

Annual Report 2008

NSW Department of Education and Training



Published by Strategic Planning and Regulation
NSW Department of Education and Training
35 Bridge Street
Sydney NSW 2000

The Annual Report is available on the Department's website at:
www.det.nsw.edu.au/reports_stats/annual_reports

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 at the last page of this report.

The estimated cost of production and printing of the 2008 Annual Report was \$1,782.

ISSN 1442-3898

Copyright:

© State of New South Wales through the NSW Department of Education and Training, 2008. You may copy, distribute, display, download and otherwise freely deal with this work for any purpose, provided that you attribute the Department as the owner. However, you must obtain permission if you wish to (1) charge others for access to the work (other than at cost), (2) include the work in advertising or a product for sale or (3) modify the work.

Contents

Letter of Submission to the Minister	4
Director-General's Foreword	5
Summary	8
Performance Highlights	11
NSW Government Schools	12
TAFE NSW	16
NSW Adult Migrant English Service	19
Adult and Community Education	20
Strategic Planning and Regulation	21
Finance and Infrastructure	23
Workforce Management and Systems Improvement	24
Strategic Relations and Communication	25
Performance Report	27
Goal 1: Successful Students - State Plan Target - S4	28
Goal 1: Successful Students - State Plan Target - S4/F1	31
Goal 1: Successful Students - State Plan Target - S5	34
Goal 2: Excellent Staff	38
Goal 3: VET for a Skilled Workforce - State Plan Targets - P4 & P7	41
Goal 4: Responsible and Sustainable Management	47
Goal 5: Leadership by Shaping National Policy	48
Appendices	51
Financial Statements	181
Department of Education and Training	183
NSW Technical and Further Education Commission	209
NSW Adult Migrant English Service	227
TAFE Commission Division	240

Letter of Submission from the Director-General to the Minister

The Hon Verity Firth, MLA

Minister for Education and Training

Minister for Women

Level 31, Governor Macquarie Tower

1 Farrer Place, Sydney NSW 2000

Dear Minister

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 Training's Annual Report for the 2008 calendar year for your presentation to the NSW Parliament.

This report contains details of the Department's performance in implementing strategies of the Corporate Plan 2006-2008 in NSW public schools, TAFE NSW, Adult and Community Education, Adult Migrant English Service, higher education and State office. The report also provides an overview of the Department and highlights from each Portfolio. In addition, the report contains the Department's audited financial statements for the financial year ended 30 June 2008 and appendices as required by legislation.

Yours sincerely



Michael Coutts-Trotter

Director-General of Education and Training

Managing Director of TAFE NSW

Director-General's Foreword

It's my pleasure, on behalf of the staff of public education and training, to introduce the 2008 Annual Report of the Department of Education and Training.

It was a good year.

Our students produced outstanding results in the first national tests of literacy and numeracy for Years 3, 5, 7 and 9.

NSW students were among the top three performing jurisdictions in Reading and Numeracy at every level tested. We led the nation in spelling at every year level.

Most important of all, the national tests provide information that once thoughtfully interpreted by teachers, students and families supports better teaching and more successful learning.

Of all jurisdictions, NSW had the highest proportion of students participating in the tests.

Teachers, parents and students in NSW are comfortable with external literacy and numeracy assessment being used to improve learning. The excellent participation rate suggests they trust the new national tests will also support more effective teaching and learning.

Our detailed reports of the test results provide teachers and parents with very specific and valuable information about each child, and school and policy makers with the means to identify, understand and emulate success.

We have much to do to bridge the gap in education performance between Aboriginal children and all students, but the national tests showed many improving results, and some very strong results, for Aboriginal students.

National testing was just one of several major reforms to emerge as the new Federal Government implemented far-reaching policy change in education.

In partnership with the Commonwealth, and with a very significant boost in Commonwealth funding for education and training, the NSW Government and our department are making and planning big improvements in what we do for our students.

Under the Commonwealth's Digital Education Revolution initiative, we'll be able to provide laptops for every public school student in Years 9 to 12 running on new wireless networks, additional technical support in schools, and professional development for our teachers.

NSW has signed four new agreements with the Commonwealth that could deliver up to \$1.2 billion in extra funding for public schools over the next five years.

These include three new national partnerships in literacy and numeracy, low socio-economic school communities and teacher quality.

They provide a great opportunity to build on evidence of success and to try new approaches where our existing efforts are not producing the consistent improvement we want.

In vocational education and training, NSW is working with the Commonwealth to reduce skill shortages and lift workplace productivity.

As Australia's largest provider of vocational education and training, TAFE NSW will have a key role in meeting the challenges.

Director-General's Foreword

The new structures, ways of working and staff training we initiated in 2008 through the TAFE NSW: Doing Business in the 21st Century project will help us to respond to the emerging economic and social demands of the global financial crisis.

With pressure on the NSW Budget - indeed on the finances of every Australian state - it was never going to be easy to negotiate pay rises for teachers. But with the help of the Industrial Relations Commission we worked towards a pay rise that valued and respected teachers and was affordable to taxpayers.

Our teachers and other staff are motivated by what they do, not what they get. Unfortunately long and angry industrial disputes can give the community the opposite impression. That's why we put so much effort into achieving negotiated agreements that avoid threatened strike action.

In 2008, we introduced new staffing procedures that increase the options available to schools to select the teacher who best fits their needs and allow more teachers to apply for the jobs they want.

It was a vital change.

Before the changes in April 2008, schools had a say in only one of every ten classroom teacher appointments. By the end of 2008, under the new procedures, almost half of some 3,000 classroom teacher positions had or were being filled by a method chosen by the school.

The changes were forcefully opposed by the teaching union and there were concerns that some schools would struggle to attract teaching applicants.

These concerns seem unfounded. To date schools in regional communities and the west and south

west of Sydney have attracted strong fields of candidates where they have chosen to advertise classroom positions.

We will continue to openly monitor and evaluate the effect of these changes and those proposed under the national partnerships, or happening as a result of policy decisions of the State Government, like the change to the school leaving age.

The test is simple: are we best serving the interests of students?

We must always be open to the possibility that our system of public education and training, excellent as it is, can be improved.

The extraordinary efforts of our students and staff demand nothing less.



Michael Coutts-Trotter

Director-General of Education and Training
Managing Director of TAFE NSW



Summary

Summary

Our goals

The Department has five key goals underpinning its vision to improve the social and economic wellbeing of the people of NSW through a responsive and sustainable education and training system. The goals are:

- to deliver education and training that inspires students to succeed, fosters high expectations and prepares them for participation in a democratic and sustainable society
- to value our staff and provide a working environment that acknowledges their contribution and builds capacity
- to support the success of industry and of individual learners through customised vocational education and training
- to maximise return on investment in education and training through responsive and sustainable management
- to exercise strong leadership in Australian education and training through innovation and by shaping national policy and reform.

Our services

In 2008, the NSW Department of Education and Training provided education and training services to over 1,383,000 students through an extensive network of government schools, TAFE NSW Institutes and the Adult Migrant English Service (AMES).

The NSW Department of Education and Training provided:

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

The Department operated 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 Support Staff) Act 1987*, the *Apprenticeship and Traineeship Act 2001*, the *Higher Education Act 2001* and the *Vocational Education and Training Act 2005*.

Our students

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

In 2008 there were:

- 4,285 government preschool students
- 430,057 government primary school students
- 305,721.7 full-time equivalent government secondary school students
- 504,009 TAFE NSW student enrolments
- 139,200 apprentices and trainees in training.

Our communities, customers and stakeholders

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

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.

Our resources

Total recurrent and capital expenses incurred by the Department in 2007-08 were \$11,130.2 million.

The Department's 2008-09 budget provides \$11,660 million in recurrent and capital funding for education and training services. This includes:

- \$105.8 million over four years in recurrent funding for the Best Start initiative to introduce a consistent literacy and numeracy assessment to better guide the learning of all Kindergarten students in public schools
- \$155.7 million over four years in recurrent and capital funding for the Connected Classrooms initiative to significantly expand technology-based learning in government schools
- \$30.5 million over four years in recurrent funding for the Support for Beginning Teachers initiative to enhance the quality and retention of new permanent teachers

- \$15.8 million over four years in recurrent funding for the Transition to Year 7 initiative to provide support for students' transition from primary to secondary schools
 - \$59.8 million over four years in recurrent and capital funding for the School Sport initiative to promote and extend school sporting competitions and encourage students' participation in physical activity
 - a record \$657.7 million for the construction and enhancement of school facilities.
 - \$262.3 million over four years in additional capital funding for the Building Better Schools initiative. This includes the upgrading of 800 science laboratories; construction of a further 18 primary school halls and ten high school gyms; and additional toilet upgrades, electrical upgrades and security fences
 - \$64.7 million over four years in recurrent and capital funding for the Learn or Earn program which includes the provision of 15 new trade schools across schools and TAFE colleges
 - \$64.7 million over four years in recurrent funding for the Training our Workforce initiative to generate 33,253 additional training opportunities, including establishing a network of 10 NSW Skill Centres.
- The Department also funds a range of equity and targeted programs in government schools. The 2008-09 budget includes funding for these programs of:
- \$ 1055.3 million for special education
 - \$ 88.9 million for students in regional and rural areas in NSW
 - \$ 106.8 million for students from low socioeconomic status backgrounds
 - \$ 116.1 million for students from non-English speaking backgrounds
 - \$ 68.5 million for Aboriginal education.
- In 2007-08, the Department's total recurrent expenditure on the non-government schools program was \$ 775.9 million. Funding was provided mainly in the form of student per capita grants.

Review and improvement

The NSW State Plan provides overall direction for improvement and was a major influence on our priorities for 2008. Priorities in 2008 included:

- commencing the roll out of the Best Start literacy and numeracy assessment in over 400 schools to ensure each child receives consistent reading, writing and counting assessment on entry to school to identify prior learning and to guide planning to meet individual needs
- increasing levels of attainment for all students and in particular by 2008, reducing the number of lowest performing students in literacy and numeracy in Years 3, 5, and 7 by 10%
- increasing the number of students in Years 3, 5, and 7 meeting or exceeding national proficiency standards for literacy and numeracy by 10% by 2012
- closing the performance gap between Aboriginal students and all students, at schools and at TAFE NSW
- improving teacher quality by focusing on literacy and numeracy expertise and teaching methods to meet the specific learning needs of all students
- increasing the proportion of the population aged 20-24 years who have completed Year 12 or recognised vocational training through increased curriculum choice, expanded pathways and additional school based apprenticeships, TAFE places and trade schools
- increasing the proportion of the population aged 15-64 years participating in VET by targeting existing workers and populations marginally engaged in the workforce through customised training and non-traditional delivery strategies
- improving access to training in rural and regional NSW through regional trade schools, additional training places in skill shortage areas and an expansion of commercial training
- partnering with industry and employers to assist them to deliver customised workforce development solutions that improve enterprise productivity
- implementing the recommendations of the Independent Pricing and Regulatory Tribunal's Review of the Skills Base in NSW and the Future Challenges for Vocational Education and Training
- achieving continuous improvement in VET and employment outcomes for Aboriginal people, people with disabilities and those in regional and remote areas of the State
- finalising negotiations with the Commonwealth on School and VET funding agreements.





Performance Highlights

NSW Government Schools

The Office of Schools leads and directs the operation of NSW government schools to improve the academic achievement and well-being of all students as well as the quality of teaching and educational leadership in schools.

A continued commitment to the interdependent responsibilities by schools, regions and Office of Schools directorates is evident in the policies and practices across the system. This cohesive approach is based on a climate of partnership and a culture of understanding that are designed to improve educational outcomes for all students.

2008 saw the continued implementation of the three stages of learning strategies (Young Learners, Middle Years Learners, and 15-19 Year olds), the State Literacy Plan 2006-2008, the State Numeracy Plan 2006-2008 and the Aboriginal Education and Training Strategy 2006-2008. These guided the work of schools, regions and State office in developing and implementing stage appropriate strategies to support improvement in students' literacy and numeracy performance.

In 2008, the analysis of the NSW results for the 2008 National Assessment Program - Literacy and Numeracy revealed some very positive outcomes:

- NSW students performed well in Spelling and Numeracy across Years 3, 5, 7 and 9.
- NSW Year 3 performed well in Reading, Writing, and Punctuation and Grammar.
- NSW achieved the largest percentage of students in the highest band in Writing and Spelling in Year 3 and in Spelling and Numeracy in Years 5, 7 and 9.
- NSW students achieved above the Australian average for all aspects tested (Reading, Writing, Spelling, Grammar and Punctuation, and Numeracy) at each year level.

To further support students' literacy and numeracy achievements in 2008, the Office of Schools implemented the Best Start literacy and numeracy assessment program for 18,000 Kindergarten students in 434 schools. The four year \$82 million Best Start program has the following elements: a consistent assessment of the literacy and numeracy knowledge and skills of each Kindergarten student as they enter public schools; additional Reading Recovery support for students in need; and expert literacy and numeracy learning leadership to build capacity in schools.

Other support initiatives included:

- training 2,500 early years teachers to support the development of quality literacy and numeracy teaching programs
- expanding Reading Recovery with an additional 50 teachers to support more than 8,200 students
- implementing Literacy on Track and Literacy in the Middle Years to support more than 1,300 teachers in teaching literacy
- providing numeracy support to 198 schools and 1,274 teachers as part of the Early Years Count Me In Too numeracy program and to 101 schools participating in the Counting On in the Middle Years project
- conducting the successful Early Years Conference: Learning, Growing, Achieving for 370 participants and Middle Years Conference: Learning, Growing, Achieving for 320 participants.

