgrade and repair to the Rydal Union Church Hall	13,700

Organisation	Description	Amount (\$)
Ryde Hunters Hill Community Transport Association Inc	Upgrade of premises at 6 Victoria Road, Henley for relocation of community transport service	44,180
Ryde Hunters Hill Cricket Club	Upgrade shed for storage use	25,000
Ryde Hunters Hill Cricket Club	Upgrade wickets at Weil Park and Gladesville Reserve	16,000
Ryde Hunters Hill District Hockey Club	Purchase of electronic scoreboard for Ryde Hunters Hill Hockey Club	10,000
Sailability NSW Inc	Replacement of existing pontoon and gangway at Dobroyd Sailing Club	22,300
Sailability NSW Inc Kogarah Bay Branch	Provision of a shade awning for Sailability NSW Kogarah Bay	5,050
Sailability NSW Inc Tweed Branch	Erect a storage shed on a concrete slab	12,240
Salt Ash Williamtown Rural Fire Brigade	Design & construction of mezzanine and extend outdoor area roof	28,000
San Remo Neighbourhood Centre Inc	Replacement of premises (site shed) with a Youth Specific Facility	145,000
Sandgate Cemetery Trust	Landscaping of the lawn cemetery	8,470
Sandy Point Dragons Inc	Provision of a dragon boat and installation of a shelter, security lighting and fencing	16,000
Sarah's Place Long Day Care Centre	Building a staff room at Sarah's Place Long Daycare Centre in Hornsby	20,000
Sarah's Place Long Day Care Centre	Construction of a children's organic multicultural vege garden	2,500
Save Manly Dam Catchment Committee	Bush regeneration	12,000
Sawtell Art Group Incorporated	Provision of an additional classroom for art classes at the Sawtell Art Centre	69,620
Sawtell Tennis Club Inc	Upgrade of fences at Sawtell Tennis Club	23,040
Sawtell Toormina Little Athletics Centre Incorporated	Purchase of an Automated Electronic Timing System for Sawtell Toormina Little Athletics	18,250
Sawtell Toormina Sport & Recreation Club	Installation of a new toilet block at Rex Hardaker Oval	14,800
Schizophrenia Fellowship of NSW Inc	Kitchen upgrade at Gladesville Hospital	44,980
Schizophrenia Fellowship of NSW Inc	Upgrade of existing community centre, including kitchen renovation, plus upgrade of One (1) tennis court	43,054
Scotts Head Community Group Inc	Installation of wind turbine	20,125
Scouts Aust NSW - 1st Sefton Scout Group	Provision of a storage shed for equipment at Sefton Scout Hall	13,631
Scouts Australia - 1st Tumarumba Scout Group	Provision of a covered outdoor learning area	8,000
Scouts Australia - First Cooma	Improving Scout hall fire safety, building code compliance and sustainability	27,000
Scouts Australia ( NSW) - Hume Region	Upgrade of hall, amenities, security and kitchen at Chester Hill Scout Hall	12,000
Scouts Australia NSW	Provision of 2 shipping containers to be used for activities and storage at Camp Nelson	21,400
Scouts Australia NSW	Provision of shelving and compactus for training resources at Homebush	12,924
Scouts Australia NSW	Upgrade floor covering at Powels Creek District Hall	10,975
Scouts Australia NSW	Internal fit out of the Australian Scout Museum	15,245
Scouts Australia NSW	Upgrade of Scout hall including a new kitchen	25,000
Scouts Australia NSW	Repairs and upgrade electricals at 1st Greenacre Scout Hall	12,000
Scouts Australia NSW	Upgrade of the Jumping Joey kitchen at Bundilla Scout Camp	38,310
Scouts Australia NSW	Provision of solar power at 1st Quakers Hill/Doonside Scout Hall	29,176
Scouts Australia NSW	Refurbishment of scout hall	12,730
Scouts Australia NSW	Hall refurbishment and upgrade	30,000
Scouts Australia NSW	Replacing the Roof on the 1st Castle Hill Scout Hall	10,780
Scouts Australia NSW	Kitchen and hall upgrade at West Pennant Hills Valley Scout Hall	16,513

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Scouts Australia NSW	New roof for Mt Sugarloaf Scout Hall	8,000
Scouts Australia NSW	New roof at 1st Edgeworth Scout Hall	8,228
Scouts Australia NSW	Replacement of roof, upgrade of kitchen at Beresfield Scout Hall	22,441
Scouts Australia NSW	Building of an additional room at Glenrock Scout Camp	28,427
Scouts Australia NSW	New undercover activities area providing gear storage at Cardiff Scout Group	27,000
Scouts Australia NSW	Upgrade windows and floors, paint hall at Coogee Scout Hall	14,000
Scouts Australia NSW	Repair water damaged and vandalised area's at Randwick Scout Hall	14,000
Scouts Australia NSW	Internal repair and upgrade at 1st Lilli Pilli Scout Hall	15,000
Scouts Australia NSW	Roof replacement at 1st East Roseville Scout Hall	30,000
Scouts Australia NSW	Provision of disabled access and boat ramp at Abbotsford	15,000
Scouts Australia NSW	Repair damaged walls and paint interior and exterior of Five Dock Scout Hall	13,000
Scouts Australia NSW	Replacement of roof, paint hall and install shelving at 2nd Padstow Scout Hall	13,000
Scouts Australia NSW	Upgrade of amenity block at the Baden-Powell Scout Centre	30,000
Scouts Australia NSW	Upgrade and maintenance to 1st Greystanes Scout Hall	15,000
Scouts Australia NSW	Replace roof, paint interior of hall and recoat floors at Alexandria Scout Hall	13,000
Scouts Australia NSW	Partial roof replacement at Normanhurst Scout Hall	9,057
Scouts Australia NSW	Installation of an asphalt driveway to lower storage below the hall for safe access at 1st Dural Group Scouts Hall	15,000
Scouts Australia NSW	Installation of new bathroom facilities in 1st West Wollongong Scouts Hall	20,000
Scouts Australia NSW	Replacement of roof, sand and recoat floor, repair and paint doors at 1st Prairievale Park Scout Hall	14,000
Scouts Australia NSW	Repair damaged floor and doors, internal and external painting and upgrade of electricals at 1st Kyle Bay Scout Hall	12,000
Scouts Australia NSW	Remove asbestos and rear shed, general repairs of scout hall	12,000
Scouts Australia NSW	General repairs and upgrade electricals at 1st Wiley Park Scout Hall	6,000
Scouts Australia NSW	Upgrade scout hall	30,000
Scouts Australia NSW	Replacement of roof, repair and painting of walls at 1st Little Bay Scout Hall	10,000
Scouts Australia NSW	Interior and exterior upgrade of scout hall at 1st Dulwich Hill Marrickville Scout Hall	18,000
Scouts Australia NSW	Upgrade the kitchen, bathroom and hall floor at 1st Woronora River Scout Hall	14,000
Scouts Australia NSW	Upgrade kitchen and bathroom at 1st Wearne Bay Scout Hall	14,000
Scouts Australia NSW	Replacement of roof, repairs & repainting of hall.	28,000
Scouts Australia NSW	Replacement of roof and repairs to hall	14,000
Scouts Australia NSW	Construction of a boat and equipment shed	9,922
Scouts Australia NSW	Construction of new larger colourbond storage shed	9,369
Scouts Australia NSW	Replacement of roof and repair of termite damage at Hurstville Grove Scout Hall	10,000
Scouts Australia NSW	Installation of safety fencing and gates at 1st Parramatta Scout Hall	30,040
Scouts Australia NSW	Kitchen upgrade at Scout hall, South Penrith	11,700
Scouts Australia NSW	Refurbishment of Ingleside Scout Camp	30,000
Scouts Australia NSW	Repairs required due to vandalism, recoat floor & paint hall.	11,000
Scouts Australia NSW	Provision to replace roof and repair outside wall	19,000

Organisation	Description	Amount (\$)
Scouts Australia NSW	Replacement of roof, paint walls doors and windows, upgrade electricals at Strathfield Scout Group	15,000
Scouts Australia NSW	Upgrade hall include toilets/doors/fencing/heating	22,117
Scouts Australia NSW	Upgrade and provision of security to Tamworth Hillvue Scout Hall	11,740
Scouts Australia NSW	Replacement of roof, repair and upgrade to drainage and electricals at Wentworthville Scout Hall	18,000
Scouts Australia NSW	Upgrade of Rose Bay Scout Hall	15,000
Scouts Australia NSW	Upgrade of toilet facilities - Camp Kurrajong	16,725
Scouts Australia NSW	Refurbishment of Wagga Wagga Rover Hall	4,625
Scouts Australia NSW	Upgrade of hall - electrical work, graffiti-proof paint and new paving - Cromer-Dee Why Scout Group -	4,000
Scouts Australia NSW	Upgrade of bunkrooms at Cataract Scout Park	25,000
Scouts Australia NSW	Upgrade of floor and external doors and installation of wheelchair ramp	24,431
Scouts Australia NSW – 1st Sailors Bay Sea Scout Group	Replacement of fire safety door - 1st Sailors Bay Scout Hall Castlecrag	4,410
Scouts Australia NSW 1st St Marys Group	Upgrade fire door	2,000
Scouts Australia NSW 2nd Orange Scout Group	Removal and replacement of asbestos ceiling and substandard wiring	25,860
Scouts Australia NSW Branch - 2nd Kings Langley Scout Group	Internal and external upgrade including painting, lighting and heating at 2nd Kings Langley Scout Hall	19,850
Scouts NSW Branch/Lynchwood Scout Camp	Upgrade of existing dining and food preparation areas	21,340
Scully Park Swimming & Lifesaving Club Inc	Construction of a dry land exercise and development area at Scully Park Swimming & Lifesaving Club	15,000
Sdn Children's Services Inc	Construction of an additional room to provide a meeting place at SDN Children's Services	35,000
Seaham Bowthorne Football Club	Enhancement of canteen facilities at Bowthorne Park in Wallalong	11,330
Seaham Storm Baseball Club Inc	Provision of seating and spectator area, dugouts and replacement of wire netting on baseball screen.	21,500
Serbian National Defence Council in Australia Inc	Upgrade of hall kitchen	71,227
Serbian Orthodox Church School Community St. John the Baptist	Extension to existing community hall	30,000
Shellharbour City Council	Kiosk upgrade at Reddall Reserve	30,000
Shellharbour City Rowing Club	Upgrade of pontoon for Lake	8,700
Shellharbour Junior Soccer Club	New flood lighting for 2 fields	70,000
Sherwood Hall Committee	Refurbishment of hall floor and window	11,035
Shoalhaven City Council	Construction of an outdoor fitness track and equipment, river road Shoalhaven heads	15,000
Shoalhaven City Council	Construction of the Sussex Inlet & Districts Skate Park, Fitness Trail and Sustainable Sporting Facility	50,000
Shoalhaven Heads Golf Club	Install new irrigation line at Shoalhaven Heads Golf Club	18,120
Shoalhaven Heads Mens Shed	Purchase metal and woodworking equipment for Shoalhaven Heads Mens Shed	8,950
Shoalhaven PCYC	Emergency lighting, roofing at 5 venues, plumbing to toilet areas, kitchen refurbishment, car park repair	87,209
Shortland Waters Golf Club	Construction of a dam	70,000
Shortland Wetland Ltd T/As Hunter Wetland Centre Australia	Upgrade of existing facilities to establish Hunter Wetlands Conference Centre	52,600

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Silver Plus Incorporated	Rebuilding Bennett's Boat Shed for use as a community workshop and gallery	40,000
Singleton Branch Country Women's Association of NSW	Upgrade kitchen and windows of hall	10,000
Singleton Clay Target Club Inc	Upgrade to clubhouse and shooting range	1,800
Singleton Men's Shed	Construction of Mens Shed - Singleton	40,000
Singleton Neighbourhood Centre Inc	Create a community garden and BBQ area at the Singleton Neighbourhood Centre	30,000
Singleton PCYC	Upgrade of brick work at the Front of Singleton PCYC	10,000
Singleton Rugby Club Limited	Erection of new lighting towers	15,000
Singleton Soccer Club Inc	Construction of security fencing around Howe Park Singleton	16,200
Sir David Martin Foundation	Upgrade of gym facilities at Triple Care Farm in Robertson	10,000
Sir Roden & Lady Cutler Foundation Inc	EJ Ward Centre building upgrade	18,500
Soldiers Beach Surf Life Saving Club	Club fit out	59,909
South Curl Curl Surf Lifesaving Club	Refurbishment of first aid room	14,270
South East Neighbourhood Centre	Installation of air-conditioning, recarpeting and painting at Beaconsfield	13,631
South East Neighbourhood Centre	Construction of new porch, installation of softfall under play equipment, painting of walls and purchase of a dishwasher at Gardners Road Public School After School Care	41,166
South Lismore Celtic Football Club Inc	Construction of senior sized football field with lighting	29,500
South Maroubra Surf Life Saving Club	Provision of disabled access at South Maroubra Surf Life Saving Club	120,000
South Sydney Amateur Fishing Association	Repairs and maintenance works to South Sydney AFA Clubhouse	34,182
South Sydney Youth Services	Renovation of community arts centre in Redfern	78,668
South Wallsend & Neighbourhood Development Group Inc	Upgrade of outdoor activity/support area and replacement of floor coverings	22,000
South West Tigers Junior Australia Football Club Inc	Upgrade of floodlighting and fencing	115,170
Southern Highlands Cycling Club	Construction of a Mountain Skills Park and Mountain Bike Cross Country Course	20,000
Southern Lakes District Cricket Club Inc	Construct picket fence at Ron Hill Oval	25,994
Southern Power AFC	Provision of an amenities building at Lincoln Oval, Waratah Park	12,500
Southern Region Woodturners Inc	Upgrading of kitchen facilities	6,731
Southlake Community Services	Provision of sheltered work areas, washing facilities, disability toilet, storage and access for the Yunung Community Garden	70,000
Southlakes Carers Inc	Purchase of a bus and upgrade of 2 busses	22,942
Springwood Childrens Centre Inc	Upgrade and maintenance of centre and addition of a wheelchair access ramp	30,000
Springwood District Athletics Club Inc	Upgrade of canteen, change rooms and toilet facilities	14,910
Sri Durgadevi Devasthanam Sydney Inc	Development of community hall and library	70,000
SSAA NSW (Inc) Wagga Wagga Branch	Extension of rifle range	5,349
St Anthony of Padua, Toongabbie Parish (Trustee's of The Roman Catholic Church Parramatta Diocese)	Continued renovation including replacement of ceilings, upgrade of heating and repair work at St Anthonys Church Hall	98,680
St Andrews Anglican Church Lakemba	Kitchen renovation	15,000
St Andrews Anglican Church Lakemba	Toilet renovation and upgrade	20,000
St Andrews Anglican Church Lakemba	Upgrade and replace paving area between Church and Rectory	20,000
St Andrew's Anglican Church Oak Flats	Construction of a disabled toilet	25,000



Organisation	Description	Amount (\$)
St Catherine's Aged Care Services	Upgrade courtyard including plumbing, remove tress, replace fencing	17,067
St Christopher's Cricket Club	Construction of cricket nets at Bill Delauney Reserve	36,500
St Columba Uniting Church Preschool	Painting upgrade of preschool kitchen	2,612
St Columbkille's Primary School P&C Association	Reconstruction of grassed playing surface	37,115
St Columb's Anglican Church West Ryde	Build new toilet block wheelchair access	40,000
St Euphemia College	Upgrade of the walls and ceiling of St Euphemia College hall and provision of sound, lighting and audio visual projection	100,000
St George AFC	Extension and upgrade of change rooms at Olds Park, Peakhurst	50,000
St George Antiochian Orthodox Parish Association Inc	Renovation of mens bathroom in the parish hall of St George Cathedral	42,680
St George PCYC	Sewer rectification at PCYC	15,000
St George Randwick Hockey Club Incorporated	Provision to replace & upgrade safety fence and lay concrete paving	32,000
St Georgebdistrict Netball Association Inc	Provision of spectator seating	12,200
St Hilda's Anglican Church Katoomba	Construction of new entrance and addition of a disabled toilet	10,000
St Ives Occasional Care	Upgrade of playground facilities and replacement of concrete surface of outdoor play areas	23,740
St James Anglican Parish, Turramurra	Internal and external upgrade of St James Anglican Church Hall	20,000
St John Ambulance Australia (NSW)	Installation of new awning	10,521
St John Ambulance Australia (NSW)	Purchase and install air-conditioning	3,590
St John Ambulance Australia (NSW)	Installation of a suspended ceiling, repairs to fencing, windows and electricals at Toongabbie Scout Hall	19,955
St John Ambulance Australia (NSW)	Refurbishment of Wollongong Branch Training Rooms	18,681
St John's Childcare	Playground renovation	25,000
St Johns Eagles JRLFC	Installation of drainage and irrigation, construction of a canteen at Punchbowl Park	40,000
St Joseph's Family Services - St Agnes Parish Port Macquarie	New accessible activity deck and softfall, active playground	23,000
St Joseph's Village Ltd	Security gate and fencing for Aged Care Village	45,495
St Martins Anglican Church Georges Hall	Church kitchen upgrade at St Martins Georges Hall	11,600
St Mary's and St Markaious Coptic Christian Education Church Centre	Build underground off-street car parking at the Church Centre	40,000
St Mary's Antiochian Orthodox Church Incorporated	Construction of childrens playground, including: - sand pit - rubber flooring - shade structure	14,000
St Mary's Antiochian Orthodox Church Incorporated	Construction of a pergola structure complete with metal roofing	15,000
St Mary's Antiochian Orthodox Church Incorporated	Resurfacing the car park	60,000
St Patricks Soccer Club Inc	Barrier fencing of sporting fields and provision of a concrete slab to house a water tank	8,833
St Patricks Sports Club Sutherland Inc	Construction of a secure storage shed extended to provide a viewing area with seating at waratah park	24,342
St Patricks Sutherland Cricket Club	Provision of new cricket nets at Waratah Oval, Sutherland	30,000
St Paul of the Cross	Reconstruct 12 stained glass windows at St Paul of the Cross Church	36,367
St Paul's Lutheran Kindergarten	Replace all internal fluorescent light with recommended energy efficient single tube lights	4,893
St Paul's Lutheran Kindergarten	Replacing cabinets and the floor covering in food preparation areas	16,569
St Paul's Lutheran Kindergarten	Create an all weather outdoor play space	28,030

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
St Philip's Christian College, Gosford	Purchase of 12 seater school bus	35,000
St Vincent De Paul Society NSW	Resurface of driveway, paths and parking at the Nagle Centre Campbelltown	16,830
St Vincent De Paul Society NSW	Purchase of tools for workshop	13,490
St Vincent De Paul Society NSW	Installation of solar panels for Farm Community Access Program	23,757
St Vincent De Paul Society NSW	Refurbishment of Micah House	35,000
St Vincent De Paul Society NSW	Installation of awning and security roller door and purchase of donation bins - St Ives Region	12,500
St Vincent De Paul Society NSW	Rejuvenation of St Vincent De Paul Warrawong retail and support centre.	23,000
St. Andrews Church Community Pre School Inc	Construction of an all weather awning to Entrance of St Andrews Pre School	8,000
St. Catherine Labouré P&F Association	Provision to upgrade the parish halls kitchen	17,000
St. George Preschool (Marsfield) Inc	Refurbishment of playground including new drainage works.	39,119
St. Gertrude's Parish Smithfield	New timber flooring at St. Gertrude's Catholic Church	30,600
St. Mark's Preschool	Installation of playground equipment	37,000
St. Matthews Anglican Church Windsor	External painting	53,163
St. Philip's Christian Education Foundation Dale Program	Replacement of roof at St Philips Christian Education Foundation Waratah	49,650
St.Raphael's Greek Orthodox Parish of Liverpool and District Limited	Community hall refurbishment	128,540
Stockton Parks Committee - Section 355 - Newcastle City Council	Extension of canteen and provision of storage for sports equipment at Corroba Sporting Grounds	105,847
Strathfield Mens Shed Inc	Upgrade the electrics at Strathfield Mens Shed	17,060
Strathfield Municipal Council	Construction of 2 multiuse courts at Arnotts Reserve, Homebush	50,000
Strathfield Municipal Council	Construction of a pavilion at Begnell Park	173,679
Strathfield Recreation Club	Community BBQ and recreation area at Strathfield Recreation Club	59,500
Street Level Christian Community Inc	Refurbishment, repairs, painting, heating, power upgrade of buildings	27,000
Stroud Pony Club	Purchase of shipping container for pony club storage	2,500
Stroud Road Community Hall & Progress Assoc Inc	Upgrade of roofing and refurbishment of facilities	2,500
Stuarts Point Public School Parents & Citizens Association	Refurbish storage room into teaching kitchen & outdoor dining area	17,419
Sunnyfield	Installation of ramp and pergola, landscaping	35,328
Sunnyfield	Construction of toilet/shower facilities, installation of kitchen and accessibility upgrade	24,900
Sunnyfield	Purchase of semi automatic pallet wrapping machine	7,900
Sunnyfield	Flooring reinforcement - Chatswood	7,220
Sussex Inlet Men's Shed Inc	Creation of horticultural area	14,263
Sussex Inlet Rural Fire Service	Extension of storage shed	14,700
Sutherland Astronomical Society Incorporated	Building new path and railing around observatory & associated drainage	13,160
Sutherland Bowling and Recreation Club Limited (Trading As Club Kirrawee)	Installation of motorised sun shades	16,000
Sutherland Shire Council	Installation of solar power units at the child care centre Caldarra Avenue, Engadine	4,029
Sutherland Shire Football Association	Provision of new lights and repairs and maintenance to fields	25,000
Sutherland Shire Montessori School	Roof restoration	17,490

Organisation	Description	Amount (\$)
Swansea & District Community Men's Shed Incorporated	Swansea & District Community Men's Shed Incorporated workshop	20,000
Swansea Belmont Surf Life Saving Club	Upgrade and refurbish clubhouse	5,000
Swansea Community Cottage	Refurbish hall	21,000
Swansea Community Cottage	Installation of play equipment	13,950
Swansea Junior Cricket Club	Upgrade of cricket facilities and grounds and erection of cricket nets	20,000
Swansea Meals on Wheels	Seal driveway	3,600
Swansea South Tennis Club Inc	Upgrade tennis court no 3	15,000
Swansea-Caves Junior Rugby League Club Incorporated	Provision of seating, pa system, bbq shelter and painting of the amenities block at Parbury Oval	10,000
Swansea-Caves Junior Rugby League Club Incorporated	Upgrade Parbury Oval	22,794
Sydney Community College	Provision of a covered outdoor physical activity area at Sydney Community College	45,760
Sydney Dogs and Cats Home Inc	Remove 16 existing kennels and rebuild 20 new kennels at the Sydney Dogs and Cats Home, Carlton	77,283
Sydney High School Foundation Incorporated	Lighting and enclosed learning area at Sydney High School	26,870
Sydney Magpies Australian Football Club Inc	To complete the field levelling, irrigation, drainage and re-surfacing works that were commenced in January 2010	70,000
Sydney Maritime Museum Ltd T/A Sydney Heritage Fleet	Re-decking the VIP Steamship Lady Hopetown	20,000
Sydney off Road Racing Association Incorporated	Septic system upgrade at Sydney Off Road Racing Association	5,000
Sydney Stepping Stone Inc	Provision of a counselling room with provision for storage at Sydney Stepping Stone Dulwich Hill	58,151
Sydney Winter Baseball League Inc	Upgrade protective baseball netting at Petersham Oval	25,000
Sydney Womens AFL	Field drainage improvements at Mahoney Reserve Marrickville	20,000
Sydney Women's Mlc Rowing Club	Extension of the boat shed to provide shower and toilet facilities with additional Storage Space	40,000
Sylvania Heights Community & Youth Club Inc	Installation of awning	7,010
Sylvania Heights Community & Youth Club Inc	Construction of a new entry pathway	5,165
Sylvanvale Foundation	Construction of new building and grounds	50,000
Tahmoor/Yanderra Uniting Church	Provision of a water tank and garden propagation system at Tahmoor Uniting Church	3,751
Tallong Community Focus Group Incorporated	Installation of air-conditioning, photo voltaic array and insulation at Tallong Memorial Hall	10,000
Tallong Memorial Hall Trust	Upgrade of flooring in the main hall and supper room at Tallong Memorial Hall	8,000
Tamworth & District Highland Society Incorporated	Repair and refurbish band hall	21,061
Tamworth & District Team Penning Assoc Inc	Replace the old wooden arena fence at Moonbi Recreational Grounds	10,550
Tamworth City BMX Club Inc	Safety and maintenance upgrade to Tamworth City BMX Track	10,560
Tamworth Clay Target Club	Upgrade of kitchen and ladies toilets at Tamworth Clay Target Club	36,510
Tamworth Community Men's Shed Inc	Tamworth Community Mens Shed erection and fit out	26,145
Tamworth Cricket Inc	Replace clubhouse leaking and water damaged roof and ceiling	63,181
Tamworth Hockey Association Inc	Replace 2 electronic scoreboards at Tamworth Hockey Centre	19,690
Tamworth Montessori Preschool	Disabled access and security upgrade at Montessori Preschool	32,200
Tamworth Netball Association Inc	Installation of lighting at the new netball complex in Tamworth	20,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Tamworth PCYC	Restoration to veranda of heritage listed cottage	17,500
Tamworth Pistol Club	Stage 2 club house redevelopment for Tamworth Regional Target Complex	30,000
Tamworth Regional Botanic Garden Inc	Purchase of engraving machine for Tamworth Regional Botanic Garden	30,000
Tamworth Tennis Club	Installation of new lighting on 4 tennis courts	24,320
Taralga Showground and Recreation Co-Operative	Construction of new unisex and disabled toilet block at Taralga Showground	25,000
Tarcutta Progress Association Inc	Extension of irrigation system and purchase of 2 mowers	41,486
Taree Basketball Association Inc	Purchase and wall mounting of electronic game timing devices	11,000
Taree Croquet Club Inc	Construction of shelter sheds for players	4,103
Taree Old Bar Surf Life Saving Club Inc	Installation of disabled toilet and rest room facilities, replacement of ceiling panels in clubroom	20,000
Tarlo/Middle Arm Landcare Group Inc	Upgrade of roof, ceiling and guttering and construction of a native plant nursery at the community hall at Middle Arm	21,000
Tarrawanna Soccer Club Inc	Upgrade toilets facilities at Tarrawanna Oval	32,000
Tea Gardens Hawks Nest Meals on Wheels Inc	Upgrade to extractor fan and additional shed storage	2,549
Teen Challenge NSW	Renovation of existing facilities to provide intern accommodation	28,300
Temora Shire Council	Upgrade of the stage and provision of disabled access at Temora Town Hall	12,000
Temora Shire Council	Development of clubrooms at Bob Aldridge Park Temora	30,000
Tennis NSW	Construction of 7 'Hot Shot' Courts at Homebush	22,500
Tennis Terranora Incorporated	Construction of amenities building and tennis courts	30,000
Tenterfield Shire Council	Provision of a picket fence at Shirley Park and resurface of courts and surrounds at Tenterfield Tennis Courts	50,000
Terrey Hills Progress Association	Construction of horse riding and multi-use sand arena including hitching rails x 2 and lockable gate	30,000
Terrigal Matcham Cricket Club	Construction of a set of 3 cricket nets at the Duffy's Road Oval	43,000
Terrigal Matcham Cricket Club	Construction of cricket training nets at Paul Oval	7,418
Terrigal Surf Club	Upgrade of Terrigal SLSC Training and Hire Facility	32,583
Terrigal United Football Club	Extension of existing canteen, shelter and storage at Duffys Oval	62,906
The (Men's) Shed Coonabarabran Inc	Kitchen addition and meeting room renovation at Coonabarabran Men's Shed	12,000
The Apostles and Saint Abanoub Coptic Orthodox Church	Construction of an indoor sports hall at St Abanoub Church Blacktown	305,000
The Association of Bhanin El- Minieh	Upgrade of facilities at Auburn	35,000
The Bays Community Group Inc	Construction of a new general purpose room	45,000
The Benevolent Society	Provision of 4 shipping containers to be converted into a community mobile cafe and catering business	120,000
The Church Army in Australia	Installation of an industrial kitchen in the Guide hall, North Forbes	14,000
The Corporate Trustees of the Diocese of Armidale	Upgrade and repair of the Gunnedah Anglican Church Hall	18,414
The Cottage Counselling Centre Inc	Upgrade of existing premises to provide additional services	8,484
The Deli Women & Children's Centre Inc	Upgrade of existing community centre facilities	16,465
The Dunn & Lewis Youth Development Foundation Limited	Construction of commercial training kitchen	100,000
The Entrance Amateur Swimming Club	Provision for all weather shelter at the Entrance Ocean Baths	63,350
The Entrance Men's Shed Inc	Construction of training room	20,000
The Entrance North Progress Association	Construction of coastal walk pathway	60,000

Organisation	Description	Amount (\$)
The Exodus Foundation	Provision of air-conditioning at the Exodus Youth Centre Redfern	13,465
The Exodus Foundation	Upgrade of toilet and shower block	28,000
The Fact Tree Youth Service Inc	Conversion of garage into useful office/ centre space	50,000
The Forest Pre-School Kindergarten	Upgrade of softfall and purchase of a cubby house at the Forest Pre-School Kindergarten	22,867
The Gallery Foundation Ltd	New kitchen and toilets at the Grafton Showgrounds Pavillion	100,000
The Goulburn Group Inc	Conversion of a disused brick pit into a wetland/water management facility	70,000
The Greek Orthodox Parish & Community of Belmore & Districts All Saints Lrd, T/A All Saints Greek	Hall Upgrade - installation of stage, seating and pa system	89,000
The Hills Men's Shed	Installation of colourbond screening and a ceiling mounted air filtration system at the Hills Mens Shed, Eric Mobbs Reserve	3,000
The Hills Shire Council	Installation of a shade structure over playground at Balcombe Heights Estate	26,500
The Hills Shire Council	Childrens playground, seating and sporting field upgrade at Wrights Road Reserve and Community Centre	50,000
The Hills Shire Council	Installation of school zone flashing lights at Maroota Public School	20,000
The Hills Shire Council	Upgrade of footpaths, seating, car park and planting of trees at Oatlands Shopping Centre	50,000
The Ice Skating Club of NSW Co-Operative Ltd	Pilot installation of Sustainable Cooling Plant for Ice Sheet Refrigeration and Co-Generation of Hot	25,000
The Illawarra Woodworkers Group	Replacement of concrete slab and extension of workshop area	9,400
The Illawarra Woodworkers Group	Dust extraction project	4,420
The Junction Works Ltd	Building new community centre for adults with a disability and their families	300,000
The Lebanese Maronite Order	Upgrade of church hall and toilet block at St Charbel's Community Church Hall	100,000
The Macedonian Orthodox Community of Queanbeyan & Districts Inc	Refurbishment and installation of air-conditioning	29,500
The Millthorpe Village Committee Inc	Installation of drainage and retaining wall, upgrade of court surface and provision of new nets and posts at Millthorpe Tennis Courts	40,000
The National Trust of Australia (New South Wales)	Construction of Harper's Mansion garden shed, nursery and toilets	10,000
The Northcott Society	Upgrade of garden at Beverley Park Residential Centre	23,529
The Northcott Society	Conversion of Northcott's Coffs Harbour office garage into large program space	7,840
The Northcott Society	Kitchen renovation	57,607
The Nowra Players Inc	Construction of a storage shed and workroom adjoining the facilities at the Nowra Players Theatre in Bomaderry	25,000
The Parks Community Network Inc	Construction of a Mens Shed at Bonnyrigg	39,080
The Parks Community Network Inc	Provision of a new activities room at the Prairiewood Youth and Community Centre	180,000
The Point Preschool	Upgrade of the Point Preschool in Oyster Bay	14,036
The Robertson Shed Inc Trading As Ctc@Robertson	Repairing the Robertson Shed	9,000
The Rock Show Society	Provision of electricity to the pavilion at the Rock Showground	4,200
The Rock Show Society	Provision of poultry cages at the Rock Showground	3,995
The Royal Life Saving Society - NSW Branch	Fit Out and equipment for the aquatic safety training academy	50,000
The Royal Society for the Prevention of Cruelty to Animals	Provision of 4 Interactive Vet Consultation Rooms to cater for observers and community program visitors	48,900
The Salvation Army (New South Wales) Property Trust	Upgrade access to building including access ramp at Campsie Facilities	141,153

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
The Salvation Army (New South Wales) Property Trust	Building extensions to Fairfield West office	100,000
The Salvation Army (New South Wales) Property Trust	Construction of Food 4 Life Market and People's Shed including renovation of kitchen and bathroom	104,500
The Salvation Army (New South Wales) Property Trust	Refurbish youth training venue	25,000
The Salvation Army (New South Wales) Property Trust	Creation of a workshop, lockable sewing room, art studio and open air deck at Surry Hills	79,432
The Samaritans Foundation	Shade shelter and improvements to the outdoor play area	53,738
The Scout Association of Australia NSW Branch 1st Warilla Scout Group	Installation of grid solar system	4,500
The Scout Association of Australia NSW Branch 1st Warilla Scout Group	Upgrade of amenities hall	53,898
The Scout Association of Australia NSW Branch 1st Warilla Scout Group	Extension of scout hall	21,091
The Scouts Association of Australia	Refurbishment of Head Office	40,860
The Shalom Institute	Repair of the lift at the Shalom College, the University of new South Wales	20,000
The Spastic Centre	Building a new Therapy and Family Support Centre in Alstonville for children with disabilities	40,000
The Spastic Centre	New therapy and family support centre	40,000
The Station Ltd	Upgrade of the kitchen, laundry, counselling and outreach consulting room at The Station	34,200
The Sydney University Settlement	Building redevelopment - 'The Settlement' Darlington	88,750
The Trustees of the Rock Ministries Incorporated	Provision of a cool room and storage area at the Church of the Rock, Kingswood	80,000
The Uniting Church in Australia Property Trust (NSW)	Establishment of a Mens Shed at Hammers Road, Northmead	50,000
The Uniting Church in Australia Property Trust (NSW) - Jannali Uniting Church	Upgrading the facilities for Joshua's kitchen at Jannali Uniting Church	17,000
The Uniting Church in Australia Property Trust NSW for Holroyd Uniting Church	Upgrade of Mccredie Hall	82,174
The Wangaree Public Reserve Trust	Construction of a safety fenced recreational area with protective awning for disabled access into hall	24,909
Thirroul Junior Football Club	Provision of lighting at Thomas Gibson Park, Thirroul	115,000
Thirroul Public School Parents and Citizens Association	Provision of an undercover play area at Thirroul Public School	37,758
Thornton Little Athletics Club Inc	Replace long jump pit	6,044
Tide	Upgrade of Gangga Marrang Indigenous Arts & Cultural Centre	15,000
Tigers Junior Cricket	New turf cricket wicket at Nesbitt Park	39,484
Tilligerry Football Club Inc	Provision of surfaces renewal for 2011 football season	15,500
Tilligerry Tennis Club Inc	Upgrade of lighting to Tilligerry Tennis Courts	25,000
Tinonee Tennis Club Inc	Tennis court upgrade	30,000
Tocumwal Preschool Inc	Internal painting of the walls, skirting boards and ceiling	10,000
Tomingley Picnic Race Club Inc	Provision of seating and picnic tables at Tomingley Picnic Race Club	3,326
Toukley & District Senior Citizens Club Inc	Replacement of bowls room roof	30,000
Toukley Gorokan Soccer Club	Construction of paved area and installation of roof awning	42,735
Toukley Preschool Kindergarten Inc	Extension of indoor/outdoor multipurpose space	40,000

Organisation	Description	Amount (\$)
Toukley Rugby League Football Club Inc	Installation of a community gym and meeting room at Toukley Rugby League Football Club	140,000
Towns with Heart Inc	Upgrade of the interior of the Kurri Kurri Information Centre and provision of disabled access	24,915
Toxteth Kindergarten Incorporated	Provision of insulation and ventilation to the community child care hall	49,764
Trundle Mens Shed	Electrical upgrade of Trundle Mens Shed	3,000
Trundle Racecourse Trust	Provision of Trundle Racecourse amenities block	30,000
Trustees Walcha Showground and Recreation Reserve Trust	Replace and upgrade showground ring fence	20,000
Tuesday Night Club Inc	Build a pathway around the existing garden to allow access to the garden by people with disabilities.	10,000
Tuggerah Lakes Basketball Association	Upgrade PCYC basketball courts	59,702
Tulgeen Group	Sealing of nursery access apron and car park, construction of concrete pathways within the nursery	16,100
Tulgeen Group	Establishment of a greenhouse & shade house facility at the Riverside Nursery, Bega	58,988
Tullamore Inc	Developing a new Mens Shed at Tullamore Memorial and purchase of a container for storage	10,000
Tullibigeal Picnic Race Club Incorporated	Refurbishment and upgrade facilities at Tullibigeal Picnic Race Club	10,000
Tumbarumba Preschool Inc Trading as Carcoola Children's Centre	Upgrade of softfall surface at Carcoola Children's Centre	15,000
Tumbarumba Shire Council	Upgrade facilities and access at Paddys River Falls Recreation Area	30,000
Tumbulgum Community Association	Purchase and installation of outdoor playground equipment, shade shelter and seating	15,000
Tumut Lawn Tennis Club	Upgrading of court surfaces at Tumut Lawn Tennis Club	98,000
Tumut Shire Council	Refurbishment of main amenities block at Riverglade Caravan Park	80,000
Tumut Shire Council	Development of playground area at Adelong Memorial Park	50,000
Tuncurry-Forster Jockey Club Incorporated	Construction of amenities block	40,000
Tweed Border Hockey Association	Upgrade hockey surface to artificial turf	136,800
Tweed Heads Amateur Fish Club Inc	Construction of a new storage and meeting facility	18,920
Tweed Heads PCYC	Sound proofing music area and extension of fitness area	85,000
Tweed Heads Seagulls Rugby League Football Club Ltd	Building a sports field pavilion	85,111
Tyalgum Literary Institute and Progress Association Incorporated	Replace roofing at Tylalgum Hall	30,000
Uambi Aboriginal Corporation	Renovation of Uambi Community Centre with fencing, partitioning off the back shed and creating a supply room	6,871
UCA St Andrews Uniting Church Riverstone	Replacement of roof on heritage church building	16,875
Umina Beach PCYC	Roof encapsulation of Umina Beach PCYC buildings	11,350
Umina Beach PCYC	Upgrade indoor skate ramps with safety barriers and rewire & install existing CCTV	6,500
Umina Beach PCYC	Resurface & lay asphalt to outdoor area	6,240
Umina District Cricket Club Inc	Refurbishment of the existing 3 wicket cricket net facility	22,750
Uniting Church Blackheath	Replace gas heaters in church and community hall	13,050
Uniting Church in Australia Property Trust (NSW) - Oatley Uniting Church	Upgrade toilet facilities at Oatley Uniting Church	20,000
Unitingcare Burnside	Office extension, storage space and new amenities	65,364

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
University of The Third Age Armidale Inc	Improvements and renovations of ASCA House Armidale, the home of U3A Armidale	30,000
Upper Horton Pony Club Inc	Upgrade of jumps and dressage arena at the Upper Horton Pony Club	6,080
Upper Hunter Shire Council	Addition to amenities block and construction of grandstand at the Bill Rose Sports Complex	20,000
Upper Lachlan Shire Council	Barbour Park Recreation Area refurbishment of amenities	20,000
Upper Lachlan Shire Council	Internal and external painting of Taralga War Memorial Hall	10,000
Uralla Shire Council	Provision of a mechanised recycling streaming facility	50,500
Urunga Sail Training Club Incorporated	Upgrade of boat launching facilities and provision of disabled access at Urunga Sail Training Club	30,000
Vietnamese Community in Australia - NSW Chapter	Construction of a multipurpose community roofed & open meeting area adjacent to Vietnamese Community in Australia Bankstown	50,000
Vietnamese Community in Australia - NSW Chapter	Purchase of audio-visual equipment for the Vietnamese Community and Cultural Centre Bonnyrigg	40,000
Vietnamese Community in Australia - NSW Chapter	Upgrade of the Comradeship Memorial and other works, Memorial Precinct Cabravale Park	74,000
Vision Christian Colleges Inc	Internal upgrade of training college at Minto	94,500
Volunteer Marine Rescue NSW	Refurbishment and capital equipment purchases	4,061
Volunteer Marine Rescue NSW	Replace an existing set of access stairs with a more user friendly pathway access	45,000
Volunteer Marine Rescue NSW - Hawkesbury	Storage solutions	2,000
Volunteer Marine Rescue NSW Lake Macquarie	Build fire stairs	12,203
Volunteer Marine Rescue Pt. Danger Association Inc	Construction of mooring facilities	53,197
Wagga Greyhound Racing Club	Construction of fixed seating and purchase of movable seating	7,000
Wagga Wagga City Council	Construction of new Disabled toilet/parents facility	27,500
Wagga Wagga PCYC	Removal of asbestos eaves and replaced with fibre cement	18,000
Wahroonga Rugby Club Incorporated	Fit out of Rugby Clubhouse	50,000
Wakool Shire Council	Upgrade of kitchen facilities at Tooleybuc Community Hall	30,000
Walcha District Tennis Association Inc	Construction of a new clubhouse at Walcha Tennis Club	60,000
Walgett District Historical Society	Interior upgrade of Walgett District Historical Society	12,989
Walgett District Sporting Club Ltd	Upgrade bowling surface with synthetic grass at Walgett District Sporting Club	100,000
Walla Walla Bowling & Recreation Club	Upgrade of kitchen at Walla Walla Bowling and Recreation Club	28,000
Wallamba District Agricultural & Horticultural Association Incorporated	Construction of covered veranda to Nabic Showground Hall	11,650
Wallsend Community Preschool	Upgrade of Preschool Facility and replacement of softfall area	11,883
Wallsend Swans Junior Australia Football Club	Installation of bench seating - Bill Elliott Oval Maryland	6,700
Wamboin Hall Management Committee - Palerang Council	to Upgrade the kitchen Facilities of the Wamboin Community Hall	10,000
Wandandian Progress Association Inc	Upgrade of toilet facilities, extra store room, extension of existing covered front veranda and installation of disabled access ramp	141,423
Wandsworth Progress Association	Exterior painting of hall and surrounding buildings	8,500
Wangarang	Construction of sensory garden	80,000
Wangi Wangi Uniting Church Mens Shed	Installation of a solar power system at Wangi Wangi Mens Shed	9,000
Warners Bay Australian Football Club Inc	Upgrade of sports fields at Feighan Oval	212,221
Warners Bay Early Learning and Care Centre Inc	Playground redevelopment at Warners Bay Early Learning and Care Centre	40,455



Organisation	Description	Amount (\$)
Warradale Little Athletics Centre Inc	Construction of long jump run ups at Warragamba Oval	9,552
Warragamba Silverdale Neighbourhood Centre Incorporated	Construction of a Mens Shed at Warradale	41,599
Warrah Creek Hall Committee - Liverpool Plains Land Management	Upgrade of electricity supply to Warrah Creek Hall	15,000
Warren Shire Council	Ceiling upgrade of the Warren Sporting and Cultural Centre	40,000
Warrigal Care	Bathroom upgrade at Illawarra Day Respite Service	26,500
Warrigal Care	Landscape improvement at Albion Park Rail and Lake Illawarra	10,000
Wauchope Pre-School Kindergarten	Construction of child safe security fencing	22,000
Wauchope RSL Cricket Club	Refurbishment practice nets and surrounds	29,500
Wauchope Soccer Club	Erection of perimeter chain-wire fencing	14,265
Wauchope Soccer Club	Provision to widen concrete path and build stairs and ramp	5,000
Waverley Action for Youth Services Inc	Upgrade of kitchen	40,000
Waverley Council	Construction of a community playground	30,000
Waverley Council	Construction of learner cycle track area	27,918
Wentworth Golf Club	Repair and upgrade of watering facilities	70,000
Wentworth Shire Council	Construction of an interpretative pathway to link together the Historically Sand Culturally Significant Sites in Wentworth	20,000
Wesley Uniting Church Preschool	Shade sail for Wesley Preschool Playground	5,280
West of the Range Pony Club Inc	Construction of day yards and event ring for pony club	42,243
West Pymble Football Club	Upgrade of West Pymble Football Clubhouse	50,000
West Ryde Neighbourhood Children's Centre	Construction of an outdoor learning environment	70,500
West Wallsend Tennis Club	Rejuvenating of tennis courts at West Wallsend Tennis Club	10,000
Western Plains Regional Development Inc	Upgrade Condobolin Community Theatre, Display and Function Centre	12,532
Western Suburbs Lawn Tennis Association Limited	Installation of harvested water storage tanks at Arthur Street Ashfield	40,000
Western Suburbs Little Athletics Centre	Expansion of equipment storage facilities at St Lukes Oval Concord	66,521
Western Sydney Woodturners Inc	Installation of a ducted dust extraction system at Western Sydney Woodturners, Lalor Park	19,419
Western Sydney Woodturners Inc	Purchase of 2 Woodfast Lathes for Western Sydney Woodturners, Lalor Park	6,300
Westlakes Archers Inc	Completion of canteen and club house facilities and upgrade of access for archers with a disability	40,000
Weston Workers Bears Football Club	Installation of irrigation and water tank and development of new playing field at Weston Park	43,000
Westpac Rescue Helicopter Service	Construction of a new hangar at the Westpac Rescue Helicopter Service Base Broadmeadow, Newcastle	20,000
Westside Community Centre	Provision of a pergola including paving and installation of an island BBQ at Westside Community Centre	37,470
Westside Tennis Club Inc	Upgrade of tennis court surface and surrounds, provision of new light poles at Westside Tennis Club	92,000
Wetherill Park Cricket Club	Construction of an awning at Prospect View Reserve	80,000
Wetherill Park Cricket Club	Construction of new cricket nets at Emerson Reserve	60,000
Willoughby City Council	Extension to Bales Park Pavilion	150,000
Willoughby Park Bowling, Bocce and Recreation Club Ltd	Construction of machinery/equipment storage shed	6,670

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Willow Tree Bowling Club Ltd	Installation of steel water tanks and an automatic irrigation system	17,000
Windale Community Group Incorporated	Building an extension to the existing Windale Mens Shed	68,250
Windang Public School P&C Association	Upgrade of basketball court and spectator seating facilities	57,835
Wingham Chamber of Commerce	Installation of car park shades	50,000
Wingham Men's Shed Inc	Extension to existing building	13,132
Wingham Showground Trust	Construction of accessible amenities block and upgrade of existing toilet block	47,000
Winmalee Neighbourhood Centre	Refurbishment of community neighbourhood centre	21,186
Winston Hills Junior Rugby League Football Club	Upgrade of dressing sheds and amenities. Extensions to canteen and cover to BBQ area at Gleeson Avenue Baulkham Hills	76,460
Wirreanda Public School P&C Association	Installation of fixed playground equipment	50,000
Wollondilly Cancer Support Group	Building a Lynchgate Memorial Garden in Picton Botanic Gardens	15,000
Wollondilly Community Men's Shed	Building of Mens Sheds at Oakdale and Warragamba	12,380
Wollondilly Knights Senior Australian Football Club Inc	Construction of a new clubhouse	25,184
Wollondilly Little Athletics Centre Inc	Construction of new long and triple jump pits	13,181
Wollondilly RSL Sub Branch	Supply and installation of a shade awning at Wollondilly RSL, Thirlmere	5,990
Wollondilly Shire Council	Construction of an amenities building at Waterboard Oval, Warragamba	50,000
Wollongong City Council	Security upgrade of windows at Coledale Community Centre	10,000
Wollongong City Council	Upgrade of soccer canteen at Rex Jackson Oval, Helensburgh	5,025
Wollongong City Council	Upgrade of canteen at Jim Allen Oval, Wombarra	5,233
Wollongong City Council	Upgrade of rugby league canteen at Rex Jackson Oval, Helensburgh	4,927
Wollongong City Council	Upgrade of kitchen at Helensburgh Pre-School	10,150
Wollongong City Council	Internal painting of the Helensburgh Community Centre	10,000
Wollongong City Council	Upgrade of canteen at JFC Thomas Gibson Park, Thirroul	4,225
Wollongong City Council	Canteen Upgrade Harry Graham Park	4,895
Wollongong City Council	Russell Vale JFC Cawley Park canteen upgrade	4,577
Wollongong City Council	Bellambi Football Club Elizabeth Park canteen upgrade	4,975
Wollongong City Council	Figtree Kangaroos AFL Figtree Oval canteen upgrade	4,700
Wollongong City Council	Illawarra Netball Association Guest Park canteen upgrade	4,925
Wollongong City Council	Corrimal Rangers Football Club Memorial Park canteen upgrade	5,250
Wollongong City Council	Woonona Football Club Ocean Park canteen upgrade	4,670
Wollongong City Council	Corrimal Junior Rugby League Football Ziems Park Canteen Upgrade	4,550
Wollongong City Council	Bulli Council Chambers electrical and kitchen facility upgrade	45,350
Wollongong City Council	Upgrade facilities for Bushcare Volunteers at Wollongong Botanic Gardens	62,500
Wollongong City Council	Canteen upgrade Hector Harvey Park	4,500
Wollongong City Council	Installation of security fencing at Horsley Community Centre	5,500
Wollongong City Council	Office accommodation at Koonawarra Community Centre	7,500
Wollongong City Council	Upgrade of canteen facility at Reid Park	3,800
Wollongong City Council	Upgrade of canteen at Webb Park	5,265
Wollongong City Council	Canteen upgrade at Beaton Park	6,700

Organisation	Description	Amount (\$)
Wollongong City Council	Canteen upgrade Berkeley Park	4,725
Wollongong City Council	Canteen upgrade Boronia Park	4,655
Wollongong City Council	Canteen upgrade Fred Finch Park	4,725
Wollongong City Council	Canteen upgrade Fred Finch Park (Berkeley Basketball)	4,725
Wollongong City Council	Canteen upgrade Ian Mclennon Park	4,477
Wollongong City Council	Canteen upgrade JJ Kelly Park	4,825
Wollongong City Council	Canteen upgrade Neville Mckinnon Park	4,478
Wollongong City Council	Canteen Upgrade Noel Mulligan Oval	6,650
Wollongong City Council	Kitchen fit out at Coniston Community Centre	20,000
Wollongong City Council	Kitchen fit out at Unanderra Community Centre	20,000
Wollongong City Council	Kitchen fit out at Port Kembla Seniors	20,000
Wollongong City Council	Kitchen fit out at Warrawong Childrens House	20,000
Wollongong City Council	Maintenance work at Windang Seniors Community Facility	7,500
Wollongong City Council	New floor coverings and painting at Keiraview Childcare Centre	5,300
Wollongong Croquet Club Inc	Construction of a clubhouse for Wollongong Croquet Club	6,620
Wollongong Tennis Courts Administration Inc	Surface Upgrade of 2 Courts at Meadows Tennis Centre	25,000
Wollongong Tennis Courts Administration Inc	Resurface 2 tennis courts at Webb Park	25,000
Wolumla Memorial Hall Committee	Installation of stage lighting and a sound system in the Wolumla Memorial Hall	13,386
Wombat Occasional Childcare Centre Inc	Construction of enclosed veranda	22,066
Woodville School of Arts	Installation of new roof	13,035
Woollahra Colleagues Rugby Union Football Club	Installation and upgrade of lights - ovals 2 & 3	25,000
Woollahra Golf Club Limited	Replacement and extension of damaged golf cart paths on hole 7 and 8	13,000
Woonona Shamrocks Rugby Club Inc	Construction of new storage shed and sealing of entry to sporting facility at Ocean Park	24,500
Woonona Surf Life Saving Club	Upgrade of Woonona Surf Club Hall including kitchen and training facilities	25,000
Workability Personnel Inc	Upgrade of existing building to build a training venue with disability access and office space at Bega Valley	50,000
Workability Personnel Inc	Upgrade of Existing building to build a training venue with disability access and office space at Eurobodalla	50,000
Wyong Creek Literary Society Incorporated	Upgrade and repairs to Wyong Creek Hall	5,681
Wyong Neighbourhood Centre Inc	Construction of a Mens Shed	64,000
Wyong Pony Club Inc	Conversion of a demountable building into a clubhouse and canteen	22,000
Wyong Regional Chamber of Commerce	Installation of security cameras with Wyong Township	58,312
Wyong Shire Council	Upgrade of community reserve	30,000
Wyong Shire Food Services Inc	Construction of awning at kitchen entrance (rear of building)	3,300
Yallambee Disability Services	Construction of a colour bond steel framed, cement floor utility shed to house equipment and supplies	40,720
Yamba Rugby Club Inc	Installation of fencing at Yamba Oval	18,181
Yamba Surf Life Saving Club Inc	Replacement of external staircase to surf club	8,400
Yamba Surf Life Saving Club Inc	Replace piers at front of surf club	14,700
Yamba Surf Life Saving Club Inc	Replace roof at southern end of Yamba Surf Club	13,000
Yanco Hotel Cricket Club	Upgrade nets and slabs	20,000

# Appendix 40: Funds Awarded

Organisation	Description	Amount (\$)
Yanco Powerhouse Museum Association Inc	Replace roof	10,000
Yarrowarra Tigers JRLFC Incorporated	Upgrade of lighting at Yarrowarra Oval	10,000
Yarrowitch Rodeo Inc	New arena fence, boundary fence and show ring fence.	30,000
YMCA of Sydney	Sports hall upgrade at Greenacre YMCA	22,211
YMCA of Sydney	Indoor childrens play area at Mount Annan Leisure Centre	22,727
YMCA of Sydney	Construction of 3 badminton courts at Minto Indoor Sports Centre	5,791
YMCA of Sydney	Upgrade of the customer service office at Bankstown YMCA	35,535
YMCA of Sydney	Enclose existing car park to build a gym at Epping YMCA	100,170
Young Police and Community Youth Clubs	Upgrade facilities	16,828
Young Pony Club Inc	Installation of lighting at Young Pony Club	6,170
Young Shire Council	Construction of a skate park at the Central Sport Precinct in Young	63,000
Youthconnections.Com.Au	Provision of a water treatment system, wetland system, water storage tank and a solar system at Mount Penang Parklands	29,000
Youthconnections.Com.Au	Provision to upgrade tourist information centre	55,000
YWCA NSW	Construction of a multipurpose Training Room at Ambervale	77,000

## Disability Sport Assistance Program 2010-11

Organisation	Purpose	Funding \$
Accessible Arts NSW	Accessible dance program/ masterclass for dancers, teachers, choreographers, disability arts workers	7,000
Achilles Running Club	Build opportunities for disabled runners, and raise the interaction of the disabled and able-bodied	3,800
Aftercare PHaMs	Supported holiday program for people on the central coast who have a severe mental illness	4,000
Batemans Bay Tennis Club	Batemans Bay Tennis disability program	8,550
Callala Junior Sailing School Inc	Disabled sailor talent development program	9,000
Casino Neighbourhood Centre Incorporated	Fitness made fun	10,000
Cerebral Palsy Sporting and Recreation Association of NSW Inc	Paralympic 7-a-side football development program	20,000
Chester Hill Neighbourhood Centre	Bankstown people with a disability learn to swim	4,800
Chinese Parents Association - Children with Disabilities Inc	Tenpin bowling weekend program for CALD young people with disabilities	6,000
Connect Child and Family Services	Kindygyrn connect	3,000
Cycling NSW	Athletes with a disability recreational and track cycling development program	10,000
Deniliquin Sports Park Incorporated	Deniliquin Special Olympics 2011	8,900
Disability Services Australia	Try sport for transition students	13,500
Disabled Wintersport Australia	Alpine program for people with a disability	20,000
Dragon Boats NSW Inc	Dragon boat racing being inclusive for everyone, both able and disabled person	10,000
Engadine Dragons JRLFC	Rugby league for junior players with a disability ages 10-12 and 12-14	6,350

Organisation	Purpose	Funding \$
Ethnic Child Care, Family and Community Services Cooperative	Multicultural respite services dance workshop	10,000
FRANS Inc.	FRANS world cup soccer club 2011	6,300
Freeman Sports Club	Soccakidz program	3,000
Glenvale School	Glenvale school sport project	5,000
Hornsby Ku-Ring-Gai & Hills District Cricket Association	Blowfly cricket	2,000
Job Centre Australia	Ocean freedom - kayaking for people with a disability	4,200
Ku-Ring-Gai Netball Assoc	Players with disabilities team	4,000
Lions Club of MacLean Inc	MacLean Lions Club disco for people with disabilities in the Clarence Valley	9,600
New South Wales Rugby League	Inclusive rugby league program is an accessible pathway into rugby league for people with disabilities	10,000
New South Wales Wheelchair Rugby League Inc.	"Wheelchair rugby league"	10,000
Newcastle and Hunter Community Access Inc	Hunter region wheelchair rugby league competition	5,000
NSW Basketball Association Ltd	Disability - country travel	4,000
NSW Basketball Association Ltd	Development of players with special needs	12,000
NSW Goalball Association	State development program for goalball athletes, coaches and officials	20,000
Penrith Police Community Youth Club	PCYC sports disability programs	4,650
Psychiatric Rehabilitation Australia (PRA)	Peer tennis mentoring project for members of Buckingham House Psychiatric Rehabilitation Australia	10,000
Riding for the Disabled Association (NSW)	New RDA (NSW)-specific coaching certificate-3 qualifications	20,000
Riding for the Disabled Association (NSW) - Ryde Centre	Up skilling existing coaches and completion of training for trainee coaches under the new RDA NSW syllabus	10,000
Riding for the Disabled Association (NSW) - Tweed Valley Centre	Riding for adults with disabilities	3,000
Sailability NSW Inc	Coaching to broaden and deepen participation by people with a disability throughout NSW	16,000
Sailability NSW Inc (Penrith Lakes Branch)	Sailability Penrith Lakes volunteer training	2,700
Schizophrenia Fellowship of NSW Inc (Nowra)	West Street mental health sports program	7,400
Schizophrenia Fellowship of NSW Inc (Ulladulla)	Fishing group Nowra to Ulladulla for people with mental illness or psychiatric disability	4,900
Spinal Cord Injuries Australia	Northern Rivers wheelchair sports	9,850
The Leisure Company Integrated Recreation Incorporated	Wagga Wagga disability grand slam	2,000
Windgap Foundation Ltd	Windgap - commit to fit	9,900
Yotala Rhythmics Inc	Leap into life - foundations for future fun	9,600
<b>Total</b>		<b>360,000</b>
<b>International Sporting Events Program July – December 2011</b>		
Tenpin Bowling Australia Limited	2011 AMF Australian Masters	10,000
Sydney Hang Gliding Club	2012 Pre -World Hang Gliding Championships Forbes	20,000
Judo Federation of Australia	2011 Judo NSW International Open	7,500
Central Western Dressage Group Inc	Dressage with Altitude CDI 3* and CDI-Y 2012	8,000
Australian International Yngling Association	2012 Yngling World Championships	15,000

# Appendix 40: Funds Awarded

Organisation	Purpose	Funding \$
Yachting NSW	Sail Sydney 2011	15,000
Glen Ennes Endurance Inc	2011 NSW FEI Championships	7,500
Nepean District Tennis Association	2011 Nepean District Tennis Association Tiebreak Shootout	2,500
<b>Total</b>		<b>85,500</b>
<b>Ministers Discretionary Fund 2010/11</b>		
Racing NSW	Assist with the cost of the 2010 Australasian Racing Conference	2,776
Maitland Football Club	Assist with the cost of a ride-on mower	5,000
Wagga and Bidgee District Pony Club	Assist with the cost of repairs to clubhouse windows	2,000
The Entrance Surf Life Saving Club	Assist with the cost of purchasing SLS equipment	3,720
Glebe District Hockey	Assist with the purchase of training equipment	1,000
Tenterfield Sport and Recreation Centre	Assist with the cost to complete strategic plan for sporting facilities	4,000
East Maitland Bowling Club	Assist with the cost of children's bowling balls	4,350
Special Olympics Australia	Assist with travel cost for 2011 Special Olympic World Summer games	5,000
Charlestown Soccer Club	Assist with the cost of new equipment	2,000
Bundeena Sports and Bowling Club	Assist with cost to complete provision of sunshades on the green	3,750
Transplant Australia NSW	Assist with travel cost 15 athletes to attend World Transplant Games Sweden	5,000
Australian National Sportfishing Assoc NSW	Assist with cost to conduct 10 fishing clinics at Centennial Park	9,000
Australian Oztag Sports Association	Assist with the cost of running the 2011 Oztag Community Cup	7,500
Kiama Surf Life Saving Club	Assist with the cost to purchase an underwater video camera	4,250
Sydney Secondary College	Assist with the cost to install bike racks	5,000
Hurstville City Council	Assist with the cost to install shade shelters	10,000
Camden Amateur Swimming Club	Assist with the cost to purchase equipment	10,000
Belfield Bowling & Recreation Club	Assist with the cost to repair clubhouse	5,000
Queanbeyan Park Tennis Club	Assist with the cost to repair clubhouse	5,000
Dubbo Cycle Club	Assist with the cost to re-seal cycle track	5,000
Caribou Publications	Assist with sponsorship of the 2011 Tour of the Murray	1,654
<b>Total</b>		<b>101,000</b>
<b>Ministers Discretionary Fund July – December 2011</b>		
Rotary Club of Gladesville INC	Assist with Ryde Rivers Festival	5,000
Aboriginal Medical Service Cooperative LTD	Assist with Sydney Indigenous Tennis Program	2,000
Bega Tennis Club Incorporated	Assist with Disability Tennis Program	2,500
Pambula Beach Surf Life Saving Club Incorporated	Assist with Nippers disability children's program	2,500
<b>Total</b>		<b>12,000</b>
<b>Special Grants 2010/11</b>		
Alan McGilvery Scholarships	Athletic Support	6,000
Department of Premier and Cabinet	Program Support – Tackling Violence	68,500
Eurobodalla Shire Council	Program Support – Wallaga Lake	60,000

Organisation	Purpose	Funding \$
Flying Fruit Fly Circus	Program Support	50,000
Jack Newton Jnr Golf Federation	Program Support	50,000
Johnny Warren Football Foundation	Program Support	50,000
Kidsafe NSW	Playground Advisory Council	79,000
Lloyd McDermott Foundation	Program Support	50,000
NSW Institute of Sport	Elite Athletic Support	100,070
<b>Total</b>		<b>513,570</b>
<b>Special Grants July – December 2011</b>		
Kidsafe NSW	Playground Advisory Council	79,000
Lloyd McDermott Foundation	Program Support	50,000
<b>Total</b>		<b>129,000</b>
<b>Regional Academies of Sport 2010 – 2011</b>		
Central Coast Academy of Sport	Athletic and Sport Development	143,000
Hunter Academy of Sport	Athletic and Sport Development	143,000
Illawarra Academy of Sport	Athletic and Sport Development	143,000
North Coast Academy of Sport	Athletic and Sport Development	143,000
Northern Inland Academy of Sport	Athletic and Sport Development	143,000
South East Regional Academy of Sport	Athletic and Sport Development	143,000
Southern academy of Sport	Athletic and Sport Development	143,000
South West Sydney Academy of Sport	Athletic and Sport Development	143,000
Western Region Academy of Sport	Athletic and Sport Development	143,000
Western Sydney Academy of Sport	Athletic and Sport Development	143,000
Sunraysia Academy of Sport	Athletic and Sport Development	60,000
Academies of Sport Inc.	Academies Games Funding	25,000
NSW Institute of Sport	Regional Academies Networking Project	15,000
<b>Total</b>		<b>1,530,000</b>
<b>Regional Academies of Sport July – December 2011</b>		
Academies of Sport Inc.	Academies Games Funding	25,000
<b>Total</b>		<b>25,000</b>
<b>Sport and Athlete Development Program 2010-11</b>		
AFL NSW/ACT	AFL Community AUSKICK Centres In Disadvantaged Primary Schools In The Campbelltown LGA	8,000
Athletics NSW	Country Athlete Travel Assistance Project	2,500
Athletics NSW	Country Administrators Travel Funding Project	2,500
Australian Council for Health, Physical Education and Recreation (NSW Branch) Inc.	Strengthening Sport And PE In Primary Schools: Capacity Building For Primary School Teachers	15,000

# Appendix 40: Funds Awarded

Organisation	Purpose	Funding \$
BMXNSW Inc	Club Coaching Development	12,050
Dancesport Australia	Coach And Adjudicator Continuing Development Program	10,000
Diving NSW Inc	Diving In NSW Regional Communities	13,200
Dragon Boats NSW Inc	Governance Training For DBNSW Member Club Committees And Board	5,000
Equestrian NSW	Pathways To Participation : Aligning The National Training System To National Coaching And Officiating	10,000
Football NSW	Football NSW Project22 2011	15,000
Hockey NSW	HNSW Game Development Officer Network	15,000
Ice Racing NSW	Coaches And Officials Course In NSW	2,000
Indoor Sports NSW Inc.	2010 Junior Indoor Cricket Indigenous Development Program - NSW Country	5,000
Indoor Sports NSW Inc.	2010 Indoor Netball Indigenous Development Program - Metropolitan Project	5,000
Jack Newton Junior Golf Foundation	Australian Junior Golf Championships	5,000
Jack Newton Junior Golf Foundation	Community Golf Project	10,000
Judo Federation of Australia (NSW) Inc	Judo NSW Kata Development	10,000
Little Athletics Association Of NSW Inc	Athlete & Volunteer Support Program	15,000
Masters Swimming NSW	Go Country - Officials And Coaches	10,000
Netball NSW	Intermediate Netball Coaching Accreditation Course	3,000
Netball NSW	Netball Managers Workshop	1,480
New South Wales Fencing Association Inc	NSW Fencing Development Program	15,000
New South Wales Ice Skating Association	Development Program For Special Needs Skaters	3,630
New South Wales Ice Skating Association	Increase The Number Of Children And Adults Participating In Ice Skating Programs/Activities In NSW	3,630
New South Wales Rowing Association	State Development Camps - Promoting School To Club Retention	15,000
New South Wales Rugby League	Outback Indigenous Referees, Development Program	8,000
New South Wales Rugby Union	Regional Coaching Co-ordinators - Extending Our Reach	10,000
New South Wales Water Polo Incorporated	Winning Back Members With Better Development Services For Athletes, Coaches And Administrators	15,000
Northern NSW Football	8 x Centres Of Excellence Throughout Northern NSW	11,000
Northern NSW Football	Indigenous Football Development Clinics - 2011	4,000
NSW Badminton Association	Facilitate Training Of Badminton Technical Officials To Ensure Continuity Of The Growth Of The Sport	4,000
NSW Basketball Association Ltd	NSW Country (Western) Coaching Grant 2011	3,000
NSW Basketball Association Ltd	Country Travel Scheme - 2011	12,000
NSW Bocce Federation	Bocce For The Special O's	8,000
NSW ERA	Capacity Building For Endurance Riding In NSW	13,800
NSW Gymnastics	Gymnastics NSW Education Hubs - Stage 2	15,000
NSW Handball Association	Increase Junior Participation Including Regional And Non-Metro Emphasis	5,880
NSW Hang Gliding and Paragliding Association	Introductory Hang Gliding Competition For Intermediate Pilots	10,600
NSW Snowsports	Alpine Officials And Volunteer Training (2010)	1,500
NSW Snowsports	XC - Professional Qualification For Athletes & Additional Qualifications For XC Team Coaches (10-11)	2,000
NSW Snowsports	Alpine Athlete Fitness Testing And Training Program (2010)	1,720



Organisation	Purpose	Funding \$
NSW Squash Limited	2011 NSW Squash Roadshow & Officials Development	15,000
NSW Touch Association	NSW Touch Football Female Coaches Seminar	6,000
NSW Touch Association	Regional Coaching Weekend	5,600
NSW Touch Association	Country Athlete And Coach Assistance	3,400
NSW Water Ski Federation Limited	Water Ski Racing NSW Junior Development	6,460
PaddleNSW Inc	Paddlesport Leader And Community Education Workshops To Ensure A Safe And Well Informed Community	6,000
PaddleNSW Inc	'Start Paddling' Scheme – Pilot DVD - Paddle Safely	6,000
PaddleNSW Inc	Travel Assistance For Young Athletes, Coaches, Officials To Gain Experience In Major Competitions	3,000
Polocrosse Association of NSW Inc	Polocrosse NSW Officials And Volunteer Education And Accreditation Programme	15,000
Pony Club Association of NSW Inc	Assessor Schools For Rural NSW	9,300
Sports Medicine Australia NSW Branch Inc.	Safer Sport Programs For Regional NSW In 2011	15,000
State Volleyball NSW	Travel Assistance For Regional And Isolated Area Athletes And Coaches 2011	9,000
State Volleyball NSW	NSW Volleyball Junior Academy 2011	6,000
Surf Life Saving New South Wales	Country NSW Representative Competition And Development Camp	14,500
Surfing NSW Inc	NSW Junior Surfing Development Camp	14,000
Swimming NSW	Increasing Development Opportunities For Regionally Based Technical Officials	13,250
Womensport & Recreation NSW Inc	Women's Sports Leadership Development Program	15,000
<b>Total</b>		<b>500,000</b>
<b>Safety &amp; Rescue – Water Safety July to December 2011</b>		
Royal Life Saving Society – NSW Branch	2010/2011 Safety & Rescue Grant	700,000
<b>Total</b>		<b>700,000</b>
<b>Surf Life Saving Facility Grants 2010-11</b>		
Ballina Jet Boat Surf Rescue Inc	Ballina jet boat surf rescue inc facility upgrade	25,828.00
Ballina Lighthouse & Lismore SLSC Inc	New surf club facilities at Lighthouse Beach, Ballina to replace shipping containers & demountables	350,000.00
Bermagui Surf Life Saving Club Inc.	Disabled access & emergency/facility car parking for Bermagui SLSC	108,987.00
Bungan Beach Surf Life Saving Club Inc	Additions and enhancement of Bungan SLSC clubhouse	23,758.00
Coogee Surf Life Saving Club	Coogee SLSC stage 3 extensions	75,000.00
Cudgen Headland SLSC	Installation of a fire rated ceiling system and refurbishment of the emergency storage bay.	94,770.00
Dee Why SLSC	Dee Why surf club extension	350,000.00
Fairy Meadow Surf Life Saving Club	Men's & ladies toilet & shower refurbishment	64,023.75
Fingal Rovers Surf Lifesaving Club	Surf club facility upgrade	350,000.00
Kiama Downs Surf Life Saving Club Inc	Upgrading of amenities to a new greener system.	10,000.00
North Entrance SLSC	Refurbishment of NESLSC for security and safety.	61,872.75
North Palm Beach SLSC Inc.	North Palm Beach second story extension	350,000.00
North Steyne Surf Life Saving Club Inc.	Maintenance, replacement and upgrading of surf club building - replace ceilings, floors, tiling	152,724.00

# Appendix 40: Funds Awarded

Organisation	Purpose	Funding \$
Port Macquarie Surf Life Saving Inc	Going solar hot water!	10,000.00
Port Macquarie Surf Life Saving Inc	Upgrade of kitchen facilities to generate income for the club	15,000.00
Soldiers Beach Surf Life Saving Club	Construction of observation tower at Soldiers Beach SLSC	49,912.50
South Maroubra Surf Life Saving Club	'Project participation' stage 2, to fund and construct disabled access for members and stakeholders	100,000.00
South Narrabeen Surf Life Saving Club Inc	Refurbishment of training area and installation of lift	270,000.00
Swansea Belmont Surf Life Saving Club	Storage area for skis, boards and rescue equipment	15,730.00
Taree Old Bar Surf Life Saving Club Inc	Implementation of security to club house building to assist with restricting break-ins	14,806.00
Tathra Surf Lifesaving Club	New training room to replace an existing bar-b-q courtyard	120,000.00
The Lakes Surf Life Saving Club	Capital enhancement to the Lakes Beach SLSC	145,006.95
Whale Beach SLSC Incorporated	Roof replacement	45,000.00
Woonona Surf Life Saving Club	Refurbishment of shower and toilet facilities	13,450.00
Yamba Surf Life Saving Club	Surf club storage shed	19,000.00
<b>Total</b>		<b>2,834,868.95</b>
<b>Strategic Partnerships Fund 2010/11</b>		
Caribou Publications Pty Ltd	Strategic Partnership – Tour of Murray River	3,346
Illawarra District Rugby League Football Club LTD	Strategic Partnership	60,000
NSW Sports Federation INC	Strategic Partnership	120,000
Penrith Valley Regional Sports Centre Limited	Strategic Partnership	125,000
Sanitarium Health & Wellbeing Company	Strategic Partnership	100,000
<b>Total</b>		<b>408,346</b>
<b>Sport and Recreation Participation Program 2010-11</b>		
Aboriginal Corporation for Homeless and Rehabilitation Community Services	Yuin Women Passing the Ball- Keeping Healthy Project	10,000
Access Community Group	Twilight Tournaments	9,730
Albury Wodonga Volunteer Resource Bureau	Albury Multicultural Swim Safe Program	4,320
Ashfield Council	Active in Ashfield - Water Confidence and Exercise (For People Living on a Low Income)	6,850
Bankstown City Council	From Sierra Leone to Soccer in Bankstown	4,340
Bankstown City Council	Sprouting a Health-Wise Generation in Bankstown	5,150
Bathurst Basketball Association	Bathurst Basketball Referee Development Program	3,500
Baulkham Hills North Public School P&C Association	Bike Safety Class for Year 5 Students	1,180
Blue Mountains Women's Health and Resource Centre	Engaging Women into Physical Activity Programs	8,270
Bourke Tennis Club Inc	Tennis Equipment for Bourke Tennis Club	7,290
Broken Hill Baseball Association	Strengthening Broken Hill Baseball Association Participation and Development	9,930
Broken Hill Soccer Association	Supporting Soccer Coaches, Officials & Referees at Broken Hill Soccer Association	8,000
Camden Council	In the Swim at Camden	10,000
Camden Valley Basketball Association	Community Hoops in South-West Sydney	10,000
Canterbury City Council	Newly Arrived/Refugee Young Women's Learn to Swim & Surf Program - Canterbury LGA	10,000
Central Coast Sports Federation Inc	Participating in Physical Activity Reducing Social Isolation- Pilot Program	4,500

Organisation	Purpose	Funding \$
Central Coast Youth Club Inc	Qualifying our Volunteers to Become Coaches and First Aid Officers	5,080
Clarence Valley Council	Get Up and Go - Everybody Needs an Active Lifestyle	10,000
Clarence Valley Women Incorporated	Clarence Valley Roller Derby League	10,000
Coffs Coast Tigers Football Club	Registration of African Refugees	3,240
Community Business Development and IT Services	Skate for Life with Taree Youth	4,610
Concord Junior Cricket Club	Increasing Opportunities for Kids to Play / Stay in Cricket - Through Enjoyable / Effective Training	5,450
Coomba Aquatic Club Inc	Train Junior Club Members in Sailing Using 2 Light Polyethylene Catamarans & 2 Bic-Open Monohulls	10,000
Cowra Police and Community Youth Club NSW	Kindygyms and Gymnastics at Cowra PCYC	9,600
Cowra Stingrays Swimming Club Inc	Cowra Swimming Teacher and Coach Development Project	5,990
Dubbo Basketball Association Inc	Dubbo Basketball Coach Development Program	7,000
Eurobodalla Shire Council	Aqua Aerobics	3,000
Eurobodalla Shire Council	Referees on the Ball in Eurobodalla	3,580
Eurobodalla Shire Council	Referees 'Get in Touch' Eurobodalla	2,000
Far North Coast Canoe Club	Introducing, Instructing and Mentoring Women and Girls from Rural Areas in the Sport and Recreation	5,000
Forbes Shire Council	Building and Nurturing Junior Rugby League Talent from Rural and Remote Communities in the Lachlan	10,000
Gilgandra Basketball Association Incorporated	Disadvantaged Children to Play Basketball in Gilgandra	2,550
Gilgandra Touch Football	Training Umpires to Keep Touch Alive in Gilgandra	970
Goolma Tennis Club	Coaching Clinic for Children of Goolma and District	1,100
Greenlees Netball Club Inc	Greenlees Netball Club Girls and Women's Participation Program	7,000
Griffith PCYC	Outreach to Smaller Communities	10,000
Harbour City Wrestling Club	Building a Community Wrestling Club for Gay, Lesbian, Bisexual and Transgender Adults and Youth	5,000
Harrington Sports Club Inc	Development of Sport in the Harrington Area	10,000
Hill Top Soccer Club Inc	No Barriers, No Fees, for Young Hill Top Soccer Players in Need	4,980
Holroyd Parramatta Goannas Junior AFL Club	Holroyd Parramatta Goannas AFL Scholarship Program	4,500
Illawarra Multicultural Services	Refugee Youth Learn Australian Sports	4,760
Islamic Women's Welfare Association	Indoor Sports for Young Muslim Girls	8,900
Karitane	Aquatic Bonding & Fun for Young Parents and Their Bubs.	10,000
Kempsey Shire Council	Go Go Girls - Macleay	5,000
Kempsey Shire Council	Assisted Shredding - Macleay Skateparks	5,000
Kendall Little Athletics Inc	Sport Activities After School for School Age Children at Kendall	3,450
Killarney Vale Australian Football Club Inc	Springtime Community Football	8,100
Krosswerdz	Breaking The Cycle - Breakdancing Program for Disadvantaged Young People in Sydney South West	10,000
Ku-Ring-Gai Netball Assoc	Volunteers Training Camps	7,540
La Perouse Supported Activities Program (Aka Kool Kids Club) - South Sydney Youth Services	Swimming Lessons for Aboriginal and Non Aboriginal Children from La Perouse and Surrounding Areas	9,760
Lake Albert Soccer Sporting Club Inc	Shark's in the Community	10,000

# Appendix 40: Funds Awarded

Organisation	Purpose	Funding \$
Lake Cargelligo District Cricket Association	LCDCA Cricket	4,500
Lake Cargelligo Junior Rugby League Club	Lake Kids in League for Group 20 Junior Rugby League	10,000
Lake Cargelligo Tigers Football Netball Club	Participation in AFL , Netball at Lake Cargelligo	6,500
Lithgow Swimming Club	Coaching Development Program Lithgow Swimming Club	1,700
Macleay Netball Association	2011 Registration Subsidy for Low Income Earners	10,000
Mandaeen Women's Union of Australia Inc	Be Active- Be Healthy for Mandaeen Women Project	9,300
Manly Junior Association of NSW	Rural Youth Sailing Participation Program	10,000
Manning Valley BMX Club	Training Volunteers to Become Coaches	5,000
Manning Valley Neighbourhood Services Inc	Circus (For) Us! Skills, Recreation, Creation, Innovation & Exercise for Youth on Housing Estate	5,000
Moorland Soccer Club	Reconnecting the Community	9,500
Moulamein South Recreation Management Committee	Moulamein Well Being Centre	9,600
Muru Nanga Mai	Macarthur Aboriginal Cultural Engagement	10,000
Mustangs Baseball Association	Train and Accredite Umpires, Coaches and First Aid Officers	1,370
Nambucca Shire Council	Safe and Savvy Seniors - Staying Strong	9,880
Narooma Districts Rugby Union Football Club	Narooma and Districts Rugby Union Football Club, Indigenous Participation Project	10,000
National Aboriginal Sporting Chance Academy	Sports Camp at the Australian Institute of Sport for 20 Indigenous Children from South Sydney	10,000
North Bankstown Soccer Club	Volunteer Training for North Bankstown Soccer Club	3,160
North Shore Junior Cricket Association	Cricket Coaching for U16s	5,200
Northern Rivers Roller Derby Incorporated	Northern Rivers Roller Derby Development Program	3,070
NSW Aboriginal Golf Association	Indigenous Youth Development Golf Program	10,000
NSW Cricket Umpires and Scorers Association	To Provide Education on the Laws of Cricket to Indigenous Communities throughout NSW	10,000
NSW Sea Kayak Club Inc	Online Training Module in Basic Sea Skills	10,000
Nyarmin Aboriginal Corporation	Nyarmin Aboriginal Corporation - Annual Sport and Recreation Day	10,000
Olivetree Women's Network	Wimwalk	9,450
Orange City Council	Merge Holiday Activity Program (Merge)	10,000
Parramatta City Council	The Onside Football Project	10,000
Parramatta City Swim Club	Training Female Volunteer Swimming Instructors From Culturally Diverse Backgrounds	4,320
PCYC Campbelltown	Minto Youth Carnival	4,500
Police & Community Youth Clubs NSW Ltd (Kempsey)	Fight for Change Your Disadvantaged Youth in Kempsey	5,500
Police & Community Youth Clubs NSW Ltd (Kempsey)	Jimminy's Cricket - Junior Cricket Program	4,500
Quakers Hill Pirates Baseball Club Incorporated	Girls Softball Participation Project	9,480
Queanbeyan City Council	Healthy Exercise Promoting Activates for Queanbeyan	9,000
RANSA Sydney Squadron Ltd	Be Active: Sailing for Older Australians	9,000
Rockdale City Council	Surf Lifesaving Skills Development for the CALD Community within the Rockdale LGA	10,000
Rugby Youth Foundation	Mt Druitt and Doonside Community Youth Leadership Project	10,000
Rumbek United Football Club	Soccer for Youth From Rumbek, Southern Sudan	8,200
Save The Children	Refugee Youth Soccer Development Program	10,000
Scone and District Netball Association	Participation in Netball for Women in the Merriwa Community	3,290
Singleton Netball Association Inc	Netball Development June 2010	2,080

Organisation	Purpose	Funding \$
South West Sydney Academy of Sport	South West Getting Active	8,800
St Mary's Central School P & F Association	Increase Sport & Recreation Participation for all Students of St Mary's Central School, Wellington	7,500
Surfing Central Coast	Officiating Program for Central Coast Region Boardrider Clubs	8,000
Surfing Far North Coast	Officiating Program for Surfing Far North Coast Boardrider Clubs	7,500
Sydney Christian Outreach Centre	Switch Macarthur Sport Activities Participation	3,150
Sydney House of Praise	Operation Fit Pacifica	3,000
Sydney Women's Australian Football League Inc	Wollongong Saints Women's AFL Club	5,000
Sydney West Multicultural Services Inc	Refugee Women and Girls Sports Program	6,500
Sydney West Multicultural Services Inc	Yoga for Indian Subcontinent Group Blacktown	3,000
Taree and District Netball Association Inc	Net Set Go. An Introduction to Netball Based on Skills and Fun Activities	2,000
Thirroul Surf Life Saving	Thirroul Surf Life Saving Club Nippers (Junior) Training Program	10,000
Toukley Gorokan Soccer Club	Toukley Gorokan Soccer Club Sports Assistance Scheme	3,500
Unitingcare Burnside	Swimming Lessons at the Local Pool	9,580
Uralla Pony Club Inc	Uralla Pony Club Participation Scholarships	10,000
Wagga Asthma Swimming Club Inc	Coach and Athlete Training and Development	10,000
Warnervale Family & Community Centre/Uniting Care Burnside	Sports Assistance Scheme	3,000
Warrumbungle Wheelers Incorporated	Community Participation in Cycling Activities in Warrumbungle District	9,940
Wauchope Neighbourhood Centre	Sport Participation for Everyone	8,000
Wenty Estate Sports Project	The Wenty Estate Sports Project	8,680
Western Plains Amateur Soccer Association	Grassroots Development Programs	4,200
Western Plains Rugby Union Inc	Western Plains Rugby Development Project. 7s and 10s Competitions	10,000
William Campbell College	Sailability Program For Kids in Care	10,000
YMCA Greater Murray	Sport & Recreation Leadership Training for Women and Girls in Regional New South Wales	9,330
Youth Off The Streets	Be Well With Pride Staff and Community Volunteer Sports Training Program	10,000
<b>Total</b>		<b>800,000</b>
<b>Safe Shooting Grant Program 2010/11</b>		
Ardlethan Beckom Field and Game Club	Build an amenities block with disabled access, power and a rainwater tank	8,000
Barrook Sporting Field & Game	Purchase of a 5' slasher mower	5,000
Bathurst Gun Club	Extend verandah on front of clubhouse and cover area between club house and storage container	7,000
Bermagui Field & Game	Upgrade of safety fence and siltation traps, purchase of 3 automatic clay target machines and related costs	8,000
Camel Hill Gun Club	Purchase of an IBIS trap machine and provision of safe storage	9,400
Cape Byron Pistol Club	Upgrade of perimeter fencing and replacement and repair of the two between range divider walls	6,000
Cessnock Clay Target Club	Upgrade to automatic traps	10,000
Cessnock Pistol Club	Increase height of earthen mounds, build up ground level, replace perimeter fence, raise baffles, construction of a continuing wall on range 6&7 and close end of wall on range 1	10,000

# Appendix 40: Funds Awarded

Organisation	Purpose	Funding \$
Cessnock Rifle Club	Purchase and installation of 7 electronic targets for competition rifle shooting	40,000
Coffs Harbour Pistol Club	Provision of boundary fencing	4,000
Coffs Harbour Rifle Club	Construction of a first aid room and healthcare equipment. A multi-purpose covered weather protected sun shaded area	10,000
Cowra Gun Club	Purchase of a canterbury clay target trap	10,000
Crookwell Gun Club	Purchase and installation of colourbond machinery shed on a concrete slab	4,000
Deniliquin Field & Game	Upgrade to automatic traps, provision of safety signs and shooting cages	8,000
Dubbo Pistol Club	Raise the height of the rear backstop mound by 2 meters with suitable earthworks	8,000
Echuca-Moama Field & Game	Provision of additional automatic clay target traps	10,000
Ganmain Gun Club	Upgrade of 2 manual traps and trap houses to automatic traps	20,000
Glen Galic Shooting Club	Construction of barrier walls at the 300yd range, upgrade of access, construction of barricades and provision of signage	12,500
Goolma Clay Target Club	Purchase of an automatic trap, and provision of an ablutions block with disabled access	14,000
Goulburn Rifle Club	Purchase of a new electronic target system	20,000
Grafton Clay Target Club	Replacement of a generator	15,000
Guyra Gun Club	Upgrade of toilet and shower facilities including disabled access	5,000
Hastings Regional Shooting Complex	Conduction of compliance testing (noise readings) at the shooting complex	4,000
Hay Pistol Club	Upgrade timber sleeper walls between ranges, rebattering of earth backstop mounds, replace partitions between shooting bays	10,000
Inverell RSM Pistol Club	Construction of block walls, excavation, repair and extension of mounds, provision of flagpoles and warning signs	5,000
Kempsey Clay Target Club	Erect new boundary fencing and warning signs around property boundary	3,500
Kiama-Albion Park Rifle Club	Operation of 2 electronic targets at the Hill Top 800metre rifle range	24,000
Ku-ring-gai Pistol Club	Purchase of four x 5 unit shooting berth trailers	15,000
Manning Valley Rifle Club	Increase height and extend stop butt on rifle range, provision of water storage tank for fire fighting and provision of wheelchair access	10,000
Moss Vale Small Bore Rifle and Clay Target Club	Construct Ranbuild colourbond prefab shed for shooting range	5,000
Moulamein Clay Target Club	Install 2 new automatic traps, replace concrete paths and upgrade electrical work in trap houses	15,000
Murray Downs/Swan Hill Field and Game	Install 3 traps and power and hot water services to club	8,000
Narrabri Clay Target Club	Purchase of a ride on mower and a water tank	5,000
Narrabri Pistol Club	Provision of disability access paths and construction of a new amenities block	20,000
North Sydney Smallbore & Air Rifle Club	Purchase and installation of 15 electronic targets in the 15 shooting bays	20,000
NSW Field & Game Assoc - Cooma Branch	Provision of 2 automatic clay target throwing machines with remote controls	10,000
NSW Field & Game Assoc - Sydney Branch	Provision of 6 automatic clay target throwers 6 transporting trailers 6 remote release systems	10,000
Orana Hunting Club	Build club house and upgrade facilities, build trap house, install water tanks & danger signs	8,000
Orana Pistol Club	Safety upgrades at range - replace timber between ranges, reduce noise regravels, improve drainage, access road, shower & toilets	20,000
Quirindi Sporting Clay Target Club	Upgrade of traps and mountings	6,000
Richmond River Gun Club	Upgrade of 2 traps, upgrade lighting, construct cages and purchase a 'dryfire' simulator	5,000
Singleton Clay Target Club	Install safety fence to divide shooting range from clubhouse and install automated 12 volt clay target throwing machine	6,000

Organisation	Purpose	Funding \$
Southern Highlands Rifle Club	Purchase of electronic targets	15,000
SSAA - Forbes Branch	Construct a formed road with gravel surface and install a paved area on two sides of complex	11,000
SSAA - Griffith Branch Inc	Junior development program - firearms safety Instruction workshop and testing, purchase targets, patches, backing boards and stands	4,000
SSAA - Merriwa Branch & Merriwa Pistol Club	New trap, sound proofing and safety pack	5,000
SSAA - Parkes Branch	Supply of a shipping container to store equipment	4,500
SSAA - Sydney Branch	Upgrade of the Silverdale range facility	40,000
Sydney High School Rifle Club	Purchase of a trailer for rifles and equipment	3,600
Tamworth Clay Target Club	Complete the upgrade of 4 skeet towers	8,000
Three Rivers Big Game Hunting Club	Provision of aseptic toilet facility, emolium based shooting bay area and raise 100mt ground mound	5,000
Treloar Clay Target Club	Completion of toilet facilities and installation of concrete floor in kitchen	5,000
Tumut Rifle Club	Paint warning signs, upgrade and repair range and amenities	4,000
Tyagarah Clay Target Club	Completion of footpaths to disabled toilets and clubhouse and provision of a storage shed	4,000
Upper Hunter Gun Club	Purchase 2 automatic battery operated clay target traps and a promatic automatic clay target machine	8,000
West Wyalong Clay Target Club	Supply and installation of a 1 Viper double clay machine and 2 Viper skeet clay target machines	12,000
Woollahra Rifle Club	Provision of a composting portable toilet fixed to existing block	2,500
Wyong District Pistol Club	Erect eyebrow and side baffles for 10 bays, construct side walls, a fence, construct overhead baffles	15,000
<b>Total</b>		<b>600,000</b>



# Appendix 40: Funds Awarded

## Sports Development Program

This program assists sports and peak industry bodies achieve performance outcomes detailed in their business plans.