In 2008, the Schools in Partnership initiative operated in 30 schools, the Targeted Aboriginal Students Strategy, in eight schools, and the Targeted School Initiative, in five schools. These programs provided a number of literacy and numeracy professional development and training opportunities for classroom teachers. In addition, 15,669 personalised learning plans for Aboriginal students were developed and implemented across the State. These plans bring together the student, teacher and parents/carers in a collaborative process to set agreed learning and personal goals for the student.

As part of a strong focus on leadership and professional learning, the opportunities and resources available for school leaders and teachers have continued to grow through the implementation of online programs and release of school based professional learning programs such as *What Counts: The Quality of Teaching Makes a Difference* Numeracy DVD CD-ROM resource package and career development and school planning toolkits. An extensive range of leadership programs for aspiring, newly appointed and experienced school leaders was delivered to address leadership succession in NSW government schools. In 2008, there were 9,907 aspiring and current school leaders who completed programs developed in consultation with the Leadership Alliance (Department, NSW Secondary Principals' Council and NSW Primary Principals' Association).

The Office of Schools has implemented a range of initiatives and programs as part of the Government's commitment to improve outcomes for Aboriginal students. It has:

- launched a new Aboriginal Education and Training Policy
- delivered accelerated literacy pedagogy training to 700 consultants and teachers to improve the literacy achievements of Aboriginal students. In addition, 66 teachers across three regions were trained in the Reading to Learn Program, which is another strategy aimed at improving literacy outcomes for Aboriginal students
- conducted workshops in the New England region to develop numeracy plans and support the implementation of Count Me in Too Indigenous with 160 teachers, Aboriginal support staff and community members being trained in the pedagogy. Parent workshops were also conducted at Moree East Public School, Toomelah Public School and Boggabilla Central School
- implemented the Aboriginal Early Language Development Program in 24 schools to improve the language and literacy skills of Aboriginal students in the early years of schooling. An annual grant of \$1,000 is provided to each of the 24 schools to implement the program
- allocated \$300,000 to support Aboriginal languages programs in 36 schools. These programs operate to enable Aboriginal communities to preserve, teach and utilise traditional language and to provide opportunities for all students to learn an Aboriginal language. Languages supported under this program include: Bundjalung, Wiradjuri, Dhurga/Djamanj, Dharug, Gumbainggir, Yawaalaraary/Gamilaraay, Ngilyampaa, Thunghutti/Dunghutti, Paakantji, Wanghumarra and Ngemba
- supported schools and local Aboriginal communities to implement the Two Ways Together Package of funded initiatives, Kids Excel and Youth Excel, to improve Aboriginal children's and young people's educational outcomes through targeted local initiatives.

The Office of Schools has worked hard to achieve successful outcomes, using a range of initiatives. It has:

- enrolled 54,358 students in HSC VET in School programs and 1,771 Years 11 and 12 students in school based apprenticeships and traineeships. Of these, 1,563 were in school based traineeships, and 208 in school based apprenticeships
- opened two additional school based trade schools at Nambucca and Queanbeyan high schools
- successfully gained Commonwealth funding to establish Trade Training Centres in 17 schools at a total value of \$16.02 million
- established Stage 5 VET pilot programs in 2007-2008
- continued full cohort testing in the Year 8 Essential Secondary Science Assessment (ESSA) test in November 2008. Over 56,000 students participated
- implemented 13 Australian Government Quality Teacher Program activities involving more than 4,500 teachers in 1,000 schools in a wide range of professional learning activities
- conducted an Even Start National Tuition Program in 1,800 schools to approximately 23,100 students to improve the literacy or numeracy skills of eligible students
- delivered arts programs in the areas of dance, drama, music, public speaking and debating, and visual arts for more than 28,000 NSW government students including the 25th Schools Spectacular The Spectacular Spirit, in which more than 3,300 students from 250 schools participated
- offered representative and extension opportunities to approximately 850 students through participation in more than 35 primary and secondary dance, drama and music ensembles
- achieved significant success in competitions, including the NSW Public Schools Jazz Orchestra winning the prestigious Generations in Jazz competition at Mount Gambier and the NSW Public Schools Symphonic Wind Ensemble becoming the Open NSW champion band
- showcased exceptional HSC talent through Artexpress, Callback, Encore, and OnSTAGE
- implemented the Premier's Primary and Secondary School Sport Challenge in 404 NSW government schools, with 74,000 students successfully completing the challenge. Premier's Sporting Challenge sports equipment grants totalling \$5 million were also distributed to all government schools
- implemented the Premier's Sporting Challenge: Girls in Sport Intervention and Research Project with 12 schools each receiving a \$10,000 grant in support of the project
- offered representative sporting opportunities in 21 sports at the primary level and 29 sports at the secondary level
- increased the opportunities for students with disabilities

NSW Government Schools

to participate at state and regional level in the sports of Athletics, Cross Country and Swimming using the Multi-Disability format with events integrated into programs

- conducted the School Swimming Scheme for over 96,000 students from 1,404 primary schools. A record number of students with disabilities participated
- expanded learning opportunities for students through partnerships with Musica Viva, NSW Health, NSW Department of Arts, Sport and Recreation, Arts NSW, Australian Children's Television Foundation, Bell Shakespeare, Art Gallery of NSW, The Sydney Morning Herald, NSW Cancer Council, Sydney Catchment Authority, Energy Australia and Taronga and Dubbo Zoos (over 104,000 students made an education visit to the zoo)
- conducted the Premier's Reading Challenge which attracted 199,000 participants from Kindergarten to Year 9, of whom 156,000 successfully completed the challenge
- conducted the Kids Design Challenge which attracted 5,000 students from Years 1 to 8. This challenge involved support from industry experts and students tested their designs in a race day held at Eastern Creek in Sydney
- implemented online units of work about books, films or websites called Raps and Book Raps and introduced moderated blogs and wikis to support the weekly rap discussions. Over 140 class groups and 4,000 students participated
- allocated \$36 million teacher professional learning funds to schools and regions to strengthen the capacity of teachers and leaders to meet accountabilities within the key priority areas
- co-ordinated the registration of the Department's courses and programs with the NSW Institute of Teachers. As an endorsed provider of Institute registered professional development, teachers accredited at professional competence can maintain their accreditation by completing one or more of the 150 courses and programs registered
- developed and trialled MyPL@DET, an online course and program registration and enrolment system that complies with the NSW Institute of Teachers' administrative record management requirements
- provided new professional learning resources to all schools to use in implementing the NSW model of quality teaching and the professional teaching standards
- allocated 1,378 support teachers learning assistance and Learning Assistance Program funding to 1,886 primary and secondary schools for 2007-2009, based on need, to assist schools to improve the learning outcomes of students experiencing difficulties in learning
- supported more than 15,500 students with disabilities in regular classes with the payment to schools of more than \$87 million through the Integration Funding Support Program
- trialled an online professional learning course on Autism Spectrum Disorders with 230 participants across seven regions
- conducted workshops across 10 regions to promote the maximum participation of students with disabilities in national literacy and numeracy testing and explain the process for identifying students who may qualify for exemption
- provided specialist support to assist teachers to work with students with complex physical support needs through a partnership with Northcott and The Spastic Centre, focussing on the use of assistive technologies to support students with complex physical disabilities to access the school curriculum
- provided the Auditory Skills Program to specialist staff who play a significant role in supporting teachers working with students with hearing impairment with K-6
- provided successful transition to school for children who have spent many of their years in hospital with complex medical needs. Successful negotiations with NSW Health have resulted in students with complex medical needs attending school on a regular basis
- provided teaching strategies for inclusion in SMART Linking NAPLAN to the Curriculum to provide support to teachers and enable explicit links from the assessment to the curriculum
- implemented a trial of the alternate format materials for the Premier's Reading Challenge for students with disabilities
- developed and distributed seven Connected Outcomes Groups units for trial with students with disabilities and with additional learning needs
- delivered workshops:
 - at the Successful Learning Conference 2008 to over 230 teachers and associated professionals on a range of strategies to support learning for students with disabilities
 - on transition to school for students with special learning needs at the Early Years Conference

-
- to regions on the impact of the Curriculum planning and programming, assessing and reporting to parents K-12 policy for students with additional needs
 - distributed Message in a Bottle: an alcohol education resource for Stages 2 and 3 to all primary schools. Some 467 teachers from across the State attended 19 professional learning workshops to support the implementation of the resource
 - distributed the magazine Next: Life after School to 45,000 Year 12 government school students to help them celebrate the end of school safely and make the transition from school to further education and employment
 - invited students to participate in The Critics' Choice 2008 competition to help reinforce anti-smoking messages. About 14,400 students from NSW government schools participated in the initiative
 - facilitated 21 statewide professional learning workshops for 587 teachers and school counsellors from secondary schools to assist in more effective management of drug use behaviours in students and conducted 27 workshop sessions about ecstasy and related drugs for 247 secondary teachers, school counsellors and regional staff
 - facilitated the training of 22 school counsellors in motivational interviewing to assist them to provide drug and alcohol counselling to students in NSW government secondary schools
 - successfully supported implementation of the Anti-bullying Plan for Schools via posting case studies of good strategies from NSW government schools on the Department's intranet web site and the national Bullying No Way! web site and providing all students in Years 6-10 with Bullying. No Way! student pocket cards
 - trained more than 4,000 school and regional personnel in NonViolent Crisis Intervention
 - delivered a new Autism to school counsellors in three regions in Term 4. The training supports school counsellors in understanding, assessment, case planning, and interventions to address learning, behaviour, social and emotional issues for students diagnosed with autism spectrum disorders
 - organised the State Student Representative Council Conference Let's Improve-Make the Move! that focused on encouraging student awareness about social justice issues, inclusion and engaging in real issues to improve the school community
 - coordinated the NSW Student Representative Council, the Department's peak student consultative and decision-making forum
 - held a Values Forum in over 67% of all NSW public schools involving more than 250,000 students, teachers and parents
 - supported and participated in the Anti-Homophobia Interagency Conference, That's So Gay: Addressing Homophobia and Celebrating Diversity in Educational Settings for 247 participants from schools, regions, State office, other government departments and agencies
 - implemented the Priority Schools Program survey with 588 schools to receive Priority Schools Funding Program resources
 - released the Boys' and Girls' education strategy and support document Leading the Way in School and Classroom Practice
 - implemented the Holiday Reading is RAD program in 245 Priority Schools in the 2007-08 summer vacation involving over 19,000 primary aged students
 - conducted the Shorts Online 2008 film festival, with 60 films submitted from Priority Schools across NSW
 - implemented transition programs from prior to school settings, including the Department's preschools and Schools as Community Centres into Kindergarten, to meet the particular needs of young learners and their families
 - operated 47 Schools as Community Centres in targeted schools to support families raising children from birth to eight years through initiatives such as supported playgroups, early literacy initiatives, parenting skills, and transition to school projects in collaboration with the human services agencies
 - operated 100 preschools providing access for 4,285 young children in the year prior to school of whom 409 (9.5%) were of Aboriginal descent.

TAFE NSW

TAFE NSW is the largest provider of VET in Australia and plays a vital role in ensuring that the NSW workforce is equipped with the required skills to build and support the NSW economy. TAFE NSW works closely with enterprises and communities to effectively address the complex issues of skill shortages, an ageing population and the global economic downturn.

TAFE NSW Institutes are responsive and versatile organisations which offer more than 1,200 work related qualifications developed in consultation with industry and aligned with national qualifications. These qualifications are customised to meet the needs of individuals and enterprises and are delivered flexibly in a variety of innovative ways across 135 campuses, in industry workplaces and online.

TAFE NSW Institutes enrol approximately 80% of NSW students. In the 2007 Australian National Report, NSW had the 2nd lowest expenditure per government funded annual hour at \$12.63, compared with the national average of \$13.03. This attests to the efficiency of TAFE NSW Institutes. In 2008, 90% of graduates were satisfied with the overall quality of training in TAFE NSW, higher than the national average of 89% and the third highest in Australia.

In 2008, TAFE NSW Institutes, staff and students were recognised for excellence in a number of industry, State and national awards, including:

- Western Institute won a Gold Award for Training Excellence under the Australian Quality Training Framework Excellence Criteria
- Michael Donovan, Illawarra Institute, was awarded the 2008 Aboriginal and Torres Strait Islander Student of the Year at the Australian Training Awards
- Dr Bill Holland, a teacher from Northern Sydney Institute, won the Green Hero Award in the Inaugural 2008 news.com.au Green Awards.

As a result of recent organisational reforms, TAFE NSW is offering greater service diversity and flexibility to learners, employers and customers and helping to build the economic and social resilience of regional communities by:

- building more responsive relationships with industry and enterprises
- expanding locally-tailored training responses
- implementing personalised learning services

- strengthening outcomes for equity target groups
- developing the capabilities of TAFE NSW staff and supporting the development of future leaders
- providing better support to teachers through simplified and accessible TAFE technologies.

In 2008, TAFE NSW:

- delivered more than 112 million hours of training across 504,009 student enrolments
- generated business for TAFE NSW institutes of approximately \$5 million through the TAFE NSW National Business Office
- invested \$2 million generated from TAFE commercial international projects in building the capacity of its staff
- increased the productivity and profitability of enterprises through workforce development partnerships, as demonstrated in Improving the Bottom Line: Why Industry Values Partnerships with TAFE NSW.