Peak industry body	Funding \$
Australian Commonwealth Games Assn (NSW Division)	20,000
Australian Council for Health, Physical Education and Recreation (NSW)	10,000
Australian University SportEast	10,000
Fitness New South Wales	45,000
New South Wales Olympic Council Inc	45,000
New South Wales Paralympic Committee	30,000
NSW Sports Federation Inc	60,000
Service Skills Australia	20,000
Sports Medicine Australia (NSW Branch)	45,000
The Outdoor Recreation Industry Council of NSW Inc	45,000
Womensport and Recreation New South Wales Inc	10,000
<b>Total</b>	<b>340,000</b>

Disability Sport Organisations	Funding \$
NSW Disability Sport	24,149
Access Dinghy Foundation	10,000
Amputee Golf Australia (NSW)	10,000
Australia Electric Wheelchair Hockey Ass (NSW) Inc	10,000
Blind Cricket NSW Inc	10,000
Blind Sporting Association of NSW Inc	10,000
Boccia NSW Inc	10,000
Cerebral Palsy Sporting and Recreation Ass of NSW Inc	10,000
NSW Goalball Ass Inc	10,000
NSW Rapid Inc	10,000
Transplant Australia Ltd (NSW)	10,000
Power Football Australia	5,000
Disabled Wintersport Australia (NSW) Inc	20,000
Riding for Disabled Ass NSW	20,000
Sailability NSW Inc	20,000
Mental Health Sports Network (Schizophrenia Fellowship of NSW Inc)	10,000
Special Olympics Australia (NSW) Inc	20,000
Wheelchair Rugby league Australia	5,000
Wheelchair Sports NSW Inc	20,000
<b>Total</b>	<b>244,149</b>

State sporting organisations	Funding \$
AFL (NSW/ACT) Commission	60,000
<b>Archery</b>	
- Archery Society of NSW	5,000
- Field Archery of Australia (NSW Branch)	5,000
<b>Athletics</b>	
- Athletics NSW	35,000
- Little Athletics Assn of NSW	35,000
Australia Kung Fu (Wu Shu) Federation Inc NSW Branch	5,000
Australian Underwater Federation (NSW Branch)	10,000
Billiards and Snooker Assn of NSW Inc	5,000
<b>Bowls</b>	
Royal NSW Bowling Assn	30,000
NSW Womens Bowling Assn	30,000
BMX NSW Inc	15,000
Croquet New South Wales Inc	15,000
DanceSport NSW	10,000
Diving NSW Inc	20,000
Dragon Boats NSW Inc	15,000
<b>Equestrian</b>	
- NSW Endurance Riders Assn Inc	6,500
- The Equestrian Federation of Australia (NSW) Inc	48,500
- NSW Golf Assn	60,000
Gridiron NSW Ltd	5,000
Hockey NSW	55,000
Ice Speed Skating Assn of NSW	5,000
Indoor Sports NSW Inc	30,000
Judo Federation of Australia (NSW) Inc	15,000
Motorcycling NSW Ltd	55,000
<b>Motorsports</b>	
- Confederation of Australian Motor Sport	25,000
- National Assn of Speedway Racing (NSW & ACT) Inc	15,000
- Australia Karting Assn (NSW)	15,000
NSW Badminton Assn Inc	15,000
NSW Baseball League Inc	55,000
NSW Basketball Assn Ltd	55,000
NSW Bocce Federation	5,000
NSW Council of the Australian Parachute Federation	10,000
NSW Cricket Assn	60,000
NSW Cycling Federation	55,000
NSW Darts Council	10,000



State sporting organisations	Funding \$
NSW Fencing Assn	10,000
NSW Fishing Clubs Assn Inc	10,000
NSW Flying Disc Assn	10,000
NSW Gliding Assn	10,000
NSW Gymnastics Assn	55,000
NSW Handball Assn	5,000
NSW Hang Gliding and Paragliding Assn	10,000
NSW Ice Hockey Assn	20,000
NSW Ice Skating Assn Inc	10,000
NSW Karate Federation Inc	5,000
NSW Lacrosse	5,000
NSW Marching Assn Inc	5,000
NSW Netball Assn Ltd	60,000
NSW Rowing Assn Inc	55,000
NSW Rugby League	60,000
NSW Rugby Union	60,000
NSW Snow Sports Assn Inc	30,000
NSW Softball Assn Inc	55,000
NSW Squash Ltd	55,000
NSW Tennis Assn Ltd	60,000
NSW Touch Assn	55,000
NSW Water Polo	55,000
NSW Water Ski Federation Ltd	30,000
NSW Weightlifting Assn	20,000
NSW Wrestling Assn	15,000
Orienteering Assn of NSW	20,000
Paddle NSW	20,000
Polocrosse Assn of NSW	10,000
<b>Shooting</b>	
- NSW Amateur Pistol Assn	30,000
- NSW Clay Target Assn	15,000
- NSW Rifle Assn	15,000
SkateNSW Inc	15,000
<b>Soccer</b>	
- Northern NSW Soccer Federation	30,000
- Soccer NSW Ltd	30,000
State Volleyball NSW Inc	15,000
Surfing NSW	55,000

State sporting organisations	Funding \$
<b>Swimming</b>	
- Swimming NSW Ltd	40,000
- The NSW Assn of Masters Swimming Clubs Inc	20,000
Table Tennis NSW	20,000
The Pony Club Assn of NSW	55,000
Triathlon NSW	30,000
Yachting Assn of NSW	55,000
<b>Total</b>	<b>2,135,000</b>

## Veterans' Affairs

### Community War Memorial Grants

Organisation	Purpose	Funding \$
Hornsby Shire Council	Repairs to Beecroft Australia Remembers Memorial following vandalism	6,110.20

Note: Please note that all Community War Memorials grants for 2010/2011 were reported in the Department of Premier and Cabinet annual report, under *Miscellaneous and rural and regional grants approved by the Premier*.

# Appendix 41: Performance Reports CES/SES Officers Level 5 and above

## Ms Carol Mills

SES Level 7, \$377,250 per annum plus a recruitment allowance of \$20,000 per annum.

Director-General (Communities NSW) and Chief Executive Officer (Office of Communities)  
From 1 July 2010 to 31 December 2011

Ms Mills met the requirements of her performance agreement in accordance with her roles.

Significant outcomes/achievements during the reporting period include:

- **Established the Office of Communities within the Department of Education and Communities**, including the transition of Aboriginal Affairs and Veterans' Affairs to the Office, and incorporating the Commission for Children and Young People, the Children's Guardian, Volunteering, Youth Strategy and Participation, Community and Regional Engagement, Sport and Recreation, Hunter Region Sporting Venues Authority, Illawarra Venues Authority, Parramatta Stadium Trust and Sydney Olympic Park Authority.
- **Led the development of new NSW 2021 goals and targets** focused on making it easier for people to be involved in their communities (Goal 24), with priority on fostering opportunity and partnership with Aboriginal people (Goal 26) and a continued focus on supporting sport and recreation opportunities in NSW (Goal 27).
- **Built stronger leadership and management capability** in the core corporate service areas of asset management, finance, information technology and human resources (for Communities NSW).
- **Created increased opportunities for people to volunteer** through development of the first Volunteering Strategy for NSW. This involved widespread community consultation with over 400 people, representing almost as many volunteer-engaging organisations, participating in 19 workshops in Sydney and regional NSW, including Hurstville, Auburn, Wagga Wagga, Albury, Cooma, the Central Coast, Wollongong, Coffs Harbour and Armidale.
- **Led important legislative reform**, including the establishment of the Venues NSW model for regional stadia in the Portfolio that supports good management and ensures strong community involvement through local consultation mechanisms.
- **Effectively managed \$10 billion in Government assets** including important state institutions and heritage assets (as Communities NSW), achieving significant increases in patronage and revenue.
- **Led initiatives to support people's sport and recreation participation in NSW** linked to State Plan outcomes. Altogether over 14.6 million people used our parklands, Sport and Recreation Centres, stadia and other venues:
  - 2.6 million people visited Sydney Olympic Park including 2.6 million to the Parklands
  - Over 1 million people visited Hunter Venues, WIN Stadium and WIN Entertainment Centre
  - 864,722 people attending activities hosted by the 3 Sydney International Sports Centres
  - 284,612 people participated in Sport and Recreation Centre programs including 4,964 Aboriginal young people, 5,101 people with a disability, and 19,970 people from culturally and linguistically diverse communities
  - 700 athletes from 68 countries participated in the ISSF World Cup, a qualifier for the 2012 Olympic Games.

- **Invested in community and sporting organisations to increase opportunities for participation and engagement.** Sport and Recreation provided \$6.4 million in grants for sport and recreation projects. Better Futures Enhancement grants provided one-off support of up to \$50,000 for 50 projects in local communities to engage young people in sports and cultural activities and build communication and leadership skills. In 2011, the Office commenced a major review of the Better Futures Program, including an extensive community consultation, with the aim of ensuring that young people are able to participate in activities that strengthen their community connections.
- **Strategically invested in infrastructure to increase participation and access.** Investments included \$27 million to Netball NSW for the Netball Centre of Excellence (Sydney Olympic Park), \$5.5 million to Hockey NSW for new hockey pitches across 7 locations, \$7.7 million for a major regional playground at Blaxland Riverside Park. Stage 1 of Australia Towers, a 24 storey residential development at Sydney Olympic Park, was completed. Existing facilities were upgraded including the Sydney Showground Main Arena, and with \$60 million in TAM funding there were upgrades and improvements at Sport and Recreation Centres, Sydney Olympic Park and WIN Stadium. \$110,000 was provided to restore and upgrade 17 war memorials in NSW.
- **Managed the Better Services and Value Taskforce Review** within Communities NSW to identify efficiencies and potential savings across the Department.
- **Created and enhanced opportunities for young people to better engage and participate at all levels of the NSW community.** The Youth Advisory Council consulted over 280 young people in rural and regional NSW to find out about youth participation and community engagement. In Youth Week 2011, 4,350 young people organised over 800 events with almost 100,000 participants.
- **Commenced major regulatory reforms** including changes to the Commission for Children and Young

People's Working with Children Check to deliver more comprehensive screening for people working with children in NSW and major improvements to the children's employment regime through the Children's Guardian.

- **Managed high impact, cost effective programs that make a difference for communities,** including the Tackling Violence Program, operating in 14 communities in remote and regional NSW with 17 Rugby League clubs, 850 players and 15 high schools, and the Aboriginal Jobs Together project, with 40 non-government organisations funded to create up to 155 Aboriginal cadetships and traineeships.

## Alan Marsh

SES level 7, \$359,394 per annum  
Chief Executive Officer.  
1 July 2010 to 31 December 2011

Mr Marsh met the requirements of his performance agreement in accordance with his role as Chief Executive Officer of the Office of the Sydney Olympic Park Authority (*the Authority*).

Significant outcomes/achievements during the year included:

- **Successfully balanced competing demands,** ensuring Sydney Olympic Park continued to be a major event precinct whilst also being a workplace, sport and recreation destination and site of significant new developments. Altogether, 12.5 million people visited Sydney Olympic Park including over 28,000 school students involved in the Education Program, 872,000 participants in 2,400 business events and 2.6 million visitors to the Parklands.

# Appendix 41: Performance Reports CES/SES Officers Level 5 and above

- **Effectively managed \$1.9 billion in assets** and achieved revenue targets, resulting in a \$2.5 million reduction in funding required from Government.
- **Oversaw major infrastructure developments** including: the \$65 million upgrade of the Showground Arena; the first stage of Blaxland Riverside Park Playground; Stage 1 of Australia Towers, a 24 storey residential development, and preparation of the development application for Stages 2 and 3; commencement of 2 new commercial office buildings and the Quest Apartments; major improvements to the Sports Venues including a covered grandstand at Wilson Park, enhancement of the Archery Centre Fields, refurbishment of the State Sports Centre and a new shade structure at the Athletics Warm-Up Field; and the upgrade of the Homebush Bay Drive/Australia Avenue Roundabout to improve traffic flow.
- **Increased participation through the staging of major events** including the 10 Year Olympic Anniversary Celebration (in collaboration with the Australian Olympic Committee and the State Government) and the Sydney 500 V8 motor race (with the Homebush Motor Racing Authority). By partnering with Netball Australia, Netball NSW and Destination NSW, the Authority secured the 2015 Netball World Championships.
- **Awarded the Sustainability Advantage Bronze Award** by the Office of Environment and Heritage in recognition of the Authority's leadership of the Sydney Olympic Park Sustainability Advantage cluster to improve business sustainability across key areas.
- **Undertook a comprehensive asset condition audit** to address and mitigate the risk associated with asset failure, breakdown and non-performance with particular reference to an ageing asset base.
- **Completed the Parklands Plan of Management (POM) 2010** which was approved by the Minister. The POM reflects the commitment to cooperatively and holistically manage adjoining public lands to ensure their best use and protection.
- **Improved management of noise emissions** during major events through amendments to the SOPA Act and the implementation of a framework for noise limits.
- **Managed programs designed to increase and diversify community engagement** including: signature events such as River Rhythms, Kids in the Park, Movies by the Boulevard and Australia Day celebrations; charity events including Unity Walk for Parkinson's, Convoy for Kids, India Australia Friendship Fair and Boishaki Mela; and the Arts and Culture Program including installation of temporary artworks to mark the 10th anniversary of the Sydney Olympics, exhibitions such as ARTEXPRESS, and workshops in creative writing, dance, printmaking and filmmaking.
- **Implementation of comprehensive ecological management programs** to continue to conserve and enhance the Park's biodiversity, including continuation of the Scientists in Residence program (with the University of Newcastle).
- **Growth in Sydney Olympic Park's Lifestyle program membership base** to over 5,700 members in 55 organisations. The member benefits program delivered over 170 benefits to on site employees this year, representing more than \$3,000 in value for each member.

## Ms Josee Grisard

SES Level 5, \$278,350 per annum  
Executive Director, Corporate Services  
12 July 2010 to 7 September 2011

Ms Grisard met the requirements of her performance agreement in accordance with her roles.

Significant outcomes/achievements during the reporting period include:

- **Developed the corporate services leadership structure and established a new team** to strengthen Communities NSW functions including finance, information technology, human resources and asset management.
- **Led the implementation of Corporate and Shared Services reforms** across 24 agencies and divisions in Communities NSW, to move to a shared service provider model. This included securing funding to transfer corporate services transactions to a shared provider and to join up Communities NSW telephony and desktop systems.
- **Increased corporate service strategic capability** in Communities NSW and established functional groups for finance, asset management, human resources, information and communications technologies, with representation from 23 agencies and divisions in the Department.
- **Successfully implemented savings and efficiency strategies** across Communities NSW, to achieve Government goals and targets.
- **Improved financial reporting systems across Communities NSW**, in line with Government standards.
- **Improved coordination and the quality of day to day services** across all areas, notably in human resources and finance (including new reporting formats, recruitment processes, SES administration and budget monitoring processes).
- **Effectively coordinated capital works programs** across 23 agencies and divisions in Communities NSW a part of the 2011/12 total asset management process. This included asset strategies and master planning for major heritage buildings and state institutions.
- **Implemented new grants administration for the \$35 million Community Building Partnerships Program** as part of transfer arrangements with the NSW Department of Premier and Cabinet.
- **Established new industrial relations processes** including a new amalgamated Joint Consultative Committee for core Department areas.
- **Undertook significant work to establish the baseline for occupational health and safety** in terms of policies, practices and injury rates/types. This included commissioning the internal auditors to conduct a review of current status to inform a strategic plan and areas for priority action while addressing immediate risks.
- **Led processes to transition Communities NSW budgets, staff and information and communication technology** to new cluster Department arrangements.

# Appendix 41: Performance Reports CES/SES Officers Level 5 and above

## James Christian

SES level 5, \$277,675 per annum  
General Manager, Aboriginal Affairs  
1 April 2011 to 31 December 2011\*

Mr Christian met all criteria in his performance agreement.

The following are highlights:

- **Led the Ministerial Taskforce on Aboriginal Affairs**
- **Increased efficiency and improved community engagement** through the review of Aboriginal Language Grants with the result that the program was outsourced to the Aboriginal Languages and Cultural Development Centre and administration of Funeral Grants through the NSW Aboriginal Land Council resulting in reduced administration costs and greater clarity for community members.
- **Introduced a new governance structure**, including the Audit and Risk Committee, the Budget and Finance Committee and the Executive Committee, and a program of meetings throughout the year.
- **Trialed strategic initiatives** including developing guidelines for the Aboriginal Participation in Construction program and remodelling of the Safe Families Program
- **Built partnerships** with NSW Aboriginal Lands Council, Commonwealth and State Departments and agencies and the Coalition of Aboriginal Peak Organisations.
- **Increased efficiencies** through introduction of a generic position description for program delivery positions with the result that 1 officer can now deliver a suite of services to Aboriginal communities.
- **Established governance and relationships** with the Aboriginal Child, Family and Community Care State Secretariat (NSW) and the National Disability Service.

- **Led the transition to shared corporate services** with the move to NSW Business Link resulting in estimated savings of \$249,000 and increased strategic focus on key corporate functions.
- **Undertook background scoping and modelling** to allow commencement of the review of the *Aboriginal Land Rights Act*.

\* Note: Performance information for Mr Christian prior to April 2011 can be found in the 2010/2011 Family and Community Services Annual report.



# Appendix 42: Privacy Management

The *Privacy and Personal Information Protection Act 1998* provides standards for the NSW public sector in regulating management of personal information. The standards are supported by 12 information protection principles covering the collection, storage, use and disclosure of, and access and alteration to personal information. In the period July 2010 to December 2011 no complaints were received by the Office of Communities alleging a breach of privacy.

The Children's Guardian has a Privacy Management Plan which sets out its obligations and how they are managed. In the period July 2010 to December 2011 no complaints were received alleging a breach of privacy.



# Appendix 43: Research and development

**Table 43.1 Research and Development**

Project and researcher	Description	Budget (\$)
Exercise, Recreation and Sport Survey (ERASS)	Information on the participation trends of people aged 15 years and over in organised and unstructured sport and physical activity.	21,000
Memorandum of Understanding between Standing Committee on Sport and Recreation and the Australian Bureau of Statistics	Research and development projects on sport and recreation, including analysis of children's participation in organised sport, reports on participation in sport by Indigenous, migrants and people with a disability and feature articles on different perspectives in sport.	35,000
Best Buy for Retirement	Consultants engaged to develop a research approach to evaluate sport recruitment strategies in order to assist the industry and government to determine the most effective allocation of resources.	10,000
Memorandum of Understanding between the Committee of Australian Sport and Recreation officials and the Australian Bureau of Statistics	Collection of statistical data on sport and recreation, including the conduct of the ERASS, and analysis of data on volunteers, children's participation and sport participation by people with a disability.	15,000
Australian Bureau of Statistics	Collection of customized data sets including information on Aboriginal employment	4,423
Child Death Review Team (CDRT) Annual Report	Statutory report for the Child Death Review Team for 2009	145,000
CDRT Special Report	Special research report on <i>Neonatal deaths that are sudden and unexpected in NSW from 1996 to 2008</i> .	45,000
CDRT Register	Maintaining and updating the CDRT Register for the recording and analysis of child deaths.	80,000
<i>A Picture of NSW Children</i>	An online data book to monitor the safety, welfare and wellbeing of children and young people in NSW	280,000
Joint evaluation of the Burnside child-led research project	In conjunction with Southern Cross University undertake an evaluation of Uniting Care Burnside's pilot child-led research project	20,000
Childhood injury in NSW	Establishing a framework to develop a whole of government approach to childhood injury	150,000
<b>TOTAL</b>		<b>805,423</b>



# Appendix 44: Risk Management and Insurance

The Office of Communities was established within the Department of Education and Communities following departmental changes resulting from the *Public Sector Employment and Management (Departments) Order 2011* – effective from 4 April 2011. Aboriginal Affairs and Veterans' Affairs were added to the Office's Portfolio of responsibilities.

A number of divisions and statutory authorities previously within the former Communities NSW were transferred to the Department of Trade and Investment, Regional Infrastructure and Services. These include Arts NSW; the Office of Liquor, Gaming and Racing; the Casino, Liquor and Gaming Control Authority and the major cultural institutions – the Australian Museum, the Museum of Applied Arts and Sciences, the State Library, the Opera House and the Art Gallery of NSW. Divisions and statutory authorities transferred to the Department of Premier and Cabinet include the Centennial Park and Moore Park Trust, Western Sydney Parklands Trust, Parramatta Park Trust, the Office of Western Sydney and the Historic Houses Trust.

Under the Government's *Internal Audit and Risk Management Policy for the NSW Public Sector* (Treasury Policy Paper 09-05 and Treasury Circular 09/08) the Office of Communities continued its clustering arrangements to achieve the policy's objectives for strengthening governance and internal control systems and mitigating its exposure to risk. The Office of Communities continued to build on the risk management strategies from the former Communities NSW to address both internal and external risks, while managing the transition and changes arising from the departmental orders. The transfer of agencies to new host Departments and the duplication of year ending close on 31 March and 30 June 2011 created a complex arrangement for the completion of the annual 2010-2011 financial statements which the Office of Communities Audit and Risk Committee oversaw.

Key elements of Communities NSW, and subsequently the Office of Communities, audit and risk management framework which were continued or progressed during the year included:

- a Portfolio-wide contract for outsourced internal audit and assurance services provided by Deloitte Touche Tohmatsu (Deloitte)
- an Audit and Risk Committee with an independent chair, an independent member and non-independent member oversaw the internal audit program for the divisions and statutory authorities and monitored issues tracking from internal and external audit recommendations
- an Audit and Risk Committee Charter and an Internal Audit Charter that are consistent with the content of the Policy's 'model charters'
- Audit and Risk Committee approval of protocols for 5 smaller Statutory Authorities to use the central Committee for independent oversight in accordance with Treasury advice (TC 09-08) to use cluster arrangements where practical. The other 10 Statutory Authorities maintained their own audit and risk committees and provided certification within an established framework to the central Committee on compliance with the audit and risk management requirements
- an enterprise-wide risk management framework based on business risk assessments across all statutory authorities and divisions to inform a new Risk Register was developed
- an office-wide risk assessment was completed and a revised 2010-13 Internal Audit Plan finalised.

In addition to implementing the Government's policy, Communities NSW and the Office of Communities continued the following programs and activities to maintain and enhance effective internal controls.

Between July 2010 and June 2011, Deloitte completed a series of internal audits for the former Communities NSW. These internal audits were conducted in accordance with the 3 year internal audit plan in place for Communities NSW, and included internal audits on:

- core financial controls and financial close processes across the Department
- project management at the Hunter Region Sporting Venues Authority

# Appendix 44: Risk Management and Insurance

- use of credit cards across the core Department
- internal audits of the Combat Sports Authority, administration of the Duke of Edinburgh program, OH&S and Contract Management at Sport and Recreation
- review of the Child Death Review Team processes
- review of the Certificate for Self-Employed People processes
- in addition, fraud risk assessments were conducted at Sport and Recreation and on the Better Futures Grants Program.

Between July 2011 and December 2011, Deloitte completed a series of internal audits for the Office of Communities. These internal audits included:

- examination of system interface issues within Corporate Services
- cyclical site visits to 3 Sport and Recreation offices
- a review of the Accreditation Case File Audit Program at the Office of the Children's Guardian
- an internal audit of Child Protection practices at Sport and Recreation
- completion of an office-wide risk assessment;
- business risk analysis for the Commission for Children and Young People.

## Audit and Risk Committee

For the period 1 July 2010 to December 2011 Communities NSW and subsequently the Office of Communities held 10 Audit and Risk Committee meetings as follows:

- 6 August 2010
- 19 October 2010
- 15 December 2010
- 16 March 2011
- 11 May 2011
- 1 August 2011
- 5 August 2011
- 9 August 2011
- 14 October 2011
- 29 November 2011.

**Table 44.1 Audit and Risk Committee**

Member	Title	Meetings Attended
Gerry Brus	Independent Chair	10
David Roden	Independent Member	10
Janett Milligan	Non-independent Member	10

For the period 1 July to 31 December 2011 Aboriginal Affairs maintained its own Audit and Risk Committee and there were 2 regular Committee meetings and 1 additional special purpose Audit and Risk Committee meeting to sign-off on financial statements.

**Table 44.2 Aboriginal Affairs Audit and Risk Committee**

Member	Title	Meetings Attended
Ken Barker	Independent Chair	3
John Stubbs	Independent member	3
Mark Conlon	Non Independent member	2

## Insurance

The Office of Communities manages insurable risks by insurance policies as part of the NSW Treasury Managed Fund (TMF). The Office has full workers' compensation, motor vehicle, property, liability and miscellaneous cover provided by TMF, which is currently managed by Allianz Australia Insurance Ltd (workers compensation) and GIO General Ltd (all other insurances).

TMF is a Government-wide self-insurance scheme that provides a systematic and coordinated approach to the practice of risk management. Under this scheme, benchmarking was introduced to gauge risk management performance with insurance premiums determined by a combination of benchmarks as well as claims experience.

To reduce the number and value of workers' compensation insurance claims, the Office monitors its claims experience on an ongoing basis, with a focus on occupational health and safety performance. Risk management policies and procedures are also continually being updated to enhance the Office's risk management profile, thereby reducing future premiums.

The Office continues to focus on injury management and development of early return-to-work programs. These programs enhance the recuperation of the injured worker and lead to improvements in client services.



# Appendix 44: Risk Management and Insurance

During the reporting period from June 2010 to December 2011 the summary below records the claims that were submitted.

**Table 44.3 Summary of Claims Submitted 2010/11**

Entity	Number of Claims	Hours of Work Lost	Cost of the Claim	Details
Children's Guardian and Commission for Children & Young People	1	1001 hours	\$67,023.76	This claim was a result of the worker claiming psychological injury.
Parramatta Stadium Trust	2	19.5 hours	The average cost of each claim was approximately \$184.25	No major injuries were reported. Claims were due to relatively minor incidents - insect stings and cuts requiring stitches.
Illawarra Venues Authority	Nil	Nil	Nil	
Hunter Regional Sporting Venues Authority	Nil	Nil	Nil	
Sport & Recreation	60	27 lost time claims resulting in absences totalling 3255 hours	The average cost of each claim was approximately \$6435.	No major injuries were reported and all claims were due to relatively minor incidents. The main cause of injury were body stressing and slips, trips and falls.
Office of Communities <sup>1</sup>	3	1 lost time claim resulting in 7 hours absence from the workplace.	The average cost of each claim was approximately \$2185.	No major injuries were reported relatively minor incidents. The main cause of injury were body stressing and slips, trips and falls.
Veterans Affairs <sup>2</sup>	Nil	Nil	Nil	
Aboriginal Affairs	2	Nil	The average cost of each claim was \$918	No major claims were reported and claims made were generally of a minor nature.

<sup>1</sup> The Office of Communities includes Office of CEO, Corporate Services, Policy and Reform, Corporate Communications, Office of Volunteering

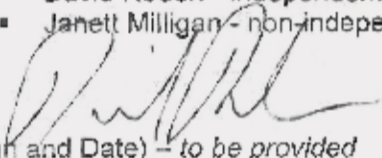
<sup>2</sup> Reporting period April 2011 to December 2011

Internal Audit and Risk Management Statement for the period

I, David Riordan, A/Chief Executive Officer, Office of Communities NSW, am of the opinion that the Office of Communities NSW has internal audit and risk management processes in place that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit and Risk Management Policy*.

I, David Riordan, A/Chief Executive Officer, Office of Communities NSW, am of the opinion that the Audit and Risk Committee for Communities NSW and subsequently the Office of Communities NSW was constituted and operated in accordance with the independence and governance requirements of Treasury Circular NSW TC.09-08. The Chair and members of the Audit and Risk Committee during the reporting period were:

- Gerry Brus - independent Chair (29 April 2009 to 29 November 2011)
- David Roden - independent member (15 June 2009 to 29 November 2011)
- Janett Milligan - non-independent member (29 April 2009 to 29 November 2011)

  
(Sign and Date) – to be provided

15/3/12.

A/Chief Executive Officer



# Financial Statements

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GPO BOX 12  
Sydney NSW 2001

**INDEPENDENT AUDITOR'S REPORT**  
**Department of Education and Communities**

To Members of the New South Wales Parliament:

I have audited the accompanying financial statements of Department of Education and Communities (the Department), which comprises the statement of financial position as at 30 June 2011, the statement of comprehensive income, the statement of changes in equity, the statement of cash flows, service group statements and summary of compliance with financial directives for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information of the Department and the consolidated entity. The consolidated entity comprises the Department and the entities it controlled at the year's end or from time to time during the financial year.

**Opinion**

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Department and the consolidated entity, as at 30 June 2011, and of the financial performance for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the *Public Finance and Audit Regulation 2010*

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

**Department Head's Responsibility for the Financial Statements**

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

**Auditor's Responsibility**

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

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

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

My opinion does not provide assurance:

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

**Independence**

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

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

Aaron Green  
Director, Financial Audit Services  
19 October 2011  
SYDNEY



DEPARTMENT OF EDUCATION AND COMMUNITIES

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For the year ended 30 June 2011

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DEPARTMENT OF EDUCATION AND COMMUNITIES

Financial Statements

For the year ended 30 June 2011

STATEMENT BY THE DIRECTOR-GENERAL OF THE DEPARTMENT OF EDUCATION AND COMMUNITIES

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

1. The accompanying financial statements have been prepared in accordance with the provisions of the Public Finance and Audit Act, 1983, the Financial Reporting Code for Budget Dependent Agencies, the applicable clauses of the Public Finance and Audit Regulation 2010 and the Treasurer's Directions.
2. The statements exhibit a true and fair view of the financial position and financial performance of the Department and its controlled entities.
3. There are no circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.

*Michelle Bruniges*

Dr Michelle Bruniges  
DIRECTOR-GENERAL OF EDUCATION AND COMMUNITIES  
MANAGING DIRECTOR OF TAFE NSW

DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of financial position as at 30 June 2011

	Notes	Economic Entity		Parent Entity	
		Actual 2011 \$'000	Budget 2011 \$'000	Actual 2011 \$'000	Actual 2010 \$'000
<b>ASSETS</b>					
Current Assets					
Cash and cash equivalents	11	810,804	780,242	756,303	626,064
Receivables	12	126,548	184,448	170,488	167,261
Non-current assets held for sale	10	937,353	947,690	928,759	743,204
		776	2,255	2,295	733
<b>Total Current Assets</b>		<b>935,131</b>	<b>949,985</b>	<b>932,085</b>	<b>745,144</b>
Non-Current Assets					
Receivables	12	12,407	8,574	6,577	6,577
Other financial assets	13	446	446	446	-
Property, plant and equipment	14	20,412,421	20,846,075	18,731,587	17,386,748
- Land and buildings		337,846	185,314	297,357	276,324
- Plant and equipment		20,750,067	20,841,369	18,028,944	17,573,072
Total property, plant and equipment		20,750,067	20,841,369	18,028,944	17,573,072
Intangible assets	15	295,747	279,428	255,547	240,344
<b>Total Non-Current Assets</b>		<b>21,058,667</b>	<b>21,729,835</b>	<b>19,291,514</b>	<b>17,998,802</b>
<b>Total Assets</b>		<b>21,993,798</b>	<b>22,079,821</b>	<b>20,223,599</b>	<b>18,711,265</b>
<b>LIABILITIES</b>					
Current Liabilities					
Payables	18	593,303	657,698	636,733	417,025
Borrowings	19	4,865	-	3,883	4,865
Provisions	20	352,908	353,190	337,059	300,061
Other	21	2,423	38,696	35,823	2,423
<b>Total Current Liabilities</b>		<b>953,499</b>	<b>1,049,574</b>	<b>1,013,478</b>	<b>724,364</b>
Non-Current Liabilities					
Borrowings	19	339,134	353,341	288,439	338,134
Provisions	20	10,240	14,961	14,128	9,461
Other	21	6,714	-	-	6,714
<b>Total Non-Current Liabilities</b>		<b>356,088</b>	<b>368,302</b>	<b>302,617</b>	<b>358,309</b>
<b>Total Liabilities</b>		<b>1,309,577</b>	<b>1,417,876</b>	<b>1,316,095</b>	<b>1,079,693</b>
<b>Net Assets</b>		<b>20,684,221</b>	<b>20,661,945</b>	<b>18,907,504</b>	<b>17,631,572</b>

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of comprehensive income for the year ended 30 June 2011

	Notes	Economic Entity		Parent Entity	
		Actual 2011 \$'000	Budget 2011 \$'000	Actual 2011 \$'000	Actual 2010 \$'000
<b>Expenses excluding losses</b>					
Operating expenses	2(a)	6,635,727	8,705,944	8,350,553	7,874,580
Employee related	2(b)	1,970,172	1,935,819	2,058,718	1,598,944
Other operating expenses	2(c)	467,020	527,204	458,060	365,817
Depreciation and amortisation	2(d)	441,050	403,809	303,213	511,589
Grants and subsidies	2(e)	17,116	18,145	11,612	11,812
Finance costs	2(f)	11,531,085	11,580,921	11,157,355	10,188,046
<b>Total expenses excluding losses</b>		<b>11,531,085</b>	<b>11,580,921</b>	<b>11,157,355</b>	<b>10,188,046</b>
Revenue					
Sale of goods and services	3(a)	488,176	536,091	487,599	114,178
Investment revenue	3(b)	44,435	44,869	31,675	30,976
Grants and contributions	3(c)	11,824	484,000	104,183	103,775
Other revenue	3(d)	326,356	12,210	314,652	316,711
Personnel services revenue	3(e)	7,940	8,784	-	359,717
<b>Total Revenue</b>		<b>960,351</b>	<b>1,066,874</b>	<b>938,039</b>	<b>905,260</b>
Gain / (loss) on disposal	4	(1,400)	-	2,568	(1,726)
Other gains / (losses)	5	(3,950)	-	(875)	(1,152)
		(6,350)	-	1,743	(2,888)
<b>Net Cost of Services</b>	25	<b>10,566,074</b>	<b>10,574,047</b>	<b>10,157,004</b>	<b>9,281,963</b>
<b>Government Contributions</b>					
Recurrent appropriation (net of transfer payments)	7	9,635,769	9,421,863	9,150,939	8,454,808
Capital appropriation (net of transfer payments)	7	1,803,112	1,903,635	2,487,139	1,709,867
Acceptance by the Crown Entity of employee benefits and other liabilities	8	631,435	627,054	624,520	454,036
<b>Total Government Contributions</b>		<b>11,970,316</b>	<b>11,952,552</b>	<b>12,262,598</b>	<b>10,648,511</b>
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>		<b>1,414,242</b>	<b>1,378,605</b>	<b>2,105,594</b>	<b>1,367,934</b>
Other comprehensive income					
Net increase / (decrease) in property, plant and equipment asset revaluation reserve		-	-	67	60
Superannuation actuarial gains / (losses)		1,855	-	(3,302)	-
<b>Other comprehensive income for the year</b>		<b>1,855</b>	<b>-</b>	<b>(3,215)</b>	<b>-</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>		<b>1,416,097</b>	<b>1,378,605</b>	<b>2,102,379</b>	<b>1,367,934</b>

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of changes in equity for the year ended 30 June 2011

Economic Entity	Accumulated Funds	Asset Revaluation Surplus	Total
Notes	\$'000	\$'000	\$'000
Balance at 1 July 2010	14,812,897	4,094,607	18,907,504
Surplus / (deficit) for the year	1,414,242	--	1,414,242
Other comprehensive income:			
Supersuperannuation actuarial gains / (losses)	1,855	--	1,855
Total other comprehensive income	1,855	--	1,855
Total comprehensive income for the year	1,416,097	--	1,416,097
Transactions with owners in their capacity as owners			
Increase / (decrease) in net assets from equity transfers	386,949	--	386,949
Other	(3,004)	(325)	(3,329)
Total transactions with owners in their capacity as owners	383,945	(325)	383,620
Transfers within equity:			
Asset revaluation reserve balance transferred to equity on disposal of assets	5,815	(5,815)	--
Balance at 30 June 2011	16,596,754	4,088,487	20,685,241
Balance at 1 July 2009	12,714,024	4,125,319	16,839,343
Surplus / (deficit) for the year	2,105,694	--	2,105,694
Other comprehensive income:			
Increase / (decrease) in property, plant and equipment asset revaluation reserve	--	87	87
Supersuperannuation actuarial gains / (losses)	(3,302)	--	(3,302)
Total other comprehensive income	(3,302)	87	(3,215)
Total comprehensive income for the year	2,102,392	87	2,102,379
Transactions with owners in their capacity as owners			
Increase / (decrease) in net assets from equity transfers – transfer of property, plant and equipment to / from other government agencies	(28,653)	(80)	(28,733)
Other	(1,151)	(4,354)	(5,505)
Total transactions with owners in their capacity as owners	(29,804)	(4,434)	(34,238)
Transfers within equity:			
Asset revaluation reserve balance transferred to equity on disposal of assets	26,385	(26,385)	--
Balance at 30 June 2010	14,812,897	4,094,607	18,907,504

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of financial position as at 30 June 2011  
(continued)

	Economic Entity		Parent Entity	
	Actual 2011 \$'000	Budget 2011 \$'000	Actual 2010 \$'000	Actual 2010 \$'000
<b>EQUITY</b>				
Reserves	4,088,487	4,094,607	2,699,709	2,705,949
Accumulated funds	19,592,587	19,565,574	14,811,133	13,172,865
Amounts recognised in equity relating to assets held for sale	6,167	1,764	6,128	1,504
<b>Total Equity</b>	<b>20,687,221</b>	<b>20,661,945</b>	<b>17,531,872</b>	<b>15,880,318</b>

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of changes in equity for the year ended 30 June 2011 (continued)

Parent Entity	Accumulated Funds	Asset Revaluation Surplus	Total
	\$'000	\$'000	\$'000
Balance at 1 July 2010	13,174,169	2,705,949	15,880,018
Surplus/(deficit) for the year	1,387,934	--	1,387,934
Other comprehensive income:	--	--	--
Total other comprehensive income	--	--	--
Total comprehensive income for the year	1,387,934	--	1,387,934
Transactions with owners in their capacity as owners	--	--	--
Increase / (decrease) in net assets from equity transfers	365,949	--	365,949
Other	(3,004)	(325)	(3,329)
Total transactions with owners in their capacity as owners	363,945	(325)	363,620
Transfers within equity:			
Asset revaluation reserve balance transferred to equity on disposal of assets	5,815	(5,815)	--
Balance at 30 June 2011	14,831,863	2,899,709	17,831,572
Balance at 1 July 2009	11,182,720	2,730,522	13,883,242
Surplus/(deficit) for the year	2,025,429	--	2,025,429
Other comprehensive income:			
Increase / (decrease) in property, plant and equipment asset revaluation reserve	--	60	60
Total other comprehensive income	--	60	60
Total comprehensive income for the year	2,025,429	60	2,025,489
Transactions with owners in their capacity as owners			
Increase / (decrease) in net assets from equity transfers - Transfer of property, plant and equipment to/from other government agencies	(28,653)	(60)	(28,713)
Total transactions with owners in their capacity as owners	(28,653)	(60)	(28,713)
Transfers within equity:			
Asset revaluation reserve balance transferred to equity on disposal of assets	24,673	(24,673)	--
Balance at 30 June 2010	13,174,169	2,705,949	15,880,018

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of cash flows for the year ended 30 June 2011

	Notes	Economic Entity		Parent Entity	
		Actual 2011 \$'000	Budget 2011 \$'000	Actual 2011 \$'000	Actual 2010 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>					
Payments					
Employee related		(8,076,170)	(8,036,679)	(7,730,591)	(7,174,262)
Grants and subsidies		(449,172)	(357,490)	(313,031)	(519,712)
Finance costs		(17,116)	(18,145)	(11,812)	(11,812)
Other		(2,320,327)	(2,187,227)	(2,411,451)	(1,914,973)
Total Payments		(10,862,785)	(10,600,041)	(10,466,885)	(9,628,993)
Receipts					
Sale of goods and services		477,286	536,678	523,503	473,307
Interest received		39,953	44,833	31,332	32,471
Other		822,485	682,976	855,642	754,207
Total Receipts		1,339,724	1,264,487	1,410,477	1,248,044
Cash Flows from Government					
Recurrent appropriation		9,801,303	9,373,388	9,165,525	8,420,142
Capital appropriation		1,803,112	1,903,635	2,487,139	1,709,867
Net Cash Flows from Government		11,404,415	11,277,023	11,652,664	10,130,009
NET CASH FLOWS FROM OPERATING ACTIVITIES	29	1,881,354	1,941,469	2,596,256	1,763,901
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>					
Proceeds from sale of land and buildings and plant and equipment		11,200	27,300	34,823	9,729
Proceeds from sale of investments		--	38	--	--
Purchases of land and buildings and plant and equipment		(1,818,275)	(2,036,030)	(2,993,626)	(1,810,111)
Purchases of investments		--	(35)	--	--
NET CASH FLOWS FROM INVESTING ACTIVITIES		(1,807,075)	(2,008,730)	(2,958,803)	(2,496,043)

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Statement of cash flows for the year ended 30 June 2011 (continued)

Notes	Economic Entity			Parent Entity		
	Actual 2011 \$'000	Budget 2011 \$'000	Actual 2010 \$'000	Actual 2011 \$'000	Actual 2010 \$'000	Actual 2010 \$'000
	59,492	60,969	106,158	56,492	106,158	
	(4,855)	--	(2,166)	(4,855)	(2,166)	
	<b>51,637</b>	<b>60,969</b>	<b>103,992</b>	<b>51,637</b>	<b>103,992</b>	
	25,916	(6,272)	41,443	15,156	24,208	
11	759,303	789,514	717,850	585,943	561,737	
22	25,585	--	--	25,585	--	
11	<b>810,804</b>	<b>783,242</b>	<b>799,303</b>	<b>626,664</b>	<b>586,943</b>	

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements for the year ended 30 June 2011

DEPARTMENT'S EXPENSES & INCOME	24.1*		24.2*		24.3*	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Expenses excluding losses						
Operating expenses						
• Employee related	29,506	24,628	3,892,712	3,516,816	3,386,242	3,359,874
• Other operating expenses	5,479	4,750	822,763	919,287	718,069	748,375
Depreciation and amortisation	719	645	187,677	170,606	176,326	152,175
Grants and subsidies	43,935	--	51,394	58,143	35,283	47,623
Finance costs	--	--	9,072	6,281	8,044	5,851
Total expenses excluding losses	79,641	30,223	4,943,618	4,771,093	4,335,964	4,313,898
Revenue						
Sale of goods and services	865	72	43,687	37,283	58,484	68,301
Investment revenue	156	109	19,307	13,327	17,074	12,285
Grants and contributions	193	191	46,045	41,322	35,911	64,800
Other revenue	1,342	1,311	186,223	160,772	147,027	148,334
Personnel services revenue	--	--	--	--	--	--
Total revenue	2,556	1,683	275,242	252,704	258,196	293,830
Gain / (loss) on disposal	--	--	(1,639)	5,454	387	1,375
Other gains / (losses)	--	--	(637)	(141)	(524)	(133)
Net Cost of Services	77,085	28,540	4,670,649	4,517,076	4,077,908	4,018,826
Government contributions **						
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>	<b>(77,085)</b>	<b>(28,540)</b>	<b>(4,670,649)</b>	<b>(4,517,076)</b>	<b>(4,077,908)</b>	<b>(4,018,826)</b>
Other Comprehensive Income						
Increase / (decrease) in asset revaluation reserve	--	--	--	--	--	--
Supernannuation actuarial gains / (losses)	--	--	--	--	--	--
Total Other Comprehensive Income	--	--	--	--	--	--
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>(77,085)</b>	<b>(28,540)</b>	<b>(4,670,649)</b>	<b>(4,517,076)</b>	<b>(4,077,908)</b>	<b>(4,018,826)</b>

\* The names and purposes of each service group are summarised in Note 10.  
 \*\* Appropriations are made on an agency basis and not to individual service groups. Consequently government contributions are included in the 'Net Attributable' column.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements (Continued)

DEPARTMENT'S EXPENSES & INCOME	24.4*		24.5*		24.8**	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Expenses excluding losses						
Operating expenses	403	532	1,283,057	1,294,966	32,402	34,196
• Employee related	598	535	384,631	376,149	22,643	17,371
• Other operating expenses	--	--	81,183	76,409	8,638	6,208
Depreciation and amortisation	12,385	11,478	--	--	243,104	184,769
Grants and subsidies	--	--	--	--	--	--
Finance costs	--	--	--	--	--	--
Total expenses excluding losses	13,474	12,546	1,708,871	1,747,654	306,777	242,642
Revenue	--	--	335,910	330,220	2,402	2,554
Sale of goods and services	--	--	6,466	5,331	47	25
Investment revenue	--	--	8,050	39,852	18,634	15,532
Grants and contributions	--	--	12,675	4,228	--	--
Other revenue	--	--	--	--	--	--
Personnel services revenue	--	--	363,108	387,637	21,063	18,111
Total revenue	--	--	363,108	387,637	21,063	18,111
Gain / (loss) on disposal	--	--	--	328	--	--
Other gains / (losses)	--	--	--	(2,769)	--	--
Net Cost of Services	13,474	12,546	1,340,226	1,364,729	285,694	224,431
Government contributions**						
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>	<b>(13,474)</b>	<b>(12,546)</b>	<b>(1,348,226)</b>	<b>(1,364,729)</b>	<b>(285,694)</b>	<b>(224,431)</b>
Other Comprehensive Income						
Increase / (decrease) in asset revaluation reserve	--	--	--	27	--	--
Superannuation actuarial gains / (losses)	--	--	--	--	--	--
Total Other Comprehensive Income	--	--	--	27	--	--
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>(13,474)</b>	<b>(12,546)</b>	<b>(1,348,226)</b>	<b>(1,364,702)</b>	<b>(285,664)</b>	<b>(224,431)</b>

\* The names and purposes of each service group are summarised in Note 10.  
 \*\* Appropriations are made on an agency basis and not to individual service groups. Consequently, government contributions are included in the 'Net Attributable' column.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements (Continued)

DEPARTMENT'S ASSETS & LIABILITIES	24.1*		24.2*		24.3*	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
<b>Current Assets</b>						
Cash and cash equivalents	--	--	276,146	251,726	218,054	211,981
Receivables	216	54	15,274	14,422	17,387	18,517
Non-current assets held for sale	--	--	--	1,000	--	340
Total current assets	216	54	291,420	267,148	235,461	230,838
<b>Non-current Assets</b>						
Receivables	46	5	2,346	2,268	3,142	4,151
Other financial assets	--	--	--	--	--	--
Property, plant and equipment	--	--	10,688,868	8,711,921	5,777,869	6,421,487
Intangibles	--	--	--	--	--	--
Total non-current assets	46	5	10,691,014	8,714,187	5,781,031	6,425,638
<b>TOTAL ASSETS</b>	<b>262</b>	<b>59</b>	<b>10,982,434</b>	<b>8,981,335</b>	<b>6,016,492</b>	<b>6,656,466</b>
<b>Current liabilities</b>						
Payables	1,521	1,129	194,501	201,401	175,410	182,081
Borrowings	--	--	2,526	2,010	2,329	1,853
Provisions	1,163	974	152,015	141,777	133,810	131,586
Other	--	--	--	--	--	--
Total current liabilities	2,684	2,103	349,042	345,188	311,549	315,512
<b>Non-current liabilities</b>						
Borrowings	--	--	103,369	106,690	95,265	97,593
Provisions	35	33	4,548	4,934	4,001	4,580
Other	55	--	2,761	--	3,725	--
Total non-current liabilities	90	33	110,688	111,624	102,991	102,173
<b>TOTAL LIABILITIES</b>	<b>2,774</b>	<b>2,136</b>	<b>459,740</b>	<b>456,812</b>	<b>414,540</b>	<b>417,685</b>
<b>NET ASSETS</b>	<b>(2,512)</b>	<b>(2,077)</b>	<b>10,522,694</b>	<b>8,525,917</b>	<b>5,601,952</b>	<b>6,238,771</b>
<b>ADMINISTERED EXPENSES &amp; INCOME</b>						
Administered Expenses						
Transfer payments	--	--	(1,084)	(2,027)	(1,368)	(5,994)
Total Administered Expenses	--	--	(1,084)	(2,027)	(1,368)	(5,994)
Administered Income						
Transfer receipts	--	--	1,084	2,027	1,368	5,984
Total Administered Income	--	--	1,084	2,027	1,368	5,984
Administered Income less Expenses	--	--	--	--	--	--

\* The names and purposes of each service group are summarised in Note 10.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements (Continued)

DEPARTMENT'S EXPENSES & INCOME	24.7*			24.8**			24.9**		
	2011	2010	2011	2011	2010	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Expenses excluding losses									
Operating expenses	12,560			3,457				2,488	
• Employee related	10,967			1,781				2,089	
• Other operating expenses	2,313			41				114	
Depreciation and amortisation	21,353			8,410				27,188	
Grants and subsidies									
Finance costs									
Total expenses excluding losses	47,213			11,689				31,884	
Revenue	7,061							63	
Sale of goods and services	279			44				30	
Investment revenue	69			3,162				109	
Grants and contributions	1,013			(3)					
Other revenue									
Personal services revenue	8,451			3,203				272	
Total revenue	(477)								
Gain / (loss) on disposal									
Other gains / (losses)									
Net Cost of Services	39,239			(8,486)				(31,612)	
Government contributions**									
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>	<b>(39,239)</b>			<b>(8,486)</b>				<b>(31,612)</b>	
Other Comprehensive Income									
Increase / (decrease) in asset revaluation reserve									
Superannuation actuarial gains / (losses)									
Total Other Comprehensive Income									
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>(39,239)</b>			<b>(8,486)</b>				<b>(31,612)</b>	

\* The names and purposes of each service group are summarised in Note 10. Appropriations are made on an agency basis and not to individual service groups. Consequently, government contributions are included in the "Net Attributable" column.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements (continued)

DEPARTMENT'S ASSETS & LIABILITIES	24.4*			24.5**			24.6**		
	2011	2010	2011	2011	2010	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Current Assets									
Cash and cash equivalents			164,951	153,814					
Receivables	5	5	45,660	55,655		600	603		
Non-current assets held for sale			45	358					
Total current assets	5	5	210,656	210,028		660	603		
Non-current Assets									
Receivables			4,964			129	155		
Other financial assets			446	445					
Property, plant and equipment			3,078,965	3,054,034					
Intangibles			17,460	15,202					
Total non-current assets			3,099,835	3,068,732		129	155		
<b>TOTAL ASSETS</b>	<b>5</b>	<b>5</b>	<b>3,310,491</b>	<b>3,278,758</b>		<b>789</b>	<b>758</b>		
Current liabilities									
Payables	82	82	168,547	167,922		4,031	3,637		
Borrowings									
Provisions	20	22	25,904	31,697		1,262	1,340		
Other									
Total current liabilities	102	104	194,451	199,789		5,313	4,977		
Non-current liabilities									
Borrowings									
Provisions	1		779	834		38	47		
Other						153			
Total non-current liabilities	1		779	834		191	47		
<b>TOTAL LIABILITIES</b>	<b>103</b>	<b>104</b>	<b>195,230</b>	<b>200,623</b>		<b>5,504</b>	<b>5,024</b>		
<b>NET ASSETS</b>	<b>(98)</b>	<b>(99)</b>	<b>3,115,261</b>	<b>3,078,135</b>		<b>(4,715)</b>	<b>(4,266)</b>		
ADMINISTERED EXPENSES & INCOME									
Administered Expenses									
Transfer payments									
Total Administered Expenses	(852,556)	(799,938)	(1,781)				(1,763)		
Administered Income									
Transfer receipts									
Total Administered Income	852,556	799,938	1,781				1,763		
Administered Income less Expenses									

\* The names and purposes of each service group are summarised in Note 10.

DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements (continued)

DEPARTMENT'S EXPENSES & INCOME	24.10 *		Not Attributable **		AMES***	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Expenses excluding leases						
Operating expenses						
• Employee related	7,919	-	-	-	22,869	18,211
• Other operating expenses	-	-	-	-	21,157	19,270
Depreciation and amortisation	-	-	-	-	19	19
Grants and subsidies	-	-	-	-	-	-
Finance costs	-	-	-	-	-	-
Total expenses excluding leases	7,919	-	-	-	44,038	36,600
Revenue						
Sale of goods and services	-	-	-	-	39,716	41,463
Investment revenue	-	-	-	-	983	788
Grants and contributions	-	-	-	-	2,398	-
Other revenue	-	-	-	-	-	7
Personnel services revenue	7,540	-	-	-	-	-
Total revenue	7,540	-	-	-	40,709	44,644
Gain / (loss) on disposal	-	-	-	-	-	-
Other gains / (losses)	-	-	-	-	-	-
Net Cost of Services	379	-	-	-	3,326	(9,144)
Government contributions **			11,970,316	12,262,598		
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>	<b>(379)</b>	<b>-</b>	<b>11,970,316</b>	<b>12,262,598</b>	<b>(3,326)</b>	<b>9,144</b>
Other Comprehensive Income						
Increase / (decrease) in asset revaluation reserve	-	-	-	60	-	-
Superannuation actuarial gains / (losses)	-	-	-	-	1,865	(3,302)
Total Other Comprehensive Income	-	-	-	60	1,865	(3,302)
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>(379)</b>	<b>-</b>	<b>11,970,316</b>	<b>12,262,658</b>	<b>(1,471)</b>	<b>6,842</b>

\* The names and purposes of each service group are summarised in Note 10.  
 \*\* Appropriations are made on an agency basis and not to individual service groups. Consequently, government contributions are included in the "Not Attributable" column.  
 \*\*\* Amounts disclosed for NSW Adult Migrant English Services (AMES) are net of eliminations with the various service groups of the Department

DEPARTMENT OF EDUCATION AND COMMUNITIES

Supplementary Financial Statements

Service group statements (continued)

DEPARTMENT'S ASSETS & LIABILITIES	24.7 *		24.8 *		24.9 *	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Current Assets						
Cash and cash equivalents	16,120	-	7,148	-	3,502	-
Receivables	5,414	-	612	-	791	-
Non-current assets held for sale	-	-	-	-	-	-
Total current assets	20,534	-	7,760	-	4,293	-
Non-current Assets						
Receivables	1,889	-	-	-	-	-
Other financial assets	-	-	-	-	-	-
Property, plant and equipment	343,271	-	257	-	533	-
Intangibles	1,191	-	33	-	865	-
Total non-current assets	346,151	-	290	-	1,398	-
<b>TOTAL ASSETS</b>	<b>366,685</b>	<b>-</b>	<b>8,050</b>	<b>-</b>	<b>5,691</b>	<b>-</b>
Current liabilities						
Payables	7,057	-	4,710	-	966	-
Borrowings	-	-	-	-	-	-
Provisions	6,117	-	1,710	-	1,370	-
Other	-	-	-	-	-	-
Total current liabilities	13,174	-	6,420	-	2,366	-
Non-current liabilities						
Borrowings	-	-	-	-	-	-
Provisions	40	-	-	-	7	-
Other	-	-	-	-	-	-
Total non-current liabilities	40	-	-	-	7	-
<b>TOTAL LIABILITIES</b>	<b>13,214</b>	<b>-</b>	<b>6,420</b>	<b>-</b>	<b>2,373</b>	<b>-</b>
<b>NET ASSETS</b>	<b>353,471</b>	<b>-</b>	<b>1,630</b>	<b>-</b>	<b>3,318</b>	<b>-</b>
ADMINISTERED EXPENSES & INCOME						
Administered Expenses						
Transfer payments	(11,670)	-	-	-	-	-
Total Administered Expenses	(11,670)	-	-	-	-	-
Administered Income						
Transfer receipts	11,670	-	-	-	-	-
Total Administered Income	11,670	-	-	-	-	-
Administered Income less Expenses	-	-	-	-	-	-

\* The names and purposes of each service group are summarised in Note 10.



DEPARTMENT OF EDUCATION AND COMMUNITIES  
Supplementary Financial Statements  
Service group statements (continued)

DEPARTMENT'S EXPENSES & INCOME	2011 \$'000	2010 \$'000	TOTAL 2011 \$'000	2010 \$'000
Expenses excluding losses				
Operating expenses				
• Employee related	8,635,727	8,350,553		
• Other operating expenses	1,970,172	2,095,718		
Depreciation and amortisation	457,020	406,060		
Grants and subsidies	441,050	303,213		
Finance costs	17,116	11,912		
<b>Total expenses excluding losses</b>	<b>11,531,085</b>	<b>11,157,356</b>		
Revenue				
Sale of goods and services	486,178	487,889		
Investment revenue	44,435	31,875		
Grants and contributions	111,824	164,183		
Other revenue	328,396	314,052		
Personnel services revenue	7,540	--		
<b>Total revenue</b>	<b>980,369</b>	<b>998,009</b>		
Gain / (loss) on disposal	(1,400)	2,568		
Other gains / (losses)	(3,950)	(825)		
<b>Net Cost of Services</b>	<b>10,556,074</b>	<b>10,157,064</b>		
Government contributions **	11,970,316	12,262,588		
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>	<b>1,414,242</b>	<b>2,105,584</b>		
Other Comprehensive Income				
Increase / (decrease) in asset revaluation reserve	--	67		
Superannuation actuarial gains / (losses)	1,855	(3,302)		
<b>Total Other Comprehensive Income</b>	<b>1,855</b>	<b>(3,215)</b>		
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>1,416,097</b>	<b>2,102,379</b>		

\*\* Appropriations are made on an agency basis and not to individual service groups. Consequently, government contributions are included in the "Not Attributable" column.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Supplementary Financial Statements  
Service group statements (continued)

DEPARTMENT'S ASSETS & LIABILITIES	24.10*		Not Attributable**		AMES***	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
<b>Current Assets</b>						
Cash and cash equivalents	3,420	--	106,706	113,832	19,168	19,546
Receivables	--	--	26,805	40,087	10,465	10,050
Non-current assets held for sale	--	--	733	--	--	--
<b>Total current assets</b>	<b>3,420</b>	<b>--</b>	<b>134,044</b>	<b>163,899</b>	<b>29,663</b>	<b>29,596</b>
<b>Non-current Assets</b>						
Receivables	91	--	--	--	--	--
Other financial assets	--	--	--	--	--	--
Property, plant and equipment	--	--	852,455	739,802	29	47
Intangibles	--	--	276,198	148,354	--	--
<b>Total non-current assets</b>	<b>91</b>	<b>--</b>	<b>1,130,653</b>	<b>888,156</b>	<b>29</b>	<b>47</b>
<b>TOTAL ASSETS</b>	<b>3,511</b>	<b>--</b>	<b>1,272,696</b>	<b>1,039,865</b>	<b>29,692</b>	<b>29,643</b>
<b>Current liabilities</b>						
Payables	1,014	--	20,913	18,105	14,518	5,908
Borrowings	--	--	--	--	--	--
Provisions	2,595	--	--	301	28,922	28,162
Other	--	--	2,423	21,237	--	--
<b>Total current liabilities</b>	<b>3,609</b>	<b>--</b>	<b>23,336</b>	<b>39,643</b>	<b>41,440</b>	<b>35,090</b>
<b>Non-current liabilities</b>						
Borrowings	--	--	140,500	--	--	--
Provisions	91	--	700	3,477	--	--
Other	--	--	--	--	--	--
<b>Total non-current liabilities</b>	<b>91</b>	<b>--</b>	<b>141,200</b>	<b>3,477</b>	<b>--</b>	<b>--</b>
<b>TOTAL LIABILITIES</b>	<b>3,700</b>	<b>--</b>	<b>164,536</b>	<b>43,120</b>	<b>41,440</b>	<b>35,090</b>
<b>NET ASSETS</b>	<b>(189)</b>	<b>--</b>	<b>1,108,160</b>	<b>996,735</b>	<b>(11,748)</b>	<b>(5,447)</b>
<b>ADMINISTERED EXPENSES &amp; INCOME</b>						
Administered Expenses						
Transfer payments	--	--	--	--	--	--
<b>Total Administered Expenses</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>
Administered Income						
Transfer receipts	--	--	--	--	--	--
<b>Total Administered Income less Expenses</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>

\* The names and purposes of each service group are summarised in Note 10.  
\*\* Appropriations are made on an agency basis and not to individual service groups. Consequently, government contributions are included in the "Not Attributable" column.  
\*\*\* Amounts disclosed for NSW Adult Migrant English Service (AMES) are net of eliminations with the various service groups of the Department.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Supplementary Financial Statements

Summary of compliance with financial directives (Economic Entity)

	2011				2010			
	RECURRENT APPN \$'000	EXPENDITURE/ NET CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPN \$'000	EXPENDITURE/ NET CLAIM ON CONSOLIDATED FUND \$'000	RECURRENT APPN \$'000	EXPENDITURE/ NET CLAIM ON CONSOLIDATED FUND \$'000	CAPITAL APPN \$'000	EXPENDITURE/ NET CLAIM ON CONSOLIDATED FUND \$'000
<b>ORIGINAL BUDGET APPROPRIATION/ EXPENDITURE</b>								
• Appropriation Act	10,205,592	10,179,966	1,895,008	1,794,790	9,933,258	8,844,481	2,032,549	2,372,735
• Additional Appropriations	--	--	--	--	--	--	--	--
• s 21A, PF&AA – special appropriation	--	--	--	--	--	--	--	--
• s 24, PF&AA – transfers of functions between departments	139,993	135,163	16,656	6,919	--	--	--	--
• s 20, PF&AA – Commonwealth specific purpose payments	21,325	21,325	1,403	1,403	36,504	36,504	101,078	121,904
	10,367,150	10,336,454	1,913,067	1,803,112	9,969,762	9,880,985	2,633,627	2,654,639
<b>OTHER APPROPRIATIONS/ EXPENDITURE</b>								
• Treasurer's Advance	44,318	44,311	--	--	78,271	78,271	(7,500)	(7,500)
• Transfers to / from another agency (s 31 of the Appropriation Act)	--	--	--	--	1,436	1,436	--	--
• Other Adjustments	123,470	123,491	--	--	--	--	--	--
• Section 45 – Appropriation Act	167,768	167,772	--	--	79,706	79,706	(7,500)	(7,500)
	335,566	335,574	--	--	79,706	79,706	(7,500)	(7,500)
<b>Total Appropriations (subtotal 2) / Expenditure / Net Claim on Consolidated Fund (total 1) (includes transfer payments)</b>	10,534,938	10,504,278	1,913,067	1,803,112	10,049,468	9,960,691	2,626,127	2,487,139
<b>Amount drawn down against Appropriation (total 1)</b>		10,995,683		1,803,112		9,972,349		2,511,274
<b>Liability to Consolidated Fund (total 4)</b>		1,387		--		11,688		24,138

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

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Supplementary Financial Statements

Service group statements (continued)

	2011 \$'000	2010 \$'000
<b>DEPARTMENT'S ASSETS &amp; LIABILITIES</b>		
<b>Current Assets</b>		
Cash and cash equivalents	810,804	759,303
Receivables	128,549	170,466
Non-current assets held for sale	773	2,266
<b>Total current assets</b>	<b>939,131</b>	<b>932,085</b>
<b>Non-current Assets</b>		
Receivables	12,407	6,577
Other financial assets	446	446
Property, plant and equipment	20,750,067	19,025,944
Intangibles	250,747	255,547
<b>Total non-current assets</b>	<b>21,053,667</b>	<b>19,288,514</b>
<b>TOTAL ASSETS</b>	<b>21,998,798</b>	<b>20,220,609</b>
<b>Current liabilities</b>		
Payables	593,303	636,733
Borrowings	4,855	3,863
Provisions	352,808	337,068
Other	2,423	35,323
<b>Total current liabilities</b>	<b>953,489</b>	<b>1,013,478</b>
<b>Non-current liabilities</b>		
Borrowings	339,134	288,486
Provisions	10,240	14,128
Other	8,714	--
<b>Total non-current liabilities</b>	<b>358,088</b>	<b>302,614</b>
<b>TOTAL LIABILITIES</b>	<b>1,309,577</b>	<b>1,316,096</b>
<b>NET ASSETS</b>	<b>20,687,221</b>	<b>18,904,513</b>
<b>ADMINISTERED EXPENSES &amp; INCOME</b>		
<b>Administered Expenses</b>		
Transfer payments	(868,457)	(806,722)
<b>Total Administered Expenses</b>	<b>(868,457)</b>	<b>(806,722)</b>
<b>Administered Income</b>		
Transfer receipts	668,457	609,722
<b>Total Administered Income</b>	<b>668,457</b>	<b>609,722</b>
<b>Administered Income less Expenses</b>	<b>--</b>	<b>--</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

(a) All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

(c) (i) School Financial Transactions

The Department, at the direction of the NSW Treasury, has included school financial transactions that are funded from sources other than government sources, e.g. school generated revenue, parent body contributions, donations and voluntary contributions.

In the absence of a fully integrated accounting system, between the Department and all schools, estimates for consolidation into the Parent Entity have been based on the November 2010 aggregation of school Receipts and Payments Statements that are prepared on a cash basis. These school transactions were then proportionally adjusted to estimate the value of transactions for the year based on the 31 May 2011 cash balances. The Department obtained information on cash balances recently by surveying every school.

The school transactions recorded in these financial statements are therefore imprecise because estimates were needed to be made for the following reasons: the financial year end of schools is different to the Department, schools use a cash basis of accounting whereas the Department uses an accrual basis, the charts of account are different and school transactions are recorded on a program basis whereas the Department records transactions on a line item basis.

(i) School Cash Balances and Investments

The balances held by schools at bank as at 30 June 2011 totalled \$568.32M (\$520.54M in 2010) of which \$40.05M (\$38.87M in 2010) related to trust funds.

Based on the percentages as at November 2010, schools are holding these funds for the following purposes:

	\$M	%
Asset Replacement and Acquisition	88.00	15.8
Commitments	330.86	59.2
General Contingencies	139.46	25.0
	<b>558.32</b>	<b>100.0</b>

(ii) Trust Funds

The schools hold money in Trust that is used for such items as excursions and donations. These monies are excluded from the school transactions consolidated into the financial statements, as schools cannot use them for general education purposes.

(d) Statement of compliance

The consolidated parent entity financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(e) Administered activities

The parent entity makes payments on behalf of the Government to private schools, a statutory authority and other organisations. The parent entity is accountable for the transactions relating to these administered activities but does not have discretionary control over these payments.

Transactions and balances relating to the administered activities are not recognised as the parent entity's income, expenses, assets and liabilities but are disclosed in Note 8.

The accrual basis of accounting and all applicable accounting standards have been adopted.

(f) Borrowing costs

Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit general government sector agencies.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies

(a) Reporting entity

The name of the Department of Education and Training was changed to the Department of Education and Communities (the Department) in accordance with the Public Sector Employment and Management (Department) Order 2011 of 3 April 2011. The order also established the Office of Communities within the Department and also transferred to the Department, the group of staff who are principally involved in the administration of Chapter 12 and 13A of the Children and Young Persons (Care and Protection) Act 1998, the Office of Aboriginal Affairs and the Office of Veterans Affairs.

The functions of the Department relate to schools, the NSW TAFE Commission (TAFE), Vocational Education and Training, Adult and Community Education, NSW Adult Migrant English Service (AMES), aspects of Higher Education, Early Childhood Education and Care, development of community sporting and recreation venues and facilities and Aboriginal and veteran affairs.

The economic entity, as a reporting entity, comprises all the operating activities of the Department of Education and Communities (Parent Entity) and entities under its control, those being TAFE, the TAFE Commission Division and AMES. The Parent Entity provides personnel services to the following statutory bodies:

- TAFE
- Central Sports Authority of NSW
- Hunter Region Sporting Venues Authority
- Illawarra Venues Authority
- Parramatta Stadium Trust
- Sydney Olympic Park Authority

In terms of NSW Treasury Circular TC09/13, the Department recognises all employee-related expenses and liabilities in relation to staff provided as personnel services; as a contra to the recognition of such expenses/liabilities, the Department also recognises 'Personnel Services Revenue' and 'Personnel Services Receivable'.

In the process of preparing the consolidated financial statements for the Department, consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated.

The Department is a NSW government department. The Department is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

The Department is consolidated as part of the NSW Total State Sector Accounts.

These consolidated financial statements for the year ended 30 June 2011 have been authorised for issue by the Director-General on 18 October 2011.

(b) Basis of preparation

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

- applicable Australian Accounting Standards (which include Australian Accounting Interpretations);
- the requirements of the Public Finance and Audit Act 1983 and Regulation; and
- the Financial Reporting Directions published in the Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer.

Following the creation of the Department, budget estimates did not provide separate budget figures for the primary statements of the parent entity or controlled entities. Consequently, Treasury has granted the Department exemption from the requirement to disclose budget figures for the parent and the controlled entities since the financial year 2000.

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

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

- (V) Asset sales  
The economic entity recognises sale of land and buildings upon final settlement except for those sales involving term instalment payments, which are recognised on exchange. Gains or losses on disposal of fixed assets are taken into account in determining the operating result for the year.
- (W) Lease rental on long-term lease  
A vacant block of land at York Road, Bondi Junction owned by TAFE was leased to a third party for a period of 99 years on 30 September 2002. In accordance with Accounting Standard AASB 117 Leases, the upfront payment received in respect of the granting of the lease has been treated as prepaid lease payments and was amortised on a straight-line basis over the lease term.
- The State Property Authority (SPA) vested the property as at 18 December 2008. In accordance with AASB 1004 Contributions and Treasury Policy and Guidelines Paper TPP 05-3, TAFE brought the property to the value stated by the SPA and disposed of the asset as an equity transfer.
- (X) Other revenue  
Other revenues are recognised as they accrue.
- Ø Assets
- (i) Acquisitions of assets  
The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Department. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.
- Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.
- Fair value is the amount for which an asset could be exchanged between knowledgeable, willing parties in an arm's length transaction.
- Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent, i.e. the deferred payment amount is effectively discounted at an asset-specific rate.
- (ii) Capitalisation thresholds  
Property, plant and equipment costing \$5,000 and above individually (or forming part of a network costing more than \$5,000) are capitalised; the threshold for intangibles (software) is \$50,000.
- (iii) Revaluation of property, plant and equipment  
Physical non-current assets are valued in accordance with the "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 07-1). This policy adopts fair value in accordance with AASB 116 Property, Plant and Equipment.
- Property, plant and equipment is measured on an existing use basis, where there are no feasible alternative uses in the existing natural, legal, financial and socio-political environment. However, in the limited circumstances where there are feasible alternative uses, assets are valued at their highest and best use.
- Fair value of property, plant and equipment is determined based on the best available market evidence, including current market selling prices for the same or similar assets. Where there is no available market evidence, the asset's fair value is measured at its market-buying price, the best indicator of which is depreciated replacement cost.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

- (S) Insurance  
The Department's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self insurance for Government agencies. The expense (premium) is determined by the Fund Manager based on past claim experience.
- (T) Accounting for the Goods and Services Tax (GST)  
Income, expenses and assets are recognised net of the amount of GST, except that:  
  - GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense; and
  - receivables and payables are stated with the amount of GST included.
Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.
- (U) Income recognition  
Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.
- (V) Parliamentary appropriations and contributions  
Except as specified below, parliamentary appropriations and contributions from other bodies (including grants and donations) are generally recognised as income when the Department obtains control over the assets comprising the appropriations/contributions. Control over appropriations and contributions is normally obtained upon the receipt of cash. Appropriations are not recognised as income in the following circumstances:  
  - 'Equity appropriations' to fund payments to adjust a for-profit entity's capital structure are recognised as equity injections (i.e. contribution by owners) on receipt and equity withdrawals on payment to a for-profit entity. The reconciliation between the statement of comprehensive income, statement of summary of compliance with financial directives and the total appropriations is disclosed in Note 7.
  - Unspent appropriations are recognised as liabilities rather than income, as the authority to spend the money lapses and the unspent amount must be repaid to the Consolidated Fund.
The liability is disclosed in Note 21 as part of 'Current Liabilities – Other'. The amount will be repaid and the liability will be extinguished next financial year.
- (i) Sale of goods  
Revenue from the sale of goods is recognised as revenue when the Department transfers the significant risks and rewards of ownership of the assets. Student administration charges are recognised as revenue at the time of collection.
- (ii) Rendering of services  
Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).
- (iv) Investment revenue  
Interest revenue is recognised using the effective interest method as set out in AASB 139 Financial Instruments: Recognition and Measurement. Rental revenue is recognised in accordance with AASB 117 Leases on a straight-line basis over the lease term.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

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

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

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

(ix) Leased assets  
Operating lease payments are charged to the statement of comprehensive income in the periods in which they are incurred.

The Department has entered into two Private Public Partnership projects for construction, design, finance and maintenance of a number of schools. The relative monthly service fees, which comprise liability reduction, financing and operating costs, are accounted for consistent with NSW Treasury Accounting Policy for these types of arrangements.

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

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

The useful lives of intangible assets are assessed to be finite.  
Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the Department's intangible assets, the assets are carried at cost less any accumulated amortisation.

The Department's intangible assets are amortised using the straight-line method over a period of 4 years.  
Intangible assets are tested for impairment where an indicator of impairment exists. If the recoverable amount is less than its carrying amount, the carrying amount is reduced to recoverable amount and the reduction is recognised as an impairment loss.

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

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

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

Works in progress have been shown at cost to date. Building construction projects are classified as works in progress until the projects have been completed and become available for use by the economic entity. Works in progress accounts also include costs associated with the acquisition of land before settlement.

The Department revalues each class of physical land and buildings at least every five years or with sufficient regularity to ensure that the carrying amount of each asset does not differ materially from its fair value at reporting date. The last revaluation of land and buildings was completed on 30 June 2007.

The Department also includes in its accounts school residences, on school sites, which are managed by the Teacher Housing Authority (THA). The residences are valued at market value. The residences were revalued as at 30 June 2007. The total value of the residences is \$27.6M (\$28.9M in 2010).

Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.

When revaluing non-current assets by reference to current prices for assets newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amount and the related accumulated depreciation are separately restated.

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

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

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

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

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

(iii) Impairment of property, plant and equipment  
As a not-for-profit entity with no cash generating units, the Department is effectively exempted from AASB 138 Impairment of Assets and impairment testing. This is because AASB 138 modifies the recoverable amount test to the higher of fair value less costs to sell and depreciated replacement cost. This means that, for an asset already measured at fair value, impairment can only arise if selling costs are material. Selling costs are regarded as immaterial.

(iv) Depreciation of property, plant and equipment  
The depreciable amount of assets is allocated on a systematic basis over their useful life. Depreciation is provided for on a straight line basis for all depreciable assets with a review undertaken at the time of each valuation to adjust the written down values in accordance with the Department's depreciation model. Land is not a depreciable asset.

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

The rates of depreciation adopted were:

Buildings and Leasehold improvements	1.43% to 33.3%
Plant and Equipment	3.30% to 33.3%
Computer Equipment and Software	6.66% to 33.3%

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

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

(v) Liabilities

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

(ii) Borrowings

Loans are not held for trading or designated at fair value through profit or loss and are recognised at amortised cost using the effective interest rate method. Gains or losses are recognised in the surplus (deficit) for the year on derecognition.

(iii) Financial guarantees

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

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially measured at fair value, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 Provisions, Contingent Liabilities and Contingent Assets and the amount, initially recognised, less accumulated amortisation, where appropriate.

The Department has reviewed its financial guarantees and determined that there is no material liability to be recognised for financial guarantee contracts as at 30 June 2011 and at 30 June 2010. However, refer Note 24 regarding disclosures on contingent liabilities.

(iv) Employee benefits and other provisions

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

Liabilities for salaries and wages (including non-monetary benefits), annual leave and paid sick leave that are due to be settled within 12 months after the end of the period in which the employees render the service are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when the liabilities are settled. A proportion of the annual leave may be settled after 12 months but this is not likely to be significant and cannot be reliably estimated.

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

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

(b) Long service leave and superannuation

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

(vii) Investments

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

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

The Hour-Glass Investment Facilities are designated at fair value through profit or loss using the second leg of the fair value option i.e. these financial assets are managed and their performance is evaluated on a fair value basis, in accordance with a documented risk management strategy, and information about these assets is provided internally on that basis to the Department's key management personnel.

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

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

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

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

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

(viii) Impairment of financial assets

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

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

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

Any reversals of impairment losses are reversed through the surplus / (deficit) for the year, where there is objective evidence. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there been no impairment loss.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

In the case of the AMES, a contribution is made to the Treasury Special Deposits (Extended Leave and Leave on Termination Pool) Account at the rate of 4.11% of wages and salaries for employees with over ten years of eligible service and 3.84% for those with between five and ten years service. This contribution discharges the Department from liability for accrued long service leave and is expensed as incurred.

The long service leave benefits owing to AMES employees at balance date have all been identified as current liabilities and are included within Note 20. Corresponding amounts reimbursable from the Treasury are shown as current assets within "Prepayments" in Note 12.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors (specified in NSW Treasury Circular TC1106) to employees with five or more years of service using current rates of pay. These factors were determined based on actuarial review to approximate present value.

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

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

In the case of the AMES, net obligation in respect of the three defined benefit superannuation schemes is calculated separately for each scheme by estimating the amount of future benefit that employees have earned in return for their services in the current and prior reporting periods. The actuarial valuations are carried out at each reporting date by Pillar Administration using the projected unit credit method. The defined benefit obligation is discounted to determine its present value and the fair value of any scheme assets is deducted and then adjusted for unrecognised past service costs. The discount rate is the yield at the reporting date on Commonwealth Government bonds that have maturity dates approximating to the terms of AMES obligations.

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

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

The liabilities of AMES in relation to long service leave and superannuation are not assumed by the Crown and are disclosed separately.

Contributions to the defined contribution plans are expensed when incurred.

(v) Other provisions

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

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

(j) Equity and reserves

(i) Asset revaluation reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the Department's policy on the revaluation of property, plant and equipment as discussed in Note 1(i)(ii).

(ii) Accumulated funds

The category accumulated funds includes all current and prior period retained funds.

(iii) Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. asset revaluation reserve).

(m) Equity Transfers

The transfer of net assets between agencies as a result of an administrative restructure, transfers of programs / functions and parts thereof between NSW public sector agencies and equity appropriations are designated or required by Accounting Standards to be treated as contributions by owners and recognised as an adjustment to "Accumulated Funds". This treatment is consistent with AASB 1004 Contributions and Australian Interpretation 1008 Contributions by Owners. Major to NSW-Owned Public Sector Entities, in 2009/10, Land and Buildings with an agreed value of \$28.713M was transferred to EPA, in 2011 Net Assets including Property, Plant and equipment with an agreed value of \$66.949 were transferred to the Department (as part of the transfer of specific functions detailed in Note 22).

Transfers arising from an administrative restructure involving not-for-profit entities and for-profit government departments are recognised at the amount at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.

All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amortised) cost by the transferor because there is no active market, the agency recognises the asset at the transferor's carrying amount. Where the transferor is prohibited from recognising internally generated intangibles, the agency does not recognise that asset.

Details of equity transfers as at 31 March 2011 are provided in Note 22.

(n) Budgeted amounts

The budgeted amounts are drawn from the budgets as formulated at the beginning of the financial year and with any adjustments for the effects of additional appropriations, s 21A, s 24 and/or s 29 of the Public Finance and Audit Act 1993.

The budgeted amounts in the statement of comprehensive income and the statement of cash flows are generally based on the amounts disclosed in the NSW Budget Papers (as adjusted above). However, in the statement of financial position, the amounts vary from the Budget Papers, as the opening balances of the budgeted amounts are based on carried forward actual amounts, i.e. per the audited financial statements (rather than carried forward estimates).

(o) Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements. Where appropriate comparative figures have been reclassified to conform with the basics of presentation and classification used in the current year.

(p) New Australian Accounting Standards issued but not effective

The following new Accounting Standards have not been applied and are not yet effective. The possible impact of these Standards in the period of initial application will not be significant.

AASB 1 First-time Adoption of Australian Accounting Standards (application date 1 Jan 2011);

AASB 3 Business Combinations (application date 1 Jan 2011);

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1 Summary of Significant Accounting Policies (continued)

AASB 2011-8 Amendments to Australian Accounting Standards arising from AASB 13 (application date 1 July 2013);  
 AASB 2011-9 Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income (application date 1 July 2012);  
 AASB 2011-10 Amendments to Australian Accounting Standards arising from AASB 119 (application date 1 July 2013);  
 AASB 2011-11 Amendments to Australian Accounting Standards AASB 119 (September 2011) arising from Reduced Disclosure Requirements (application date 1 July 2013);  
 AASB Interpretation 2 Members' Shares in Co-operative Entities and Similar Instruments (application date 1 Jan 2011);  
 AASB Interpretation 4 Determining whether an Arrangement contains a lease (application date 1 Jan 2011);  
 AASB Interpretation 14 AASB 119 - The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction (application date 1 Jan 2011);  
 AASB Interpretation 16 Hedges of a Net Investment in a Foreign Operation (application date 1 Jan 2011);  
 AASB Interpretation 12 Consolidation – Special Purpose Entities (application date 1 Jan 2011);  
 AASB Interpretation 15 Operating Leases – Incentives (application date 1 Jan 2011);  
 AASB Interpretation 17 Evaluating the Substance of Transactions Involving the Legal Form of a Lease (application date 1 Jan 2011);  
 AASB Interpretation 13 Intangible Assets – Web Site Costs (application date 1 Jan 2011);  
 AASB Interpretation 1039 Substantive Enactment of Major Tax Bills in Australia (application date 1 Jan 2011);  
 AASB Interpretation 1042 Subscriber Acquisition Costs in the Telecommunications Industry (application date 1 Jan 2011); and  
 AASB Interpretation 1052 Tax Consolidation Accounting (application date 1 Jan 2011).

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

1 Summary of Significant Accounting Policies (continued)

AASB 4 Insurance Contracts (application date 1 Jan 2011);  
 AASB 5 Non-current Assets Held for Sale and Discontinued Operations (application date 1 Jan 2011);  
 AASB 7 Financial Instruments: Disclosures (application date 1 Jan 2011);  
 AASB 8 Operating Segments (application date 1 Jan 2011);  
 AASB 9 Financial Instruments: Recognition and Measurement (application date 1 Jan 2013);  
 AASB 10 Consolidated Financial Statements (application date 1 July 2013);  
 AASB 11 Joint Arrangements (application date 1 July 2013);  
 AASB 12 Disclosure of Interests in Other Entities (application date 1 July 2013);  
 AASB 13 Fair Value Measurement (application date 1 July 2013);  
 AASB 101 Presentation of Financial Statements (application date 1 Jan 2011);  
 AASB 107 Statement of Cash Flows (application date 1 Jan 2011);  
 AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors (application date 1 Jan 2011);  
 AASB 110 Events after the Reporting Period (application date 1 Jan 2011);  
 AASB 112 Income Taxes (application date 1 Jan 2011);  
 AASB 118 Revenue (application date 1 Jan 2011);  
 AASB 119 Employee Benefits (application date 1 Jan 2011);  
 AASB 121 Effects of Changes in Foreign Exchange Rates (application date 1 Jan 2011);  
 AASB 124 Revised Party Disclosures (application date 1 Jan 2011);  
 AASB 127 Separate Financial Statements (application date 1 July 2013);  
 AASB 132 Financial Instruments: Presentation (application date 1 Jan 2011);  
 AASB 133 Earnings per Share (application date 1 Jan 2011);  
 AASB 134 Interim Financial Reporting (application date 1 Jan 2011);  
 AASB 137 Provisions, Contingent Liabilities and Contingent Assets (application date 1 Jan 2011);  
 AASB 139 Financial Instruments: Recognition and Measurement (application date 1 Jan 2011);  
 AASB 140 Investment Property (application date 1 Jan 2011);  
 AASB 1023 General Insurance Contracts (application date 1 Jan 2011);  
 AASB 1031 Materiality (application date 1 Jan 2011);  
 AASB 1038 Life Insurance Contracts (application date 1 Jan 2011);  
 AASB 1053 Application of Terms of Australian Accounting Standards (application date 1 July 2013);  
 AASB 1054 Australian Additional Disclosures (application date 1 July 2011);  
 AASB 2009-11 Amendments to Australian Accounting Standards arising from AASB 9 (application date 1 Jan 2013);  
 AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements (application date 1 Jan 2013);  
 AASB 2010-6 Amendments to Australian Accounting Standards – Disclosures on Transfers of Financial Assets (application date 1 July 2011);  
 AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2010) (application date 1 Jan 2013);  
 AASB 2010-8 Amendments to Australian Accounting Standards – Deferred Tax: Recovery of Underlying Assets [AASB 112] (application date 1 Jan 2012);  
 AASB 2010-9 Amendments to Australian Accounting Standards – Severe Hyperinflation and Removal of Fixed Dates for First-time Adopters [AASB 1] (application date 1 July 2011);  
 AASB 2010-10 Further Amendments to Australian Accounting Standards – Removal of Fixed Dates for First-time Adopters [AASB 2009-11 and 2010-7] (application date 1 Jan 2013);  
 AASB 2011-1 Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project (application date 1 July 2011);  
 AASB 2011-2 Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project – Reduced Disclosure Requirements (application date 1 July 2013);  
 AASB 2011-3 Amendments to Australian Accounting Standards – Orderly Adoption of Changes to the ABS GFS Manual and Related Amendments (application date 1 July 2012);  
 AASB 2011-4 Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements (application date 1 July 2013);  
 AASB 2011-5 Amendments to Australian Accounting Standards – Extending Relief from Consolidation the Equity Method and Proportional Consolidation (application date 1 July 2011);  
 AASB 2011-6 Amendments to Australian Accounting Standards – Extending Relief from Consolidation, the Equity Method and Proportional Consolidation – Reduced Disclosure Requirements (application date 1 July 2011);  
 AASB 2011-7 Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangements Standards (application date 1 July 2013);



DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

**2. Expenses Excluding Losses**

	Economic Entity	Parent Entity
	2011	2011
	\$'000	\$'000
(a) Employee related expenses		
Salaries and wages (including recreation leave)*	7,033,348	6,242,175
Superannuation – defined benefit plans	255,760	234,391
Superannuation – defined contribution plans	495,089	440,159
Long service leave	260,345	236,567
Workers' compensation insurance	137,203	125,185
Payroll tax and fringe benefit tax	441,828	391,271
Redundancy payments	10,170	3,668
Other	964	964
	<b>8,355,727</b>	<b>7,674,530</b>

\* An amount of \$55.2M employee related expenses were capitalised during the year. These covered multiple capital funded projects which include \$18.8M (\$11.7M in 2010) in relation to Learning Management and Business Reform (LMBR), \$17.2M relating to Building Education Revolution (BER), \$7.3M related to Connected Classrooms and \$9.3M (\$0.4M in 2010) relating to TAFE NSW Online Project.