Between 2007 and 2008, TAFE NSW increased:

- enrolments by 1.3%, from 497,747 to 504,009
- commercial revenue by 17.0% from \$136,939,980 to \$160,281,629 for re-investment in TAFE NSW services
- the number of school based apprentices receiving training through TAFE NSW by 188% from 132 to 380
- employment based delivery by 115%, from 4.4 million hours to 9.5 million hours
- the number of RPL hours by 13.6%, from 3,921,206 to 4,453,607
- the number of apprenticeship approvals in TAFE NSW by 2.3%, from 18,235 to 18,652 (representing 91% of all apprenticeship approvals in NSW)
- enrolments by international students by 30.6%, from 3,766 to 4,957
- enrolments in TAFE PLUS Institute courses developed to meet local industry needs, by 20.2%, from 22,509 to 27,029
- enrolments by students with a disability by 3.7% from 46,351 to 48,062
- enrolments by regional and remote students by 0.6%, from 234,805 to 247,041.

Over the five year period from 2004 to 2008, TAFE NSW increased:

- enrolments by apprentices by 29.0%, from 35,032 to 45,202 across a wide range of industries, including Building Services (up 17.1%), Hospitality Services (up 6.4%), Vehicle Body (up 6.4%) and Primary Industries (up 4.9%)
- enrolments at AQF III and above by 6.4%, from 202,128 to 215,053
- completions at AQF III and above by 12.6%, from 54,687 to 61,558
- Aboriginal enrolments by 46.0%, from 19,954 to 29,135 bringing Aboriginal enrolments up to 5.8% of all TAFE NSW enrolments
- Aboriginal enrolments in Certificate III and above courses by 49.4%, from 5,138 to 7,725
- Aboriginal graduates by 39.4%, from 6,975 to 9,903
- enrolments by people from language backgrounds other than English by 19.2%, from 93,926 to 111,930
- enrolments by unemployed students by 15.2%, from 86,739 to 99,937
- enrolments by mature aged students (aged 45 to 64) by 8.6%, from 94,351 to 102,471.

TAFE NSW worked hard to achieve successful outcomes and in 2008:

- strengthened the skills base in NSW by producing 209,391 graduates
- revised TAFE NSW Institute Training Profiles in consultation with key stakeholders to ensure that training is aligned with industry demand and government priorities
- opened four new TAFE Trade Schools at Campbelltown, St George, Tamworth and Wyong at which approximately 2,400 school students received training in skill shortage areas such as Electrotechnology, Healthcare and Metals and Engineering that will contribute to their Higher School Certificate
- provided training to 84% of all school based apprentices in NSW
- won 15 new high profile training projects with Ramsay Health Care, Rheem Australia, Transpacific Industries, the Australian Hotels Association (NSW), and the Departments of Veteran Affairs; Defence; NSW Health; and Ageing, Disability and Home Care

- led the establishment of VET Australia, a consortium of VET providers who identify, pursue and provide effective workforce development solutions for large enterprises nationally and internationally
- implemented TAFE NSW Employer Services on the website providing a one-stop shop for improved information, advice and brokerage of services to employers about skills needs and training services
- offered 165,484 students the opportunity to enrol online compared to 135,150 in 2007, an increase of 22%
- developed the TAFE NSW Teacher Portal which provides information and resources to support teachers in customising delivery of training package qualifications to meet local needs, thereby giving TAFE NSW Institutes the same flexibility as other RTOs and improving 'time to market' for training products.
- implemented automatic credit transfer, removing the need for students and teachers to complete multiple forms
- implemented enhancements to student management systems that enable students to enrol across calendar years
- implemented Employer eServices, providing employers with online access to apprentices' results as soon as they are available
- established partnerships with universities to provide integrated pathways for students and advanced standing in a range of Bachelor degree courses including Industrial Design at the University of Newcastle, Business Administration (Hospitality) at the University of Wollongong, and Registered Nursing at Latrobe University
- submitted an application to become a VET FEE HELP provider which is currently being considered by the Department of Education Employment and Workplace Relations
- installed the first water based paint system on a TAFE campus anywhere in Australia in the Hunter Institute Vehicle Painting section. The system lowers release of ozone-damaging volatile organic compounds (VOCs) by more than 80% and lowers chemicals affecting technicians by up to 60%
- won the Gold Award for Delivering the Plan in the 2008 NSW Premier's Public Sector Awards for statewide Powerful Skills workforce development projects in partnership with Country Energy
- delivered Taste of TAFE activities to approximately 15,000 school students to assist them in deciding on future vocational training options

TAFE NSW

- managed COAG Skills Express Recognition of Prior Learning projects for Plumbers, Electricians, Automotive Trades and Hairdressers
- completed the COAG Skills Express Construction Industry Partnership project which targeted existing contractors, employees and sub-contractors and was highly acclaimed by both industry and registered training organisations.

In 2008, TAFE NSW Institutes provided responsive and innovative services to industry, communities and individuals. For example they:

- became the first TAFE in Australia to be granted authority as an approved aircraft maintenance training organisation by the Civil Aviation Safety Authority (TAFE NSW - South Western Sydney Institute)
- led and completed Phase 2 of the NSW Virtual RPL Advisory and Referral Centre project sponsored by the Council of Australian Governments. The site skillsrecognition.gov.nsw.au provides guidance on how existing skills can be recognised towards formal qualifications, and details of registered training organisations that can conduct assessment and gap training for the qualification selected. As a result, there was a 9.4% increase in the number of students assessed for RPL in 2008 (TAFE NSW - Northern Sydney Institute)
- hosted the Climate Change Challenge Forum facilitated by the President of the Australian Association for Environmental Education (TAFE NSW - North Coast Institute)
- developed and delivered Interpreting Skills in Emerging Community Languages in response to an urgent need for Arabic/Dinka interpreters to assist new Sudanese migrants (TAFE NSW - South Western Sydney Institute)
- opened the Hunter Valley Hotel Academy at Kurri Kurri where a two year dual qualification, Advanced Diploma in Hospitality and Diploma of Events, articulating into the Bachelor of Hospitality Management, is offered (TAFE NSW - Hunter Institute)
- pioneered statewide online delivery of Film and Media Studies as part of the Tertiary Preparation Certificate, allowing students from remote areas increased study options (TAFE NSW - Illawarra Institute)
- negotiated recognition arrangements with Canberra University for the Diploma of Conservation and Land Management and the Diploma of Geographic Information Systems through the National Environment Centre (TAFE NSW - Riverina Institute)
- developed fast track and flexible apprenticeships in commercial cookery, hairdressing, floor and wall tiling and electrical (TAFE NSW - Sydney Institute)
- in partnership with the Department of Community Services delivered childcare qualifications to Aboriginal people to enable the establishment of a dedicated childcare facility in Orange (TAFE NSW - Western Institute)
- conducted 200 RPL assessments for existing workers through the Skills Express construction industry partnership (TAFE NSW - Western Sydney Institute)
- offered a new course, the Graduate Certificate in Ecologically Sustainable Development designed for employees from a range of sectors including industry, business, teaching and local government (TAFE NSW - New England Institute)
- became the nationwide provider of training and assessment services to the Toga Hospitality Group, which includes Medina Apartment Hotels, Vibe Hotels and Travelodge Hotels in Australia and Adina Apartment Hotels in Europe (TAFE NSW - Northern Sydney Institute)
- hosted Deadly Days festivals, in which 150 exhibitors from industry, community and government sectors and more than 1,500 young Aboriginal people participated. The aim was to encourage Aboriginal youth to stay in school and consider vocational education pathways into TAFE. (TAFE NSW - North Coast Institute)
- gained ISO 14001 certification, the international standard for environmental management systems (TAFE NSW - Northern Sydney Institute).

TAFE NSW also managed the Abu Dhabi Vocational Education and Training Institute, which is funded by the Abu Dhabi Government and was officially opened by HRH Sheik Mansour in October 2008.

Adult Migrant English Service

The NSW Adult Migrant English Service (AMES) is contracted by government and industry to deliver 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 the lead provider in the Department of Education and Training Adult Migrant English Program (AMEP) Consortia which deliver services in Sydney, Wollongong, Newcastle and regional and rural NSW.

Key Achievements

- In 2008, the DET AMEP Consortia provided AMEP courses to over 11,500 migrants at a total of 92 venues and through distance learning and online programs. This included delivery at 66 rural and regional sites.
- AMES delivered courses under the state funded Skillmax Program to 2,249 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.
- Pathways for AMEP students were further expanded through the provision of linked skills courses. Vocational skills courses were delivered by community colleges at AMES centres and TAFE NSW Institutes while students were given language support through the Certificate III in Spoken and Written English. Vocational skills courses were offered in the areas of children's services, aged care work, business administration, hospitality and retail.
- The curriculum documents for the Certificates I-IV in Spoken and Written English and accompanying teacher resources were published. AMES developed the Certificate courses which were nationally accredited in December 2007. A range of print, audio-visual and on-line resources for learners were also published.
- The English for Health Professionals: Nurses online course was licenced to an additional three universities in Australia: Deakin University, University of NSW and University of South Australia. The course is also being offered through the Shanghai Second Medical University.

AMES was involved in two funded research projects:

- project funded by the Department of Education, Employment and Workplace Relations investigating the impact of linked skills program delivery on English language development and employability of newly-arrived migrants and refugees
- an Australian Research Council funded joint project with University of Technology, Sydney and South Western Area Health investigating spoken language in the Emergency Department in a number of NSW hospitals including Prince of Wales, John Hunter and Hornsby hospitals.

Adult and Community Education

Adult and community education (ACE) colleges are community-based organisations. They were funded under ACE Program in 2008 to deliver VET to communities throughout NSW.

The NSW Government's statement on community education recognises the unique characteristics of community education providers and the role that community education plays in re-engaging adults in learning, building their confidence and in many cases enabling them to continue on to formal nationally recognised training.

The NSW Advisory Committee on Community Education provides advice to the Minister and brings together government departments, non-government organisations and representatives of the community education sector to advise on the role community providers can play in meeting the educational and community building objectives of the State Plan.

Key Achievements

7,449,688 student contact hours of training were delivered to 148,846 students in 2007. Of this 4,745,359 hours were for VET, funded through the Commonwealth-State Agreement for Skilling Australia's Workforce.

Fifty six community colleges were funded in 2008 to deliver VET, equity and language, literacy and numeracy programs and mentoring programs for skilled migrants and refugees.

Partnerships were a strong focus for ACE in 2008. Key partnerships included:

- The Community Partnerships Program which brought together community colleges and key agencies working with people with disability. As a result of this program every community college in NSW has developed a Disability Action Plan. Regional Strategic Disability Plans have also been developed to ensure that community colleges coordinate approaches to increasing the number of people with a disability who access adult and community education.
- A joint ACE and State Emergency Service (SES) initiative which increased the number of Indigenous people volunteering in the SES. Induction courses for Indigenous people and/or cultural awareness training for SES volunteers and staff are being undertaken in 23 communities across the State starting in 2008.

- A partnership between ACE and the Adult Migrant English Service has been undertaken through the Skilled Migrants Mentoring Program. This program aims to support skilled migrants who are unable to find employment in their area of expertise because they lack knowledge of Australian jobseeking processes and workplaces, lack recognition of their overseas qualifications or lack local work experience.
- Supporting college volunteer management committees through professional development has also been a focus in 2008 which included keeping community college management up to date with current developments in VET.

Strategic Planning and Regulation

The Strategic Planning and Regulation Portfolio manages the Department's relations with State and Commonwealth agencies, the non-government school sector and VET and higher education providers. It drives the State's influence over national education policy. It coordinates the Department's planning, reporting and performance compliance responsibilities and fosters innovation in teaching and learning through the development of technology-based educational resources and services to NSW government schools and TAFE NSW.

In 2008, the Portfolio:

- negotiated and managed Commonwealth/State Schools Funding Agreements and the Vocational Education and Training Funding Agreement
- provided national leadership through work on ministerial and senior official committees and sub-committees including the Council of Australian Governments (COAG) and the Council for Australian Federation (CAF) to achieve intended NSW outcomes and integrate Information and Communication Technologies (ICT) into education
- improved educational outcomes through the development of online educational products and services
- managed the Apprenticeship and Traineeship Training Program and improved opportunities for Aboriginal people to participate in and complete apprenticeships and traineeships
- developed innovative approaches to tackle skills shortages and increase participation in VET across NSW
- developed national policy and partnerships with higher education institutions in NSW
- led the development of the Department's capacity to research and evaluate major policy initiatives and programs
- provided high quality performance analysis and reports to governments and the community, including the Department's implementation of the State Plan
- led and managed national and State copyright agreements.

The Portfolio's major achievements included:

- providing State and Territory leadership in negotiations with the Commonwealth through COAG's Productivity Agenda Working Group and having a key influence on the school reforms agreed to by COAG, particularly reforms targeting teacher quality

- successfully negotiating with the Commonwealth Government a funding package worth an extra \$1.4 billion for NSW schools over the next five years, including new funding for:
 - government school students, with Commonwealth per-student funding for primary schools now treated the same as secondary students
 - initiatives aimed at improvements in teacher quality
 - initiatives to raise literacy and numeracy achievement levels
 - schools serving low socioeconomic status communities
 - laptop computers for all students in Years 9 to 12 in NSW government schools
- finalising new national funding agreements with the Commonwealth Government for schools and VET
- managing compliance with the \$3.8 billion Commonwealth Schools and Indigenous Funding Agreements and the \$1.6 billion Skilling Australia's Workforce Agreement over the four years to 2008
- managing statewide consultation on the development of a new national Declaration on Educational Goals for Young Australians
- ensuring that the Commonwealth imposed Enrolment Benchmark Adjustment was abolished, returning approximately \$80 million in Commonwealth funding to NSW government schools
- coordinating successful bids for Commonwealth Literacy and Numeracy pilot funding, worth \$6.4 million to NSW
- securing optimal outcomes for NSW in negotiations on the implementation of new national tests for Years 3, 5, 7 and 9 from 2008, consistent with NSW's existing diagnostic and reporting approach
- chairing the Australian Education Senior Officers' Committee (AESOC) Steering Group for NAPLAN which oversaw timely delivery of the first national literacy and numeracy test reports
- chairing the Department's National Assessment Program Literacy and Numeracy (NAPLAN) working group that successfully led the conduct of the first national literacy and numeracy tests in May 2008, with excellent results for NSW
- representing the Department on national committees developing information technology national standards (Australian Standards committees IT 19, IT 19-01) and cross-sectoral interoperability and standards (AICTEC Interim

Interoperability Implementation Reference Group)

- developing the framework for and managing implementation of a pilot program of sample auditing of non-government school compliance with State funding requirements
- developing for Government a proposal to raise the school leaving age to the end of Year 10 and a participation phase to 17 years of age and organising regional forums and a major ministerial public forum to discuss proposals
- amending the NSW Higher Education Act 2001 to align with the provision of the revised National Protocols for Higher Education Approvals
- finalising applications for the accreditation of 105 higher education courses, of which 90 were accredited and 15 were not accredited
- advocating for additional Commonwealth funded places for NSW universities in gaining 1,573 additional places for 2009, including 1,073 to assist in the phase-out of domestic undergraduate full-fees, 310 for nursing and 190 for early childhood education
- leading the development and implementation of a 12 month Executive Program of Work to improve the Department's strategic planning and performance monitoring
- coordinating all major departmental plans and performance reports, including the quarterly State Plan milestone and target reports, Minister's Report to Parliament, 2008 Annual Report, Results and Services Plan and 2008-2010 Corporate Plan
- developing unique student numbers within the government sector and across sectors
- converting NSW cash payments to in kind contributions to The Learning Federation leading to potential \$3million per annum savings and impetus for new e-learning business model for Australia
- launching the NSW Public Sector Apprenticeship Strategy
- securing \$20 million from the NSW Department of Environment and Climate Change to improve the supply of workers with skills in energy efficiency
- finalising the NSW Strategic VET Plan 2008-2010 which is aligned to the State Plan and linked to the work of the NSW Skills Council and the Chief Executive Officers' Economic and Business Cluster
- developing the NSW Green Skills Strategy and implementation plan for 2008-2010 to increase the workforce skills necessary to foster environmentally sustainable businesses in NSW
- being awarded a Premier's Public Sector Award for *Murder under the Microscope* an innovative online eco-murder mystery (with over 9 million hits)
- conducting the 2008 Connected Learning Awards with entries from over 1000 teams from NSW government schools where students used software applications to create entries for the Digital Art, Learning Resource, Short Film, Web Design, Digital Story and Greeting Card Awards
- making available on the DET Portal the teacher professional learning tool, the Connected Learning Advisory Service (CLAS) where over 4,300 school teachers in 1,059 schools and over 400 TAFE teachers used the online self assessment tool and over 750,000 web page views were accessed by school teachers and over 912,000 by TAFE teachers
- growing the Teaching and Learning exchange (TaLe) usage with 300% increase in unique visits in 2008 and parents and community searches averaging 7,000 per month since January 2008 and with more than 23,000 resources available to teachers
- exceeding all apprenticeship and traineeship targets, e.g. increasing
 - private provider RPL by 46% from 190,000 nationally Agreed Nominal Hours in 2007 to 280,000 in 2008
 - user choice enrolments by 5.3% (target 5%)
 - skill shortage apprenticeship placements by 8.1% (target 2%)
 - the number of early completions by 23.6% from the end of 2007 to the end of 2008
 - the number of school based apprentices in training from 185 as at 31 December 2007 to 481 by the end of 2008
- providing 1,800 places for Aboriginal and Torres Strait Islander students through the Strategic Skills Program, with 1,248 students trained to date
- registering 990 NSW training organisations and facilitating 927 interstate registered training organisations operating in NSW
- establishing one-stop Skills Centres in Wollongong, Newcastle/Central Coast, Tamworth, Southern and South Western Sydney, which are providing information and referral services for employers and apprentices and trainees
- implementing the \$200 Gear Up clothing allowance for beginning apprentices.

Finance and Infrastructure

The Finance and Infrastructure Portfolio is responsible for the strategic management of finance and administration, asset management, information technology services and internal audit.

In 2008, the Portfolio implemented key programs to meet government priorities in public education and training. In particular the Portfolio:

- introduced the new Principals Priority Building Program, which is providing an additional \$150 million to address projects that will help the Department reduce its maintenance expenditure
- continued the four year \$2 billion Building Better Schools Program which aims to deliver the best possible learning environment for the State's students
- supported quality teaching and learning environments through the delivery of capital works, maintenance and asset acquisition programs
- began the roll-out of the \$158 million four year Connected Classrooms initiative which will expand subject choices for all students, lift teaching standards and give parents more opportunities to be involved in the education of their children
- managed information and telecommunications systems and infrastructure for the Department
- provided 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 monitored grants and subsidies to community groups and private VET providers
- managed administrative policies, practices and the Student Special Transport Scheme.
- improved physical learning environments for TAFE NSW through the commencement of 11 major building projects, continuation of 17 capital projects and completion of nine major capital works projects
- improved physical learning environments for public schools through the completion in the 2007-08 financial year of 25 major building projects, commencement of 25 new major capital works projects and continuation of 42 projects
- completed 282 integration projects to improve access to school facilities for people with a disability
- opened three new schools and two replacement schools as part of the second Public Private Partnership in Sydney's west, Shellharbour and Bathurst
- completed construction of three new schools as part of the second Public Private Partnership in Sydney's west, south west and the central coast. These schools will open at the start of 2009.

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

- overseen the implementation and growing use of e-learning accounts which provide authenticated access to the Internet and access to Google's Gmail for students and the Department's email system for staff
- equipped 602 schools with an interactive classroom which includes videoconferencing, an interactive whiteboard, collaboration tools and lesson creation software

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, occupational health and safety, safety and security and the Learning Management and Business Reform Program.

In 2008, the Portfolio implemented key programs to meet governmental priorities in public education and training. In particular the Portfolio:

- provided high quality human resources programs and services to support schools, TAFE NSW and corporate employees
- developed and implemented a range of initiatives to ensure the recruitment and retention of a quality teacher workforce
- implemented key recommendations of the Aboriginal Human Resources Development Plan 2006-2008
- continued to improve occupational health and safety performance through the Safe Working and Learning 2005-2008 Strategy
- provided ongoing quality support to schools in preventing and managing safety and security incidents to reduce the number of security breaches, particularly during vacation periods
- provided specialised expert legal advice, representation and other services to the Department
- continued to implement the Learning Management and Business Reform Program, to streamline and modernise corporate human resources, finance and student administration systems in schools and TAFE NSW.

Workforce Management and Systems Improvement achieved successful outcomes across a range of issues and has:

- implemented in Term 2, 2008 new school staffing procedures which provide more opportunities for school communities to select their teachers and for new and experienced teachers to apply for positions in schools in which they want to work
- provided additional support for permanent beginning teachers, including an additional resource equivalent to one hour per week for each permanent on probation teacher in the six non metropolitan regions of the State for the first year of their appointment
- increased the percentage of Aboriginal people employed in

the Department from 1.9% in 2007 to 2.3% in 2008. This includes the appointment of 62 Aboriginal teachers in the 2008 staffing cycle and the appointment of 20 Aboriginal people to school administrative and support staff positions identified for Aboriginal people

- implemented procedures for voluntary accreditation at the higher levels of Professional Accomplishment and Professional Leadership under the NSW Institute of Teachers' requirements
- developed and implemented a framework for uniform qualification requirements for all TAFE NSW teachers
- screened over 75,000 applicants applying for child-related employment in the public and private education and training sector in NSW
- provided training to over 1,000 principals and senior school executive to enable them to better manage incidents involving violence, weapons, illegal drugs and other criminal activity
- achieved a four year low in the number of incidents of vandalism and break and enter during the vacation periods
- launched Living Well, a health and wellbeing program for departmental staff, including subsidised gym memberships with a range of fitness providers throughout NSW, a health calendar and facts sheets on a range of health related topics
- provided occupational health and safety consultation training to over 800 committee members and representatives
- introduced a psychological injury early intervention program which has resulted in significant improvements in the return to work outcomes of staff reporting psychological injuries
- published and promoted key guidelines, including the First Aid Guidelines and Emergency Management Guidelines to assist schools and TAFE NSW to provide safe workplaces
- arranged for the passing of the Education Amendment Act 2008, ensuring the Department has the legal right to charge fees from overseas students, worth over \$30 million per annum
- devised and commenced implementation of a new policy to improve the outcomes of attendance prosecutions. Under the new policy there has been a five fold increase in prosecutions, with approximately 50% resulting in improved attendance.

Strategic Relations and Communication

The Strategic Relations and Communication Portfolio is responsible for the Executive Support, Corporate Communication, Corporate Marketing, and Media Directorates.

Key responsibilities include:

- promoting the high quality of public education and training in NSW through best practice in communication and marketing, providing information and advice to parents, principals, teachers and students and providing marketing support to NSW government schools and TAFE NSW Institutes
- responding quickly and effectively to a large number of media enquiries to promote openness and transparency in public education, providing advice to senior staff and the Minister's office and managing projects on behalf of the Director-General and the Executive of the Department.

In 2008, Strategic Relations and Communication achieved successful outcomes across a range of issues. This included building on previous work to meet parent and community expectations regarding easy access to information, particularly online communication. The Portfolio provided the Director-General and the Minister with quality and timely correspondence and briefings, and assisted the Department as a whole in providing the Minister's office with high quality parliamentary support.

In particular, the Portfolio:

- provided a range of information and advice to parents on the various stages of schooling, including Welcome to Preschool, Time to Start School, and Time to Start Year 7 and School Days, a resource for parents that includes an organiser, homework helpers and general school information
- continued to promote government schools 'Leading the Way' in education and achieving outstanding results
- provided support and advice to principals, teachers and staff in State Office on how to market the high quality public education system in NSW
- visited 150 schools throughout NSW to provide training in communication and self-promotion including copywriting, design, and photography
- helped to establish 15 learning communities with 150 schools participating
- provided news and information to principals, teachers and school support staff through continued publication of Side the newspaper for teachers in NSW government schools
- provided a streamlined information service to principals through the InPrincipal weekly bulletin
- continued development of the School Website Service to provide individual schools with their own easily maintained website
- continued improvements to the departmental internet and intranet
- managed Education Week, promoting A Love of Learning, NSW Public Schools Leading the Way. Highlights included the Gala Celebration by 170 government schools, Public Education Day, Back to School Day, Principal for a Day and Director-General for a Day
- conducted the NSW Schools Remember ANZAC Commemoration Ceremony at the ANZAC Memorial Hyde Park in conjunction with the RSL, the Association of Independent Schools and the Catholic Education Commission
- provided departmental assistance to the NSW Federation of Parents and Citizens Associations annual conference
- participated in, and contributed to, a range of promotional activities, events, and displays, including fund-raising initiatives
- registered and processed a total of 2,758 letters to the Director-General and 6,000 items of Ministerial correspondence
- managed 1,000 campaign or petition letters/emails on a range of issues including school buildings, TAFE NSW funding and special education resources
- answered more than 4,800 phone calls and 4,384 email enquiries from both internal and external clients. Enquiries ranged from health matters in schools to staffing and interpretation of departmental policies
- ensured through monitoring that all correspondence was dealt with effectively and in accordance with designated timeframes
- coordinated briefings for Director-General and ministerial visits to colleges and schools, including the official openings of joint funded capital works projects
- regularly updated the guideline documents relating to correspondence, briefings, visits and openings and provided correspondence and briefing support to departmental personnel. Provided support and information for the Director-General and the Minister's office to respond to media inquiries in the interests of fair and balanced reporting of major public education and training issues.





Performance Report

Goal 1: Successful Students

State Plan Targets - S4

- An increasing proportion of NSW students are meeting or exceeding the national minimum standards for reading and numeracy at Years 3, 5, 7 and 9.
- An increasing proportion of NSW students are achieving in the top two bands for reading and numeracy at Years 3, 5, 7 and 9.

Corporate Indicators

- Proportion of students in Years 3, 5, 7 & 9 meeting or exceeding the national minimum standards for NAPLAN reading and numeracy
- Proportion of students in Years 3, 5, 7 & 9 achieving in the top two bands for NAPLAN reading and numeracy

How we are progressing

The proportions of students meeting and exceeding the expected minimum and proficiency standards in literacy and numeracy have previously been measured through the State assessment programs. In 2008, the National Assessment Program - Literacy and Numeracy (NAPLAN) was implemented for the first time. From now on the Department will report on the achievements of NSW school students in Reading and Numeracy in the national assessments.

Reading and Numeracy outcomes

Year 3 Reading

The proportion of students at or above minimum standard was 95.1%. The proportion of students at or above proficiency standard was 44.3%.

Year 3 Numeracy

The proportion of students at or above minimum standard was 96.9%. The proportion of students at or above proficiency standard was 40.0%.

Year 5 Reading

The proportion of students at or above minimum standard was 93.5%. The proportion of students at or above proficiency standard was 32.1%.

Year 5 Numeracy

The proportion of students at or above minimum standard was 94.4%. The proportion of students at or above proficiency standard was 27.0%.

Year 7 Reading

The proportion of students at or above minimum standard was 95.4%. The proportion of students at or above proficiency standard was 27.8%.

Year 7 Numeracy

The proportion of students at or above minimum standard was 96.0%. The proportion of students at or above proficiency standard was 32.5%.

Year 9 Reading

The proportion of students at or above minimum standard was 94.4%. The proportion of students at or above proficiency standard was 22.5%.

Year 9 Numeracy

The proportion of students at or above minimum standard was 94.7%. The proportion of students at or above proficiency standard was 27.5%.