(b) Other operating expenses include the following:  
Auditor's remuneration\*

	2011	2010
	\$'000	\$'000
- audit of the financial statements	1,645	1,514
Operational lease rental expenses	46,913	45,633
Maintenance**	313,553	451,108
Insurance	64,899	65,393
Cleaning	276,852	266,116
Fees for services rendered	209,340	193,651
Minor stores, provisions, plant and computing	194,432	228,631
Travelling and sustenance	35,319	32,698
Internet and related expenses	71,962	63,654
Postage and telephone	30,064	31,228
Utilities	69,252	80,619
Printing	16,969	15,618
School operating expenses	561,759	577,355
Other	64,157	25,290
	<b>1,970,172</b>	<b>2,065,718</b>

\* Auditors remuneration includes \$0.375M (\$0.350M in 2010) for the audit of a selection of schools

\*\* Reconciliation – Total maintenance

Maintenance expense – contracted labour and other (non-employee related), as above	313,553	451,108	280,827	377,961
Total maintenance expenses included in Note 2(b)	313,553	451,108	280,827	377,961

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

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

	Economic Entity	Parent Entity
	2011	2011
	\$'000	\$'000
(c) Depreciation and amortisation expense		
Depreciation		
Buildings and improvements	350,673	264,267
Plant and equipment	87,639	74,563
	<b>438,312</b>	<b>338,830</b>
Amortisation		
Intangibles	28,808	28,837
	<b>28,808</b>	<b>28,837</b>
	<b>467,020</b>	<b>368,667</b>

(d) Grants and subsidies

Grants for non-profit organisations	87,163	87,163
Grants for industry training services	189,419	256,049
Grants for education access services	27,485	27,485
Grants for adult community education services	22,724	22,724
Grants for policy and planning projects	11	11
Grants for recognition services	–	1,909
Grants for conveyance of school children	67,938	67,938
Other	46,310	46,310
	<b>441,060</b>	<b>511,589</b>

(e) Finance costs

Interest expense from financial liabilities not at fair value through profit or loss	17,116	17,116
	<b>17,116</b>	<b>17,116</b>

**3. Revenue**

(a) Sale of goods and services		
Renting of services	19,877	12,123
Course fees	117,362	128,941
Administration charges	76,672	71,947
Overseas student fees	110,695	87,233
Fees and charges	34,098	33,252
Other	129,464	5,908
	<b>488,176</b>	<b>487,899</b>

(b) Investment revenue

Interest revenue from financial assets not at fair value through profit or loss	44,435	31,875
	<b>44,435</b>	<b>31,875</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
<b>3. Revenue (continued)</b>				
(c) Grants and contributions				
Other Public Sector agencies	22,674	18,748	21,031	14,440
Commonwealth Government	25,382	86,376	19,990	50,744
Contributions of assets	272	878	--	650
Donations and industry contributions	63,496	58,181	62,784	56,898
	<b>111,824</b>	<b>164,183</b>	<b>103,775</b>	<b>122,741</b>
(d) Other revenue				
School generated revenue	306,687	269,874	306,687	269,874
Other	22,699	14,770	10,024	10,550
	<b>328,386</b>	<b>314,652</b>	<b>316,711</b>	<b>310,424</b>
(e) Personal services revenue				
	7,540	--	359,717	338,131
	<b>7,540</b>	<b>--</b>	<b>359,717</b>	<b>338,131</b>
<b>4. Gain / (Loss) on Disposal</b>				
Gain / (loss) on disposal of property, plant and equipment				
Proceeds from disposal	1,227	1,562	--	--
Written down value of assets disposed	(227)	(7,265)	607	(1,294)
<b>Net gain / (loss) on disposal of property, plant and equipment</b>	<b>1,000</b>	<b>(5,713)</b>	<b>607</b>	<b>(1,294)</b>
Gain / (loss) on disposal of non-current assets held for sale				
Proceeds from disposal	9,974	33,270	9,730	33,054
Written down value of non-current assets held for sale disposed	(12,374)	(24,969)	(12,003)	(24,941)
<b>Net gain / (loss) on disposal of non-current assets held for sale</b>	<b>(2,400)</b>	<b>8,281</b>	<b>(2,333)</b>	<b>8,113</b>
<b>Gain / (loss) on disposal</b>	<b>(1,400)</b>	<b>2,568</b>	<b>(1,726)</b>	<b>6,829</b>
<b>6. Other Gains / (Losses)</b>				
Impairment of receivables	(3,950)	(825)	(1,162)	(274)
	<b>(3,950)</b>	<b>(825)</b>	<b>(1,162)</b>	<b>(274)</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
<b>6. Conditions on Contributions</b>				
Contributors can place restrictions on the application of funds to assist in ensuring that the intended outcomes of the particular program are met. Examples of such conditions are the requirement to provide annual acquittals of expenditure or to return funds at the end of a specific period.				
In the 2010/11 financial year contributions amounting to \$6.1M (\$6.3M in 2010) were received by the Department for programs where such conditions were in place.				
Unspent funds from these contributions for 2010/11, including balances brought forward from prior years, totalled \$9.2M (\$11.1M in 2010).				
<b>7. Appropriations</b>				
Recurrent appropriations				
Total recurrent draw-downs from NSW Treasury (per Summary of compliance)	10,505,583	9,972,349	10,505,583	9,972,349
Less: appropriation allocated to TAFE by Parent Entity	--	--	(1,181,161)	(1,182,577)
Less: Liability to Consolidated Fund (per Summary of compliance)	(1,357)	(11,698)	(1,357)	(11,698)
	<b>10,504,226</b>	<b>9,960,651</b>	<b>9,323,065</b>	<b>8,778,064</b>
Comprising:				
Recurrent appropriations (per Statement of comprehensive income)	9,655,769	9,150,959	8,454,608	7,996,352
Transfer payments (Note 9)	868,457	809,722	868,457	809,722
	<b>10,504,226</b>	<b>9,960,681</b>	<b>9,323,065</b>	<b>8,778,064</b>
Capital appropriations				
Total capital draw-downs from NSW Treasury (per Summary of compliance)	1,803,112	2,511,274	1,803,112	2,511,274
Less: appropriation allocated to TAFE by Parent Entity	--	--	(90,245)	(122,224)
Less: Liability to Consolidated Fund (per Summary of compliance)	--	(24,135)	--	(24,135)
	<b>1,803,112</b>	<b>2,487,139</b>	<b>1,709,867</b>	<b>2,364,915</b>
Comprising:				
Capital appropriations (per Statement of comprehensive income)	1,803,112	2,487,139	1,709,867	2,364,915
	<b>1,803,112</b>	<b>2,487,139</b>	<b>1,709,867</b>	<b>2,364,915</b>
<b>8. Acceptance by the Crown Entity of Employee Benefits and Other Liabilities</b>				
The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:				
Superannuation – defined benefit	257,423	282,244	234,563	257,626
Long service leave	256,938	328,410	236,868	302,048
Payroll tax	14,074	15,866	12,815	14,463
	<b>528,435</b>	<b>626,520</b>	<b>484,246</b>	<b>574,137</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

9. Transfer Payments

	Economic Entity		Parent Entity	
	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000
Subsidies towards interest on loans for approved building projects at non-government schools	65,822	56,923	65,822	56,923
Allowances for pupils in non-government schools	782,870	722,438	782,870	722,438
Subsidy to Teacher Housing Authority	-	5,370	-	5,370
Back to School Allowance	-	17	-	17
Subsidy to handicapped children's centres	24,263	20,571	24,263	20,571
Capital grant to Teacher Housing Authority	500	500	500	500
Funding for Board of Vocational Education and Training	1,782	1,783	1,782	1,783
NSW Institute of Teachers	1,850	2,040	1,850	2,040
NSW Institute of Sport	2,254	-	2,234	-
Sydney Cricket and Sports Ground Trust	2,500	-	2,500	-
Fairfield City Council	800	-	800	-
Hockey NSW	2,000	-	2,000	-
Netball NSW	4,000	-	4,000	-
Bradman Museum	250	-	250	-
Woodville Community Services	50	-	50	-
Oulford Memorial School	35	-	35	-
	<b>858,457</b>	<b>809,722</b>	<b>858,457</b>	<b>809,722</b>

10. Service Groups of the Department

Following is a list of the Service Groups of the Department. In order to comply with the requirements of AASB 1052 Disaggregated Disclosures, the Department determined that some assets and liabilities could be attributed to Service Groups while, with the limitation of current financial systems, some assets and liabilities were able to be apportioned on a pro rata basis. The remaining assets and liabilities that could not be reliably attributed have been disclosed as "Not Attributable" in accordance with Accounting Policy: Financial Reporting Code for Budget Dependent General Government Sector Agencies TFP 10-1.

Service Groups 24.7 to 24.10 as well as part of 24.1 were transferred to the Department on the 1 April 2011; hence they have no comparatives for 2010 and the 2011 figures relate to the three month period ending 30 June 2011.

Service Group	Children's services (including all pre-schools)
<b>24.1</b>	
Objective(s)	To staff and support 100 government run pre-schools to provide prior-to-school learning and transition to primary school, to identify children at moderate risk and at-risk families before any statutory intervention and apply appropriate assessment and intervention.
<b>Service Group</b>	<b>Primary Education Services in Government Schools</b>
<b>24.2</b>	
Objective(s)	To staff and support 1,654 primary schools, 87 central schools and 113 SSPs to deliver quality education aimed at increasing the attainment and meeting the diverse needs of students.
<b>Service Group</b>	<b>Secondary Education Services in Government Schools</b>
<b>24.3</b>	
Objective(s)	To staff and support 368 secondary schools to deliver quality education aimed at increasing the attainment and retention of students and meeting their diverse needs.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

10. Service Groups of the Department (Continued)

Service Group	Non-Government Schools
<b>24.4</b>	
Objective(s)	To provide funding to non-government schools to improve student learning outcomes and assist them to successfully complete Year 12 or VET equivalent.
<b>Service Group</b>	<b>TAFE NSW and Community Education</b>
<b>24.5</b>	
Objective(s)	To deliver cost-efficient training services and improved skill and qualification levels of the NSW population, both rural and urban.
<b>Service Group</b>	<b>Vocational Education and Training</b>
<b>24.6</b>	
Objective(s)	To develop and promote a quality vocational education and training system that enhances skills for industry and individuals. It also facilitates quality training through apprenticeships, traineeships, targeting skill shortage areas and upskilling existing workers.
<b>Service Group</b>	<b>Sport and recreation services</b>
<b>24.7</b>	
Objective(s)	To deliver sport and recreation programs and provide grants to peak sporting bodies; to administer grants programs to assist in the development of community sporting and recreational facilities and manage government-owned or controlled sporting and recreational facilities.
<b>Service Group</b>	<b>Support Aboriginal Culture and Community Resilience</b>
<b>24.8</b>	
Objective(s)	To build communities and strengthen Aboriginal culture and heritage.
<b>Service Group</b>	<b>Citizenship and Communities</b>
<b>24.9</b>	
Objective(s)	To research and advise to Government and non-Government agencies relating to children's wellbeing and promoting the participation of children and young people in decisions that affect them.
<b>Service Group</b>	<b>Personnel Services</b>
<b>24.10</b>	
Objective(s)	To provide personnel services to the following statutory bodies: <ul style="list-style-type: none"> <li>• Combat Sports Authority of NSW</li> <li>• Hunter Region Sporting Venues Authority</li> <li>• Illawarra Venues Authority</li> <li>• Parramatta Stadium Trust</li> <li>• Sydney Olympic Park Authority</li> </ul>

The following service groups were transferred to the Department from Agencies each as a consequence of restructuring of administrative arrangements with effect from 1 April 2011.

Service Group	Transferor Agency
Children's Services	Department of Human Services
Sport and Recreation Services	Communities NSW
Aboriginal Affairs	Department of Human Services
Citizenship and Communities	Communities NSW
Citizenship and Communities (Veterans' Affairs)	Department of Premier & Cabinet
Personnel Services	Communities NSW

DEPARTMENT OF EDUCATION AND COMMUNITIES

Notes to the financial statements

10. Service Groups of the Department (Contd.)

The Table below summarises the expenses and income, recognised by the Transferor Agencies (up to 31.3.2011) and by the Department (from 1.04.2011). Refer Note 22 for details regarding transferred assets and liabilities.

	24.1 Children's Services (including all pre-schools) (\$000')				24.7 Sport & recreation services (\$000')			
	Dept of Human Services 1/7/2010 to 31/3/2011	Dept of Education & Communities 1/4/2011 to 30/6/2011	Total FY 2011	Total FY 2010	Communities NSW 1/7/2010 to 31/3/2011	Dept of Education & Communities 1/4/2011 to 30/6/2011	Total FY 2011	Total FY 2010
<b>Expenses excluding losses</b>								
Operating expenses								
Employee related	9,680	3,553	13,233	11,542	38,978	12,581	51,559	40,642
Other operating expenses	1,137	761	1,898	1,917	26,157	10,568	37,125	31,364
Depreciation and amortisation	4	--	4	--	7,495	2,312	9,807	11,177
Grants and subsidies	122,769	43,936	166,705	171,850	28,411	21,353	49,764	29,855
<b>Total expenses</b>	<b>133,590</b>	<b>48,250</b>	<b>181,840</b>	<b>185,309</b>	<b>101,041</b>	<b>47,214</b>	<b>148,255</b>	<b>113,041</b>
<b>Revenue</b>								
Sale of goods and services	2,260	795	3,055	1,440	24,209	7,060	31,269	32,574
Investment revenue	--	--	--	--	2,431	277	2,708	957
Grants and contributions	--	--	--	--	1,921	100	2,021	1,893
Other revenue	--	--	--	--	1,713	1,014	2,727	1,548
Personnel services revenue	--	--	--	--	--	--	--	--
<b>Total revenue</b>	<b>2,260</b>	<b>795</b>	<b>3,055</b>	<b>1,440</b>	<b>30,274</b>	<b>8,451</b>	<b>38,725</b>	<b>36,972</b>
Gain / (loss) on disposal	--	--	--	--	(29)	(477)	(506)	11
<b>Net Cost of Services</b>	<b>131,330</b>	<b>47,455</b>	<b>178,785</b>	<b>183,869</b>	<b>70,796</b>	<b>39,240</b>	<b>110,036</b>	<b>76,058</b>
<b>Government contributions*</b>								
Recurrent appropriation	131,330	48,475	179,805	186,320	59,089	32,846	91,935	64,438
Capital appropriation	868	--	868	244	6,543	6,320	12,863	10,535
Acceptance by the Crown Entity	303	93	396	226	2,579	317	2,896	4,171
<b>Total Government Contributions</b>	<b>132,501</b>	<b>48,568</b>	<b>181,069</b>	<b>186,796</b>	<b>68,211</b>	<b>39,483</b>	<b>107,694</b>	<b>79,144</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>1,171</b>	<b>1,113</b>	<b>2,284</b>	<b>2,927</b>	<b>(2,585)</b>	<b>243</b>	<b>(2,342)</b>	<b>3,086</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>1,171</b>	<b>1,113</b>	<b>2,284</b>	<b>2,927</b>	<b>(2,585)</b>	<b>243</b>	<b>(2,342)</b>	<b>3,086</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES

Notes to the financial statements

10. Service Groups of the Department (Contd.)

	24.8 Support Aboriginal Culture & Community Resilience (\$000')				24.9 Citizenship & Communities (\$000')						
	Dept of Human Services 1/7/2010 to 31/3/2011	Dept of Education & Communities 1/4/2011 to 30/6/2011	Total FY 2011	Total FY 2010	Communities NSW Commission for Children and Young People, Children's Guardians, Volunteering and Youth 1/7/2010 to 31/3/2011	Dept of Premier & Cabinet Veterans' Affairs 1/7/2010 to 31/3/2011	Dept of Education & Communities 1/4/2011 to 30/6/2011	Total FY 2011	Commission for Children and Young People, Children's Guardians, Volunteering and Youth FY 2010	Veterans' Affairs FY 2010	Total FY 2010
<b>Expenses excluding losses</b>											
Operating expenses											
Employee related	10,338	3,457	13,795	11,612	6,709	252	2,498	9,459	8,863	31	8,894
Other operating expenses	4,145	1,781	5,927	5,003	3,435	324	2,085	5,845	4,795	450	5,254
Depreciation and amortisation	129	41	170	306	332	--	114	446	389	--	389
Grants and subsidies	1,668	6,410	8,078	13,092	30,589	543	27,186	58,318	3,827	253	4,080
<b>Total expenses</b>	<b>16,261</b>	<b>11,689</b>	<b>27,970</b>	<b>31,103</b>	<b>41,965</b>	<b>1,119</b>	<b>31,884</b>	<b>74,068</b>	<b>17,874</b>	<b>743</b>	<b>18,617</b>
<b>Revenue</b>											
Sale of goods and services	--	--	--	--	188	--	63	251	2	--	2
Investment revenue	98	44	142	108	215	--	70	285	88	--	88
Grants and contributions	15	3,162	3,177	4,592	2,356	--	30	2,386	155	58	213
Other revenue	3	(3)	--	61	294	--	109	403	534	--	534
Personnel services revenue	--	--	--	--	--	--	--	--	--	--	--
<b>Total revenue</b>	<b>116</b>	<b>3,263</b>	<b>3,319</b>	<b>4,761</b>	<b>3,053</b>	<b>--</b>	<b>272</b>	<b>3,325</b>	<b>779</b>	<b>58</b>	<b>837</b>
Gain / (loss) on disposal	--	--	--	--	--	--	--	--	--	--	--
<b>Net Cost of Services</b>	<b>16,165</b>	<b>8,426</b>	<b>24,651</b>	<b>26,342</b>	<b>38,912</b>	<b>1,119</b>	<b>31,612</b>	<b>70,743</b>	<b>17,095</b>	<b>685</b>	<b>17,780</b>
<b>Government contributions</b>											
Recurrent appropriation	13,289	10,855	24,144	25,469	40,914	1,107	26,341	68,362	16,274	--	16,274
Capital appropriation	--	--	--	--	--	--	599	599	--	--	--
Acceptance by the Crown Entity	112	468	580	--	329	12	(107)	234	414	--	414
<b>Total Government Contributions</b>	<b>13,401</b>	<b>11,323</b>	<b>24,724</b>	<b>25,469</b>	<b>41,243</b>	<b>1,119</b>	<b>26,833</b>	<b>69,195</b>	<b>16,688</b>	<b>--</b>	<b>16,688</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>(2,764)</b>	<b>2,837</b>	<b>73</b>	<b>(873)</b>	<b>3,231</b>	<b>--</b>	<b>(4,779)</b>	<b>(1,548)</b>	<b>(407)</b>	<b>(685)</b>	<b>(1,092)</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>(2,764)</b>	<b>2,837</b>	<b>73</b>	<b>(873)</b>	<b>3,231</b>	<b>--</b>	<b>(4,779)</b>	<b>(1,548)</b>	<b>(407)</b>	<b>(685)</b>	<b>(1,092)</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

11. Current Assets – Cash and Cash Equivalents

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
Cash at bank and on hand	316,594	295,595	132,475	122,235
School bank balances	494,210	463,707	454,209	453,707
	<b>810,804</b>	<b>759,303</b>	<b>626,684</b>	<b>585,943</b>

For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank, cash on hand, short term deposits and bank overdraft.  
Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

Cash and cash equivalents (per statement of financial position)	810,804	759,303	626,684	585,943
---	---------	---------	---------	---------

Closing cash and cash equivalents (per statement of cash flows)  
Roller Note 28 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

12. Current / Non-Current Assets – Receivables

Current:				
Sale of goods and services	23,435	36,207	5,863	5,253
Less: Allowance for impairment	(4,206)	(2,241)	(656)	(658)
Personnel services receivable	3,981	--	55,171	42,387
Other debtors	56,863	94,085	32,368	81,294
Prepayments	14,476	16,983	12,850	14,279
Accrued income	25,970	23,451	19,430	14,916
	<b>126,549</b>	<b>170,468</b>	<b>125,046</b>	<b>167,281</b>
Non-Current:				
Long term lease prepaid	4,964	--	--	--
Other debtors	7,443	6,577	7,443	6,577
	<b>12,407</b>	<b>6,577</b>	<b>7,443</b>	<b>6,577</b>

Movement in the allowance for impairment

Balance at 1 July	(2,241)	(3,217)	(656)	(559)
Amounts written off during the year	1,865	1,412	1,334	15
Amounts recovered during the year	468	801	178	--
Increase/(decrease) in allowance recognised in profit or loss	(4,438)	(1,237)	(1,340)	(274)
Balance at 30 June	<b>(4,206)</b>	<b>(2,241)</b>	<b>(656)</b>	<b>(558)</b>

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired are disclosed in Note 28.

13. Current / Non-Current Assets – Other Financial Assets

Non-Current:				
Equity Accounted - Adskill Sch Bhd *	55	55	--	--
Share of retained profit on investment	105	105	--	--
Total Equity Accounted	<b>160</b>	<b>160</b>	<b>--</b>	<b>--</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

10. Service Groups of the Department (Contd.)

	24.13 Personnel Services (\$'000)			
	Personnel Services (part) 1/7/2010 to 31/3/2011	14/2/2011 to 30/6/2011	Total FY 2011	Total FY 2010
Expenses excluding losses				
Operating expenses	18,462	7,919	26,381	25,551
Employee related	--	--	--	--
Other operating expenses	--	--	--	--
Depreciation and amortisation	--	--	--	--
Grants and subsidies	18,462	7,919	26,381	25,551
Revenue				
Sale of goods and services	--	--	--	--
Investment revenue	--	--	--	--
Grants and contributions	--	--	--	--
Other revenue	18,079	7,541	25,620	24,450
Personnel services revenue	18,079	7,541	25,620	24,450
Total revenue	--	--	--	--
Gain / (loss) on disposal	383	378	761	1,101
Net Cost of Services	--	--	--	--
Government contributions				
Recurrent appropriation	--	--	--	--
Capital appropriation	383	378	761	1,101
Contribution by the Crown Entity	383	378	761	1,101
Total Government Contributions	383	378	761	1,101
SURPLUS/(DEFICIT) FOR THE YEAR	--	--	--	--
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	--	--	--	--

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

13. Current / Non-Current Assets – Other Financial Assets (continued)

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
Other loans and deposits	111	111	--	--
Fixed interest deposit **	175	175	--	--
Shares in Coffin Harbour Technology Park Ltd	781	781	560	560
Shares in Access Online Pty Ltd	(781)	(781)	(650)	(650)
Less provision for diminution in value	286	286	--	--
	<b>448</b>	<b>448</b>	<b>--</b>	<b>--</b>

Refer Note 25 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

\* Also, refer Note 32.

\*\* The non-current fixed interest-deposit are part of restricted assets (refer Note 17).

14. Non-Current Assets – Property, Plant and Equipment

Economic Entity	Land and Buildings *	Plant and Equipment	Total
	\$'000	\$'000	\$'000
<b>At 1 July 2010 – fair value</b>			
Gross carrying amount	30,737,369	721,338	31,458,707
Accumulated depreciation and impairment	(12,005,782)	(423,881)	(12,429,663)
Net carrying amount	<b>18,731,587</b>	<b>297,357</b>	<b>19,028,944</b>
<b>At 30 June 2011 – fair value</b>			
Gross carrying amount	32,764,966	692,049	33,447,015
Accumulated depreciation and impairment	(12,352,545)	(344,403)	(12,696,948)
Net carrying amount	<b>20,412,421</b>	<b>337,646</b>	<b>20,750,067</b>
<b>Parent Entity</b>			
<b>At 1 July 2010 – fair value</b>			
Gross carrying amount	28,323,761	527,070	28,850,831
Accumulated depreciation and impairment	(10,289,052)	(301,039)	(10,590,091)
Net carrying amount	<b>18,034,709</b>	<b>226,031</b>	<b>18,260,740</b>
<b>At 30 June 2011 – fair value</b>			
Gross carrying amount	27,966,307	490,202	28,456,509
Accumulated depreciation and impairment	(10,559,559)	(213,878)	(10,773,437)
Net carrying amount	<b>17,406,748</b>	<b>276,324</b>	<b>17,683,072</b>

\* Includes an amount of \$231.2M (\$228.9M in 2010) which relates to the Department entering into a contract with a private service provider for the design, finance, construction and maintenance of twenty schools which became operational since 2003/04 for which the Department pays a monthly service fee. Also, refer to Note 19 Current/Non-Current Liabilities – Borrowings.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

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

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

	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
<b>Year ended 30 June 2011</b>			
<b>Economic Entity</b>			
Net carrying amount at start of year	18,731,587	297,357	19,028,944
Additions	1,708,944	113,175	1,822,119
Assets held for sale	(10,856)	--	(10,856)
Disposals	1,191	(1,416)	(225)
Adjustments	1,459	62	1,521
Acquisitions through administrative restructure	330,870	16,108	346,978
Net revaluation increment less revaluation decrements	(201)	--	(201)
Depreciation expense	(350,873)	(87,639)	(438,512)
Net carrying amount at end of year	<b>20,412,421</b>	<b>337,646</b>	<b>20,750,067</b>
<b>Parent Entity</b>			
Net carrying amount at start of year	15,747,518	226,931	15,974,449
Additions	1,610,954	106,400	1,717,354
Assets held for sale	(10,856)	--	(10,856)
Disposals	1,191	(594)	597
Adjustments	1,469	62	1,531
Acquisitions through administrative restructure	330,970	16,108	347,078
Net revaluation increment less revaluation decrements	(201)	--	(201)
Depreciation expense	(284,287)	(74,633)	(358,920)
Net carrying amount at end of year	<b>17,396,748</b>	<b>276,324</b>	<b>17,673,072</b>
<b>Economic Entity</b>			
<b>At 1 July 2009 – fair value</b>			
Gross carrying amount	28,323,761	620,735	28,944,496
Accumulated depreciation and impairment	(11,731,087)	(352,249)	(12,083,336)
Net carrying amount	<b>16,592,674</b>	<b>268,486</b>	<b>16,861,160</b>
<b>At 30 June 2010 – fair value</b>			
Gross carrying amount	30,737,369	721,338	31,458,707
Accumulated depreciation and impairment	(12,005,782)	(423,881)	(12,429,663)
Net carrying amount	<b>18,731,587</b>	<b>297,357</b>	<b>19,028,944</b>
<b>Parent Entity</b>			
<b>At 1 July 2009 – fair value</b>			
Gross carrying amount	23,749,340	437,468	24,186,808
Accumulated depreciation and impairment	(10,069,317)	(231,879)	(10,301,196)
Net carrying amount	<b>13,680,023</b>	<b>205,589</b>	<b>13,885,612</b>
<b>At 30 June 2010 – fair value</b>			
Gross carrying amount	25,036,600	527,970	25,564,570
Accumulated depreciation and impairment	(10,269,052)	(301,036)	(10,570,088)
Net carrying amount	<b>14,767,548</b>	<b>226,931</b>	<b>15,000,000</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

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

Reconciliation

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

Year ended 30 June 2010	Land and Buildings \$'000	Plant and Equipment \$'000	Total \$'000
Economic Entity	16,562,874	266,506	16,861,160
Net carrying amount at start of year	2,462,800	113,215	2,596,095
Additions	(18,432)	–	(18,432)
Assets held for sale	(11,862)	(2,122)	(13,984)
Disposals	(4,295)	–	(4,295)
Net revaluation increment less revaluation decrements	(309,375)	(82,242)	(391,600)
Depreciation expense	16,731,887	297,357	19,028,344
Net carrying amount at end of year	13,660,063	265,589	13,885,652
Parent Entity	2,343,068	91,846	2,434,734
Net carrying amount at start of year	(18,121)	–	(18,121)
Additions	(7,406)	(696)	(8,004)
Assets held for sale	60	–	60
Disposals	(250,163)	(86,709)	(319,672)
Net revaluation increment less revaluation decrements	15,747,518	226,931	15,974,449
Depreciation expense	–	–	–
Net carrying amount at end of year	–	–	–

15. Intangible Assets

At 1 July	Economic Entity 2011 \$'000	2010 \$'000	Parent Entity 2011 \$'000	2010 \$'000
Software	372,049	263,844	303,627	199,876
Cost (gross carrying amount)	(116,502)	(102,137)	(83,283)	(53,522)
Accumulated amortisation and impairment	255,547	161,707	240,344	146,354
Net carrying amount	434,532	372,049	362,013	303,627
At 30 June	(138,785)	(119,502)	(83,726)	(83,283)
Cost (gross carrying amount)	295,747	255,547	278,287	240,344
Accumulated amortisation and impairment	–	–	–	–
Net carrying amount	–	–	–	–
Parent Entity	255,547	161,707	240,344	146,354
Net carrying amount at start of year	68,588	108,281	64,461	103,760
Additions (from internal development)**	2,074	–	2,074	–
Acquisitions through administrative restructure	(1,864)	–	(1,864)	–
Disposals	(28,808)	(14,441)	(26,936)	(6,750)
Amortisation (recognised in 'depreciation and amortisation')	295,747	255,547	278,287	240,344
Net carrying amount at end of year	–	–	–	–

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

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

Assets held for sale	Economic Entity 2011 \$'000	2010 \$'000	Parent Entity 2011 \$'000	2010 \$'000
Land and buildings	778	2,266	733	1,940
	778	2,266	733	1,940

Amounts recognised in equity relating to assets held for sale

Property, plant and equipment	asset revaluation increments/decrements	6,167	1,764	6,128	1,504
		6,167	1,764	6,128	1,504

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

17. Restricted Assets

Funds totalling \$0.125M (\$0.120M in 2010) mostly held as investments in fixed interest bearing deposits (Note 13) are classified as "restricted assets". These funds represent donations received and are invested by the Economic Entity. Interest earned on the investments is used to fund prizes awarded to students for special achievements.

\$ 2,826M (\$1,766M in 2010) relates to funds held in an interest-bearing bank account in the Parent Entity arising from monthly service payments to the private service provider of eleven schools. Only the private service provider can draw the funds held.

18. Current Liabilities - Payables

Account salaries, wages and on-costs	Economic Entity 2011 \$'000	2010 \$'000	Parent Entity 2011 \$'000	2010 \$'000
Creditors	160,722	127,255	130,708	104,560
Unearned revenue	262,098	271,868	196,489	224,409
Group payroll and fringe benefits tax	100,638	115,639	29,142	28,804
Other	39,572	42,347	31,655	32,703
	29,973	79,624	28,031	77,607
	593,303	636,733	417,028	469,083

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 28.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements  
20. Current/Non-Current Liabilities - Provisions  
(continued)

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
<b>Other Provisions</b>		3,700		3,700
Lease liability for surplus accommodation		3,700		3,700
<b>Total Provisions - Non Current</b>	<b>10,240</b>	<b>14,128</b>	<b>9,461</b>	<b>13,284</b>
<b>Aggregate employee benefits and related on-costs</b>				
Provisions - current	352,524	338,758	299,697	276,643
Provisions - non-current	10,240	10,428	9,461	9,564
Accrued salaries, wages and on-costs (Note 18)	160,722	127,255	130,708	104,560
	<b>623,486</b>	<b>476,441</b>	<b>439,866</b>	<b>390,767</b>

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

	2011	2010
	\$'000	\$'000
Lease liability for surplus accommodation/restoration	4,001	3,779
Carrying amount at the beginning of financial year	384	523
Additional provisions recognised	(4,001)	(301)
Amounts used	384	4,001
Carrying amount at end of financial year		

The provision is the Net Present Value of future liability for restoration surplus property leased less the possible inflows on sub-letting recoveries over the term of the lease namely 10 years.

21. Current/Non-Current Liabilities - Other

	2011	2010
	\$'000	\$'000
Lease incentive	1,056	--
Liability to Consolidated Fund	1,357	1,357
	<b>2,423</b>	<b>2,423</b>
<b>Non-Current</b>		
Lease incentive	6,714	--
	<b>6,714</b>	<b>6,714</b>

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

18. Current / Non-Current Liabilities - Borrowings

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
<b>Current:</b>				
Privately Funded Projects Schools (Note 23(d))	4,855	3,663	4,855	3,663
	<b>4,855</b>	<b>3,663</b>	<b>4,855</b>	<b>3,663</b>
<b>Non-Current:</b>				
Privately Funded Projects Schools (Note 23(d))	168,834	203,489	168,834	203,489
Treasury Advances	140,500	85,000	140,500	85,000
	<b>339,134</b>	<b>288,489</b>	<b>339,134</b>	<b>288,489</b>
	<b>343,989</b>	<b>292,352</b>	<b>343,989</b>	<b>292,352</b>

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings are disclosed in Note 28.

20. Current / Non-Current Liabilities - Provisions

	2011	2010
	\$'000	\$'000
<b>Current:</b>		
<b>Employee benefits and related on-costs</b>		
Recreation leave	104,663	81,580
Accrued payroll tax on recreation leave and accrued salaries and wages	13,242	12,817
Superannuation pooled fund	21,511	23,777
Recreation leave on long service leave	60,789	66,564
Workers Compensation on long service leave	14,303	21,254
Payroll tax on long service leave	100,756	100,728
Superannuation on long service leave	19,022	15,941
Superannuation on recreation leave	5,654	--
Other	12,683	14,097
	<b>352,524</b>	<b>338,758</b>
<b>Other Provisions</b>		
Restoration	384	--
Lease liability for surplus accommodation	--	301
	<b>384</b>	<b>301</b>
	<b>352,908</b>	<b>337,059</b>
<b>Total Provisions - Current</b>	<b>352,908</b>	<b>337,059</b>
<b>Non-Current:</b>		
<b>Employee benefits and related on-costs</b>		
Payroll tax on long service leave	5,303	5,301
Recreation leave on long service leave	3,199	3,169
Workers Compensation on long service leave	753	1,119
Superannuation on long service leave	885	839
Long service leave	100	--
	<b>10,240</b>	<b>10,428</b>
	<b>363,148</b>	<b>347,487</b>
<b>Total Provisions</b>	<b>363,148</b>	<b>347,487</b>

	2011	2010
	\$'000	\$'000
<b>Current:</b>		
Lease liability for surplus accommodation	3,700	3,700
	<b>3,700</b>	<b>3,700</b>
<b>Non-Current:</b>		
Lease liability for surplus accommodation	6,714	--
	<b>6,714</b>	<b>6,714</b>
<b>Total Provisions - Non-Current</b>	<b>6,714</b>	<b>6,714</b>
<b>Total Provisions</b>	<b>10,414</b>	<b>10,414</b>



DEPARTMENT OF EDUCATION AND COMMUNITIES  
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23. Commitments for expenditure	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
(a) Capital Commitments				
Aggregate capital expenditure contracted for at balance date and not provided for:				
Not later than one year	477,407	1,753,909	488,684	1,711,951
Later than one year and not later than five years	134,787	212,157	134,787	212,157
Total (including GST)	612,194	1,966,066	623,471	1,924,108
(b) Other Expenditure Commitments				
Aggregate other expenditure contracted for at balance date and not provided for:				
(i) School Maintenance				
Not later than one year	22,136	27,681	22,136	27,681
Total	22,136	27,681	22,136	27,681
(ii) Other				
Not later than one year	118,711	118,135	104,192	93,280
Later than one year and not later than five years	58,489	48,188	58,489	48,187
Later than five years	250,233	241,248	250,233	241,248
Total (including GST)	427,433	405,549	412,914	382,675
	449,869	433,530	435,050	410,866
(c) Operating Lease Commitments				
Future non-cancellable operating lease rentals not provided for and payable:				
(i) Leased Properties				
Not later than one year	25,286	29,149	24,930	27,123
Later than one year and not later than five years	15,754	24,381	16,754	24,381
Later than five years	3,396	4,465	3,396	4,465
Total	44,436	57,995	45,080	55,969
(ii) Other				
Not later than one year	12,630	12,049	10,478	11,188
Later than one year and not later than five years	12,652	8,738	6,458	8,354
Total	25,282	20,787	16,956	19,542
Total (including GST)	89,730	78,787	61,036	75,481

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

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

The following table discloses the increase/(decrease) in Net Assets relative to the Service Groups transferred to the Department on 1 April 2011 (amounts in \$'000):

Transferor Agency	24.1 Children's Services (including all pre-schools)	24.7 Sport and Recreation Services	24.8 Support Aboriginal Culture & Community Resilience	24.9 Citizenship and Communities	24.10 Personnel Services	Total
Transferor's Service Group Agency	Dept of Human Services	Communities NSW	Dept of Human Services	Communities NSW	Dept of Premier and Cabinet	Communities NSW
	Children's Services	Sports & Recreation Industry & Facilities Devt	Support and promotion of Culture and Community Resilience	Commission for Children & Young People, Children's Guardian, Volunteering and Youth	Veterans' Affairs	Personnel Services (part)
<b>Current Assets</b>						
Cash and cash equivalents	-	15,473	2,858	7,254	-	-
Receivables	-	7,262	1,370	633	44	2,475
<b>Total current assets</b>	-	22,735	4,228	7,887	44	2,475
<b>Non-current Assets</b>						
Receivables	-	1,718	-	-	-	81
Land and Buildings	7,782	322,988	57	143	-	-
Plant and equipment	-	15,447	227	434	-	-
<b>Total Property, Plant and Equipment</b>	7,782	338,435	284	577	-	-
Intangibles	392	1,227	37	418	-	-
<b>Total non-current assets</b>	8,174	341,380	321	995	-	81
<b>TOTAL ASSETS</b>	8,174	364,105	4,549	8,882	44	2,556
<b>Current liabilities</b>						
Payables	-	4,917	3,639	806	13	285
Provisions	1,153	4,579	2,121	1,142	31	2,388
<b>Total current liabilities</b>	1,153	9,496	5,760	1,948	44	2,651
<b>Non-current liabilities</b>						
Provisions	-	46	-	182	-	81
<b>Total non-current liabilities</b>	-	46	-	182	-	81
<b>TOTAL LIABILITIES</b>	1,153	9,542	5,760	2,130	44	2,732
<b>Accumulated Funds</b>	7,021	354,563	(1,211)	6,752	-	(176)
<b>Increase/(Decrease) in Net Assets</b>	7,021	354,563	(1,211)	6,752	-	(176)

DEPARTMENT OF EDUCATION AND COMMUNITIES  
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25. Budget Review

Net cost of services

Relative to the budget, the Department's net cost of services has decreased by \$15.0M. The major factors contributing to this variation are outlined below.

Employee related expenses were \$70.0M below budget. This arose primarily due to the shortfall against budget of:

- (a) defined benefit superannuation of \$66.0M arising from a late period correction of the estimate of number of eligible staff which is now in decline and
- (b) the late period reduction in the Treasury factor used to calculate non-cash long service leave expense resulting in a reduction of \$22.0M against budget.

These were partially offset by increased school based salaries attributable to increased staff numbers, variations in salary entitlements and increased redundancy costs.

Other operating expenses were \$44.0M over budget primarily due to increases in electricity, school cleaning, expensing of sporting equipment and others.

Depreciation and amortisation costs were \$60.0M below budget due to delays in the finalisation of major capital projects.

Grants and subsidies were \$37.0M over budget, reflecting an increase in grant payments to the Community Building Partnership Fund of \$37.7M, approved by Treasury.

Total retained revenue was \$27.0M under budget reflecting reductions in overseas student fees and other revenue generated by schools.

Assets and Liabilities

Total assets were \$83.0 lower than budget primarily due to delayed acquisition and lower receivables in line with reduced income partially offset by an increase in cash.

Total liabilities were \$108.3 lower than budget, primarily due to reductions in payables, provisions and other liabilities.

Cash Flows

Net cash flows from operating activities were \$60.0M below budget. This is generally attributable to increased payments offset by increased receipts. Net cash flows from investing activities were \$102.0M lower than expected acquisitions due to timing. Net cash flows from financing activities were \$6.0M lower than budget primarily associated with Public Private Partnerships and the Principals Building program repayments.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
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23. Commitments for Expenditure (continued)

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000

(d) Private Public Partnership Project Commitments  
Minimum lease payment commitments in relation to finance leases payable as follows:

Not later than one year	18,355	17,366	18,355	17,366
Later than one year and not later than five years	74,109	71,532	74,109	71,532
Later than five years	340,659	347,631	340,659	347,631
Minimum lease payments	433,023	436,529	433,023	436,529
Less: future finance charges	(229,534)	(229,177)	(229,534)	(229,177)
Present value of minimum lease payments	203,489	207,352	203,489	207,352

The present value of finance lease commitments is as follows:

Not later than one year	4,655	3,863	4,655	3,863
Later than one year and not later than five years	22,562	21,370	22,562	21,370
Later than five years	176,072	162,119	176,072	162,119
	203,489	207,352	203,489	207,352

Classified as:

Current (Note 19)	4,655	3,863	4,655	3,863
Non-current (Note 19)	198,834	203,489	198,834	203,489
	203,489	207,352	203,489	207,352

The total of commitments for expenditure include GST input tax credits of \$142.6M (\$265.0M in 2010) for the Economic Entity and \$139.2M for the Parent Entity (\$258.7M in 2010) that are expected to be recovered from the Australian Taxation Office.

Capital commitments includes an amount of \$4.0M (\$33.2M in 2010) relating to the UMBR project. The operating lease commitments are generally with respect to equipment while the finance lease commitments relate to assets acquired under Private Public Partnerships, refer Note 10(1)(d).

Capital commitments also include the Building the Education Revolution (BER) initiative – a \$14.7 billion national investment from the Commonwealth to improve the quality of facilities in Australian schools. BER comprises three programs – Primary Schools for the 21<sup>st</sup> Century, Science and Language Centres for the 21<sup>st</sup> Century Secondary Schools and National School Prids. The National School Pride program became operational since April 2009 and there are no outstanding capital commitments for this program now (\$6.9M in 2010). Primary Schools for the 21<sup>st</sup> Century program has been operational since May 2009 and outstanding capital commitments for this program totalled \$128.6M (\$1.2 billion in 2010). The Science and Language Centres for the 21<sup>st</sup> Century Secondary Schools commenced in September 2009 and outstanding capital commitments are \$1.96 M (\$33.6M in 2010).

24. Contingent Liabilities and Contingent Assets

Contingent liabilities

Prosecution has commenced or is likely to commence involving a maximum total liability of \$0.020 M (\$0.400M in 2010) in respect of an occupational health and safety matter.

There are no other known cases where the Department could be liable for material compensation payments relating to matters, which are the subject of litigation that are not covered by the NSW Treasury Managed Fund.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
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28. Financial Instruments (Continued)

(a) Financial instrument categories

Note	Category	Economic Entity		Parent Entity	
		Carrying Amount 2011 \$'000	Carrying Amount 2010 \$'000	Carrying Amount 2011 \$'000	Carrying Amount 2010 \$'000
<b>Financial Assets Class:</b>					
Cash and cash equivalents	11	N/A	810,804	759,303	626,684
Receivables <sup>1</sup>	12	Loans and receivables (at amortised cost)	69,138	72,074	92,500
Other financial assets	13	Loans and receivables (at amortised cost)	268	268	--
<b>Financial Liabilities Class:</b>					
Payables <sup>2</sup>	18	Financial liabilities measured at amortised cost	290,866	345,597	225,332
Borrowings	19	Financial liabilities measured at amortised cost	140,500	85,000	140,500
Borrowings	19	Finance liability measured in accordance with AASB 117 and TFP-DE-08	203,489	207,352	203,489
<b>Notes</b>					
1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7)					
2. Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7)					

(b) Credit Risk

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

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

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

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (TCorp) 11 unoffical cash rate, adjusted for a management fee to NSW Treasury. The TCorp Hour Glass cash facility is discussed in paragraph (d) below.

Receivables – trade debtors

All trade debtors are recognised as amounts receivable at balance date. Collectibility of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

26. Reconciliation of cash flows from operating activities to net cost of services

	Economic Entity 2011 \$'000	Economic Entity 2010 \$'000	Parent Entity 2011 \$'000	Parent Entity 2010 \$'000
Net cash used on operating activities	1,861,354	2,596,256	1,763,900	2,416,257
Cash flows from Government / Appropriations	(11,404,416)	(11,682,664)	(10,130,009)	(10,347,863)
Net Cash Flow GST	(47,594)	42,229	(42,432)	36,656
Acceptance by the Crown Entity of employee benefits and other liabilities	(531,435)	(624,520)	(484,036)	(574,135)
Depreciation and amortisation	(467,000)	(406,060)	(385,817)	(329,831)
Allowance for impairment	(1,965)	976	171	(259)
Increase / (decrease) in prepayments and other assets	6,866	3,014	6,264	3,444
Decrease / (increase) in creditors	1,056	(120,805)	2,966	(92,951)
Net gain / (loss) on sale of plant and equipment	(1,400)	2,568	(1,726)	6,829
Donated assets	272	878	--	650
Others	8,287	1,124	10,142	--
<b>Net cost of services</b>	<b>(10,556,074)</b>	<b>(10,187,064)</b>	<b>(9,260,577)</b>	<b>(9,881,983)</b>

27. Non-cash financing and investing activities

	Economic Entity 2011 \$'000	Economic Entity 2010 \$'000	Parent Entity 2011 \$'000	Parent Entity 2010 \$'000
Assets received by donation	272	878	--	650
Revenue/expenditure relating to asset value adjustments	(650)	--	(650)	--
Liabilities and expenses assumed by the Crown Entity	(531,435)	(624,520)	(484,036)	(574,135)
Net assets assumed as a result of restructuring of administrative arrangements	396,949	--	399,949	--
	<b>(164,864)</b>	<b>(623,642)</b>	<b>(117,737)</b>	<b>(573,485)</b>

28. Financial instruments

The Department's principal financial instruments are outlined below. These financial instruments arise directly from the Department's operations or are required to finance the Department's operations. The Department does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The Department's main risks arising from financial instruments are outlined below, together with the Department's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

28. Financial Instruments (continued)  
Authority Deposits

The Department has placed funds on deposit with TCorp, which has been rated 'AAA' by Standard and Poor's. These deposits are similar to money market or bank deposits and can be placed 'at call' or for a fixed term. For fixed term deposits, the interest rate payable by TCorp is negotiated initially and is fixed for the term of the deposit, while the interest rate payable on at call deposits can vary. The deposits at balance date were earning an average interest rate of 5.23% (2010 - 4.49%), while over the year the weighted average interest rate was 5.64% (2010 - 4.28%) on a weighted average balance during the year of \$15.6M (2010 - \$14.41M). None of these assets are past due or impaired.

(e) Liquidity risk

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

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

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer's Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Treasurer's Direction 219.01 allows the Minister to award interest for late payment.

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

Economic Entity	Weighted Average Effective Int'l. Rate	Nominal Amount <sup>1</sup>	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate	Variable Interest Rate	Non-Interest bearing	< 1 yr.	1-5 yrs	> 5 yrs
2011								
Payables								
Creditors		290,966			290,966			
Borrowings								
Treasury advances	4.9%	140,500	140,500					
Private Public Partnerships		363,866	363,866			4,865	22,562	178,072
2010								
Payables								
Creditors		345,597			345,597			
Borrowings								
Treasury advances	4.8%	85,000	85,000					
Private Public Partnerships		396,845	396,845			3,863	21,370	182,110

Notes:  
1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which the Department can be required to pay. The table includes both interest and principal cash flows and therefore will not reconcile to the statement of financial position.  
2. Of the \$4,855M disclosed in the 2011 'Private Public Partnerships borrowings' line band <1 yr., the Department intends to pay \$1,214M in the first quarter of 2012.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

28. Financial Instruments (Continued)

Debts which are known to be uncollectible are written off. An allowance for impairment is raised when there is objective evidence that the Department will not be able to collect all amounts due. This evidence includes past experience, and current and expected changes in economic conditions and debtor credit ratings. No interest is earned on trade debtors. Sales are made on 30-60 day terms.