Schools have been supported in their efforts to achieve improved literacy and numeracy outcomes through:

- implementation of the State Literacy Plan 2006-2008 and the State Numeracy Plan 2006-2008 which guide the work of schools, regions and State Office directorates to achieve further literacy and numeracy improvements for all students
- implementation of Literacy K-12 Policy and the Numeracy K-12 Policy which provide succinct statements of what is expected in relation to the teaching of literacy and numeracy in NSW government schools
- provision of state-wide numeracy support through the Count Me In Too and Counting On programs. In 2008, 200 schools participated in Count Me In Too either online or through a facilitated model and 101 schools participated in Counting On
- provision of statewide literacy support through the Literacy on Track and Literacy in the Middle Years professional learning programs and the Reading Recovery early intervention program. In 2008, more than 1,200 teachers have participated in Literacy on Track professional learning courses; 13 primary/high school professional learning communities statewide have participated in the Literacy in the Middle Years Program; and 845 schools have implemented the Reading Recovery Program
- implementation of Best Start, a \$108 million four year plan to ensure all students are on track in literacy and numeracy by Year 3. This initiative includes a statewide school entry literacy and numeracy assessment. In 2008, 18,000 Kindergarten students in 434 schools participated in the Best Start Kindergarten assessment
- provision of Best Start professional learning to more than 2,500 early years teachers. The training focused on collecting and analysing data to inform the development of quality teaching and learning programs
- development of software for use in 2009 to assist with the recording of the data to generate early learning plans. These will support teachers in meeting individual student needs, provide information for parents and caregivers and support school and regional planning
- expansion of Reading Recovery. In 2008, an additional 50 trained Reading Recovery teachers implemented this early literacy intervention for students in the early years of schooling
- provision of time to support expert Literacy and Numeracy Leaders in primary schools. During 2008, a trial of this initiative was conducted in four regions. Funded teachers provided leadership and direct support to 179 schools

building teacher capacity and expertise in the diagnosis of learning needs as well as the use of explicit teaching strategies in literacy and numeracy

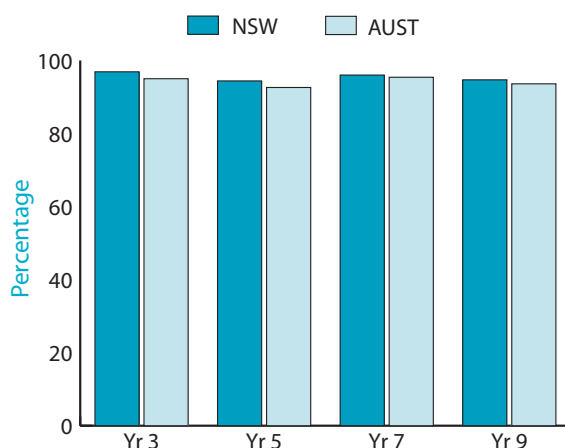
- expansion of special provisions to encourage more students with disabilities in Years 3 and 5 to participate in national literacy and numeracy testing. In 2008, there was an 80% increase in the number of students accessing special provisions to sit the national tests compared to the 2006 Basic Skills Test.

Figure 1.1 NAPLAN READING 2008: Percentage of students at or above the national minimum standard



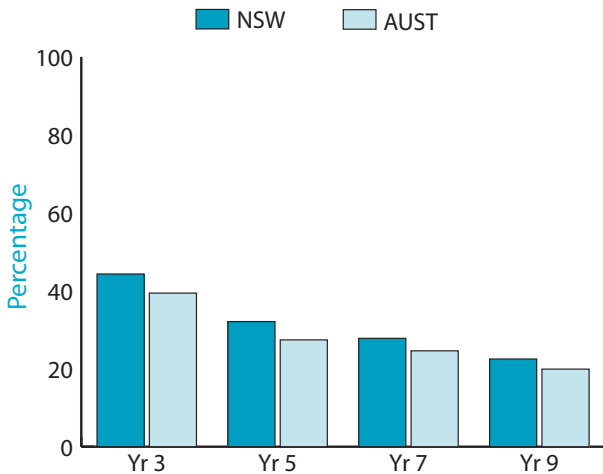
Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Figure 1.2 NAPLAN NUMERACY 2008: Percentage of students at or above the national minimum standard



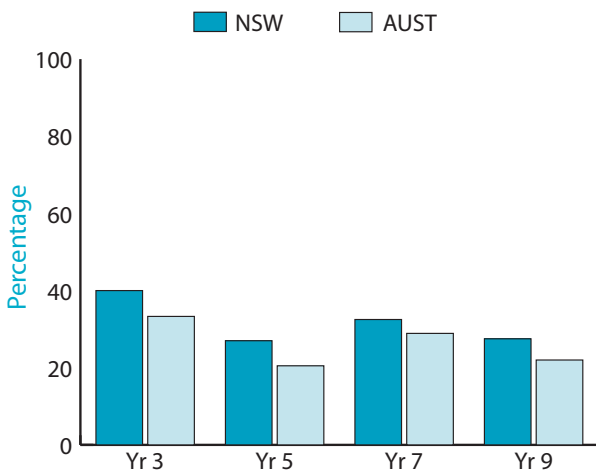
Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Figure 1.3 NAPLAN READING 2008: Percentage of students in the top two bands



Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Figure 1.4 NAPLAN NUMERACY 2008: Percentage of students in the top two bands



Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Future Directions

In order to achieve literacy and numeracy targets we will:

- continue the implementation of the Best Start initiative in 2009 throughout 1,123 schools to identify the key literacy and numeracy needs of students at the commencement of their schooling. Teachers will build on this knowledge and work to have all students on track by the end of Year 3
- continue to implement Transforming Numeracy in the Middle Years and the Literacy in the Middle Years program to strengthen the effective teaching of numeracy and literacy in the middle years
- implement the focused school support model and provision of targeted support strategies to improve differentiated targets for literacy and numeracy for schools and regions
- continue development of new literacy support materials, including K-10 Literacy Continuum, literacy discussion papers, and teaching and learning guides, e.g. in comprehension, vocabulary knowledge
- expand the Reading Recovery early intervention program
- review and expand the Literacy in the Middle Years Program
- review, consolidate and expand the Literacy on Track and Literacy Online programs into one new early literacy professional learning program that supports the implementation of the Best Start assessment process and new literacy support resources and has a focus on developing school-level literacy leadership
- participate in the national rollout of the Australian Early Development Index in 2009. The Australian Early Development Index is a national population measure of young children’s development across five domains on entry to school; physical health and wellbeing, social competence, emotional maturity, language and cognitive skills and communication and general knowledge
- allocate an additional 80 full time equivalent School Learning Support Coordinators to work with 265 Schools. Specialist teacher positions commence in 40 communities of schools in term 1, 2009, They will support students with complex additional needs in learning and their classroom teachers in responding to the specific needs of students who are experiencing difficulties such as those who have Autism, behaviour problems, language and communication problems or motor coordination difficulties.

Goal 1: Successful Students

State Plan Targets - S4/F1

- Close the gap between Aboriginal and all students in primary school numeracy and literacy rates by 2016.

Corporate Indicators

- Proportion of Aboriginal students in Years 3, 5, 7 & 9 meeting or exceeding the national minimum standards for NAPLAN reading and numeracy
- Proportion of Aboriginal students in Years 3, 5, 7 & 9 achieving in the top two bands for NAPLAN reading and numeracy

How we are progressing

Literacy and numeracy targets for Aboriginal students have previously been measured through the State assessment programs. In 2008, the National Assessment Program - Literacy and Numeracy was implemented for the first time. From now on, the Department will report on achievement for Aboriginal students in Reading and Numeracy in the national assessments.

Reading and Numeracy outcomes

Year 3 Reading

The proportion of Aboriginal students at or above minimum standard was 83.5%. The proportion of Aboriginal students at or above proficiency standard was 16.3%.

Year 3 Numeracy

The proportion of Aboriginal students at or above minimum standard was 88.6%. The proportion of Aboriginal students at or above proficiency standard was 12.5%.

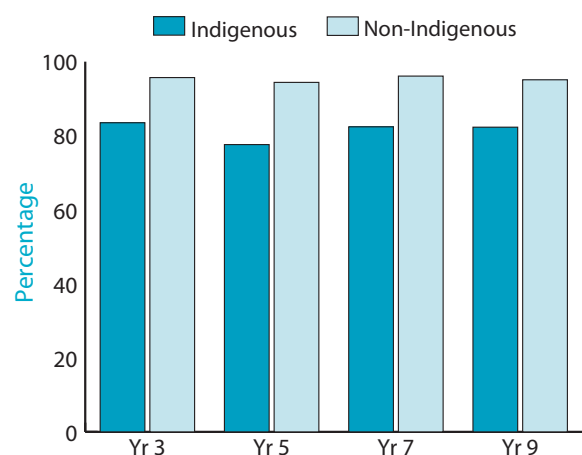
Year 5 Reading

The proportion of Aboriginal students at or above minimum standard was 77.6%. The proportion of Aboriginal students at or above proficiency standard was 8.6%.

Year 5 Numeracy

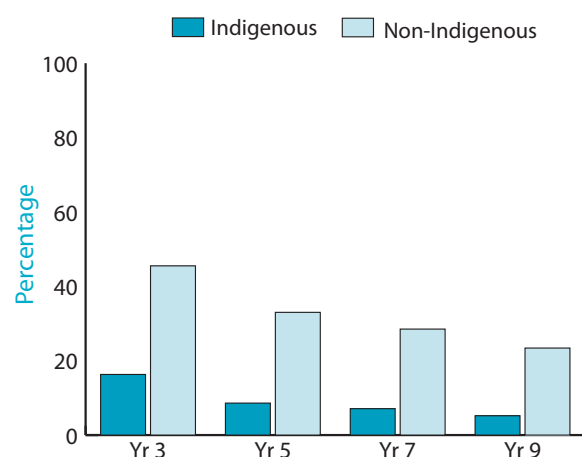
The proportion of Aboriginal students at or above minimum standard was 78.9%. The proportion of Aboriginal students at or above proficiency standard was 5.0%.

Figure 1.5 NAPLAN READING 2008: Percentage of NSW Indigenous students at or above the national minimum standard



Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Figure 1.6 NAPLAN READING 2008: Percentage of NSW Indigenous students in the top two bands



Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Year 7 Reading

The proportion of Aboriginal students at or above minimum standard was 82.4%. The proportion of Aboriginal students at or above proficiency standard was 7.1%.

Year 7 Numeracy

The proportion of Aboriginal students at or above minimum standard was 84.5%. The proportion of Aboriginal students at or above proficiency standard was 7.7%.

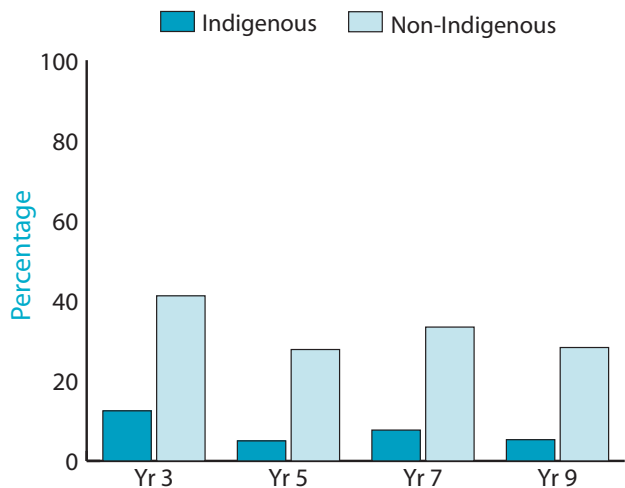
Year 9 Reading

The proportion of Aboriginal students at or above minimum standard was 82.3%. The proportion of Aboriginal students at or above proficiency standard was 5.2%.

Year 9 Numeracy

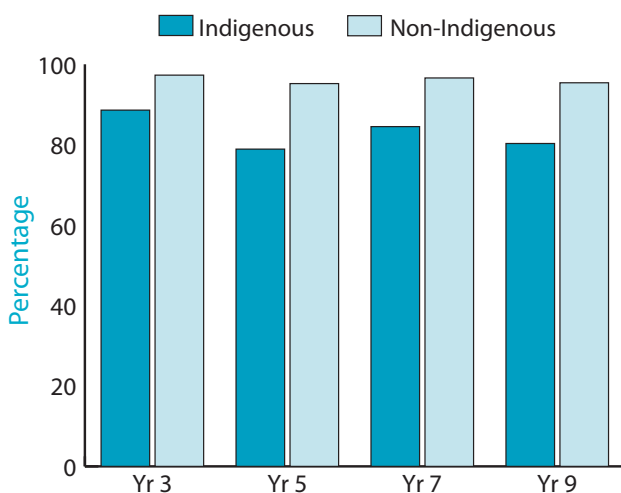
The proportion of Aboriginal students at or above minimum standard was 80.3%. The proportion of Aboriginal students at or above proficiency standard was 5.3%.