The Department is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2011: \$44.3M; 2010: \$65.3M) and not less than six months past due (2011: \$4.0M; 2010: \$9.3M) are not considered impaired and together these represent 91% of the total trade debtors. Most of the Department's debtors have a good credit rating. There are no debtors which are currently not past due or impaired whose terms have been renegotiated.

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

Economic Entity	Total <sup>1</sup>	Past due but not impaired <sup>2</sup>	Considered impaired <sup>3</sup>
2011			
< 3 months overdue	13,087	9,303	3,704
3 months - 6 months overdue	2,119	2,059	63
> 6 months overdue	1,122	449	673
2010			
< 3 months overdue	9,295	7,916	1,379
3 months - 6 months overdue	958	949	10
> 6 months overdue	2,631	1,777	854
Parent Entity			
2011			
< 3 months overdue	2,194	1,926	268
3 months - 6 months overdue	2,100	2,037	63
> 6 months overdue	1,118	449	669
2010			
< 3 months overdue	322	322	-
3 months - 6 months overdue	922	919	4
> 6 months overdue	2,631	1,777	854

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

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

28. Financial Instruments (continued)  
The Department's exposure to interest rate risk is set out below.

Economic Entity	\$'000			1%		
	Carrying Amount	Profit	Equity	Profit	Equity	Equity
<b>2011</b>						
Financial assets						
Cash and cash equivalents	610,804	(8,106)	(8,106)	8,106	8,106	8,106
Receivables	89,138	(891)	(891)	891	891	891
Other financial assets	268	(3)	(3)	3	3	3
Financial liabilities						
Payables	230,866	2,908	2,908	(2,908)	(2,908)	(2,908)
Borrowings	343,689	3,440	3,440	(3,440)	(3,440)	(3,440)
<b>2010</b>						
Financial assets						
Cash and cash equivalents	759,303	(7,593)	(7,593)	7,593	7,593	7,593
Receivables	72,074	(721)	(721)	721	721	721
Other financial assets	285	(3)	(3)	3	3	3
Financial liabilities						
Payables	346,597	3,466	3,466	(3,466)	(3,466)	(3,466)
Borrowings	262,352	2,924	2,924	(2,924)	(2,924)	(2,924)
<b>Parent Entity</b>						
Financial assets						
Cash and cash equivalents	626,654	(6,267)	(6,267)	6,267	6,267	6,267
Receivables	92,504	(925)	(925)	925	925	925
Financial liabilities						
Payables	225,332	2,253	2,253	(2,253)	(2,253)	(2,253)
Borrowings	343,989	3,440	3,440	(3,440)	(3,440)	(3,440)
<b>2010</b>						
Financial assets						
Cash and cash equivalents	585,943	(5,859)	(5,859)	5,859	5,859	5,859
Receivables	78,062	(781)	(781)	781	781	781
Financial liabilities						
Payables	296,864	2,969	2,969	(2,969)	(2,969)	(2,969)
Borrowings	262,352	2,924	2,924	(2,924)	(2,924)	(2,924)

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

28. Financial Instruments (continued)

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

Parent Entity	Interest Rate Exposure			Maturity Dates		
	Weighted Average Effective Int. Rate	Nominal Amount <sup>1</sup>	Non-Interest bearing	Fixed Interest Rate	Variable Interest Rate	
<b>2011</b>						
Payables	4.5%	225,332	225,332	< 1 yr	1-5 yrs	> 5 yrs
Creditors	4.5%	140,500	140,500	< 1 yr	1-5 yrs	> 5 yrs
Borrowings	4.5%	140,500	140,500	< 1 yr	1-5 yrs	> 5 yrs
Treasury advances	4.5%	140,500	140,500	< 1 yr	1-5 yrs	> 5 yrs
Private Public Partnership <sup>2</sup>	4.055%	393,656	393,656	< 1 yr	1-5 yrs	> 5 yrs
<b>2010</b>						
Payables	4.6%	296,864	296,864	< 1 yr	1-5 yrs	> 5 yrs
Creditors	4.6%	296,864	296,864	< 1 yr	1-5 yrs	> 5 yrs
Borrowings	4.6%	296,864	296,864	< 1 yr	1-5 yrs	> 5 yrs
Treasury advances	4.6%	296,864	296,864	< 1 yr	1-5 yrs	> 5 yrs
Private Public Partnership	3.963%	396,845	396,845	< 1 yr	1-5 yrs	> 5 yrs
Notes:						
1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities based on the earliest date on which the Department can be required to pay. The table includes both interest and principal cash flows and therefore will not reconcile to the statement of financial position.						
2. Of the \$4,856M disclosed in the 2011 'Private Public Partnerships borrowings' line item < 1 yr, the Department intends to pay \$1,214M in the first quarter of 2012.						

(d) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Department's exposures to market risk are primarily through interest rate risk on the Department's borrowings and other price risks associated with the movement in the unit price of the Hour Glass Investment Facilities. The Department has no exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Department operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2010. The analysis assumes that all other variables remain constant.

Interest rate risk

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

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

28. Financial Instruments (continued)

- Level 3 - Derived from valuation techniques that include inputs for the asset / liability not based on observable market data (unobservable inputs).

Financial assets at fair value	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
T Corp Hour-Glass Inv. Facility	--	1,334	--	1,334

The table above only includes financial assets, as no financial liabilities were measured at fair value in the statement of financial position.

There were no transfers between level 1 and 2 during the period ended 30 June 2011.

29. Administered Funds (Teachers' Deferred Salary Scheme)

	2011 \$'000	2010 \$'000
Cash balances at the beginning of financial year	11,443	10,641
Add: Receipts (including interest paid by bank)	7,391	6,786
Less: Payments	(12,101)	(5,984)
Cash balance at the end of the financial year	6,733	11,443

The economic entity receives monies in an administration capacity for the Teachers' Deferred Salary (Sabbatical) Scheme. This scheme commenced in the Department in 1998 and was introduced to TAFE in 2002.

The purpose of the scheme is to allow teachers to take a one-year sabbatical leave. The participating teachers are required to make regular contributions for a period of four years to the scheme, which is paid into individual bank accounts. In the fifth year, the participating teachers take leave without salary for the period of one year. The funds, which they paid into their accounts together with interest, are then paid to the teachers.

As the economic entity performs only a custodial role in respect of these monies, and because the monies cannot be used for the achievement of the economic entity's own objectives, they are not brought to account in the financial statements. The arrangement also does not constitute a trust between the Department and the teachers.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

28. Financial Instruments (continued)

Other price risk - TCorp Hour Glass facilities

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

Facility	Investment Sectors	Investment Horizon	2011 \$'000	2010 \$'000
Cash facility	Cash, money market instruments	Up to 15 years	1,334	16,487

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

NSW TCorp is trustee for the above facility and is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, TCorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. However, TCorp acts as manager for part of the Cash and Strategic Cash Facilities and also manages the Australian Bond portfolio. A significant portion of the administration of the facilities is outsourced to an external custodian.

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

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

	Impact on profit/loss		
	Change in unit price	2011 \$'000	2010 \$'000
Hour Glass Investment - Cash facility	+/- 1 %	13	166

e) Fair Value compared to carrying amount

Financial instruments are generally recognised at cost, with the exception of the TCorp Hour Glass facilities, which are measured at fair value. As discussed, the value of the Hour-Glass investments is based on the Economic Entity's share of the value of the underlying assets of the facility, based on the market value. All of the Hour Glass facilities are valued using 'redemption' pricing.

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value because of the short-term nature of many of the financial instruments.

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

The department uses the following hierarchy for disclosing the fair value of financial instruments by valuation technique:

- Level 1 - Derived from quoted prices in active markets for identical assets / liabilities.
- Level 2 - Derived from inputs other than quoted prices that are observable directly or indirectly.

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

30. Key Financials of Controlled Entities

The key financials for the controlled entities for the year ended 30 June 2011 are as follows:

	TAFE Commission Division \$'000	AMES \$'000	TAFE \$'000
Total revenues (retained revenue plus Government Contributions)	968,022	42,518	1,754,486
Total expenditure	968,022	50,772	1,720,035
Operating surplus / (deficit)	--	(8,153)	34,450
Net assets	--	(8,783)	3,067,386

Proportion of Consolidated Account

	TAFE Commission Division \$'000	AMES \$'000	TAFE \$'000
Total revenues (retained revenue plus Government Contributions)	7.46%	0.33%	13.55%
Total expenditure	8.39%	0.44%	14.92%
Operating surplus / (deficit)	--	-0.56%	2.44%
Net assets	--	-0.06%	14.83%

The key financials for the controlled entities for the year ended 30 June 2010 were as follows:

	TAFE Commission Division \$'000	AMES \$'000	TAFE \$'000
Total revenues (retained revenue plus Government Contributions)	954,766	48,825	1,775,947
Total expenditure	954,766	44,683	1,699,825
Operating surplus/(deficit)	--	4,142	76,022
Net assets	--	(5,451)	3,032,935

Proportion of Consolidated Account

	TAFE Commission Division \$'000	AMES \$'000	TAFE \$'000
Total revenues (retained revenue plus Government Contributions)	7.20%	0.37%	13.36%
Total expenditure	8.56%	0.40%	15.24%
Operating surplus/(deficit)	--	0.20%	3.61%
Net assets	--	-0.03%	16.04%

DEPARTMENT OF EDUCATION AND COMMUNITIES  
Notes to the financial statements

31. Provision for superannuation

The economic entity has an obligation for the deferred contribution in respect of the AMES which becomes payable on and after retirement of staff. Contribution is made to the State Superannuation Scheme (SSS), the State Authorities Superannuation Scheme (SASS) and the State Authorities Non Contributory Superannuation Scheme (SANCNS). The SANS Trustee Corporation through the fund's actuary, Mercer has determined that liability for superannuation contributions as at 30 June 2011 for the SASS, the SANCNS and the SSS was estimated at \$20,654M (2010: \$22,989M).

Amounts representing prepaid superannuation contributions are recognised as an asset. Amounts representing unfunded superannuation are recognised as a liability. The superannuation expense on the defined benefit plans is made up of current service cost and interest cost less the expected return on fund assets. Superannuation actuarial gains and losses are recognised as other comprehensive income.

The 2011 actuarial assessment of gross past service liabilities of SASS, SANCNS and SSS is based on the full requirements of AASB119. This requires that a "market determined risk adjusted discount rate" be applied as the valuation rate in the calculation of the value of accrued benefits. A review of the interest rate assumption has indicated that the interest rate of 5.28% (2010: 5.17%) per annum applies for the 2011 employer liability calculations. The assumptions that are applied for 2011 calculations are as follows:

Discount rate	5.28%
Rate of salary increase	3.5%
Rate of CPI increase	2.5%
Expected rate of return on assets	8.6%

32. Investments and Associates

(a) Details of investments and associates are as follows.

Name	Principal Activities	Balance Date	Ownership Interest	2011	2010	Investment Carrying Amount	2011	2010
				(\$'000)	(\$'000)		(\$'000)	(\$'000)
Auskill Sch Bhd	Vocational Education	31 December	45%	45%	49%	160	160	190

(b) Details of investments in other companies are as follows.

Name	Principal Activities	Balance Date	Ownership Interest	2011	2010	Investment Carrying Amount	2011	2010
				(\$'000)	(\$'000)		(\$'000)	(\$'000)
Cofts Harbour Technology Park Ltd	Research, development and education pathways	30 June	33%	33%	33%	175	175	175
Skilling Australia Pty Ltd	Training Provider to Defence Industries	30 June	50%	50%	50%	--	--	--

DEPARTMENT OF EDUCATION AND TRAINING  
Notes to and forming part of the Financial Statements

**32. Investments and Associates (Continued)**

1. This note has been prepared based on the financial statements of Coffs Harbour Technology Park Ltd for the year ending 30 June 2010 (for 2011) and 30 June 2009 (for 2010); no recent financials are available in respect of the other companies.
2. The Department's ownership interest is a reflection of its voting power for the respective companies.
3. Carrying amounts for investment in these companies is based on cost.
4. There has been an allowance for impairment to cover its investment in the company during the year. In addition, the Department is involved in a small number of joint ventures, which are not material.

**33. After Balance Date Events**

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect significantly the operations of the Department, the results of those operations or the state of affairs of the Department in subsequent financial years.

End of audited financial statements





GPO BOX 12  
Sydney NSW 2001

**INDEPENDENT AUDITOR'S REPORT**

**New South Wales Technical and Further Education Commission and controlled entity**

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of New South Wales Technical and Further Education Commission (the Commission), which comprises the statement of financial position as at 30 June 2011, the statement of comprehensive income, the statement of changes in equity, the statement of cash flows and notes comprising a summary of significant accounting policies and other explanatory information for both the Commission and the consolidated entity. The consolidated entity comprises the Commission and the entity it controlled at the year's end or from time to time during the financial year.

**Auditor's Opinion**

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Commission and the consolidated entity as at 30 June 2011, and of the financial performance for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the *Public Finance and Audit Regulation 2010*.

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

**Managing Director's Responsibility for the Financial Statements**

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

**Auditor's Responsibility**

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

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

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

My opinion does not provide assurance:

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

**Independence**

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

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

Aaron Green  
Director, Financial Audit Services

19 October 2011  
SYDNEY

**NSW TECHNICAL AND FURTHER EDUCATION COMMISSION**

Financial Statements

For the year ended 30 June 2011

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**NSW TECHNICAL AND FURTHER EDUCATION COMMISSION**

Financial Statements

For the year ended 30 June 2011

**STATEMENT BY THE MANAGING DIRECTOR OF THE NSW TECHNICAL AND FURTHER EDUCATION COMMISSION**

Pursuant to Section 45F of the Public Finance and Audit Act 1993, I state that:

4. The accompanying financial statements have been prepared in accordance with the provisions of the Public Finance and Audit Act, 1993, the Financial Reporting Code for Budget Dependent General Government Sector Agencies, the applicable clauses of the Public Finance and Audit Regulation 2010 and the Treasurer's Directions.
5. The statements exhibit a true and fair view of the financial position and financial performance of the Commission and its controlled entities.
6. There are no circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.

*Michèle Bruniges*

Dr Michèle Bruniges  
MANAGING DIRECTOR OF TAPE NSW  
DIRECTOR-GENERAL OF EDUCATION AND COMMUNITIES

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Statement of comprehensive income for the year ended 30 June 2011

	Economic Entity		Parent Entity	
	Actual 2011	Actual 2010	Actual 2011	Actual 2010
	\$'000	\$'000	\$'000	\$'000
<b>Expenses excluding losses</b>				
Operating expenses	963,022	964,757	--	--
Employee related	352,176	338,132	1,272,798	1,242,514
Personnel services	363,591	376,090	393,691	378,050
Other operating expenses	81,183	76,409	81,183	76,409
Depreciation and amortisation	1,764,972	1,748,398	1,717,572	1,695,913
<b>Total expenses excluding losses</b>				
Revenue	384,402	382,513	384,402	382,513
Sale of goods and services	6,466	6,331	6,466	6,331
Investment revenue	76,546	67,635	76,549	67,635
Grants and contributions	12,877	5,587	12,677	5,567
Other revenue	480,091	471,048	480,091	471,048
<b>Total Revenue</b>				
Gain / (loss) on disposal	326	(4,261)	326	(4,261)
Other gains / (losses)	(2,790)	(851)	(2,790)	(851)
	(2,464)	(4,812)	(2,464)	(4,812)
<b>Net Cost of Services</b>	1,287,345	1,279,164	1,238,945	1,238,779
<b>Government Contributions</b>				
Recurrent	1,181,160	1,182,577	1,181,160	1,182,577
Capital	93,245	122,224	93,245	122,224
Acceptance by the Crown Entity of employee benefits and other liabilities	47,400	50,385	--	--
<b>Total Government Contributions through Parent</b>	1,321,805	1,355,186	1,274,405	1,304,801
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	34,460	76,022	34,460	76,022
<b>Other comprehensive income</b>				
Net increase / (decrease) in property, plant and equipment asset revaluation reserve	--	27	--	27
<b>Other comprehensive income for the year</b>				
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	34,460	76,049	34,460	76,049

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Statement of financial position as at 30 June 2011

	Economic Entity		Parent Entity	
	Actual 2011	Actual 2010	Actual 2011	Actual 2010
	\$'000	\$'000	\$'000	\$'000
<b>ASSETS</b>				
<b>Current Assets</b>				
Cash and cash equivalents	164,951	153,814	164,951	153,814
Receivables	45,660	50,700	45,660	50,700
	210,611	204,514	210,611	204,514
Non-current assets held for sale	45	359	45	359
<b>Total Current Assets</b>	210,656	204,870	210,656	204,870
<b>Non-Current Assets</b>				
Receivables	4,964	--	4,964	--
Other financial assets				
Equity accounted	160	160	160	160
Other - loans and deposits	286	286	286	286
	446	446	446	446
Property, plant and equipment				
- Land and buildings	3,016,672	2,984,434	3,016,672	2,984,434
- Plant and equipment	81,253	70,013	81,253	70,013
Total property, plant and equipment	3,076,965	3,054,447	3,076,965	3,054,447
Intangible assets	17,480	15,202	17,480	15,202
	3,099,835	3,070,095	3,099,835	3,070,095
<b>Total Non-Current Assets</b>	3,110,491	3,274,965	3,110,491	3,274,965
<b>LIABILITIES</b>				
<b>Current Liabilities</b>				
Payables	216,413	210,295	243,096	242,030
Provisions	25,904	30,901	--	--
<b>Total Current Liabilities</b>	242,317	241,196	243,096	242,030
<b>Non-Current Liabilities</b>				
Provisions	779	834	--	--
<b>Total Non-Current Liabilities</b>	779	834	--	--
<b>Total Liabilities</b>	243,096	242,030	243,096	242,030
<b>Net Assets</b>	3,067,395	3,032,935	3,067,395	3,032,935
<b>EQUITY</b>				
Reserves	1,388,757	1,388,757	1,388,757	1,388,757
Accumulated funds	1,678,569	1,643,919	1,678,569	1,643,919
Amounts recognised in equity relating to assets held for sale	39	259	39	259
<b>Total Equity</b>	3,067,395	3,032,935	3,067,395	3,032,935

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Statement of changes in equity for the year ended 30 June 2011

Parent Entity	Accumulated Funds	Asset Revaluation Surplus	Total
	\$'000	\$'000	\$'000
Balance at 1 July 2010	1,644,178	1,388,757	3,032,935
Surplus / (deficit) for the year	34,460	--	34,460
Other comprehensive income	--	--	--
Total other comprehensive income	--	--	--
Total comprehensive income for the year	34,460	--	34,460
Transactions with owners in their capacity as owners	--	--	--
Total transactions with owners in their capacity as owners	--	--	--
Transfers within equity	--	--	--
Balance at 30 June 2011	1,678,638	1,388,757	3,067,395
Balance at 1 July 2009	1,564,293	1,394,797	2,959,090
Surplus/(deficit) for the year	76,022	--	76,022
Other comprehensive income:			
Net increase / (decrease) in property, plant and equipment asset revaluation reserve	--	27	27
Total other comprehensive income	--	27	27
Total comprehensive income for the year	76,022	27	76,049
Transactions with owners in their capacity as owners			
Others	2,151	(4,355)	(2,204)
Total transactions with owners in their capacity as owners	2,151	(4,355)	(2,204)
Transfers within equity:			
Asset revaluation reserve balance transferred to equity on disposal of assets	1,712	(1,712)	--
Balance at 30 June 2010	1,644,178	1,388,757	3,032,935

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Statement of changes in equity for the year ended 30 June 2011

Economic Entity	Accumulated Funds	Asset Revaluation Surplus	Total
	\$'000	\$'000	\$'000
Balance at 1 July 2010	1,644,178	1,388,757	3,032,935
Surplus / (deficit) for the year	34,460	--	34,460
Other comprehensive income	--	--	--
Total other comprehensive income	--	--	--
Total comprehensive income for the year	34,460	--	34,460
Transactions with owners in their capacity as owners	--	--	--
Total transactions with owners in their capacity as owners	--	--	--
Transfers within equity:			
Asset revaluation reserve balance transferred to equity on disposal of assets	--	--	--
Balance at 30 June 2011	1,678,638	1,388,757	3,067,395
Balance at 1 July 2009	1,564,293	1,394,797	2,959,090
Surplus/(deficit) for the year	76,022	--	76,022
Other comprehensive income:			
Net increase / (decrease) in property, plant and equipment asset revaluation reserve	--	27	27
Total other comprehensive income	--	27	27
Total comprehensive income for the year	76,022	27	76,049
Transactions with owners in their capacity as owners			
Others	2,151	(4,355)	(2,204)
Total transactions with owners in their capacity as owners	2,151	(4,355)	(2,204)
Transfers within equity:			
Asset revaluation reserve balance transferred to equity on disposal of assets	1,712	(1,712)	--
Balance at 30 June 2010	1,644,178	1,388,757	3,032,935

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies

- (a) Reporting entity  
The Technical and Further Education Commission (the "Commission"), as a reporting entity, is a budget dependent agency responsible for the provision of technical and further education within NSW.
- The economic entity comprises the Commission (Parent Entity) and the TAFE Commission Division (assigned to the Commission). The TAFE Commission Division was established on 17 March 2006 under the Public Sector Employment Legislation Amendment Act 2006. Under this Act, employees of the Commission became the employees of the Government of New South Wales in the service of the Crown. The Commission cannot employ staff and the TAFE Commission Division, a special purpose service entity, provides the teaching, educational and Institute Management staff of the Commission while the Commission's requirements of administrative staff are provided by its parent, the Department of Education and Communities ("the Department").
- The Commission is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.
- In the process of preparing the consolidated financial statements for the economic entity consisting of the controlling and controlled entities, all inter-entity transactions and balances have been eliminated.
- The reporting entity is consolidated as part of the financial statements prepared for both the Department of Education and Communities and the NSW Total State Sector Accounts.
- These consolidated financial statements for the year ended 30 June 2011 have been authorised for issue by the Managing Director on 18 October 2011.
- (b) Basis of preparation  
The Commission's financial statements are general purpose financial statements, which have been prepared on an accrual basis in accordance with:
- applicable Australian Accounting Standards (which include Australian Accounting Interpretations)
  - the requirements of the Public Finance and Audit Act 1983 and Regulation and
  - the Financial Reporting Directions published in the Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer.
- Property, plant and equipment, assets (or disposal groups) held for sale and financial assets at fair value through profit or loss and available for sale are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention.
- Judgments, key assumptions and estimations management has made are disclosed in the relevant notes to the financial statements.
- All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.
- (c) Statement of compliance  
The consolidated and parent entity financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.
- (d) Borrowing costs  
Borrowing costs are recognised as expenses in the period in which they are incurred, in accordance with Treasury's Mandate to not-for-profit general government sector agencies.
- (e) Insurance  
The Commission's insurance activities are conducted through the NSW Treasury Managed Fund Scheme of self insurance for Government agencies. The expense (premium) is determined by the Fund Manager based on past claim experience.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Statement of cash flows for the year ended 30 June 2011

Notes	Economic Entity		Parent Entity	
	Actual 2011 \$'000	Actual 2010 \$'000	Actual 2011 \$'000	Actual 2010 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
Payments				
Employee related	(626,960)	(609,910)		
Other	(740,333)	(753,981)	(1,670,293)	(1,663,891)
<b>Total Payments</b>	<b>(1,670,293)</b>	<b>(1,663,891)</b>	<b>(1,670,293)</b>	<b>(1,663,891)</b>
Receipts				
Sale of goods and services	371,737	417,386	371,737	417,386
Interest received	6,466	5,331	6,466	5,331
Other	135,516	113,894	135,516	113,894
<b>Total Receipts</b>	<b>513,719</b>	<b>538,613</b>	<b>513,719</b>	<b>538,613</b>
<b>Cash Flows From Government Through Parent</b>	<b>1,181,160</b>	<b>1,182,677</b>	<b>1,181,160</b>	<b>1,182,677</b>
Capital	93,245	122,224	93,245	122,224
<b>Net Cash Flows from Government</b>	<b>1,274,405</b>	<b>1,304,801</b>	<b>1,274,405</b>	<b>1,304,801</b>
<b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>	<b>117,831</b>	<b>177,523</b>	<b>117,831</b>	<b>177,523</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
Proceeds from sale of land and buildings and plant and equipment	1,471	1,768	1,471	1,768
Purchases of land and buildings and plant and equipment	(108,165)	(164,509)	(108,165)	(164,509)
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>	<b>(106,694)</b>	<b>(162,741)</b>	<b>(106,694)</b>	<b>(162,741)</b>
<b>NET INCREASE / (DECREASE) IN CASH</b>	<b>11,137</b>	<b>14,782</b>	<b>11,137</b>	<b>14,782</b>
Opening cash and cash equivalents	153,814	139,032	153,814	136,032
<b>CLOSING CASH AND CASH EQUIVALENTS</b>	<b>164,951</b>	<b>153,814</b>	<b>164,951</b>	<b>153,814</b>

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies (Continued)

- (vi) Other revenue  
Other revenues are recognised as they occur.
- (vii) Assets
  - (i) Acquisition of assets  
The cost method of accounting is used for the initial recording of all acquisitions of assets controlled by the Commission. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition or construction or, where applicable, the amount attributed to that asset when initially recognised in accordance with the requirements of other Australian Accounting Standards.  
Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.  
Fair value is the amount for which an asset could be exchanged between knowledgeable, willing parties in an arm's length transaction.  
Where payment for an asset is deferred beyond normal credit terms, its cost is the cash price equivalent, i.e. deferred payment amount is effectively discounted at an asset-specific rate.
  - (ii) Capitalisation thresholds  
Property, plant and equipment costing \$5,000 and above individually (or forming part of a network costing more than \$5,000) are capitalised. Intangible assets (software) have a capitalisation threshold of \$50,000.
  - (iii) Revaluation of property, plant and equipment  
Physical non-current assets are valued in accordance with the "Valuation of Physical Non-Current Assets at Fair Value" Policy and Guidelines Paper (TPP 07-07). This policy adopts fair value in accordance with AASB 116 Property, Plant and Equipment and AASB 140 Investment Property.  
Property, plant and equipment is measured on an existing use basis, where there are no feasible alternative uses in the existing natural, legal, financial and socio-political environment. However, in the limited circumstances where there are feasible alternative uses, assets are valued at their highest and best use.  
Fair value of property, plant and equipment is determined based on the best available market evidence, including current market selling prices for the same or similar assets. Where there is no available market evidence, the asset's fair value is measured at its market buying price, the best indicator of which is depreciated replacement cost.  
Work in progress is included in landbuilding as appropriate and is recorded at cost. Building construction projects are classified as works in progress until the projects have been completed and become available for use by the economic entity. Work in progress accounts also include costs associated with the acquisition of land before settlement.  
The Commission revalues each class of property, plant and equipment at least every five years or with sufficient regularity to ensure that the carrying amount of each asset in the class does not differ materially from its fair value at reporting date. The last revaluation was completed on 30 June 2007 and was based on an independent assessment.  
Non-specialised assets with short useful lives are measured at depreciated historical cost, as a surrogate for fair value.  
When revaluing non-current assets by reference to current prices for assets newer than those being revalued (adjusted to reflect the present condition of the assets), the gross amount and the related accumulated depreciation are separately related.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies (Continued)

- (i) Accounting for the Goods and Services Tax (GST)  
Income, expenses and assets are recognised net of the amount of GST, except that:
  - the amount of GST incurred by the Commission as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense and
  - receivables and payables are stated with the amount of GST included.
 Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from or payable to the Australian Taxation Office are classified as operating cash flows.
- (ii) Exemptions  
The Commission obtained Treasurer's exemptions from the following requirement:
  - to disclose budget figures as required by the Financial Reporting Code for Budget Dependent General Government Sector Agencies.
 The Commission does not prepare a Summary of Compliance with Financial Directives as it does not receive appropriations. Contributions are received through the Commission's parent entity, the Department of Education and Communities.
- (iii) Income recognition  
Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.
  - (i) Government Contributions and Contributions from other Bodies  
Government contributions and contributions from other bodies (including grants and donations) are generally recognised as income when the Commission obtains control over the assets comprising the contributions. Control over contributions is normally obtained upon the receipt of cash.
  - (ii) Sale of goods  
Revenue from the sale of goods is recognised as revenue when the Commission transfers the significant risks and rewards of ownership of the assets.
  - (iii) Rendering of services  
Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date). Student administration charges are recognised as revenue at the time of collection.
  - (iv) Investment revenue  
Interest revenue is recognised using the effective interest method as set out in AASB 139 Financial Instruments: Recognition and Measurement. Rental revenue is recognised in accordance with AASB 117 Leases on a straight-line basis over the lease term.
  - (v) Asset sales  
The proceeds of asset sales net of the written down value of the assets and the selling expenses are included as revenue of the Commission. The profit and loss on disposal of assets is brought to account at the time of settlement.
  - (vi) Lease rental income  
A vacant block of land at York Road, Bondi Junction owned by the Commission was leased to a third party for a period of 99 years on 30 September 2002.  
In accordance with Accounting Standard AASB 117 Leases, the upfront payment received in respect of the granting of the lease was treated as prepaid lease payments and was amortised on a straight-line basis over the lease term.  
The State Property Authority (SPA) vested the property as at 18 December 2009. In accordance with AASB 1004 Contributions and Treasury Policy and Guidelines Paper TPP 08-3, the Commission brought the property to the value stated by the SPA and disposed of the asset as an equity transfer.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

- (x) **Intangible assets**  
The Commission recognises intangible assets only if it is probable that future economic benefits will flow to the Commission and the cost of the asset can be measured reliably. Intangible assets are measured initially at cost. Where an asset is acquired at no or nominal cost, the cost is its fair value at the date of acquisition.  
All research costs are expensed. Development costs are only capitalised when certain criteria are met. The useful lives of intangible assets are assessed to be finite.  
Intangible assets are subsequently measured at fair value only if there is an active market. As there is no active market for the Commission's intangible assets, the assets are carried at cost less any accumulated amortisation.  
The Commission's intangible assets are amortised using the straight-line method over a period of five years.
- (xi) **Loans and receivables**  
Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. The financial assets are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method, less an allowance for any impairment of receivables. Any changes are recognised in the surplus / (deficit) for the year when impaired, derecognised or through the amortisation process.  
Short-term receivables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.
- (xii) **Inventories**  
The Commission holds inventory of teaching and resource materials that are consumed directly in the delivery of educational courses. Inventory is expensed as it is acquired. The Commission does not capitalise inventories, as holdings are high turnover items that are characterised by low stock levels that are not of a material nature.
- (xiii) **Investments**  
Investments are initially recognised at fair value plus, in the case of investments not at fair value through profit or loss, transaction costs. The Commission determines the classification of its financial assets after initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.
  - **Fair value through profit or loss** - The Commission subsequently measures investments classified as "held for trading" or designated upon initial recognition "at fair value through profit or loss" at fair value. Financial assets are classified as "held for trading" if they are acquired for the purpose of selling in the near term. Gains or losses on these assets are recognised in the surplus / (deficit) for the year.

The Hour-Glass Investment Facilities are designated at fair value through profit or loss using the second leg of the fair value option i.e. these financial assets are managed and their performance is evaluated on a fair value basis, in accordance with a documented risk management strategy, and information about these assets is provided internally on that basis to the Commission's key management personnel.

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

  - **Held-to-maturity Investments** - Non-derivative financial assets with fixed or determinable payments and fixed maturity that the Commission has the positive intention and ability to hold to maturity are classified as "held to maturity". These investments are measured at amortised cost using the effective interest method. Changes are recognised in the surplus / (deficit) for the year when impaired, derecognised or through the amortisation process. The Commission does not have any "Held to maturity investments".

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

- (iv) **Revaluation increments and decrements**  
For other assets, any balances of accumulated depreciation at the revaluation date in respect of those assets are credited to the asset accounts to which they relate. The net asset accounts are then increased or decreased by the revaluation increments or decrements.  
Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the surplus/deficit, the increment is recognised immediately as revenue in the surplus/deficit.  
Revaluation decrements are recognised immediately as expenses in the surplus/deficit, except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.  
As a not-for-profit entity revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.  
Where an asset that has previously been revalued is disposed of, any balance remaining in the asset revaluation reserve in respect of that asset is transferred to accumulated funds.
- (v) **Impairment of property, plant and equipment**  
As a not-for-profit entity with no cash generating units, the Commission is effectively exempted from AASB 136 Impairment of Assets and Impairment Testing. This is because AASB 138 modifies the recoverable amount test to the higher of fair value less costs to sell and depreciated replacement cost. This means that, for an asset already measured at fair value, impairment can only arise if selling costs are material. Selling costs are regarded as immaterial.
- (vi) **Depreciation of property, plant and equipment**  
The depreciable amount of assets is allocated on a systematic basis over their useful life. Depreciation is provided for on a straight line basis for all depreciable assets with a review undertaken at the time of each revaluation to adjust the written down values in accordance with the Commission's depreciation model. Land is not a depreciable asset.  
All material separately identifiable component assets are recognised and depreciated over their shorter useful lives.  
The rates of depreciation adopted were:
 

Buildings and Leasehold Improvements	1.25% to 20.0%
Plant and Equipment	2.32% to 33.3%
Computer Hardware	0.60% to 33.3%
- (vii) **Major inspection costs**  
When each major inspection is performed, the labour cost of performing major inspections for faults is recognised in the carrying amount of an asset as a replacement of a part, if the recognition criteria are satisfied.
- (viii) **Restoration costs**  
The estimated cost of dismantling and removing an asset and restoring the site is included in the cost of an asset, to the extent it is recognised as a liability.
- (ix) **Maintenance**  
Day-to-day servicing costs or maintenance are charged as expenses as incurred, except where they relate to the replacement of a part or component of an asset, in which case the costs are capitalised and depreciated. Where the final estimated cost of the building project exceeds \$50,000 and the estimated useful life is greater than two years, all construction expenditure relating to that project is capitalised as Works in Progress.
- (x) **Leased assets**  
Operating lease payments are charged to the statement of comprehensive income in the periods in which they are incurred.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

- Available-for-sale investments - Any residual investments that do not fall into any other category are accounted for as available for sale investments and measured at fair value in other comprehensive income until disposed or impaired at which time the cumulative gain or loss previously recognised in other comprehensive income is recognised in surplus / (deficit) for the year. However, interest calculated using the effective interest method and dividends are recognised in the surplus / (deficit) for the year. The Commission does not have any "Available for sale investments".

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

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

(iv) Impairment of financial assets

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

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

Any reversals of impairment losses are reversed through the surplus / (deficit) for the year, where there is objective evidence, except reversals of impairment losses on an investment in an equity instrument classified as "available for sale" must be made through the reserve. Reversals of impairment losses of financial assets carried at amortised cost cannot result in a carrying amount that exceeds what the carrying amount would have been had there not been an impairment loss.

(v) De-recognition of financial assets and financial liabilities

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

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

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

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

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

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

(j) Liabilities

(i) Payables

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

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies (continued)

(i) Borrowings

Loans are not held for trading or designated at fair value through profit and loss and are recognised at amortised cost using the effective interest rate method. Gains or losses are recognised in the surplus / (deficit) for the year on derecognition.

The finance lease liability is determined in accordance with AASB 117 Leases.

(ii) Financial guarantees

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

Financial guarantee contracts are recognised as a liability at the time the guarantee is issued and initially measured at fair value, where material. After initial recognition, the liability is measured at the higher of the amount determined in accordance with AASB 137 Provisions, Contingent Liabilities and Contingent Assets and the amount, initially recognised, less accumulated amortisation, where appropriate.

The Commission has reviewed its financial guarantees and determined that there is no material liability to be recognised for financial guarantee contracts as at 30 June 2011 and 30 June 2010. However, refer Note 19 regarding disclosures on contingent liabilities.

(iv) Employee benefits and other provisions

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

Liabilities for wages and salaries (including non-monetary benefits), annual leave and paid sick leave that are due to be settled within 12 months after the end of the period in which the employees render the service are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when the liabilities are settled. A proportion of the annual leave may be settled after 12 months but this is not likely to be significant and cannot be reliably measured.

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

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

(b) Long service leave and superannuation

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

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors (specified in NSW Treasury Circular 11/06) to employees with 5 or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

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



NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1 Summary of Significant Accounting Policies (Continued)

- (c) Other provisions  
Other provisions exist when: the Commission has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.  
Any provision for restructuring are recognised only when the Commission has a detailed formal plan and the Commission has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected.
- (k) Equity and reserves
  - (i) Asset Revaluation reserve  
The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the Commission's policy on the revaluation of property, plant and equipment as discussed in Note 10(NI).
  - (ii) Accumulated Funds  
The category accumulated funds includes all current and prior period retained funds.
  - (iii) Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. asset revaluation reserve).
- (l) Equity transfers  
The transfer of net assets between agencies as a result of an administrative restructure, transfer of programs/functions and parts thereof between NSW public sector agencies and 'equity appropriations' (refer Note 10(N)) are designated or required by Accounting Standards to be treated as contributions by owners and recognised as an adjustment to 'Accumulated Funds'. This treatment is consistent with AASB 1004 Contributions and Australian Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities.  
Transfers arising from an administrative restructure involving not-for-profit entities and for-profit government departments are recognised at the amounts at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.  
All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amortised) cost by the transferor because there is no active market, the Commission recognises the asset at the transferor's carrying amount. Where the transferor is prohibited from recognising internally generated intangibles, the Commission does not recognise that asset.
- (m) Comparative information  
Except when an Australian Accounting Standard permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements. Where appropriate, comparative figures have been reclassified to conform with the basics of presentation and classification used in the current year.
- (n) New Australian Accounting Standards issued but not effective  
The following new Accounting Standards have not been applied and are not yet effective. The possible impact of these Standards in the period of initial application will not be significant.
  - AASB 1 First-time Adoption of Australian Accounting Standards (application date 1 Jan 2011);
  - AASB 3 Business Combinations (application date 1 Jan 2011);
  - AASB 4 Insurance Contracts (application date 1 Jan 2011);
  - AASB 5 Non-current Assets Held for Sale and Discontinued Operations (application date 1 Jan 2011);
  - AASB 7 Financial Instruments: Disclosures (application date 1 Jan 2011)
  - AASB 8 Operating Segments (application date 1 Jan 2011);
  - AASB 9 Financial Instruments (application date 1 Jan 2011);
  - AASB 10 Consolidated Financial Statements (application date 1 Jul 2013);
  - AASB 11 Joint Arrangements (application date 1 Jul 2013);
  - AASB 12 Disclosure of Interests in Other Entities (application date 1 Jul 2013);
  - AASB 13 Fair Value Measurement (application date 1 Jul 2013);
  - AASB 101 Presentation of Financial Statements (application date 1 Jan 2011);

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1. Summary of Significant Accounting Policies (Continued)

- (c) Other provisions  
Other provisions exist when: the Commission has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of resources will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.  
Any provision for restructuring are recognised only when the Commission has a detailed formal plan and the Commission has raised a valid expectation in those affected by the restructuring that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected.
- (k) Equity and reserves
  - (i) Asset Revaluation reserve  
The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets. This accords with the Commission's policy on the revaluation of property, plant and equipment as discussed in Note 10(NI).
  - (ii) Accumulated Funds  
The category accumulated funds includes all current and prior period retained funds.
  - (iii) Separate reserve accounts are recognised in the financial statements only if such accounts are required by specific legislation or Australian Accounting Standards (e.g. asset revaluation reserve).
- (l) Equity transfers  
The transfer of net assets between agencies as a result of an administrative restructure, transfer of programs/functions and parts thereof between NSW public sector agencies and 'equity appropriations' (refer Note 10(N)) are designated or required by Accounting Standards to be treated as contributions by owners and recognised as an adjustment to 'Accumulated Funds'. This treatment is consistent with AASB 1004 Contributions and Australian Interpretation 1038 Contributions by Owners Made to Wholly-Owned Public Sector Entities.  
Transfers arising from an administrative restructure involving not-for-profit entities and for-profit government departments are recognised at the amounts at which the assets and liabilities were recognised by the transferor immediately prior to the restructure. Subject to below, in most instances this will approximate fair value.  
All other equity transfers are recognised at fair value, except for intangibles. Where an intangible has been recognised at (amortised) cost by the transferor because there is no active market, the Commission recognises the asset at the transferor's carrying amount. Where the transferor is prohibited from recognising internally generated intangibles, the Commission does not recognise that asset.
- (m) Comparative information  
Except when an Australian Accounting Standard permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements. Where appropriate, comparative figures have been reclassified to conform with the basics of presentation and classification used in the current year.
- (n) New Australian Accounting Standards issued but not effective  
The following new Accounting Standards have not been applied and are not yet effective. The possible impact of these Standards in the period of initial application will not be significant.
  - AASB 1 First-time Adoption of Australian Accounting Standards (application date 1 Jan 2011);
  - AASB 3 Business Combinations (application date 1 Jan 2011);
  - AASB 4 Insurance Contracts (application date 1 Jan 2011);
  - AASB 5 Non-current Assets Held for Sale and Discontinued Operations (application date 1 Jan 2011);
  - AASB 7 Financial Instruments: Disclosures (application date 1 Jan 2011)
  - AASB 8 Operating Segments (application date 1 Jan 2011);
  - AASB 9 Financial Instruments (application date 1 Jan 2011);
  - AASB 10 Consolidated Financial Statements (application date 1 Jul 2013);
  - AASB 11 Joint Arrangements (application date 1 Jul 2013);
  - AASB 12 Disclosure of Interests in Other Entities (application date 1 Jul 2013);
  - AASB 13 Fair Value Measurement (application date 1 Jul 2013);
  - AASB 101 Presentation of Financial Statements (application date 1 Jan 2011);

1 Summary of Significant Accounting Policies (Continued)

- AASB 107 Statement of Cash Flows (application date 1 Jan 2011);
- AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors (application date 1 Jan 2011);
- AASB 110 Events after the Reporting Period (application date 1 Jan 2011);
- AASB 112 Income Taxes (application date 1 Jan 2011);
- AASB 118 Revenue (application date 1 Jan 2011);
- AASB 119 Employee Benefits (application date 1 Jan 2011);
- AASB 121 Effects of Changes in Foreign Exchange Rates (application date 1 Jan 2011);
- AASB 124 Related Party Disclosures (application date 1 Jan 2011);
- AASB 127 Separate Financial Statements (application date 1 Jul 2013);
- AASB 132 Financial Instruments: Presentation (application date 1 Jan 2011);
- AASB 133 Earnings per Share (application date 1 Jan 2011);
- AASB 134 Interim Financial Reporting (application date 1 Jan 2011);
- AASB 137 Provisions, Contingent Liabilities and Contingent Assets (application date 1 Jan 2011);
- AASB 139 Financial Instruments: Recognition and Measurement (application date 1 Jan 2011);
- AASB 140 Investment Property (application date 1 Jan 2011);
- AASB 1023 General Insurance Contracts (application date 1 Jan 2011);
- AASB 1031 Motor Vehicle (application date 1 Jan 2011);
- AASB 1038 Life Insurance Contracts (application date 1 Jan 2011);
- AASB 1063 Application of Hierarchy of Australian Accounting Standards (application date 1 July 2013);
- AASB 1064 Australian Additional Disclosures (application date 1 July 2011)
- AASB 2009-11 Amendments to Australian Accounting Standards arising from AASB 9 (application date 1 Jan 2011);
- AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduce Disclosure Requirements (application date 1 Jan 2011);
- AASB 2010-6 Amendments to Australian Accounting Standards – Disclosures on Transfers of Financial Assets (application date 1 Jul 2011);
- AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2010) (application date 1 Jan 2011);
- AASB 2010-9 Amendments to Australian Accounting Standards – Deformed Tax: Recovery of Underlying Assets [AASB 112] (application date 1 Jan 2011);
- AASB 2010-9 Amendments to Australian Accounting Standards – Severe Hyperinflation and Removal of Fixed Dates for First-time Adopters [AASB 1] (application date 1 Jul 2011);
- AASB 2010-10 Further Amendments to Australian Accounting Standards – Removal of Fixed Dates for First-time Adopters [AASB 2009-11 and 2010-7] (application date 1 Jan 2011);
- AASB 2011-1 Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project (application date 1 Jul 2011);
- AASB 2011-2 Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project – Reduced Disclosure Requirements (application date 1 Jul 2011);
- AASB 2011-3 Amendments to Australian Accounting Standards – Orderly Adoption of Changes to the ABS OFS Manual and Related Amendments (application date 1 Jul 2012);
- AASB 2011-4 Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements (application date 1 Jul 2013);
- AASB 2011-5 Amendments to Australian Accounting Standards – Extending Relief from Consolidation the Equity Method and Proportional Consolidation (application date 1 Jul 2011);
- AASB 2011-6 Amendments to Australian Accounting Standards – Extending Relief from Consolidation, the Equity Method and Proportional Consolidation – Reduced Disclosure Requirements (application date 1 Jul 2011);
- AASB 2011-7 Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangements Standards (application date 1 Jul 2013);
- AASB 2011-8 Amendments to Australian Accounting Standards arising from AASB 13 (application date 1 Jul 2013);
- AASB 2011-9 Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income (application date 1 Jul 2012);
- AASB 2011-10 Amendments to Australian Accounting Standards arising from AASB 119 (application date 1 Jul 2013);
- AASB 2011-11 Amendments to Australian Accounting Standards AASB 119 (September 2011) arising from Reduced Disclosure Requirements (application date 1 Jul 2013);
- AASB Interpretation 2 Members' Shares in Co-operative Entities and Similar Instruments (application date 1 Jan 2011).