Figure 1.8 NAPLAN NUMERACY 2008: Percentage of NSW Indigenous students in the top two bands



Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Figure 1.7 NAPLAN NUMERACY 2008: NSW Percentage of Indigenous students at or above the national minimum standard




Source: MCEETYA (2008), 2008 National Assessment Program: Literacy and Numeracy Achievement in Reading, Writing, Language Conventions and Numeracy

Future Directions

We will:

- launch and implement the Aboriginal Education and Training Strategy 2009-2012 which aims to support all sectors of the Department in operationalising the Aboriginal Education and Training Policy
- continue to develop, implement and conduct action research in the areas of literacy and numeracy
- implement, across the system, the new Aboriginal Education and Training Policy, following its launch in Term 4, 2008
- develop a number of models for delivery of the Building Aboriginal Cultural Competencies Program to meet the mandatory training component for all staff contained in the new Aboriginal Education and Training Policy
- renew the Partnership Agreement between the Department and the Aboriginal Education Consultative Group Inc to strengthen collaboration on initiatives and strategies that support improvements in the teaching of literacy and numeracy and in improving outcomes for Aboriginal students
- work in collaboration with other directorates and TAFE NSW, to develop strategies that will assist all departmental personnel to embrace the principles of the new Aboriginal



Education and Training Policy, which will lead to strengthened engagement with Aboriginal communities and students

- develop an Aboriginal Education and Training Scholarship Program with representatives from various organisations which support a broad range of sponsorships to improve outcomes for Aboriginal and Torres Strait Islander students and learners
- implement the Targeted Aboriginal Students Strategy in four additional schools located in two of the State's Focus Communities
- conduct an external evaluation on the Kids Excel and Youth Excel programs in 2009
- provide evidenced-based research with key partners into issues and initiatives that will maximise the opportunities for bridging the educational achievement gap between Aboriginal and non-Aboriginal students.

Goal 1: Successful Students

State Plan Targets - S5

- Increase the proportion of students completing Year 12 or recognised VET

Corporate Indicators

- Proportion of the NSW population aged 20-24 years with a Year 12 or AQF qualification at Certificate II or above
- Proportion of the NSW population aged 15-19 years participating in education and training
- Number of TAFE students aged 15-24 years completing qualifications at AQF II or above
- Trade schools opened
- Number of student enrolments in VET in Schools programs
- Number of students enrolled in School-based apprenticeships and traineeships
- Apparent retention rates from Years 10 to 12

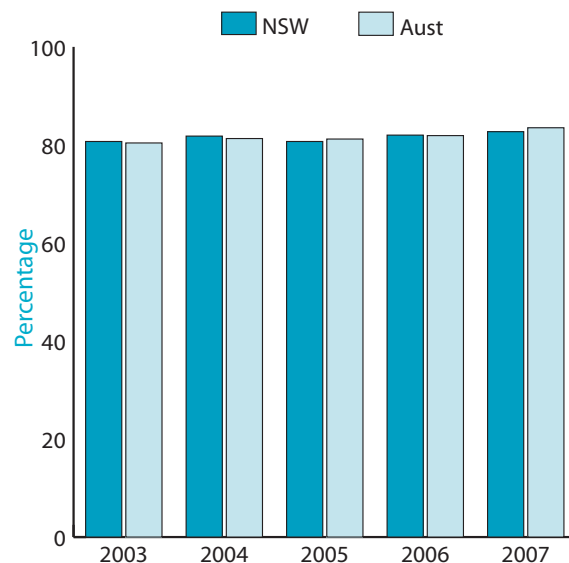
How we are progressing

In 2008, the Department performed well against its key indicators of success:

- More young people are staying at school or completing VET qualifications than ever before. The proportion of 20-24 year olds in NSW who had attained a Year 12 or VET qualification at AQF Certificate II or above increased from 79.6% in 2001 to 82.7% in 2007.
- The proportion of 15-19 year olds participating in education and training, at 77.8% has remained relatively stable over the past five years.
- In 2008, 35,957 15-24 year olds, including 967 Aboriginal students, completed TAFE NSW qualifications at AQF II and above.
- In addition to the three Trade Schools opened in 2007, a further six were opened in 2008 at Queanbeyan High School, Nambucca Heads High School and at TAFE colleges in Campbelltown, St George, Wyong and Tamworth.
- There were 54,358 Year 11 and 12 government school student enrolments in VET in Schools programs. This is an increase on the 53,822 student enrolments in 2007.
- The number of NSW students combining employment and training as an apprentice or trainee as part of their HSC increased in 2008. At the end of 2008, there were 481 school based apprentices and 1,893 school based trainees employed in NSW.

- The Year 10 to 12 apparent retention rate for all students in NSW government schools was 67.6% in 2008, down slightly compared to 2007. The rate has remained relatively stable over the past five years.
- The Year 10 to 12 apparent retention rate for Aboriginal students in NSW government schools was 40.2%, the highest achieved over the past six years.

Figure 1.9 Proportion of 20-24 year olds in NSW with a Year 12 or VET qualification at AQF II or above



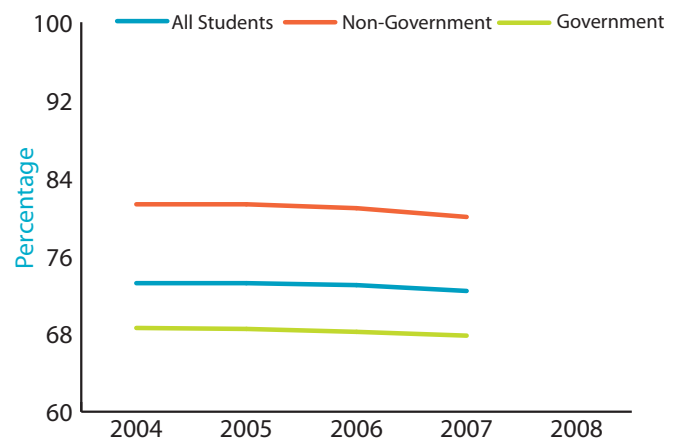
Source: ABS Survey of Education and Work (Cat 6227.0)

A number of strategies and programs were implemented to support the achievement of the State Plan target and corporate indicators:

- Schools reported online in December 2008 that 171,071 students had participated in the past year in one or more aspects of the School to Work Program. It supports students to plan their transition pathway through and from school with as many students as possible completing Year 12 or a recognised vocational equivalent. Schools judged that 129,644 students were able to articulate a career and transition plan some 100,683 had a written career and transition plan. Schools also indicated strategies and programs they are using to support students at risk of leaving school early. These include school developed initiatives such as mentoring and specialised work experience; provision of the Board of Studies Work Education course; uptake of the DET Transition Adviser initiative; participation in the DET Links to Learning Program and use of external providers such as Youth Pathways programs and career and transition support through local community partnerships.
- In 2008, 1,193 students with a disability enrolled in a TVET course received additional support. This represents a continuation of the steady rate of growth over the past five years.
- In December 2007, it was announced that the Commonwealth would provide \$2.5 billion over 10 years (2008-2017) to establish new Trade Training Centres in schools nationally. In Phase One of Round One of the funding for 2008, five of the 21 successful applications nationally were from NSW government schools or school groups, involving 17 individual schools with a total value of \$16.02 million. Some 28 applications, with a total value of \$89.1 million and involving 72 NSW government schools, were submitted for Phase Two of Round One funding. In addition, one NSW government school formed part of a non-government school application. 25% of the 28 NSW government schools were successful and have generated \$75 million in funding.
- A review of VET programs for students in Years 9 & 10 conducted in 2007 involved the establishment of some pilot programs over 2007-2008. However for the majority of students in Years 9 and 10, access to VET was restricted, with only students in rurally isolated, juvenile justice, behaviour or selected pilot schools were able to undertake a VET course in 2008.

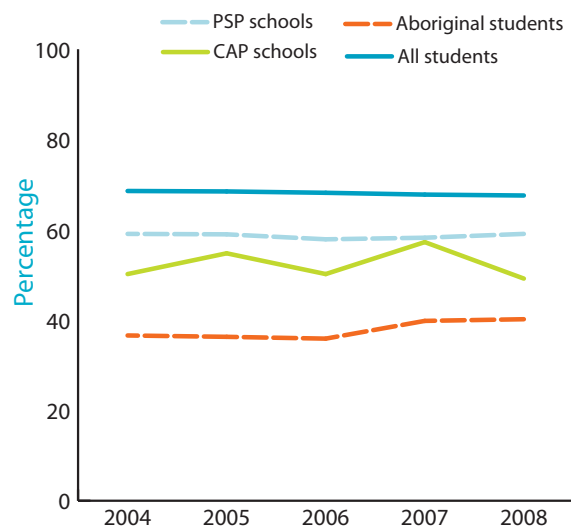
- Applications for the NSW Training Awards increased again in 2008. An impressive number of young people were nominated in all student categories. The NSW School Based Apprentice of the Year was runner up at the Australian Training Awards held in Darwin.
- Separate region and school targets to increase apparent retention rates have been set for 2009 and regional staff have been trained in implementing these targets.

Figure 1.10 Apparent retention rates from Years 10 to 12 for full-time students in NSW schools



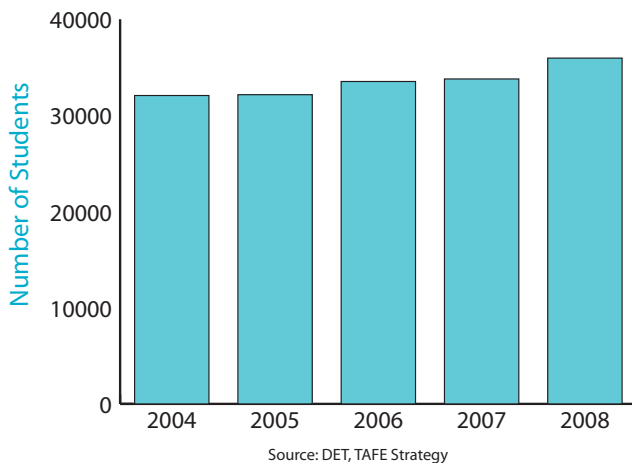
Source: ABS Schools Australia (cat 4221.0)

Figure 1.11 Full-time apparent retention rates from Years 10 to 12 for full-time students in NSW government schools



Source: DET, Planning and Innovation

Figure 1.12 Number of TAFE NSW qualifications completed at AQF II or above by students aged 15 - 24 years



- V tracks, a partnership between the Aboriginal community, TAFE NSW - North Coast Institute and Schools in which 700 Aboriginal school students participated, was a highly successful initiative in 2008. As a result Aboriginal students accounted for 50% of all 2009 Stage 5 TVET applications in the North Coast region.
- The Y Green project for 15-25 year olds, a partnership between TAFE NSW - Western Sydney Institute, the Baulkham Hills Shire Council, the University of Western Sydney, Steplight, the new Rouse Hill Centre and the Dusseldorp Skills Forum, provided training for students and paid them to conduct 300 home audits on energy use. The ongoing follow up by students over 18 months will endeavour to change behaviour in energy use.
- Hip and Happening, an online introduction to TVET tutorial, was implemented by TAFE NSW - Western Sydney Institute.
- TAFE NSW - South Western Sydney Institute in partnership with schools launched the Hands On program, aimed to re-engage disadvantaged youth in education and provide pathways into vocational training and employment. Some 40 Aboriginal school students participated in five courses including Hairdressing, Automotive, Music, Aboriginal Studies and Senior First Aid.

Related TAFE NSW initiatives

TAFE NSW provided training to 84% of all school based apprentices and to 34% of school based trainees in 2008.

- TAFE NSW Institutes delivered a range of Taste of TAFE activities to approximately 15,000 school students, an increase of 20% since 2007.
- In March 2008, TAFE NSW - Sydney Institute hosted the School Leaving Age Summit which was chaired by the Minister for Education and Training to launch community and industry consultation on raising the school leaving age.
- Through the 4x4 4U project, TAFE NSW - New England Institute provided pre-vocational training for school students at end of Year 10 in a range of areas including Automotive, Graphic Design, Beauty Therapy, Nursing, Furniture Making, Digital Arts and Media, Web Design and Mining (Resource and Infrastructure), opening up career options and pathways into further study at TAFE NSW.
- The Dusseldorp Skills Forum Next Generation project, a partnership between TAFE NSW - North Coast Institute and Southern Cross University provided opportunities for pre-service teachers to work with Aboriginal students on school based projects.

Future Directions

- The review of VET programs for students in Stage 5 led to a decision in 2008 to increase the opportunity for Stage 5 students to access VET in 2009. All government schools will be able to offer VET courses to their Stage 5 students from 2009. School delivery will be at the discretion of the school, and external delivery will be limited to key vocational areas, to be managed by the region.
- Four additional Trade Schools on school sites are scheduled to open for enrolments in 2009 at Jamison High School, Brisbane Water Secondary College, Canobolas Rural Technology High School and Hunter River High School. This will further enhance students' ability to commence school based apprenticeships in trade skill areas, adding to existing VET in Schools options.
- Some 41 NSW government schools or school groups plan to apply to DEEWR for funding as Round Two Trade Training Centres in 2009. This involves 104 individual NSW government schools with a total proposed value of \$147.8 million. A 10 Year Implementation Plan will be developed as required by the Commonwealth, but while this plan will not identify any specific schools to apply for funding annually, it will identify the regions to support the most appropriate

schools or groups of schools to develop applications for funding.

- An alternative Higher School Certificate pathway will be explored for students not seeking a University Admissions Index to improve student engagement and retention and support successful student transitions to work and further training.
- Separate region and school targets to increase apparent retention rates have been set for 2009 and regional staff have been trained in implementing these targets.
- Award Ben Chifley Scholarships to 1st, 2nd and 3rd year apprentices from country NSW. The scholarships provide a \$5,000 payment for each year of the scholarship holders' apprenticeship up to a total of \$15,000. Funding of \$200,000 annually is being provided by the Board of Vocational Education and Training.

TAFE NSW will:

- open three more TAFE NSW Trade Schools at Shellharbour, Griffith and Sutherland
- continue to work closely with schools to increase delivery of VET programs including school based apprenticeships and school based traineeships
- develop programs specifically targeting 15-24 year olds
- provide a range of Taste of TAFE programs to assist school students in making informed choices about VET
- partner with schools to provide Certificate III pathways for students in selected trade areas
- develop partnerships with industry and the community to secure work placements for school based apprentices and trainees in Trade Schools.

Goal 2: Excellent Staff

Corporate Indicators

- Proportion of beginning teachers appointed to Priority Schools Program schools compared to the proportion appointed to all schools
- Recruitment and retention of Aboriginal and Torres Strait Islander staff
- Proportion of teacher appointments made at the local level
- Proportion of teachers accredited by the NSW Institute of Teachers
- Reduced workplace injuries and average cost of claims
- Proportion of staff who participate in professional development
- Number of staff who participate in the TAFE NSW Senior Leadership Capability Development Program

How we are progressing

In 2008, 29.5% (578) beginning teachers were appointed to Priority Schools Program schools and 70.5% (1,379) to non Priority Schools Program schools.

The Aboriginal Human Resource Development Plan 2006-2008 continued to be promoted and implemented across the Department. Significant achievements for 2008 included:

- the percentage of Aboriginal people employed in the Department was 2.3% in 2008, an increase from 1.9% in 2007
- some 62 Aboriginal teachers were appointed to permanent positions during the 2007-08 staffing cycle, an increase from 50 in 2006-07
- the number of teacher education scholarships offered to Aboriginal people in 2008 was 64, an increase from 61 in 2007
- over 100 participants, including newly appointed Aboriginal teachers, their principals and mentors, attended a two day orientation workshop in 2008
- some 20 Aboriginal people have been appointed to school administrative and support staff positions identified for Aboriginal people during 2008, an increase from 19 positions in 2007 and eight in 2006.

In the 2007-08 staffing operation, 74.3% of principal positions and 82% of executive positions in schools were recruited through a merit selection process, which included parent representatives.

Parent representatives were involved in all aspects of the recruitment process including the preparation of advertisements.

In April 2008, changes were implemented to the procedures for staffing schools that provided a greater opportunity for schools to participate in the selection of classroom teachers, executive staff and principals. The signing of the new staffing agreement between the Department and the NSW Teachers Federation formalised these changes.

The new staffing procedures are enabling more schools and their communities to play a greater role in selecting the teacher who best meets the needs of the school. This approach also means both new and experienced teachers can apply for jobs in schools in which they want to teach.

In 2008, more than 3,000 teachers have been accredited at the level of Professional Competence through the NSW Institute of Teachers' requirements.

In 2008, the Department developed and implemented:

- procedures to cover the mandatory maintenance of accreditation requirements at Professional Competence
- policy and procedures for voluntary accreditation at the higher levels of Professional Accomplishment and Professional Leadership.

Through the implementation of a range of occupational health and safety strategies, the Department has reduced the cost of workers compensation premiums by 17%, from \$169.2 million in 2005-06 to \$140.1 million in 2008-09.

In 2008, the Department made a significant contribution to strengthening the capacity and capability of all staff through

professional learning programs. These programs provided teachers and school leaders with opportunities in professional development to improve student learning outcomes and enhance school leader capacity.

Professional learning programs are informed by capability frameworks, including the NSW Institute of Teachers Professional Teaching Standards and the NSW DET School Leadership Capability Framework. The professional learning website www.det.nsw.edu.au/proflearn provides program details and online learning to enhance and give equitable access to quality professional learning.

All teachers and school leaders participated in professional learning programs in 2008. The Department's professional learning strategy was supported by a budget of more than \$60 million.

Teachers and school leaders completing professional learning in 2008 included:

- 113 newly appointed principals, 53 deputy principals, 263 executive leaders and 11 senior executive officers who completed induction programs
- 241 experienced school executives who completed the Executive Leadership Development Program
- 145 school leaders who completed online leadership programs
- 119 aspiring leaders who completed the Principal Preparation Program incorporating conferences, online learning, mentoring and a work-based project focussed on improving student learning outcomes
- 53 experienced principals who hosted business and industry partners in the Principal for a Day Program
- 369 teachers and school leaders who participated in the Team Leadership Program and were supported by 175 trained regional facilitators
- 54 senior executives who completed a range of leadership development programs and 70 non-school based teachers who completed the Facilitator Essentials Program.

Teachers completing professional learning programs in priority areas included:

- 19,736 for literacy and numeracy
- 8,591 for quality teaching
- 9,907 for leadership and career development
- 12,478 for syllabus implementation
- 12,151 for welfare and equity

- 13,117 for early career teachers
- 6,792 for information and communication technologies.

The number of school administrative support (SAS) staff completing professional learning programs included:

- 342 school learning support officers who completed health care certification training
- 478 school learning support officers who completed health care re-certification training
- 149 SAS staff who were granted study leave assistance
- 5,493 SAS staff who completed professional learning activities that support the use of technology
- 5,515 SAS staff who participated in programs designed to develop specific skills related to their roles.

All TAFE NSW staff, both educational and non-educational, were offered opportunities to undertake a range of professional development activities throughout the year including:

- professional practice
- learning and assessment
- educational leadership
- legislative changes
- emerging technologies
- skills in managing and supporting diverse teams
- mentoring, modelling and peer assisted learning
- networking
- e-learning strategies
- recognition of prior learning
- work-based learning
- technical industry currency
- performance management and development
- environment management systems, resource efficiency and environmental responsibility
- occupational health and safety incorporating employability skills into training.

In addition to these regular professional development activities, funds were allocated to implement the TAFE NSW Workforce Development Guarantee from January 2008. The TAFE NSW Workforce Capability Development Strategy and implementation documents were developed to provide Institutes with a suite of learning options against five key capability areas: delivering workforce development services to enterprises, interpreting and customising training packages,

using technologies to do business, leadership, and meeting the needs of diverse learners. Under the Workforce Development Guarantee 8,800 TAFE NSW staff participated in over 1,741 professional development activities in 2008.

The Building Our Future Leadership Program was also introduced in 2008 to develop current and future leaders in TAFE NSW. An initial group of 18 participants commenced the program after statewide selection. Participants also completed a specially designed TAFE Leadership Attributions Tool that ensures comprehensive feedback on their current leadership capabilities

A total of 1,537 TAFE NSW staff received training in the Course in Aboriginal Cultural Education in 2008.

Future Directions

We will:

- develop, register and monitor teacher participation in professional learning programs, aligned to Professional Teaching Standards for accreditation with the NSW Institute of Teachers
- support teachers accredited at Professional Competence to maintain their accreditation through the provision of quality standards aligned to professional development
- support teachers to achieve accreditation at the higher levels of Professional Accomplishment and Professional Leadership
- strengthen support for casual and temporary teachers for accreditation at Professional Competence
- continue to maintain productive working relationships with the NSW Institute of Teachers to ensure quality support of, as well as quality assurance for, our teachers
- strengthen the implementation of the NSW DET Quality Teaching model in professional learning programs
- provide equitable access to quality professional learning for teachers, school leaders and SAS staff through online programs
- develop teacher capacity to integrate the use of ICT into quality teaching practices
- provide professional learning programs to support career development
- expand the range of qualifications delivered through the Professional Learning and Leadership Development Directorate Registered Training Organisation for teachers, school leaders and SAS staff

- deliver specialist training to School Learning Support Coordinators to support students with complex additional needs in learning and build the capacity of teachers, schools and communities of schools
- release the new Aboriginal Human Resource Development Plan 2009-2011 (an enabling plan of the Strategic Human Resources Plan 2009-2011) and implement initiatives to increase the number of Aboriginal people employed and retained in our workforce
- continue to deliver improved safety performance whilst reducing the financial impact of the Department's workers compensation premiums through the implementation of programs and initiatives under the Department's new strategy, Safe Working and Learning 2009-2011.

In 2009, TAFE NSW will continue to implement the Workforce Development Guarantee by delivering a range of targeted professional development activities to ensure that its staff are equipped with the skills required to provide enterprises, communities and individuals with the products and services they need, in a responsive and flexible manner.

TAFE NSW will also:

- continue to implement the Building Our Future Leadership Program to demonstrate its ongoing commitment to the development of current and future TAFE NSW leaders
- expand delivery of the Course in Aboriginal Cultural Education to TAFE NSW staff as well as to staff across the public sector.

Goal 3: VET for a Skilled Workforce

State Plan Targets - P4 & P7

- Increase the proportion of population aged 15-64 participating in vocational education and training from 11.7% in 2005 to 16% in 2016
- Increase to 250,000 the number of people in regional areas participating in vocational education and training by 2012 with an aim of 300,000 by 2016

Corporate Indicators

- Proportion of the NSW population aged 15-64 participating in VET (by State and regional)
- Number of people in NSW participating in VET (by State and regional)
- Number of people in NSW participating in VET courses at AQF III and above
- Proportion of the NSW population with a non-school qualification
- Load pass rates for NSW VET students
- Annual Hours for RPL for NSW VET students
- Number of NSW VET students commencing and completing apprenticeships and traineeships
- Proportion of VET qualifications completed by NSW VET students at Diploma level and above
- Proportion of VET qualifications completed by NSW VET students at AQF III and above

How we are Progressing - VET

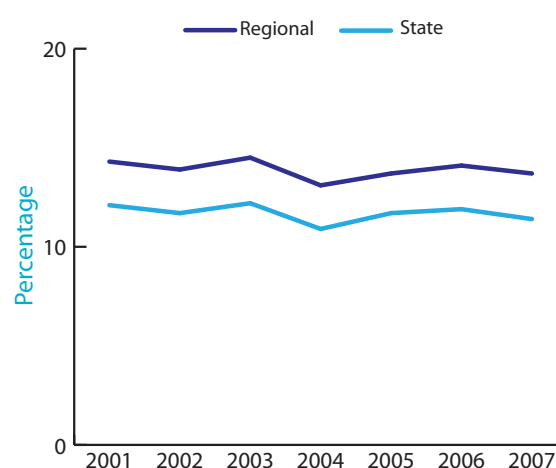
Proportion of 15-64 year olds and number of people participating in VET

VET participation has been relatively stable in NSW, ranging from between 10.9% to 12.2% over the last 3 years. In 2007:

- 11.4% of 15-64 year olds participated in VET (527,147 students)
- 223,927 students participated in VET in regional areas.

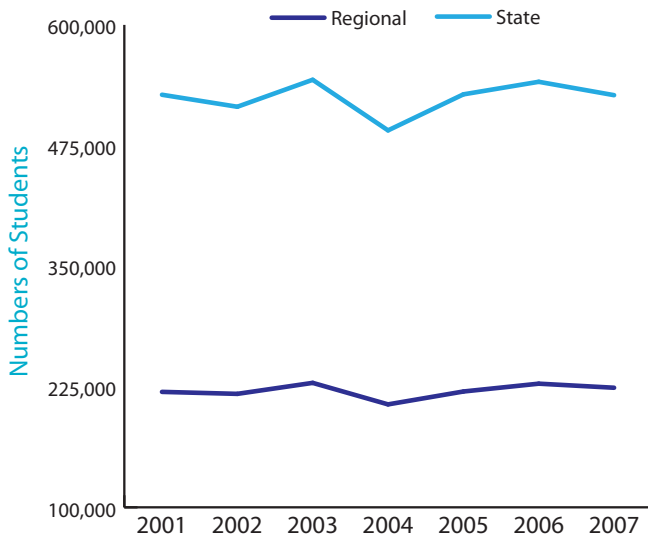
There continues to be a slightly higher level of VET participation in rural and regional areas (13.7% in 2007) compared to NSW overall (11.4% in 2007). This reflects a relatively strong tradition of vocational training in regional areas, particularly in TAFE NSW, with lower participation in higher education.

Figure 3.1 Proportion of the NSW population aged 15-64 years participating in VET, 2001-2007



Source: National Centre for Vocational Education Research, Students & Courses

Figure 3.2 Number of people in NSW aged 15-64 years participating in VET, 2001-2007



Source: National Centre for Vocational Education Research, Students & Courses

Initiatives to increase apprenticeship commencements and completions

- A program to improve the skills of workplace supervisors of apprentices and trainees and hence the retention and completion rates of apprentices and trainees was implemented in 2008. A series of workshops were conducted for workplace supervisors in metropolitan and regional areas and all employers of apprentices and trainees were supplied with a kit of information and training resources to use in their workplace.
- The introduction of competency based progression and completion arrangements in the engineering and baking trades has led to shorter term apprenticeships in those trades.
- An accelerated adult apprenticeship model has been introduced for mature workers in the engineering industry, where the potential apprentices can demonstrate relevant trade experience.
- Accelerated two year Electrical apprenticeships are available for people in the Avionics industry who may have lost their jobs through job cuts. The term is usually four years.
- The training term for apprenticeships in the Hospitality and Hairdressing trades has been reduced from four to three years.

- Credit arrangements were formalised in the Automotive, Beauty, Building and Construction and Hairdressing trades to enable eligible apprentices to undertake a nominated shorter term apprenticeship.

Recognition of Prior Learning (RPL)

- The number of delivery hours achieved through the granting of RPL increased by 6.1% from 4,176,767 in 2006 to 4,447,754 in 2007.
- NSW increased private provider RPL by 46% from 190,000 Nationally Agreed Nominal Hours (AHC) in 2007 to 280,000 AHC in 2008.
- The Student Outcomes Survey (NCVER 2007) showed that 32.3% of NSW VET graduates received some RPL in 2007. This already exceeds the VET Plan target for 2010 of 31%.
- Phase 1 of the Virtual Recognition of Prior Learning Referral Centre- www.recognition.gov.au - went 'live' on 17 December 2007. The website provides information to encourage students or potential candidates to have their existing skills recognised.
- The Recognition of Prior Learning and Gap Training Model has been developed for Certificate II and III in the Concreting, Steel Fixing, Dogging and Rigging areas. Over 60 workers in commercial construction have gained first or additional qualifications as part of the initial pilot phase.