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

1 Summary of Significant Accounting Policies (Continued)

- AAASB Interpretation 4 Determining whether an Arrangement contains a lease (application date 1 Jan 2011);
- AAASB Interpretation 14 AASB 119 - The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction (application date 1 Jan 2011);
- AAASB Interpretation 15 Hedging of a Net Investment in a Foreign Operation (application date 1 Jan 2011);
- AAASB Interpretation 112 Consolidation - Special Purpose Entities (application date 1 Jan 2011);
- AAASB Interpretation 115 Operating Leases - Incentives (application date 1 Jan 2011);
- AAASB Interpretation 127 Evaluating the Substance of Transactions Involving the Legal Form of a Lease (application date 1 Jan 2011);
- AAASB Interpretation 132 Intangible Assets - Web Site Costs (application date 1 Jan 2011);
- AAASB Interpretation 1039 Substantive Enactment of Major Tax Bills in Australia (application date 1 Jan 2011);
- ASB Interpretation 10-02 Subscriber Acquisition Costs in the Telecommunications Industry (application date 1 Jan 2011); and
- AAASB Interpretation 1052 Tax Consolidation Accounting (application date 1 Jan 2011).

(a) Funds not included in the financial statements  
The Commission performs a custodial role in respect of funds collected and held in bank accounts operated by the Commission staff on behalf of student associations. These funds are of a restrictive nature and cannot be used for the achievement of the Commission's own objectives. They are therefore not included within the Commission's financial statements.

(b) Conditions on contributions

Contributors can place restrictions on the application of funds to assist in ensuring that the intended outcomes of the particular program are met. Examples of such conditions are the requirements to provide annual acquittals of expenditure or to return unspent funds at the end of a specific period.

(c) Address of the registered office

The registered address of the Commission is 35 Bridge Street, Sydney NSW 2000.

2. Expenses Excluding Losses

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
(a) Employee related expenses				
Salaries and wages (including recreation leave)*	805,038	785,117	-	-
Superannuation - defined benefit plans	22,891	24,618	-	-
Superannuation - defined contribution plans	54,053	54,834	-	-
Long service leave	23,280	24,364	-	-
Workers' compensation insurance	11,743	11,557	-	-
Payroll tax and fringe benefit tax	46,723	62,917	-	-
Other	814	1,260	-	-
	<b>968,022</b>	<b>954,767</b>	-	-

\* An amount of \$0.980M (\$0.409M in 2010) representing salaries expended in relation to the TAFE Online project was capitalised during the year and therefore excluded from the above. The TAFE NSW Online project is an information/communication rich electronic environment where teachers and other staff are provided with the skills and resources to support and guide students in their online and offline learning.

(b) Personnel services	362,176	358,132	1,272,798	1,242,514
	<b>362,176</b>	<b>358,132</b>	<b>1,272,798</b>	<b>1,242,514</b>

(c) Other operating expenses include the following:

Auditor's remuneration - audit of the financial statements	510	491	510	481
Operating lease rental expense - minimum lease payments	2,870	1,834	2,870	1,834
Maintenance*	52,099	72,944	52,099	72,944
Insurance	6,372	5,372	5,237	5,237
Cleaning	35,908	33,644	35,908	33,644
Other service expenses	95,834	98,321	95,834	98,321
Minor stores, provisions, plant and computing	95,821	101,888	95,321	101,888
Travel and motor vehicle expenses	13,088	12,791	13,088	12,791
Internet and related expenses	262	477	262	477
Postage and telephone	8,302	8,512	8,302	8,512
Utilities	22,262	21,437	22,262	21,437
Printing	11,560	8,973	11,560	8,973
Other	19,813	9,643	19,813	9,643
	<b>343,591</b>	<b>376,090</b>	<b>343,591</b>	<b>376,090</b>

\* Reconciliation - Total maintenance  
Maintenance expense - contracted labour and other (non-employee related), as above

Total maintenance expenses included in Note 2(c)	52,869	72,944	52,869	72,944
--	--------	--------	--------	--------

(d) Depreciation and amortisation expense

Depreciation				
Buildings and improvements	66,286	59,215	66,286	59,215
Plant and equipment	13,027	12,512	13,027	12,512
	<b>79,313</b>	<b>71,727</b>	<b>79,313</b>	<b>71,727</b>
Amortisation				
Intangibles	1,870	4,652	1,870	4,652
	<b>81,183</b>	<b>76,409</b>	<b>81,183</b>	<b>76,409</b>

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	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
<b>3. Revenue</b>				
(a) Sale of Goods and Services				
Administration charges	76,672	71,963	76,672	71,963
Fees for services	279,428	296,251	279,428	296,251
Course projects and materials	11,795	10,821	11,795	10,821
Other	16,507	14,478	16,507	14,478
	<b>354,402</b>	<b>392,513</b>	<b>354,402</b>	<b>392,513</b>
(b) Investment revenue				
Interest revenue from financial assets not at fair value through profit or loss	6,466	5,331	6,466	5,331
	<b>6,466</b>	<b>5,331</b>	<b>6,466</b>	<b>5,331</b>
(c) Grants and contributions				
Other Public Sector agencies	70,140	30,460	70,140	30,460
Commonwealth Government	5,422	35,632	5,422	35,632
Asset contributions (free assets or contributions to assets)	272	228	272	228
Donations and industry contributions	712	1,285	712	1,285
	<b>76,546</b>	<b>67,635</b>	<b>76,546</b>	<b>67,635</b>
(d) Other revenue				
Other	12,677	5,667	12,677	5,667
	<b>12,677</b>	<b>5,667</b>	<b>12,677</b>	<b>5,667</b>
<b>4. Gain / (Loss) on Disposal</b>				
Gain / (loss) on disposal of land and buildings				
Proceeds from disposal	1,227	1,552	1,227	1,552
Written down value of assets disposed	(634)	(5,981)	(634)	(5,981)
Net gain / (loss) on disposal of land and buildings	393	(4,429)	393	(4,429)
Gain / (loss) on disposal of intangibles				
Proceeds from disposal	--	--	--	--
Written down value of intangibles	--	--	--	--
Net gain / (loss) on disposal of intangibles	--	--	--	--
Gain / (loss) on disposal of non-current assets held for sale				
Proceeds from disposal	244	216	244	216
Written down value of non-current assets held for sale disposed	(311)	(48)	(311)	(48)
Net gain / (loss) on disposal of non-current assets held for sale	(67)	168	(67)	168
Gain / (loss) on disposal	<b>326</b>	<b>(4,261)</b>	<b>326</b>	<b>(4,261)</b>

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	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
<b>5. Other Gains / (Losses)</b>				
Foreign exchange gain / (loss)	(2)	(162)	(2)	(162)
Impairment of receivables	(2,788)	(389)	(2,788)	(389)
	<b>(2,790)</b>	<b>(551)</b>	<b>(2,790)</b>	<b>(551)</b>
<b>6. Acceptance by the Crown Entity of Employee Benefits and Other Liabilities</b>				
The following liabilities and / or expenses have been assumed by the Crown Entity or other government agencies:				
Superannuation – defined benefit	22,247	24,618	--	--
Superannuation on recreation leave – defined benefit	613	--	--	--
Long service leave	23,260	24,364	--	--
Payroll tax	1,260	1,403	--	--
	<b>47,400</b>	<b>50,385</b>	<b>--</b>	<b>--</b>
<b>7. Current Assets – Cash and Cash Equivalents</b>				
Cash at bank and on hand	164,951	153,814	164,951	153,814
	<b>164,951</b>	<b>153,814</b>	<b>164,951</b>	<b>153,814</b>
For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank, cash on hand, short term deposits and bank overdraft.				
Cash and cash equivalent assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:				
Cash and cash equivalents (per statement of financial position)	164,951	153,814	164,951	153,814
Closing cash and cash equivalents (per statement of cash flows)	<b>164,951</b>	<b>153,814</b>	<b>164,951</b>	<b>153,814</b>
Refer Note 22 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.				
<b>8. Current / Non-Current Assets - Receivables</b>				
Current:				
Sale of goods and services	17,541	27,770	17,541	27,770
Less: Allowance for impairment	(3,516)	(1,378)	(3,516)	(1,378)
Other debtors	26,110	17,946	26,110	17,946
Prepayments	133	11	133	11
Accrued income	5,392	6,351	5,392	6,351
	<b>45,660</b>	<b>50,700</b>	<b>45,660</b>	<b>50,700</b>
Movement in the allowance for impairment:				
Balance at 1 July	(1,378)	(2,616)	(1,378)	(2,616)
Amounts written off during the year	652	1,396	652	1,396
Amounts recovered during the year	310	802	310	802
Increase/(decrease) in allowance recognised in profit or loss	(3,100)	(960)	(3,100)	(960)
Balance at 30 June	<b>(3,516)</b>	<b>(1,378)</b>	<b>(3,516)</b>	<b>(1,378)</b>
Details regarding credit risk, liquidity risk and market risk including financial assets that are either past due or impaired are disclosed in Note 22.				

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8. Current / Non-Current Assets - Receivables (cont'd)

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
Non-Current: Prepayments	4,964	-	4,964	-
	4,964	-	4,964	-

9. Current/Non-Current Assets - Other Financial Assets

(a) Details of investments of parent in associates are as follows.

Name	Principal Activities	Balance Date	Ownership Interest		Investment Carrying Amount	
			2011	2010	2011	2010
Adskill Sdn Bhd	Vocational Education	31 December	46%	46%	\$160,000	\$160,000

(b) Details of investments of parent in other companies are as follows.

Name	Principal Activities	Balance Date	Ownership Interest		Investment Carrying Amount	
			2011	2010	2011	2010
Coffs Harbour Technology Park Ltd	Research, Development and Education Pathways	30 June	33%	33%	\$175,000	\$175,000
Skilling Australia Pty Ltd	Training Provider to Defence Industries	30 June	50%	50%	\$3	\$3

- This note has been prepared based on the financial statements of Coffs Harbour Technology Park Ltd for the years ending 30 June 2010 (for 2011) and 30 June 2009 (for 2010); the other entities have no recent financials.
- The Commission's ownership interest is a reflection of its voting power for the respective companies.
- Carrying amounts for investment in these companies are based on cost.
- The Commission has made an allowance for impairment to cover its investment in the company.

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9. Current/Non-Current Assets - Other Financial Assets (continued)

(c) Movement in Investments in associates

	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
Equity accounted amount of investment at the beginning of the financial year	160	160	160	160
Equity accounted amount of investment at the end of the year	160	160	160	160

(d) Other Financial Assets

Non-Current: Investments Equity Accounted		Parent Entity	
	2011	2010	2011
	\$'000	\$'000	\$'000
Shares in Adskill Sdn Bhd at cost	55	55	55
Commissioner's share of retained profit	105	105	105
Total equity accounted	160	160	160

Other loans and deposits

Fixed interest bearing deposits/security deposits		Parent Entity	
	2011	2010	2011
	\$'000	\$'000	\$'000
Shares in Coffs Harbour Technology Park Ltd	111	111	111
	175	175	175
	289	289	289

Total Non-Current

	445	445	445
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(e)

Coffs Harbour Technology Park Ltd

Coffs Harbour Technology Park Ltd was incorporated on 31 May 2001. It is owned in equal portions by North Coast Institute, Southern Cross University and Coffs Harbour City Council. The aim is to develop and manage a technology park within the bounds of the Coffs Harbour Education Centre. This will promote industrial research and development, commercialisation of products or services and education and employment pathways. The company is to be a self-funding, not-for-profit company (for the first ten years of operations), limited by shares.

(f)

Terasys Australia Pty Ltd

Northern Sydney Institute and Terasys Australia Pty Ltd had entered into a venture arrangement on December 21, 2001 to jointly present and deliver information technology and accounting training courses on a commercial basis for the purpose of training and re-skilling people to work in entry level positions primarily in the IT industry.

The arrangement ceased operations when Terasys Australia Holdings Pty Limited entered into voluntary administration and by default the joint venture agreement on 28 July 2005; a deed of settlement was reached on 30 September 2005 by all parties concerned.

The remaining amount owing of \$250,000 was written off during 2009/2010.

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10. Non-Current Assets – Property, Plant and Equipment

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
<b>Economic Entity</b>			
At 1 July 2010 – fair value	4,701,134	192,718	4,893,852
Gross carrying amount	(1,716,700)	(122,705)	(1,839,405)
Accumulated depreciation and impairment	2,984,434	70,013	3,054,447
Net carrying amount			
At 30 June 2011 – fair value	4,799,658	191,563	4,990,221
Gross carrying amount	(1,782,986)	(130,270)	(1,913,256)
Accumulated depreciation and impairment	3,015,672	61,293	3,076,965
Net carrying amount			
<b>Parent Entity</b>			
At 1 July 2010 – fair value	4,701,134	192,718	4,893,852
Gross carrying amount	(1,716,700)	(122,705)	(1,839,405)
Accumulated depreciation and impairment	2,984,434	70,013	3,054,447
Net carrying amount			
At 30 June 2011 – fair value	4,799,658	191,563	4,990,221
Gross carrying amount	(1,782,986)	(130,270)	(1,913,256)
Accumulated depreciation and impairment	3,015,672	61,293	3,076,965
Net carrying amount			

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the year ended 30 June 2011 are set out below.

<b>Economic Entity</b>			
Net carrying amount at start of year	2,984,434	70,013	3,054,447
Additions	87,524	5,141	102,665
Disposals	--	(834)	(834)
Depreciation expense	(86,286)	(13,027)	(99,313)
Net carrying amount at end of year	3,015,672	61,293	3,076,965
<b>Parent Entity</b>			
Net carrying amount at start of year	2,984,434	70,013	3,054,447
Additions	87,524	5,141	102,665
Disposals	--	(834)	(834)
Depreciation expense	(86,286)	(13,027)	(99,313)
Net carrying amount at end of year	3,015,672	61,293	3,076,965

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
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10. Non-Current Assets – Property, Plant and Equipment (Continued)

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
<b>Economic Entity</b>			
At 1 July 2009 – fair value	4,574,746	182,668	4,757,404
Gross carrying amount	(1,681,789)	(120,154)	(1,781,923)
Accumulated depreciation and impairment	2,912,977	62,504	2,975,481
Net carrying amount			
At 30 June 2010 – fair value	4,701,134	192,718	4,893,852
Gross carrying amount	(1,716,700)	(122,705)	(1,839,405)
Accumulated depreciation and impairment	2,984,434	70,013	3,054,447
Net carrying amount			
<b>Parent Entity</b>			
At 1 July 2009 – fair value	4,574,746	182,668	4,757,404
Gross carrying amount	(1,681,789)	(120,154)	(1,781,923)
Accumulated depreciation and impairment	2,912,977	62,504	2,975,481
Net carrying amount			
At 30 June 2010 – fair value	4,701,134	192,718	4,893,852
Gross carrying amount	(1,716,700)	(122,705)	(1,839,405)
Accumulated depreciation and impairment	2,984,434	70,013	3,054,447
Net carrying amount			

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the year ended 30 June 2010 are set out below.

<b>Economic Entity</b>			
Net carrying amount at start of year	2,912,977	62,504	2,975,481
Additions	139,792	21,548	161,340
Assets held for sale	(311)	--	(311)
Write back of asset revaluation reserve on disposal	(4,365)	--	(4,365)
Disposals	(4,454)	(1,527)	(5,981)
Depreciation expense	(89,215)	(12,612)	(101,827)
Net carrying amount at end of year	2,984,434	70,013	3,054,447
<b>Parent Entity</b>			
Net carrying amount at start of year	2,912,977	62,504	2,975,481
Additions	139,792	21,548	161,340
Assets held for sale	(311)	--	(311)
Write back of asset revaluation reserve on disposal	(4,365)	--	(4,365)
Disposals	(4,454)	(1,527)	(5,981)
Depreciation expense	(89,215)	(12,612)	(101,827)
Net carrying amount at end of year	2,984,434	70,013	3,054,447

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11. Intangible Assets

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
<b>Software</b>				
At start of the year	68,421	63,968	68,421	63,968
Cost (gross carrying amount)	(53,219)	(48,615)	(53,219)	(48,615)
Accumulated amortisation and impairment	15,202	15,353	15,202	15,353
Net carrying amount				
At end of the year	72,518	68,421	72,518	68,421
Cost (gross carrying amount)	(55,068)	(53,219)	(55,068)	(53,219)
Accumulated amortisation and impairment	17,460	15,202	17,460	15,202
Net carrying amount				
Net carrying amount at start of year	15,202	15,353	15,202	15,353
Additions (from internal development)	4,128	4,531	4,128	4,531
Amortisation (recognised in 'Depreciation and amortisation')	(1,970)	(4,982)	(1,970)	(4,982)
Net carrying amount at end of year	17,460	15,202	17,460	15,202

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

Land and buildings	45	356	45	356
	45	356	45	356
Amounts recognised in equity relating to assets held for sale				
Property, plant and equipment asset valuation increments/(decrements)	39	259	39	259
	39	259	39	259

The assets held for sale consist primarily of land and some buildings which have become surplus to the Commission's requirements. It is intended that these be disposed – either by the way of sale or through appropriate property leases. Steps have been taken towards this purpose and it is likely that the disposals will occur within the next twelve months.

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13. Restricted Assets

Funds totalling \$0.126M (\$0.120M in 2010) mostly held as investments in fixed interest bearing deposits (Note 9(d)) are classified as "restricted assets". Most of these funds represent donations held by the Commission for student prize awards with interest earned on the investments used to fund awards. In 2010/11, interest earned on such investments was \$0.008M (\$0.008M in 2010) and prizes awarded to students amounted to \$0.002M (\$0.005M in 2010).

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
Accrued salaries, wages and on-costs	24,462	26,212	–	–
Personnel services payable	47,879	42,367	107,587	111,412
Creditors	58,108	42,967	57,451	42,967
Unearned revenue	71,796	86,835	71,796	86,835
Group, payroll and fringe benefits tax	7,677	9,836	–	–
Other	6,463	2,048	6,262	786
	216,413	210,296	243,096	242,030

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 22.

15. Current/Non-Current Liabilities - Provisions

Employee benefits and related on-costs:

Current				
Recreation leave	9,390	9,831	–	–
Accrued payroll tax on recreation leave and accrued salaries and wages	2,191	2,347	–	–
Recreation leave on long service leave	1,885	6,464	–	–
Workers Compensation on long service leave	1,183	1,837	–	–
Payroll tax on long service leave	8,331	8,707	–	–
Superannuation on long service leave	1,294	1,342	–	–
Superannuation on recreation leave	1,122	–	–	–
Other	608	373	–	–
	25,904	30,901	–	–

\* Recreation leave is expected to be settled within 12 months after the reporting date.

Non-Current

Provision for payroll tax on long service leave	438	422	–	–
Recreation leave on long service leave and Recreation leave	220	252	–	–
Workers Compensation on long service leave	52	89	–	–
Other	66	71	–	–
	776	834	–	–

Aggregate employee benefits and related on-costs

Provisions - current	25,904	30,901	–	–
Provisions - non-current	776	834	–	–
Accrued salaries, wages and on-costs (Note 14)	24,462	26,212	–	–
	51,142	57,947	–	–

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19. Reconciliation of cash flows from operating activities to net cost of services

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
Net cash used on operating activities	117,831	177,823	117,831	177,823
Cash Flows from Government	(1,274,405)	(1,304,801)	(1,274,405)	(1,304,801)
Net Cash Flow GST	(5,187)	6,680	(5,187)	6,680
Adjustments by the Crown Entity of employee benefits and other liabilities	(47,389)	(50,385)	--	--
Depreciation and amortisation	(81,183)	(76,409)	(81,183)	(76,409)
Allowance for impairment	(2,138)	1,238	(2,138)	1,238
Decrease / (increase) in provisions	5,052	(1,588)	--	--
Increase / (decrease) in prepayments and other Assets	7,280	688	7,280	588
Decrease / (increase) in creditors	(7,763)	(25,795)	(2,711)	(27,367)
Net (loss) / gain on sale of plant and equipment	326	(4,261)	326	(4,261)
Donated assets	272	228	272	228
Others	--	(2,178)	--	(2,178)
<b>Net cost of services</b>	<b>(1,287,345)</b>	<b>(1,279,164)</b>	<b>(1,239,845)</b>	<b>(1,228,779)</b>

20. Non-cash financing and investing activities

Assets received by donation	272	228	272	228
Expenses assumed by the Crown Entity	(47,389)	(50,385)	--	--
	<b>(47,117)</b>	<b>(50,157)</b>	<b>272</b>	<b>228</b>

21. Monies held on behalf of third parties

The Commission holds money on behalf of YAFE Student Associations amounting to \$4.5 m (\$4.2m in 2010). These monies are excluded from the financial report as the Commission cannot use them for the achievement of its objectives.

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

Transfer of York Road, Bondi Junction property to the State Property Authority vide para 1(i)(iv) above resulted in an increase in net assets of \$2.15M as disclosed in the Statement of Changes in equity for 2009-10.

	Economic Entity		Parent Entity	
	2011	2010	2011	2010
	\$'000	\$'000	\$'000	\$'000
10,887	41,959	10,867	41,959	
<b>10,887</b>	<b>41,959</b>	<b>10,867</b>	<b>41,959</b>	

17. Commitments for Expenditure

(a) Capital Commitments  
Aggregate capital expenditure contracted for at balance date and not provided for:  
Not later than one year  
Total (including GST)

13,851	22,875	13,851	22,875
<b>13,851</b>	<b>22,875</b>	<b>13,851</b>	<b>22,875</b>

(b) Other Expenditure Commitments  
Not later than one year  
Total (including GST)

2,152	862	2,152	862
4,314	382	4,314	382
<b>6,466</b>	<b>1,244</b>	<b>6,466</b>	<b>1,244</b>

(c) Operating Lease Commitments  
Future non-cancellable operating lease rentals not provided for and payable:  
Not later than one year  
Later than one year and not later than five years  
Total (including GST)

31,184	66,078	31,184	66,078
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The total of commitments for expenditure include GST input tax credits of \$2.1M (\$6.0M in 2010) for the Economic Entity and \$2.1M for the Parent (\$8.0M in 2010) that are expected to be recovered from the Australian Tax Office.

18. Contingent Liabilities and Contingent Assets

Contingent liabilities

There are no known cases where the Commission could be liable for material compensation payments relating to matters, which are the subject of litigation that are not covered by the NSW Treasury Managed Fund.

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22. Financial Instruments (continued)

Credit risk associated with the Commission's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards. The Commission's deposits held with NSW TCorp are guaranteed by the State.

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (TCorp) 11 mm unofficial cash rate, adjusted for a management fee to NSW Treasury.

Receivables – trade debtors

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

The Commission is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2011: \$32,024; 2010: \$20,416) and not less than three months past due are not considered impaired and together these represent 94% (97% in 2010) of the total trade debtors. Most of the Commission's debtors have a good credit rating. There are no debtors which are currently not past due or impaired whose terms have been renegotiated.

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

Economic Entity	Total <sup>1,2</sup>	Past due but not impaired <sup>3</sup>	Considered Impaired <sup>3</sup>
2011	\$'000	\$'000	\$'000
< 3 months overdue	10,855	7,339	3,516
3 months – 6 months overdue	–	–	–
> 6 months overdue	–	–	–
2010	8,943	7,554	1,379
< 3 months overdue	–	–	–
3 months – 6 months overdue	–	–	–
> 6 months overdue	–	–	–
Parent Entity	Total <sup>1,2</sup>	Past due but not impaired <sup>3</sup>	Considered Impaired <sup>3</sup>
2011	\$'000	\$'000	\$'000
< 3 months overdue	10,855	7,339	3,516
3 months – 6 months overdue	–	–	–
> 6 months overdue	–	–	–
2010	8,943	7,554	1,379
< 3 months overdue	–	–	–
3 months – 6 months overdue	–	–	–
> 6 months overdue	–	–	–

Notes

- Each column in the table reports 'gross receivables'.
- The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7 and excludes receivables that are not past due and not impaired. Therefore, the 'total' will not reconcile to the receivables total recognised in the statement of financial position.

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Notes to the financial statements

22. Financial Instruments

The Commission's principal financial instruments are outlined below. These financial instruments arise directly from the Commission's operations or are required to finance the Commission's operations. The Commission does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes. The Commission does not use financial derivatives.

The Commission's main risks arising from financial instruments are outlined below, together with the Commission's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

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

(a) Financial instrument categories

Financial Assets Class:	Note	Category	Economic Entity		Parent Entity	
			Carrying Amount \$'000	2010	Carrying Amount \$'000	2011
Cash and cash equivalents	7	N/A	194,951	153,814	164,951	153,814
Receivables <sup>1</sup>	8	Loans and receivables (at amortised cost)	37,397	36,201	37,367	36,201
Other Financial assets	9	Loans and receivables (at amortised cost)	286	286	286	286
Financial Liabilities Class:						
Payables <sup>2</sup>	14	Financial liabilities measured at amortised cost	111,176	86,067	171,300	155,195

Notes

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

(b) Credit Risk

Credit risk arises when there is the possibility of the Commission's debtors defaulting on their contractual obligations, resulting in financial loss to the Commission. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

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



NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

22. Financial instruments (continued)

(e) Liquidity risk

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

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer's Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Treasurer's Direction 219.01 allows the Minister to award interest for late payment.

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

Maturity analysis and interest rate exposure of financial liabilities – Economic Entity

		\$'000				
		Weighted Average Effective Int. Rate	Nominal Amount <sup>1</sup>	Fixed Interest Rate	Variable Interest Rate	Non-interest bearing
2011	Payables:					
	Creditors	-	111,178	-	-	111,178
2010	Payables:					
	Creditors	-	86,067	-	-	86,067

Notes:

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

Maturity analysis and interest rate exposure of financial liabilities – Parent Entity

		\$'000				
		Weighted Average Effective Int. Rate	Nominal Amount <sup>1</sup>	Fixed Interest Rate	Variable Interest Rate	Non-interest bearing
2011	Payables:					
	Creditors	-	171,300	-	-	171,300
2010	Payables:					
	Creditors	-	155,195	-	-	155,195

Notes:

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

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

22. Financial instruments (continued)

(f) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Commission has no exposure to other price risk.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Commission operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis for 2010. The analysis assumes that all other variables remain constant.

Interest rate risk

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

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

Economic Entity	Carrying amount	\$'000		
		-1%	Equity	+1%
2011				
Financial assets				
Cash and cash equivalents	164,951	(1,650)	(1,650)	1,660
Receivables	37,367	(374)	(374)	374
Other financial assets	286	(3)	(3)	3
Financial liabilities				
Payables	111,178	1,112	1,112	(1,112)
2010				
Financial assets				
Cash and cash equivalents	153,814	(1,538)	(1,538)	1,538
Receivables	36,201	(362)	(362)	362
Other financial assets	288	(3)	(3)	3
Financial liabilities				
Payables	86,067	861	861	(861)

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION  
Notes to the financial statements

22. Financial Instruments (continued)

Parent Entity 2011	Carrying Amount	-1%	\$'000	+1%
Financial assets	Profit	Equity	Profit	Equity
Cash and cash equivalents	194,951	(1,950)	1,950	1,950
Receivables	37,387	(374)	374	374
Other financial assets	286	(3)	3	3
Financial liabilities				
Payables	171,300	1,713	(1,713)	(1,713)
2010				
Financial assets				
Cash and cash equivalents	153,814	(1,538)	1,538	1,538
Receivables	36,201	(362)	362	362
Other financial assets	286	(3)	3	3
Financial liabilities				
Payables	155,195	1,552	(1,552)	(1,552)

(e) Fair value compared to carrying amount

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short term nature of many of the financial instruments.

23. Key Financials of the Controlled Entities

The key financials for the controlled entities for the year ended 30 June are as follows:

	TAFE Commission Division	
	Proportion of consolidated Account 2011	Proportion of consolidated Account 2010
	%	%
Total revenues	998,022	53.8
Total expenditure	968,022	54.8
Operating surplus / (deficit)	30,000	(1.0)
Net assets	-	-

24. After Balance Date Events

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect significantly the operations of the Commission, the results of those operations or the state of affairs of the Commission in subsequent financial years.

End of audited financial statements



GPO BOX 12  
Sydney NSW 2001

**INDEPENDENT AUDITOR'S REPORT**  
TAFE Commission Division

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of the TAFE Commission Division (the Division), which comprises the statement of financial position as at 30 June 2011, the statement of comprehensive income, the statement of changes in equity, the statement of cash flows and notes comprising a summary of significant accounting policies and other explanatory information of the Division.

**Auditor's Opinion**

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Division as at 30 June 2011, and of the financial performance for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the Public Finance and Audit Act 1983 (the PF&A Act) and the Public Finance and Audit Regulation 2010

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

**Managing Director's Responsibility for the Financial Statements**

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

**Auditor's Responsibility**

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

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

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

My opinion does not provide assurance:

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

**Independence**

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

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

Aaron Green  
Director, Financial Audit Services

19 October 2011  
SYDNEY

Start of Audited Financial Statements  
**TAFE COMMISSION DIVISION**  
 Financial Statements  
 For the year ended 30 June 2011

**STATEMENT BY THE DIVISION HEAD OF THE TAFE COMMISSION DIVISION**

- Pursuant to Section 46F of the Public Finance and Audit Act 1983, I state that:
7. The accompanying financial statements have been prepared in accordance with the provisions of the Public Finance and Audit Act, 1983, the applicable clauses of the Public Finance and Audit Regulation 2010 and the Treasurer's Directions.
  8. The statements exhibit a true and fair view of the financial position and financial performance of the Division.
  9. There are no circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.

*Michelle Bruniges*

Dr Michelle Bruniges  
 DIVISION HEAD OF TAFE COMMISSION DIVISION  
 MANAGING DIRECTOR OF TAFE NSW  
 DIRECTOR-GENERAL OF EDUCATION AND COMMUNITIES

**TAFE COMMISSION DIVISION**  
 Financial Statements

For the year ended 30 June 2011

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TAFE Commission Division

Statement of financial position as at 30 June 2011

	Notes	Actual 2011 \$'000	Actual 2010 \$'000
<b>ASSETS</b>			
Current Assets			
Cash and cash equivalents	5	--	--
Receivables	6	59,722	69,046
<b>Total current assets</b>		<b>59,722</b>	<b>69,046</b>
<b>Total assets</b>		<b>59,722</b>	<b>69,046</b>
<b>LIABILITIES</b>			
Current liabilities			
Payables	7	33,038	37,311
Provisions	8	25,905	30,901
<b>Total current liabilities</b>		<b>58,943</b>	<b>68,212</b>
Non-current liabilities			
Provisions	8	779	834
<b>Total non-current liabilities</b>		<b>779</b>	<b>834</b>
<b>Total liabilities</b>		<b>59,722</b>	<b>69,046</b>
<b>Net assets</b>		<b>--</b>	<b>--</b>
<b>EQUITY</b>			
Accumulated funds		--	--
<b>Total Equity</b>		<b>--</b>	<b>--</b>

Statement of changes in equity for the year ended 30 June 2011

Balance at 1 July	--	--
Surplus / (deficit) for the year	--	--
Other comprehensive income	--	--
<b>Total comprehensive income for the year</b>	<b>--</b>	<b>--</b>
<b>Balance at 30 June</b>	<b>--</b>	<b>--</b>

The accompanying notes form part of these financial statements

TAFE Commission Division

Statement of comprehensive income for the year ended 30 June 2011

	Notes	Actual 2011 \$'000	Actual 2010 \$'000
<b>Expenses excluding losses</b>			
Operating expenses		968,022	954,766
Employee related	2	968,022	954,766
<b>Total Expenses excluding losses</b>		<b>968,022</b>	<b>954,766</b>
<b>Revenue</b>			
Personnel services revenue		900,622	904,381
<b>Total Revenue</b>	3	<b>920,622</b>	<b>904,381</b>
<b>Net Cost of Services</b>		<b>47,400</b>	<b>50,385</b>
Government contributions			
Acceptance by the Crown Entity of employee benefits and other liabilities		47,400	50,385
<b>Total Government contributions</b>	4	<b>47,400</b>	<b>50,385</b>
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>		<b>--</b>	<b>--</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>		<b>--</b>	<b>--</b>

The accompanying notes form part of these financial statements

TAFE Commission Division

Statement of cash flows for the year ended 30 June 2011

	Actual 2011 \$'000	Actual 2010 \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Payments		
Employee related	(920,622)	(904,381)
<b>Total Payments</b>	<b>(920,622)</b>	<b>(904,381)</b>
Receipts		
Sale of goods and services	(920,622)	904,381
<b>Total Receipts</b>	<b>(920,622)</b>	<b>904,381</b>
<b>NET INCREASE/(DECREASE) IN CASH</b>	<b>-</b>	<b>-</b>
Opening cash and cash equivalents	-	-
<b>CLOSING CASH AND CASH EQUIVALENTS</b>	<b>-</b>	<b>-</b>

Notes

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The accompanying notes form part of these financial statements

TAFE Commission Division  
Notes to the financial statements

1 Summary of Significant Accounting Policies

(a) Reporting entity

The TAFE Commission Division (the "entity") is a Division of the Government Service, established pursuant to Part 2 of Schedule 1 to the Public Sector Employment and Management Act 2002. It is a not-for-profit entity as profit is not its principal objective. It is consolidated as part of the NSW Total State Sector Accounts. It is domiciled in Australia and its principal office is at 35 Bridge Street, Sydney.

The TAFE Commission Division's objective is to provide personnel services to its parent, the NSW TAFE Commission (the "Commission").

The entity commenced operations on 17 March 2006 when it assumed responsibility for the teaching, educational and institute management staff and related employee-related liabilities of the Commission. The assumed liabilities were recognised on 17 March 2006 together with an offsetting receivable representing the related funding due from the former employer.

The financial statements were authorised for issue by the Managing Director of the Commission as Head of the TAFE Commission Division on 19 October 2011. The statements will not be amended and reassured as they have been audited.

(b) Basis of preparation

These general-purpose financial statements have been prepared in accordance with the requirements of Australian Accounting Standards, the Public Finance and Audit Act 1993, the Public Finance and Audit Regulation 2010, and specific directions issued by the Treasurer.

Generally, the historical cost basis of accounting has been adopted and the financial statements do not take into account changing money values or current valuations. However, certain provisions are measured at fair value. See note 1(f).

The accrual basis of accounting has been adopted in the preparation of the financial statements except for cash flow information.

Management's judgements, key assumptions and estimates are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

(c) Statement of compliance

These financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that:

- The amount of GST incurred by the Division as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense and
  - Receivables and payables are stated with the amount of GST included.
- Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from or payable to the Australian Taxation Office are classified as operating cash flows.

(e) Income

Income is measured at the fair value of the consideration received or receivable. Revenue from the rendering of personnel services is recognised when the service is provided and only to the extent that the associated recoverable expenses are recognised.

(f) Receivables

A receivable is recognised when it is probable that the future cash inflows associated with it will be realised and it has a value that can be measured reliably. It is no longer recognised when the contractual or other rights to future cash flows from it expire or are transferred.

A receivable is measured initially at fair value and subsequently at amortised cost using the effective interest rate method, less any allowance for doubtful debts. A short-term receivable with no stated interest rate is measured at the original invoice amount where the effect of discounting is immaterial. An invoiced receivable is due for settlement within thirty days of invoicing.

If there is objective evidence at year end that a receivable may not be collectable, its carrying amount is reduced by means of an allowance for impaired debts and the resulting loss is recognised in the statement of comprehensive income. Receivables are monitored during the year and bad debts are written off against the

TAFE Commission Division  
Notes to the financial statements

1 Summary of Significant Accounting Policies (continued)

- AASB 11 Joint Arrangements (application date 1 Jul 2013);
- AASB 12 Disclosure of Interests in Other Entities (application date 1 Jul 2013);
- AASB 13 Fair Value Measurement (application date 1 Jul 2013);
- AASB 101 Presentation of Financial Statements (application date 1 Jan 2011);
- AASB 107 Statement of Cash Flows (application date 1 Jan 2011);
- AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors (application date 1 Jan 2011);
- AASB 110 Events after the Reporting Period (application date 1 Jan 2011);
- AASB 112 Income Taxes (application date 1 Jan 2011);
- AASB 118 Revenue (application date 1 Jan 2011);
- AASB 119 Employee Benefits (application date 1 Jan 2011);
- AASB 121 Effects of Changes in Foreign Exchange Rates (application date 1 Jan 2011);
- AASB 124 Related Party Disclosures (application date 1 Jul 2013);
- AASB 127 Separate Financial Statements (application date 1 Jan 2011);
- AASB 133 Earnings per Share (application date 1 Jan 2011);
- AASB 134 Interim Financial Reporting (application date 1 Jan 2011);
- AASB 137 Provisions, Contingent Liabilities and Contingent Assets (application date 1 Jan 2011);
- AASB 139 Financial Instruments: Recognition and Measurement (application date 1 Jan 2011);
- AASB 140 Investment Property (application date 1 Jan 2011);
- AASB 1023 General Insurance Contracts (application date 1 Jan 2011);
- AASB 1031 Mortality Applications Contracts (application date 1 Jan 2011);
- AASB 1033 Application of Tiers of Australian Accounting Standards (application date 1 July 2013);
- AASB 1054 Australian Additional Disclosures (application date 1 July 2011)
- AASB 2009-11 Amendments to Australian Accounting Standards arising from AASB 9 (application date 1 Jan 2013);
- AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements (application date 1 Jan 2013);
- AASB 2010-6 Amendments to Australian Accounting Standards – Disclosures on Transfers of Financial Assets (application date 1 Jul 2011);
- AASB 2010-7 Amendments to Australian Accounting Standards arising from AASB 9 (December 2010) (application date 1 Jan 2013);
- AASB 2010-8 Amendments to Australian Accounting Standards – Deferred Tax: Recovery of Underlying Assets (AASB 112) (application date 1 Jan 2013);
- AASB 2010-9 Amendments to Australian Accounting Standards – Severe Hypertension and Removal of Fixed Dates for First-time Adopters (AASB 1) (application date 1 Jul 2011);
- AASB 2010-10 Further Amendments to Australian Accounting Standards – Removal of Fixed Dates for First-time Adopters (AASB 2009-11 and 2010-7) (application date 1 Jan 2013);
- AASB 2011-1 Amendments to Australian Accounting Standards arising from the Trace-Tasman Convergence Project (application date 1 Jul 2011);
- AASB 2011-2 Amendments to Australian Accounting Standards arising from the Trace-Tasman Convergence Project – Reduced Disclosure Requirements (application date 1 Jul 2013);
- AASB 2011-3 Amendments to Australian Accounting Standards – Ordinary Adoption of Changes to the ABS GFS Manual and Related Amendments (application date 1 Jul 2012);
- AASB 2011-4 Amendments to Australian Accounting Standards to Remove Individual Key Management Personnel Disclosure Requirements (application date 1 Jul 2013);
- AASB 2011-5 Amendments to Australian Accounting Standards – Extending Relief from Consolidation the Equity Method and Proportional Consolidation (application date 1 Jul 2011);
- AASB 2011-8 Amendments to Australian Accounting Standards – Extending Relief from Consolidation, the Equity Method and Proportional Consolidation – Reduced Disclosure Requirements (application date 1 Jul 2011);
- AASB 2011-7 Amendments to Australian Accounting Standards arising from the Consolidation and Joint Arrangements Standards (application date 1 Jul 2013);
- AASB 2011-8 Amendments to Australian Accounting Standards arising from AASB 13 (application date 1 Jul 2013);
- AASB 2011-9 Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income (application date 1 Jul 2012);
- AASB 2011-10 Amendments to Australian Accounting Standards arising from AASB 119 (application date 1 Jul 2013);
- AASB 2011-11 Amendments to Australian Accounting Standards AASB 119 (September 2011) arising from Reduced Disclosure Requirements (application date 1 Jul 2013);
- AASB Interpretation 2 Members' Shares in Co-operative Entities and Similar Instruments (application date 1 Jan 2011);
- AASB Interpretation 4 Determining whether an Arrangement contains a lease (application date 1 Jan 2011);
- AASB Interpretation 14 AASB 119 - The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction (application date 1 Jan 2011).

TAFE Commission Division  
Notes to the financial statements

1 Summary of Significant Accounting Policies (continued)

Implement allowance when they are determined to be irrecoverable. Any other loss or gain arising when a receivable is no longer recognised is also recorded in the statement of comprehensive income.

(g) Payables

Payables include accrued wages, salaries, and related oncosts (such as payroll tax, fringe benefits tax and workers' compensation insurance) where there is certainty as to the amount and timing of settlement.

A payable is recognised when a present obligation arises under a contract or otherwise. It is no longer recognised when the obligation expires or is discharged, cancelled or substituted.

A short-term payable with no stated interest rate is measured at historical cost if the effect of discounting is immaterial.

(n) Employee benefit provisions and expenses

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

Liabilities for wages and salaries (including non-monetary benefits), annual leave and paid sick leave that are due to be settled within 12 months after the end of the period in which the employees render the service are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amounts expected to be paid when the liabilities are settled. A proportion of the annual leave may be settled after 12 months but this is not likely to be significant and cannot be reliably measured.

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

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

(b) Long service leave and superannuation

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

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors (specified in NSW Treasury Circular 11/06) to employees with 5 or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

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

(i) Equity and reserves – Accumulated funds

Accumulated funds include all current and prior period retained funds.

(j) Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is disclosed in respect of the previous period for all amounts reported in the financial statements.

(k) New Australian Accounting Standards issued but not effective

The following new Accounting Standards have not been applied and are not yet effective. The possible impact of these Standards in the period of initial application will not be significant.

AASB 1 First-time Adoption of Australian Accounting Standards (application date 1 Jan 2011);

AASB 3 Business Combinations (application date 1 Jan 2011);

AASB 4 Insurance Contracts (application date 1 Jan 2011);

AASB 5 Non-current Assets Held for Sale and Discontinued Operations (application date 1 Jan 2011);

AASB 7 Financial Instruments: Disclosures (application date 1 Jan 2011)

AASB 8 Operating Segments (application date 1 Jan 2011);

AASB 9 Financial Instruments (application date 1 Jan 2013);

AASB 10 Consolidated Financial Statements (application date 1 Jul 2013);

TAFE Commission Division  
Notes to the financial statements

1 Summary of Significant Accounting Policies (continued)

- AASB Interpretation 16 Hedges of a Net Investment in a Foreign Operation (application date 1 Jan 2011);
- AASB Interpretation 112 Consolidation – Special Purpose Entities (application date 1 Jan 2011);
- AASB Interpretation 115 Operating Leases – Incentives (application date 1 Jan 2011);
- AASB Interpretation 127 Evaluating the Substance of Transactions Involving the Legal Form of a Lease (application date 1 Jan 2011);
- AASB Interpretation 132 Intangible Assets – Web Site Costs (application date 1 Jan 2011);
- AASB Interpretation 1039 Substantive Enactment of Major Tax Bills in Australia (application date 1 Jan 2011);
- ASB Interpretation 1042 Subscriber Acquisition Costs in the Telecommunications Industry (application date 1 Jan 2011); and
- AASB Interpretation 1052 Tax Consolidation Accounting (application date 1 Jan 2011).

2. Expenses Excluding Losses

	2011 \$'000	2010 \$'000
Employee related expenses		
Salaries and wages (including recreation leave)	905,539	785,115
Superannuation – defined benefits plans	22,861	24,618
Superannuation – defined contribution plans	54,063	54,934
Long service leave	23,280	24,364
Workers' compensation insurance	11,743	11,557
Payroll tax and fringe benefits tax	46,723	52,916
Other	813	1,262
	<b>965,022</b>	<b>864,765</b>

3. Revenue

Rendering of services	920,622	904,381
Personnel services revenue	920,622	904,381

4. Acceptance by the Crown Entity of Employee Benefits and Other Liabilities

The following liabilities and/or expenses have been assumed by the Crown Entity or other government agencies:

Superannuation – defined benefit	22,961	24,619
Long service leave	23,280	24,364
Payroll tax	1,256	1,403
	<b>47,497</b>	<b>50,385</b>

5. Current Assets – Cash and Cash Equivalents

Cash at bank and on hand *	--	--
Short Term deposits	--	--

\* For the purposes of the Statement of Cash Flows, cash and cash equivalents include cash at bank, cash on hand, short term deposits and bank overdraw. Cash and cash equivalent assets recognised in the Statement of Financial Position are reconciled at the end of the financial year to the Statement of Cash Flows as follows:

Cash and cash equivalents (per Statement of Financial Position)	--	--
Closing cash and cash equivalents (per Statement of Cash Flows)	--	--

TAFE Commission Division  
Notes to the financial statements

1 Summary of Significant Accounting Policies (continued)

- AASB Interpretation 16 Hedges of a Net Investment in a Foreign Operation (application date 1 Jan 2011);
- AASB Interpretation 112 Consolidation – Special Purpose Entities (application date 1 Jan 2011);
- AASB Interpretation 115 Operating Leases – Incentives (application date 1 Jan 2011);
- AASB Interpretation 127 Evaluating the Substance of Transactions Involving the Legal Form of a Lease (application date 1 Jan 2011);
- AASB Interpretation 132 Intangible Assets – Web Site Costs (application date 1 Jan 2011);
- AASB Interpretation 1039 Substantive Enactment of Major Tax Bills in Australia (application date 1 Jan 2011);
- ASB Interpretation 1042 Subscriber Acquisition Costs in the Telecommunications Industry (application date 1 Jan 2011); and
- AASB Interpretation 1052 Tax Consolidation Accounting (application date 1 Jan 2011).

2. Expenses Excluding Losses

	2011 \$'000	2010 \$'000
Employee related expenses		
Salaries and wages (including recreation leave)	905,539	785,115
Superannuation – defined benefits plans	22,861	24,618
Superannuation – defined contribution plans	54,063	54,934
Long service leave	23,280	24,364
Workers' compensation insurance	11,743	11,557
Payroll tax and fringe benefits tax	46,723	52,916
Other	813	1,262
	<b>965,022</b>	<b>864,765</b>

3. Revenue

Rendering of services	920,622	904,381
Personnel services revenue	920,622	904,381

4. Acceptance by the Crown Entity of Employee Benefits and Other Liabilities

The following liabilities and/or expenses have been assumed by the Crown Entity or other government agencies:

Superannuation – defined benefit	22,961	24,619
Long service leave	23,280	24,364
Payroll tax	1,256	1,403
	<b>47,497</b>	<b>50,385</b>

5. Current Assets – Cash and Cash Equivalents

Cash at bank and on hand *	--	--
Short Term deposits	--	--

\* For the purposes of the Statement of Cash Flows, cash and cash equivalents include cash at bank, cash on hand, short term deposits and bank overdraw. Cash and cash equivalent assets recognised in the Statement of Financial Position are reconciled at the end of the financial year to the Statement of Cash Flows as follows:

Cash and cash equivalents (per Statement of Financial Position)	--	--
Closing cash and cash equivalents (per Statement of Cash Flows)	--	--



TAFE Commission Division  
Notes to the financial statements

	2011 \$'000	2010 \$'000
<b>6. Current/Non-Current Assets - Receivables</b>		
Current:		
Personnel services receivable from TAFE Commission	69,722	69,046
	<u>69,722</u>	<u>69,046</u>
Details regarding credit risk, liquidity risk and market risk, including financial assets that are past due or impaired, are disclosed in Note 12.		
<b>7. Current Liabilities - Payables</b>		
Accrued salaries, wages and on-costs	24,462	26,212
Group, payroll and fringe benefits tax	8,546	11,099
	<u>33,008</u>	<u>37,311</u>
Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 12.		
<b>8. Current/Non-Current Liabilities - Provisions</b>		
Employee benefits and related on-costs:		
Current:		
Recreation leave*	9,390	9,831
Accrued payroll tax on recreation leave and Accrued salaries and wages	2,191	2,347
Recreation leave on long service leave	1,885	6,484
Workers Compensation on long service leave	1,183	1,837
Payroll tax on long service leave	8,331	8,707
Superannuation on long service leave	1,294	1,342
Superannuation on recreation leave	1,122	-
Other	509	373
	<u>25,905</u>	<u>30,901</u>
* Recreation leave is expected to be settled within 12 months after the reporting date.		
Non-Current:		
Provision for payroll tax on long service leave	438	422
Recreation leave on long service leave	220	252
Workers Compensation on long service leave	52	89
Superannuation on long service leave	66	71
	<u>776</u>	<u>834</u>
<b>Aggregate employee benefits and related on-costs</b>		
Provisions - current	25,905	30,901
Provisions - non-current	779	834
Accrued salaries, wages and on-costs (Note 7)	24,462	26,212
	<u>51,146</u>	<u>57,947</u>

TAFE Commission Division  
Notes to the financial statements

	2011 \$'000	2010 \$'000
<b>9. Reconciliation of Cash Flows from Operating Activities to Net Cost of Services</b>		
Net cash used on operating activities		
Adjustments by the Crown Entity of employee benefits and other liabilities	(47,400)	(50,385)
Increase / (decrease) in prepayments and other assets	9,324	5,628
Increase / (decrease) in creditors	(9,324)	(5,528)
Net cost of services	<u>(47,400)</u>	<u>(50,385)</u>
<b>10. Commitments for expenditure</b>		
The TAFE Commission Division does not have any commitments for expenditure.		
<b>11. Contingent Liabilities and Contingent Assets</b>		
There are no known cases where the TAFE Commission Division could be liable for material compensation payments relating to matters which are the subject of litigation that are not covered by the NSW Treasury Managed Fund.		
<b>12. Financial Instruments</b>		
The TAFE Commission Division's principal financial instruments are outlined below. These financial instruments arise directly from the TAFE Commission Division's operations or are required to finance the TAFE Commission Division's operations. The TAFE Commission Division does not enter into or trade financial instruments, including derivatives financial instruments, for speculative purposes. The TAFE Commission Division does not use financial derivatives.		
The TAFE Commission Division's main risks arising from financial instruments are outlined below, together with the TAFE Commission Division's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout this financial report.		
The Managing Director has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the TAFE Commission Division, to set risk limits and controls and to monitor risks. Compliance with policies is reviewed by the Audit and Risk Committee/Internal auditors on a continuous basis.		
<b>(a) Financial instrument categories</b>		
	Carrying Amount \$'000 2011	Carrying Amount \$'000 2010
<b>Financial Assets</b>		
Class:		
Cash and cash equivalents	-	-
Receivables <sup>1</sup>	59,722	69,046
<b>Financial Liabilities</b>		
Class:		
Payables <sup>2</sup>	-	-
<b>Notes</b>		
1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7)		
2. Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7)		

TAFE Commission Division  
Notes to the financial statements

12. Financial Instruments (Continued)

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

Maturity Analysis and Interest rate exposure of financial liabilities

	Interest Rate Exposure \$'000				Maturity Dates			
	Weighted Average Effective Int.Rate	Nominal Amount	Fixed Interest rate	Variable Interest rate	Non-Interest bearing	< 1 yr	1-5 yrs	> 5 yrs
2011								
Payables:								
Creditors								
2010								
Payables:								
Creditors								

2011

Payables:  
Creditors

2010

Payables:  
Creditors

Notes:

1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, therefore the amounts disclosed above will not reconcile to the balance sheet.

(d) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The TAFE Commission Division has no exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the TAFE Commission Division operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the balance sheet date. The analysis is performed on the same basis for 2010. The analysis assumes that all other variables remain constant.

Interest rate risk

Exposure to interest rate risk arises primarily through the TAFE Commission Division's interest bearing liabilities. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

TAFE Commission Division  
Notes to the financial statements

12. Financial Instruments (Continued)

(b) Credit Risk

Credit risk arises when there is the possibility of the TAFE Commission Division's debtors defaulting on their contractual obligations, resulting in financial loss to the TAFE Commission Division. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

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

Credit risk associated with the TAFE Commission Division's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (TCorp) 11 am unofficial cash rate, adjusted for a management fee to NSW Treasury.

Receivables – trade debtors

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

The TAFE Commission Division is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2011:\$50.0M; 2010:\$69.0M) are not considered impaired and these represent 100% of the total trade debtors. The TAFE Commission Division's debtors have a good credit rating. There are no debtors which are currently not past due or impaired whose terms have been renegotiated.

There are no financial assets that are past due or impaired.

(c) Liquidity risk

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

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

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer's Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Treasurer's Direction 219.01 allows the Minister to award interest for late payment. No interest was paid during 2010/11.

TAFE Commission Division  
Notes to the financial statements

**12. Financial Instruments (Continued)**

The TAFE Commission Division's exposure to interest rate risk is set out below.

	\$'000			
	Carrying amount	Profit	Equity	Profit
		-1%		1%
<b>2011</b>				
<i>Financial assets</i>				
Cash and cash equivalents	-	-	-	-
Receivables	59,722	(597)	(597)	597
<i>Financial liabilities</i>				
Payables	-	-	-	-
Borrowings	-	-	-	-
<b>2010</b>				
<i>Financial assets</i>				
Cash and cash equivalents	-	-	-	-
Receivables	69,046	(600)	(600)	600
<i>Financial liabilities</i>				
Payables	-	-	-	-
Borrowings	-	-	-	-

**e) Fair Value**

The amortised cost of financial instruments recognised in the Statement of Financial Position approximates the fair value, because of the short term nature of many of the financial instruments.

**13. After Balance Date Events**

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect significantly the operations of the TAFE Commission Division, the results of those operations or the state of affairs of the TAFE Commission Division in subsequent financial years.

End of audited financial statements



**INDEPENDENT AUDITOR'S REPORT**  
**NSW Adult Migrant English Service**

To Members of the New South Wales Parliament

I have audited the accompanying financial statements of NSW Adult Migrant English Service (the Service), which comprise the statement of financial position as at 30 June 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information.

**Auditor's Opinion**

In my opinion, the financial statements:

- give a true and fair view of the financial position of the Service as at 30 June 2011, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards
- are in accordance with section 45E of the Public Finance and Audit Act 1983 (the PF&A Act) and the Public Finance and Audit Regulation 2010.

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

**The Director's Responsibility for the Financial Statements**

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

**Auditor's Responsibility**

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

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

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

My opinion does not provide assurance:

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

**Independence**

In conducting my audit, the Audit Office of New South Wales have complied with the independence requirements of the Australian Auditing Standards and other relevant ethical pronouncements. The PF&A Act further promotes independence by:

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

Aaron Green  
 Director, Financial Audit Services

17 April 2012  
 SYDNEY

NSW ADULT MIGRANT ENGLISH SERVICE

STATEMENT BY DIRECTOR COMMUNITY & MIGRANT EDUCATION

Pursuant to the requirements of the *Public Finance and Audit Act 1983*, I state that in my opinion:

- (a) The financial statements and notes thereto:
  - (i) exhibit a true and fair view of the financial position of the NSW Adult Migrant English Service as at 30 June 2011 and its financial performance for the year then ended
  - (ii) are in compliance with Australian Accounting Standards, AASB Interpretations and other mandatory and statutory reporting requirements including Part 3 of the *Public Finance and Audit Act 1983* and the associated requirements of the Public Finance and Audit Regulation 2010.
- (b) I am not aware of any circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.



Jonathan Tennant  
A/Director Community & Migrant Education

NSW ADULT MIGRANT ENGLISH SERVICE

FINANCIAL REPORT

30 June 2011

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NSW ADULT MIGRANT ENGLISH SERVICE

Statement of changes in equity for the Year Ended 30 June

	Notes	2011 \$'000	2010 \$'000
<b>Accumulated Funds</b>			
<b>Opening Balance</b>		(5,442)	(2,343)
Net Result for the Year		(7,603)	203
<b>Other comprehensive income:</b> Superannuation actuarial gains/(losses)	10	1,855	(3,302)
<b>Total Comprehensive income for the year</b>		<u>(5,748)</u>	<u>(3,099)</u>
<b>Closing Balance</b>		<u>(11,190)</u>	<u>(5,442)</u>

The accompanying notes form part of these financial statements

NSW ADULT MIGRANT ENGLISH SERVICE

Statement of Comprehensive Income  
For the Year Ended 30 June

	Notes	2011 \$'000	2010 \$'000
<b>Revenue</b>			
Fees for services rendered	3	41,479	48,994
Interest		993	788
Long Service Leave Reimbursement	4	432	383
<b>Total Revenue</b>		<u>42,904</u>	<u>50,165</u>
<b>Expenses</b>			
Employee related	6	23,866	19,529
Other Operating expenses	7	26,622	30,412
Depreciation	8	19	21
<b>Total Expenses</b>		<u>50,507</u>	<u>49,962</u>
<b>Net Result</b>		<u>(7,603)</u>	<u>203</u>
<b>Other Comprehensive Income</b>			
Superannuation Actuarial Gains/(Losses)		1,855	(3,302)
<b>Total Comprehensive Income for the year</b>		<u>(5,748)</u>	<u>(3,099)</u>

The accompanying notes form part of these financial statements

## NSW ADULT MIGRANT ENGLISH SERVICE

Statement of Cash Flows  
For the Year Ended 30 June

	Notes	2011 \$'000	2010 \$'000
<b>Cash Flows from Operating Activities</b>			
<b>Payments</b>			
Employee related		(19,209)	(19,708)
Other		(25,531)	(30,341)
<b>Total Payments</b>		<b>(44,740)</b>	<b>(50,049)</b>
<b>Receipts</b>			
Sale of goods and services		42,915	51,347
Interest received		1,016	796
<b>Total Receipts</b>		<b>43,931</b>	<b>52,143</b>
<b>Cash Flows from Government</b>			
Cash reimbursements from the Crown Entity		432	383
<b>Net Cash Flows from Government</b>		<b>432</b>	<b>383</b>
<b>Net Cash Flows from Operating Activities</b>			
	20	<b>(377)</b>	<b>2,477</b>
<b>Cash Flows from Investing Activities</b>			
Purchases of Plant and Equipment		(1)	(21)
<b>Total Net Cash Flows from Investing Activities</b>		<b>(1)</b>	<b>(21)</b>
<b>Net Increase / (Decrease) in cash</b>			
Opening Cash and cash equivalents		(378)	2,456
<b>Closing cash and cash equivalents</b>	19	<b>19,168</b>	<b>19,546</b>

The accompanying notes form part of these financial statements

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## NSW ADULT MIGRANT ENGLISH SERVICE

Statement of Financial Position  
As at 30 June

ASSETS	Notes	2011 \$'000	2010 \$'000
<b>Current Assets</b>			
Cash and cash equivalents	19	19,168	19,546
Receivables	9	5,842	7,335
Other	11	3,770	3,780
<b>Total Current Assets</b>		<b>28,780</b>	<b>30,661</b>
<b>Non-Current Assets</b>			
Plant and equipment	12	29	47
Prepaid superannuation	10	857	790
<b>Total Non-Current Assets</b>		<b>886</b>	<b>837</b>
<b>TOTAL ASSETS</b>		<b>29,666</b>	<b>31,498</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Payables	13	8,823	7,757
Provisions	14	10,481	5,384
<b>Total Current Liabilities</b>		<b>19,304</b>	<b>13,141</b>
<b>Non Current Liabilities</b>			
Provisions	15	21,552	23,799
<b>Total Non- Current Liabilities</b>		<b>21,552</b>	<b>23,799</b>
<b>TOTAL LIABILITIES</b>		<b>40,856</b>	<b>36,940</b>
<b>NET ASSETS</b>		<b>(11,190)</b>	<b>(5,442)</b>
<b>EQUITY</b>			
Accumulated funds		(11,190)	(5,442)
<b>TOTAL EQUITY</b>		<b>(11,190)</b>	<b>(5,442)</b>

The accompanying notes form part of these financial statements

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**(a) Statement of Compliance**

The financial statements comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

**(b) Employee Benefits and other Provisions**

**(i) Salaries and Wages**

Liabilities for wages and salaries (including non-monetary benefits), annual leave and vesting sick leave are recognised and measured in respect of employees' services up to the reporting date at undiscounted amounts based on the amount expected to be paid when the liabilities are settled. Unused non vesting sick leave does not give rise to a liability, as it is not considered probable that sick leave taken in the future will be greater than the entitlements accrued in the future. The outstanding amounts of payroll tax, workers compensation insurance premiums and fringe benefits tax, which are consequential to employment and are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised.

**(ii) Long Service Leave and Superannuation**

In the case of long service leave, NSW AMES contributes to the Treasury Special Deposits (Extended Leave and Leave on Termination Pool) Account at the rate of 4.11% of salaries and wages for employees with over ten years of eligible service, and 3.84% for those with between five and ten years eligible service. For Senior Executive Officers, the appropriate rate is applied to the notional salary (as outlined by Premiers department circular C2010-24) of the total remuneration package in each case, rather than to the officers' actual salary level. This contribution discharges the entity from liability for accrued long service leave and is expensed as incurred.

Long service leave is measured at present value in accordance with AASB 119 Employee Benefits. This is based on the application of certain factors (specified in NSW TC11/06) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

In accordance with AASB 101 *Presentation of Financial Statements*, all long service leave entitlements owing to AMES employees at balance date have been presented as a current liability in the Statement of Financial Position. The portions to be settled within 12 months and after 12 months have been disclosed in Notes 14 and 15. A corresponding amount reimbursable from

**NSW ADULT MIGRANT ENGLISH SERVICE**

Notes to and forming part of the financial statements for the year ended 30 June 2011

**Summary of significant accounting policies**

**1. THE REPORTING ENTITY**

NSW Adult Migrant English Service is a commercial activity of the Department of Education and Communities (DEC). The Service's core activity is to provide quality English language learning opportunities that assist adult immigrants to maximise their English competence and enhance their settlement success and labour market productivity. The Service is not a separate legal entity.

The Treasury directed in terms of Section 45E of the *Public Finance and Audit Act 1983* that separate financial statements be prepared.

The reporting entity is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

The financial statements for the year ended 30 June 2011 have been authorised for issue by the Director, Migrant and Community Education on the 16<sup>th</sup> April 2012.

**2. BASIS OF PREPARATION**

The financial statements are general purpose financial statements prepared in accordance with:

- Australian Accounting Standards (which include Australian Interpretations) and;
- the requirements of the *Public Finance and Audit Act 1983* and Regulation.

Plant and Equipment are measured at fair value. Other financial statement items are prepared in accordance with the historical cost convention.

The financial statements are prepared on an accrual basis. The statement of cash flows is prepared on a cash basis using the direct method. All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

The accounting policies adopted are consistent with those of the previous year unless otherwise stated.

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



the Treasury is shown as a current asset in the statement of financial position and in note 11.

The superannuation expense for the financial year and the amount of prepaid superannuation contributions are determined by the actuarial assessment by Pillar Administration.

The superannuation expense for the year reflects the present value of future payments to be made to beneficiaries because of membership to date.

Prepaid superannuation contributions are recognised as an asset within Note 10 "Superannuation". Net defined superannuation liability is recognised within note 15 "Non-Current Liabilities-provisions". The increase/decrease of the net defined superannuation liability (or prepaid superannuation contributions) minus actuarial gains and losses and the effort of the asset ceiling limit is recognised in Note 5 "superannuation Revenue/expense" as well as in the statement of comprehensive income.

Defined actuarial superannuation gains and losses in the Statement of Comprehensive Income.

**(c) Income recognition**

Income is measured at the fair value of the consideration or contribution received or receivable.

**(i) Fees for services rendered**

Revenue from fees for services rendered is recognised in the period when the service is provided.

**(ii) Interest**

Interest revenue is recognised using the effective interest method as set out in AASB 139 "Financial Instrument: Recognition and Measurement".

**(iii) Other revenue**

Other revenues are recognised as they accrue.

**(d) Acquisitions of assets**

The cost method of accounting is used for the initial recording of all acquisition of assets controlled by NSW AMES. Cost is the amount of cash or cash equivalents paid or the fair value of the other consideration given to acquire the asset at the time of its acquisition, where applicable, the amount attributed to that asset when initially

recognised in accordance with the requirements of other Australian Accounting Standards.

Plant and equipment costing \$10,000 and above are individually capitalised. Assets acquired at no cost, or for nominal consideration, are initially recognised at their fair value at the date of acquisition.

**(e) Plant and equipment**

*Valuations*

The assets have been measured at cost less depreciation. The written down value of plant and equipment as at 30 June 2011 approximates fair value.

*Depreciation of non-current assets*

Depreciation is provided for on a straight line basis against all depreciable assets so as to write off the depreciable amount of each asset as it is consumed over its useful life. The depreciation rates are as follows:

Computers are depreciated at 25% per annum.

Motor vehicles are depreciated at 10% per annum.

Plant & equipment are depreciated at 20% per annum.

**(f) Cash and cash equivalents**

For the purpose of the statement of cash flows, cash and cash equivalents comprises cash on hand and bank balances within the Treasury Banking System. Interest is earned on daily bank balances at the monthly average NSW Treasury Corporation (Toorp) 11 an unofficial cash rate adjusted for a management fee to Treasury.

**(g) Financial instruments**

Financial instruments give rise to positions that are a financial asset of either NSW AMES or its counterparty and a financial liability of the other party. For NSW AMES, these include cash at bank, receivables and creditors. In compliance with AASB 7 and in accordance with AASB132 "Presentation and Disclosure of Financial Instruments" information is disclosed in Note 18, in respect of the credit risk and interest rate risk of financial instruments. All such amounts are carried in the accounts at net fair value or at cost unless otherwise stated.

Financial instruments recorded at fair value comprise:

- Cash
- Receivables
- Creditors and accruals.

**(b) Receivables**

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. These financial assets are recognised initially at fair value, usually based on the transaction cost or face value. Subsequent measurement is at amortised cost using the effective interest method, less an allowance for any impairment of receivables. Any changes are accounted for in the Statement of Comprehensive Income when impaired, derecognised or through the amortisation process. Short-term receivables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

**(i) Accounting for the goods and services tax (GST)**

Revenues, expenses and assets are recognised net of GST, except:

- GST incurred by the agency as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense;
- Receivables and payables are stated with the amount of GST included.

Cash flows are included in the Cash Flow Statement on a gross basis. The GST components of cash flows arising from investing and financing activities that are recoverable from, or payable to, the ATO are classified as operating cash flows.

**(j) Payables**

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

**(k) Leased Assets**

Operating lease payments are charged to the Statement of Comprehensive Income in the periods in which they are incurred.

**(l) New Australian Accounting Standards issued but not effective**

A number of new Accounting Standards and Interpretations have been published that are not mandatory for 30 June 2011 reporting periods. It is considered the impact of these new Standards and Interpretations in future periods will have no material impact on the financial statements of the Service.

**3. FEES FOR SERVICES RENDERED**

The major component of fees for services rendered is associated with the provision of English language courses provided under the Adult Migrant English Program (AMEP) by the Department of Immigration and Citizenship (DIAC), and the SKILLMAX program funded by Department of Education & Communities.

	2011	2010
	\$'000	\$'000
The Fees comprise:		
DIAC - AMEP Program	35,553	40,006
SKILLMAX Program	1,909	1,862
Other	4,017	7,126
	<u>41,479</u>	<u>48,994</u>

**4. LONG SERVICE LEAVE REIMBURSEMENT**

	2011	2010
	\$'000	\$'000
Treasury - LSL pool reimbursement to agencies	432	383
	<u>432</u>	<u>383</u>

NSW AMES contributes to the Treasury Special Deposits (Extended Leave and Leave on Termination Pool) Account. As a result AMES is reimbursed from Treasury for any Extended Leave paid to each employee.

**5. SUPERANNUATION REVENUE/EXPENSE-DEFINED BENEFIT PLANS**

	2011	2010
	\$'000	\$'000
Net (Revenue) / Expense recognised in Statement of Comprehensive Income	(461)	(53)

**6. EMPLOYEE RELATED EXPENSES**

	2011	2010
	\$'000	\$'000
Employee related expenses include the following:		
Salaries and wages (including recreation leave)	15,945	16,697
Long service leave & on-costs	930	806
Superannuation – defined contribution plans	857	949
Superannuation – defined benefit plans	(461)	(53)
Payroll tax and fringe benefits tax	833	965
Workers compensation insurance	275	192
Redundancy Payments	<u>5,487</u>	<u>63</u>
	<u>23,866</u>	<u>19,529</u>

**7. OTHER OPERATING EXPENSES**

	2011 \$'000	2010 \$'000
Other operating expenses include the following:		
Rent and related expenses	3,795	4,220
Fees and charges	21,653	24,356
Intra Agency Payment **	-	87
Printing and postage	141	217
Electricity and gas	312	303
Travel	56	78
Audit fee *	51	47
Other	701	1,104
	<u>26,709</u>	<u>30,412</u>

Other expenditure represents general operating expenditure on advertising, books, stores, telephones, insurance and motor vehicle running expenses. There were no consultancy fees in the year ended 30 June 2011 or in the previous year.

\* The Audit Office of NSW received no other benefits.

\*\* Intra-agency payment to the NSW Department of Education and Communities to ensure that NSW AMES complies with its obligations under the competitive neutrality policy.

**8. DEPRECIATION**

	2011 \$'000	2010 \$'000
Depreciation is charged as follows:		
Plant and equipment	16	18
Motor vehicles	3	3
	<u>19</u>	<u>21</u>

**9. CURRENT ASSETS – RECEIVABLES**

	2011 \$'000	2010 \$'000
Sale of Goods and Services	95	3,175
Less: Allowance for impairment	(4)	(4)
Accrued interest	66	89
GST Recoverable from Australian Taxation Office	629	637
Accrued revenue	5,056	3,438
	<u>5,842</u>	<u>7,335</u>

**Movement in the allowance for impairment**

	2011 \$'000	2010 \$'000
Balance at 1 July	(4)	(3)
Reversal of Accounts Receivables written-off*	(0)	(1)
Balance at 30 June	<u>(4)</u>	<u>(4)</u>

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**10. SUPERANNUATION**

Actuarial gains and losses are recognised in the statement of recognised income and expense.

**Fund Information**

The Pooled Fund holds in trust the investments of the closed NSW public sector superannuation schemes:

State Authorities Superannuation Scheme (SASS)  
 State Superannuation Scheme (SSS)  
 State Authorities Non-contributory Superannuation Scheme (SANCS)

These schemes are all defined benefit schemes – at least a component of the final benefit is derived from a multiple of member salary and years of membership.

All the Schemes are closed to new members.

Superannuation Position at 30 June 2011

	SASS Year Ended 30 June 2011 \$'000	SANCS Year Ended 30 June 2011 \$'000	SSS Year Ended 30 June 2011 \$'000	Total Year Ended 30 June 2011 \$'000
Present value of defined benefit obligations	15,641	2,751	77,601	95,993
Fair value of plan assets	(14,434)	(3,609)	(57,296)	(75,339)
<b>Net (asset)/liability disclosed in the statement of financial position</b>	<b>1,207</b>	<b>(857)</b>	<b>20,304</b>	<b>20,654</b>

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*Reconciliation of the present value of the defined benefit obligation*

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
	\$'000	\$'000	\$'000	\$'000
Present value of partly funded defined benefit obligation at beginning of the year	14,530	2,679	78,571	95,779
Current service cost	513	119	104	736
Contributions by Fund participants	692	127	3,966	4,784
Actuarial (gains)/losses	245	0	220	465
Benefits paid	881	(20)	(1,817)	(955)
Past service cost	(1,220)	(154)	(3,443)	(4,816)
Curtailments	0	0	0	0
Settlements	0	0	0	0
Business combinations	0	0	0	0
Exchange rate changes	0	0	0	0
Present value of partly funded defined benefit obligation at end of the year	15,641	2,752	77,601	95,993

*Reconciliation of the fair value of Fund assets*

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
	\$'000	\$'000	\$'000	\$'000
Fair value of Fund assets at beginning of the year	13,682	3,469	55,641	72,792
Expected return on Fund assets	1,078	279	4,625	5,981
Actuarial gains/(losses)	649	15	236	899
Employer contributions	0	0	17	17
Contributions by Fund participants	245	0	220	465
Benefits paid	(1,220)	(134)	(3,443)	(4,816)
Settlements	0	0	0	0
Business combinations	0	0	0	0
Exchange rate changes	0	0	0	0
Fair value of Fund assets at end of the year	14,434	3,669	57,296	75,339

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*Reconciliation of the assets and liabilities recognised in statement of financial position*

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
	\$'000	\$'000	\$'000	\$'000
Present value of partly funded defined benefit obligation at end of year	15,641	2,752	77,601	95,993
Fair value of Fund assets at end of year	14,434	3,669	57,296	75,339
Subtotal	1,207	(857)	20,304	20,654
Unrecognised past service cost	0	0	0	0
Unrecognised gains/(loss)	0	0	0	0
Adjustment for limitation on net asset	0	0	0	0
Net Liability/(Asset) recognised in statement of financial position at end of year	1,207	(857)	20,304	20,654

*Expense recognised in income statement*

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
	\$'000	\$'000	\$'000	\$'000
Components Recognised in Income Statement				
Current service cost	513	119	104	736
Interest cost	692	127	3,966	4,784
Expected return on Fund assets (net of expenses)	(1,078)	(279)	(4,625)	(5,981)
Actuarial losses/(gains) recognised in year	0	0	0	0
Past service cost	0	0	0	0
Movement in adjustment for limitation on net asset	0	0	0	0
Curtailment or settlements (gain)/loss	0	0	0	0
Expense/(income) recognised	127	(33)	(555)	(461)

*Amounts recognised in other comprehensive income*

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
	\$'000	\$'000	\$'000	\$'000
Actuarial (gains)/losses	233	(15)	(2,053)	(1,835)
Adjustment for limit on net asset	0	0	0	0

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**Fund assets**

The percentage invested in each asset class at the balance sheet date:

	30-Jun-11
Australian equities	33.4%
Overseas equities	29.5%
Australian fixed interest securities	5.7%
Overseas fixed interest securities	3.1%
Property	9.9%
Cash	5.1%
Other	13.3%

**Fair value of Fund assets**

All Fund assets are invested by STC at arm's length through independent fund managers.

**Expected rate of return on assets**

The expected return on assets assumption is determined by weighting the expected long-term return for each asset class by the target allocation of assets to each class. The returns used for each class are net of investment tax and investment fees.

**Actual Return on Fund Assets**

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
Actual return on Fund assets	\$'000 1,137	\$'000 293	\$'000 4,570	\$'000 6,001

**Valuation method and principal actuarial assumptions at the balance sheet date**

*a) Valuation Method*

The Projected Unit Credit (PUC) valuation method was used to determine the present value of the defined benefit obligations and the related current service costs. This method sees each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to build up the final obligation.

*b) Economic Assumptions*

	30-Jun-11
Salary increase rate (excluding promotional increases)	3.5% pa
Rate of CPI increase	2.5% pa
Expected rate of return on assets	0
Discount rate	5.28% pa

*c) Demographic Assumptions*

The demographic assumptions at 30 June 2011 are those that were used in the 2009 triennial actuarial valuation. The triennial review report is available from the NSW Treasury website.

**Expected contributions**

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
Expected employer contributions to be paid in the next reporting period	\$'000 0	\$'000 0	\$'000 0	\$'000 0

**Funding Arrangements for Employer Contributions**

*(a) Surplus/deficit*

The following is a summary of the 30 June 2011 financial position of the Fund calculated in accordance with AAS 25 "Financial Reporting by Superannuation Plans":

	SASS Financial Year to 30 June 2011	SANCS Financial Year to 30 June 2011	SSS Financial Year to 30 June 2011	TOTAL Financial Year to 30 June 2011
Accrued benefits	\$'000 13,115	\$'000 2,601	\$'000 56,337	\$'000 74,073
Net market value of Fund assets	(14,434)	(3,699)	(57,296)	(75,329)
Net surplus/deficit	680	(1,098)	(939)	(1,267)

**12. NON CURRENT ASSETS - Plant and Equipment**

	Plant & Equipment \$'000	Computer Equipment \$'000	Motor Vehicles \$'000	Total \$'000
<b>At 1 July 2010</b>				
Gross Carrying Amount	229	28	27	284
Accumulated depreciation	(189)	(28)	(20)	(237)
Net Carrying Amount – at fair value	40	0	7	47
<b>At 30 June 2011</b>				
Gross Carrying Amount	229	28	27	284
Accumulated depreciation	(205)	(28)	(22)	(255)
Net Carrying Amount – at fair value	24	0	5	29

**Reconciliations of carrying amounts at the beginning and end of the period is set out below.**

**Year Ended 30 June 2010**

	Plant & Equipment \$'000	Computer Equipment \$'000	Motor Vehicles \$'000	Total \$'000
Carrying amount as at 1 July 2009 at fair value	37	0	10	47
Additions	21	0	0	21
Depreciation expense	(18)	0	(3)	(21)
Carrying amount as at 30 June 2010 at fair value	40	0	7	47

**Year Ended 30 June 2011**

	Plant & Equipment \$'000	Computer Equipment \$'000	Motor Vehicles \$'000	Total \$'000
Carrying amount as at 1 July 2010 at fair value	40	0	7	47
Additions	1	0	0	1
Depreciation expense	(16)	0	(3)	(19)
Carrying amount as at 30 June 2011 at fair value	25	0	4	29

*(b) Contribution recommendations*

Recommended contribution rates for the entity are:

	SASS	SANCS	SSS
multiple of member contributions	0	0	0
% member salary	0	0	0
multiple of member contributions	0	0	0

*(c) Funding method*

Contribution rates are set after discussions between the employer, STC and NSW Treasury.

*(d) Economic assumptions*

The economic assumptions adopted for the 2009 actuarial review of the Fund are:

**Weighted-Average Assumptions**

Expected rate of return on Fund assets backing current pension liabilities	8.3% pa
Expected rate of return on Fund assets backing other liabilities	7.3% pa
Expected salary increase rate	4.0% pa
Expected rate of CPI increase	2.5% pa

**Nature of asset/liability**

If a surplus exists in the employer's interest in the Fund, the employer may be able to take advantage of it in the form of a reduction in the required contribution rate, depending on the advice of the Fund's actuary.

Where a deficiency exists, the employer is responsible for any difference between the employers' share of fund's assets and the defined benefit obligation.

**11. CURRENT ASSETS – Other**

	2011 \$'000	2010 \$'000
Long service leave receivable from NSW Treasury	3,770	3,780
	3,770	3,780

**13. CURRENT LIABILITIES - Payables**

	2011	2010
	\$'000	\$'000
Payables	7,830	7,443
Accrued salaries and wages and on-costs	236	227
Intra Agency Payment	757	87
<b>Total</b>	<b>8,823</b>	<b>7,757</b>

**14. CURRENT LIABILITIES - Provisions**

	2011	2010
	\$'000	\$'000
<b>Employee benefits and related on-costs</b>		
Recreation leave	1,001	978
Employee benefits related on-costs	672	650
Long service leave	3,729	3,756
Provision for redundancies	5,079	-
<b>Total</b>	<b>10,481</b>	<b>5,384</b>

**Aggregate employee benefits and related on-costs**

	2011	2010
	\$'000	\$'000
Provisions – current	10,481	5,384
Accrued salaries & wages and on-costs (note 13)	236	227
<b>Total</b>	<b>10,717</b>	<b>5,611</b>

**Recreation leave**

	2011	2010
	\$'000	\$'000
The amount of liability expected to be settled within 12 months	1,001	978
<b>Total</b>	<b>1,001</b>	<b>978</b>

**Long service leave**

	2011	2010
	\$'000	\$'000
The amount of liability expected to be settled		
Within 12 months	3,729	3,758
More than 12 months	41	22
<b>Total</b>	<b>3,770</b>	<b>3,780</b>

**15. NON-CURRENT LIABILITIES - Provisions**

	2011	2010
	\$'000	\$'000
<b>Employee benefits and related on-costs</b>		
Long service leave	41	22
Unfunded Superannuation Liabilities	21,511	23,777
<b>Total</b>	<b>21,552</b>	<b>23,799</b>

**16. CONTINGENT LIABILITIES**

At 30 June 2011 there were no outstanding contingent liabilities. (\$Nil in 2010).

**17. LEASE COMMITMENTS**
**Operating Lease Commitments**

	2011	2010
	\$'000	\$'000
Future non-cancellable operating lease rentals not provided for and payable:		
Not later than one year	350	2,008
Later than one year but not later than five years	-	-
<b>Total (including GST)</b>	<b>350</b>	<b>2,008</b>

The total operating lease commitments above include input tax credits of \$90,909 and are expected to be recoverable from the Australian Taxation Office (30 June 2010 - \$182,545).

**18. FINANCIAL INSTRUMENTS**

NSW AMES's principal financial instruments are outlined below. These financial instruments arise directly from NSW AMES'S operations or are required to finance NSW AMES's operations. NSW AMES does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

NSW AMES's main risks arising from financial instruments are outlined below, together with NSW AMES's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout this financial statement.

The Director has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by NSW AMES, to set risk limits and controls and to

monitor risks. Compliance with policies is reviewed by the Department of Education and Communities' internal auditors on a continuous basis.

(a) Financial instrument categories

Financial Assets Class:	Note	Category	Carrying Amount 2011	Carrying Amount 2010
Cash and cash equivalents	19	N/A	\$'000 19,168	\$'000 19,546
Receivables <sup>1</sup>	9	Receivables (at amortised cost)	5,173	6,647
Other financial assets	11	Receivables (at amortised cost)	3,770	3,780

Financial Liabilities Class:	Note	Category	Carrying Amount 2011	Carrying Amount 2010
Payables <sup>2</sup>	13	Financial liabilities measured at amortised cost	\$'000 9,404	\$'000 7,757

Notes

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

(b) Credit Risk

Credit risk arises when there is the possibility of NSW AMES's debtors defaulting on their contractual obligations, resulting in a financial loss to NSW AMES. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for impairment).

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

Credit risk associated with NSW AMES's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards. Authority deposits held with NSW TCorp are guaranteed by the State.

Cash

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System. Interest is earned on daily bank balances at the monthly

average NSW Treasury Corporation (TCorp) 11am unofficial cash rate, adjusted for a management fee to NSW Treasury. The TCorp Hour Glass cash facility is discussed in para (d) below.

Receivables - Trade debtors

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

NSW AMES is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors. Based on past experience, debtors that are not past due (2011: \$5,116k; 2010: \$6,585k) and less than 3 months past due (2011: \$38k; 2010: \$30k) are not considered impaired and together these represent 99% of the total trade debtors 2011 and 99% of the total trade debtors 2010. There are no debtors which are currently past due or impaired whose terms have been renegotiated.

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

	2011	Total	Past due but not impaired	Considered impaired
			\$'000	
<3 months overdue	38	38		
3 months - 6 months overdue	19	19		
> 6 months overdue	4	4		4
<b>2010</b>				
<3 months overdue	30	30		
3 months - 6 months overdue	36	36		4
> 6 months overdue	-	-		-

Authority Deposits

NSW AMES has placed funds on deposit with TCorp, which has been rated "AAA" by Standard and Poor's. These deposits are similar to money market or bank deposits and can be placed "at call" or for a fixed term. For fixed term deposits, the interest rate payable by TCorp is negotiated initially and is fixed for the term of the deposit, while the interest rate payable on at call deposits vary. The deposits at balance date were earning an average interest rate of 5.23% (2010 4.46%), while over the year the weighted average interest rate was 5.94% (2010 4.28%) on a weighted average balance during the year of \$15.6M (2010 \$14.4M). None of these assets are past due or impaired.



**(c) Liquidity risk**

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

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

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in Treasurer's Direction 219.01. If trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. Treasurer's Direction 219.01 allows the Minister to award interest for late payment.

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

	Maturity Dates			
	Non-Interest bearing	< 1 yr	1-5 yrs	> 5 yrs
<b>2011</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Payables	8,587	8,587	-	-
Accrued salaries, wages, and on-costs	236	236	-	-
Tax Equivalents	0	-	-	-
<b>Total</b>	<b>8,823</b>	<b>8,823</b>	-	-
<b>2010</b>				
Payables	7,443	7,443	-	-
Accrued salaries, wages, and on-costs	227	227	-	-
Tax Equivalents	87	87	-	-
<b>Total</b>	<b>7,757</b>	<b>7,757</b>	-	-

**(d) Market risk**

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. NSW AMES's exposures to market risk are primarily through interest rate risk on NSW AMES's cash and cash equivalents, other price risks associated with the movement in the unit price of the Hour Glass Investment facilities. NSW AMES has no exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which NSW AMES operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the balance sheet date. The analysis is performed on the same basis for 2011. The analysis assumes that all other variables remain constant.

**Interest rate risk**

Exposure to interest rate risk arises primarily through NSW AMES's cash and cash equivalents. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

NSW AMES's exposure to interest rate risk is set out below.

2011	Carrying amount			
	\$'000's	Profit	Equity	Profit Equity
<i>Financial assets</i>				
Cash and cash equivalents	19,168	(192)	(192)	192
Receivables	5,173			
<i>Financial liabilities</i>				
Payables	8,612			
<b>2010</b>				
<i>Financial assets</i>				
Cash and cash equivalents	19,546	(195)	(195)	195
Receivables	5,265			
<i>Financial liabilities</i>				
Payables	5,906			

**e) Other price risk – TCorp Hour Glass facilities**

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

Facility	Investment Sectors	Investment Horizon	2011 \$'000	2010 \$'000
Cash facility	Cash, money market instruments	Up to 1.5 years	1,334	16,467

- Level 1 - Derived from quoted prices in active markets for identical assets / liabilities.
- Level 2 - Derived from inputs other than quoted prices that are observable directly or indirectly.
- Level 3 - Derived from valuation techniques that include inputs for the asset / liability not based on observable market data (unobservable inputs)

	Level 1	Level 2	Level 3	Total
Financial assets at fair value	\$'000	\$'000	\$'000	\$'000
T Corp Hour-Glass Inv. Facility	1,334	1,334		1,334
				1,334

The table above only includes financial assets, as no financial liabilities were measured at fair value in the statement of financial position.

There were no transfers between level 1 and 2 during the period ended 30 June 2011.

**19. CURRENT ASSETS – Cash and Cash Equivalents**

For the purposes of the Statement of Cash Flows, cash and cash equivalents includes cash at bank and cash on hand. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	2011	2010
	\$'000	\$'000
Cash at bank	17,833	3,076
NSW Hour Glass Treasury Facility	1,334	16,467
Cash on hand	1	3
Closing cash and cash equivalents (as per Statement of Cash Flows)	19,168	19,546

**20. RECONCILIATION FROM THE SURPLUS FOR THE YEAR TO THE NET CASH FLOWS FROM OPERATIONS:**

	2011	2010
	\$'000	\$'000
Net Result	(7,603)	203
Depreciation	19	21
Bad debts	-	-
Decrease/(Increase) in prepaid superannuation contributions	(67)	82
Decrease/(Increase) in receivables	1,503	(778)
Increase/(Decrease) in payables including provisions	3,916	6,251
Decrease/(Increase) in Unfunded Superannuation Liabilities- Equity	1,855	(3,302)
<b>Net cash (used in)/provided by operating activities</b>	<b>(377)</b>	<b>2,477</b>

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

NSW TCorp is trustee for the above facility and is required to act in the best interest of the unit holders and to administer the trusts in accordance with the trust deeds. As trustee, TCorp has appointed external managers to manage the performance and risks of each facility in accordance with a mandate agreed by the parties. However, TCorp acts as manager for part of the Cash and Strategic Cash Facilities and also manages the Australian Bond portfolio.

A significant portion of the administration of the facilities is outsourced to an external custodian. Investment in the Hour Glass facilities limits AMES's exposure to risk, as it allows diversification across a pool of funds, with different investment horizons and a mix of investments.

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

	Impact on profit/loss		
	Change in unit price	2011	2010
	± %	\$'000	\$'000
Hour Glass Investment – Cash facility	+/- 1	13	165

**Fair Value compared to carrying amount**

Financial instruments are generally recognised at cost, with the exception of the TCorp Hour Glass facilities, which are measured at fair value. As discussed, the value of the Hour-Glass Investments is based on the Economic Entity's share of the value of the underlying assets of the facility, based on the market value. All of the Hour Glass facilities are value using 'redemption' pricing.

The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value because of the short-term nature of many of the financial instruments.

**Fair value recognised in the statement of financial position**

NSW AMES uses the following hierarchy for disclosing the fair value of financial instruments by valuation technique:

**21. AFTER BALANCE DATE EVENTS**

In the interval between the end of the financial year and the date of this report, NSW AMES lost its bid to renew fees for services for the provision of English language courses provided under the Adult Migrant English Program (AMEP) by the Department of Immigration and Citizenship (DIAC). The loss of contract means NSW AMES will substantially downsize, up to 80% of normal capacity. Where appropriate, staff affected shall be offered the opportunity to take voluntary redundancy.

**End of Audited Financial Statements**



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