Number of people commencing and completing apprenticeships and traineeships

- NSW is driving national growth in apprenticeships and traineeships. In the 12 months to September 2008, net increase in commencements was 8,100, representing 62% of national growth.
- Some 10,701 apprentices and 34,921 trainees completed their training in 2008, an increase of 12% compared to 2007.
- At the end of December 2008, 153,897 apprentices, existing worker trainees, and new entrant trainees were in training in NSW. Of these, 35% were apprentices, 37% were new entrant trainees, and 28% were existing worker trainees.
- Some 89,259 applications for apprenticeships and traineeships were approved in 2008, an increase of 9% on approvals in 2007. Apprenticeship application approvals increased by 3% and traineeship application approvals by 11%. New entrant traineeship approvals increased by 11% and existing worker traineeships by 13% compared to 2007.
- NSW increased skill shortage apprenticeship placements by

8.1% (target 2%), lifted the number of early completions by 23.6% from the end of 2007 to the end of 2008 and increased the number of school based apprentices in training from 185 as at 31 December 2007 to 481 by the end of 2008.

- NSW also increased user choice enrolments by 5.3% (target 5%) during the reporting period.
- In 2008, the Department implemented the Government's \$200 Gear Up clothing allowance for beginning apprentices to provide them with additional assistance.
- Under the NSW Government's Training our Workforce skills package, the Department established one-stop Skills Centres in Wollongong, Newcastle/Central Coast, Tamworth, Southern and South Western Sydney, which are providing an information and referral services for employers and apprentices and trainees.
- The NSW Public Sector Apprenticeship Strategy was launched on 1 August 2008. The strategy aims to increase the number of apprentices working in NSW government agencies by 10% per year up to 2010. The Department held forums to assist agencies with apprenticeship recruitment, which commenced on 31 July 2008, and prepared and distributed a guide on employing apprentices to support the strategy.

Other corporate indicators

- The number of people in NSW participating in VET courses at AQF III and above stayed at 3.0% in 2007.
- The proportion of people in NSW with a non-school qualification increased from 54.2% in 2007 to 56.0% in 2008.
- The load pass rates for government funded VET students increased from 75% in 2002 to 78% in 2007.
- The proportion of qualifications completed at Diploma level and above has remained stable at around 8% since 1999.
- The proportion of qualifications completed at AQF III level and above has increased from 39% in 2002 to 43% in 2007. The proportion was 41% in 2006.

Recognition of excellence

Reflecting the strength of the NSW training system, our 2008 state winners achieved great success at the 2008 Australian Training Awards:

- Jill Morris was named the 2008 Vocational Student of the Year.
- Michael Donovan won the 2008 Aboriginal and Torres Strait Islander Student of the Year.
- Daniel Crisp was runner up in the 2008 Apprentice of the Year Award.
- Brenton Pearce was runner up in the 2008 Apprentice of the Year Award.
- Weir Minerals (NSW) won the Australian Employer of the Year Award.

High Quality of Training

During the reporting period, the Department supported the Vocational Education and Training Accreditation Board in registering 988 NSW training organisations and monitoring the 920 interstate registered training organisations which operate in NSW.

NSW Green Skills Strategy

- The Department finalised the NSW Green Skills Strategy and implementation plan for 2008-2010 to increase the workforce skills necessary to foster environmentally sustainable businesses in NSW.
- The Department secured \$20 million from the NSW Department of Environment and Climate Change to improve the supply of workers with skills in energy efficiency.
- The TAFE NSW Green Skills Strategy is supporting the NSW Green Skills Strategy through the development of online learning modules as an induction to sustainability for teachers and students.

Future Directions

A number of areas for future development have been identified to enhance NSW capability to provide VET for a skilled workforce.

We will:

- review the existing targets to measure training that leads to improved job outcomes. This will ensure we are providing the skills that business and communities need. Currently our participation rate only counts students who are participating in publicly-funded accredited training in NSW. Inclusion of non-government funded accredited training in areas of skills shortage will alter the current participation rate
- increase the capability of NSW to broker independent information, advice and referral for employers and learners and provide TAFE NSW workforce development solutions for employers
- improve the process for linking information on skill needs with training purchasing decisions
- improve flexible course delivery and simplify funding arrangements by removing the disincentive of a lower price for work based training and instead paying a price for the qualification independent of mode of delivery. This will apply from 1 January 2009 and is expected to increase demand and participation
- increase delivery of accredited training opportunities for single parents, people with a disability, the long-term unemployed and others affected by welfare to work
- improve apprenticeship and traineeship completion rates by:
 - releasing a Guide to Supervising Apprentices and Trainees and a series of industry-led workshops for workplace supervisors across NSW
 - developing a self-help kit for employers and their apprentices and trainees, for distribution in 2008-09. The kit will assist in dealing with issues that may threaten the continuation and successful completion of training contracts
 - targeting growth in apprenticeships and traineeships and the Strategic Skills Program in regional areas
- negotiate for shorter term apprenticeships, based on competency based progression and completion provisions, in other industries
- negotiate with industry to offer a three year apprenticeship in Beauty Therapy
- ask industry to nominate reduced term apprenticeships and traineeships, where the apprentice or trainee has completed a lower level qualification in the same industry stream
- target skills shortages in rural and regional areas to enable more individuals to access training or have their existing skills recognised so that they can secure more highly skilled jobs
- develop partnerships with industry and enterprises at local and regional levels to enable customised training and workforce development solutions that meet the needs of local industry and business
- promote recognition and fast track program options
- increase workplace delivery and assessment
- develop and promote pathways into courses at Diploma level and above
- increase support for group training
- implement a whole-of-government apprenticeship strategy across the NSW public sector
- implement mutual recognition for licensing
- work in partnership with Aboriginal communities to improve outcomes for Aboriginal people
- extend the statewide network of NSW Skill Centres as one-stop information shops for education and training opportunities to assist employers, workers and students
- provide additional skill development places through the Productivity Places Program National Partnership.

How we are Progressing - TAFE

In 2008:

- There were 504,009 enrolments in TAFE NSW, 247,041 of these were in regional and remote areas and 215,053 at AQF III level and above.
- TAFE NSW delivered 4,453,607 Annual Student Hours (ASH) of Recognition of Prior Learning (RPL).
- RPL represented 4.0% of TAFE NSW ASH.
- 16,890 students commenced apprenticeships with TAFE NSW, representing 90.8% of all apprenticeship commencements in NSW.
- 9,936 students completed apprenticeships with TAFE NSW, representing 92.9% of all apprenticeship completions in NSW.
- 73.4% of all TAFE NSW VET qualifications completed were at AQF III level and above.

To increase the proportion of 15-64 year olds participating in VET, TAFE NSW Institutes:

- managed five major Skills Express projects in partnership with industry to provide accelerated recognition pathways to high demand qualifications
- completed the Skills Express Construction Industry project in June 2008, which involved conducting over 200 RPL assessments in Construction (TAFE NSW - Western Sydney Institute). The Plumbing, Electrical, Automotive and Hairdressing Skills Express projects are still in progress
- offered accelerated apprenticeships (three years instead of four) through the Woolworths Meat program (TAFE NSW - Hunter Institute)
- offered a pre-apprenticeship course in Metal Fabrication and Welding designed specifically for Aboriginal people (TAFE NSW - Hunter Institute)
- delivered fast track apprenticeships in Bakery (two years instead of three) and Hairdressing (two and a half years instead of four) (TAFE NSW - New England Institute)
- delivered the Certificate IV in Training and Assessment to Commonwealth Bank employees across Australia (TAFE NSW - Northern Sydney Institute)
- delivered prevocational training for Aboriginal people in partnership with Energy Australia and Rail Corporation (TAFE NSW - Sydney Institute)
- provided a customised mentoring program for Aboriginal employees at Australia Post (TAFE NSW - Sydney Institute)

- provided existing worker traineeships for 160 non-teaching staff (Western Sydney Institute)
- in partnership with Lend Lease and General Property Trust established a learning hub in the community centre of the new Rouse Hill development where onsite training for employees and members of the community was available in a virtual TAFE space equipped with computers (TAFE NSW - Western Sydney Institute)
- fast tracked recognition for skilled, but unqualified painters by providing 8,176 hours of recognition in Painting and Decorating to 120 existing workers (TAFE NSW - Illawarra Institute).

To increase the number of people in rural and regional NSW participating in VET, TAFE NSW Institutes:

- delivered Certificate IV in Residential Building Studies - the minimum qualification set by the NSW Office of Fair Trading for a builder's licence - via broadband online in small rural and regional settings (TAFE NSW - New England Institute)
- in partnership with Tamworth Regional Development Corporation and local Aged Care facilities, delivered an eight week training course to address skill shortages in the aged care industry. All participants gained employment in the industry on completion of the course (TAFE NSW - New England Institute)
- in partnership with the Straits Resources Hillgrove Gold project, developed a work-based training model and delivered innovative technology-based recognition for Certificate III and Certificate IV qualifications in Underground Mining, Mining Processing and Mining Exploration to existing workers (TAFE NSW - New England Institute)
- in partnership with 14 participating organisations including 11 local councils, delivered Certificate II and III courses in Water Operations to 82 trainees, thereby improving environmental sustainability and water management (TAFE NSW - North Coast Institute)
- in partnership with the Department of Housing and the NSW Aboriginal Housing Office, delivered on-the-job training to Aboriginal students who successfully completed Certificate III in Carpentry while building a five bedroom residence (TAFE NSW - Riverina Institute)
- in partnership with the Department of Community Services and Families First, delivered childcare qualifications through the Bush Babies program, enabling local Aboriginal people to set up a dedicated Aboriginal childcare centre in Orange (TAFE NSW - Western Institute)

- delivered Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care (Practice) to Aboriginal employees of Greater Western Area Health Service, providing them with the clinical skills and knowledge required to treat Aboriginal people in their own communities (TAFE NSW - Western Institute)
- in partnership with Best Employment, Murdi Paaki Regional Enterprise Corporation, Walgett Community Development Employment Program and Centrelink, delivered vocational skills to meet community needs via the Building Practical Skills project (TAFE NSW - Western Institute)
- in partnership with the Department of State and Regional Development, delivered a pilot training program to prepare Aboriginal people for work in the mining sector (TAFE NSW - Hunter Institute)
- in partnership with the Department of Ageing, Disabilities and Home Care, delivered Certificate III training in Home and Community Care to Aboriginal people, providing them with part time employment as carers for older Aboriginal people and Aboriginal people with a disability (TAFE NSW - Hunter Institute).

Future Directions

In order to meet targets and lift performance in providing VET for a skilled workforce and improving outcomes for students in 2009 TAFE NSW will:

- review the training purchased from Institutes in response to global economic volatility
- align its training priorities to changing industry demand and national and State priorities
- increase its focus on innovative partnerships with industry and enterprises to provide effective workforce development solutions for existing workers
- develop training options to meet the diverse training needs of the people of NSW to increase individual and community capacity
- work with industry to develop innovative proposals in response to Commonwealth infrastructure funding to improve opportunities for leading edge training in NSW
- integrate green skills into apprenticeship, traineeship and post trade training and include the principles of sustainability and green skills in staff inductions to support the transition to a low carbon and more sustainable economy
- implement the new 2009 - 2012 National Skills and Workforce Development Agreement, the National Indigenous Reform Agreement and the National Partnership Agreement on Productivity Places Program
- access Commonwealth infrastructure funding and Education Investment Funding to maintain, improve and develop training facilities
- implement State and Commonwealth policies and initiatives introduced to counter the Global Financial Crisis, for example the Commonwealth Nation Building and Jobs Plan, Securing Jobs and Apprenticeship Plan and the NSW program to create additional government apprentices and cadets.

Goal 4: Responsible and Sustainable Management

Corporate Indicators

- Proportion of major capital projects delivered on time and within budget
- Improved environmental indicators
- Implementation of Learning Management and Business Reform (LMBR)
- Implementation of student registration number

How we are progressing

Financial performance

In 2007/2008, the proportion of major capital projects were delivered on time and within budget was 92% for schools and 94% for TAFE NSW.

Improved environmental indicators

- 65% of the Department's total A4 and A3 paper was purchased with recycled content.
- TAFE NSW delivered training courses in environmental management, monitoring and technology, pioneering new training councils and general community courses in renewable energy sources.
- A range of resources and tools for schools and TAFE NSW Institutes were developed and launched on the Asset Management intranet site. These can be used to achieve improvements in energy, water and thermal performance.
- Some 47 schools partnered with Sydney Water to reduce water consumption through the Every Drop Counts initiative. This project investigated the effectiveness of different delivery models on behaviour and water consumption outcomes.
- A seminar series was delivered via video conference to assist schools in maximising the benefits of their submission to the National Solar Schools program.

Implementation of the Learning Management and Business Reform (LMBR) program

- A contract was signed in March 2008 with SAP Australia to replace the Department's finance, human resources/payroll, and student administration systems and work commenced on implementing phase one of the program.
- The design phase for the new system commenced in May 2008 and by December 2008 the designs for a new finance system and common human resources/payroll process across the Department were approved.

Implementation of student registration number

The Schools Enrolment and Registration Number system was developed to provide an online web/portal to access the central database of school student enrolment information.

Future Directions

We will:

- continue lighting upgrades (refitting of existing fluorescent light fittings with new energy efficient components and triphosphor tubes) in five high schools. Indications are that the 14% energy savings on lighting is achievable
- rollout the National Australian Built Environment Rating System (NABERS) star rating system for schools
- implement TAFE in the 21st Century, including simplifying and streamlining TAFE ICT systems and processes to improve customer service and facilitate flexible and personalised delivery
- commence the roll out of the finance component of the new LMBR system across the Department. The aim is to finalise the detailed design phase of the TAFE human resources business requirements in 2009
- develop a shared Student Administration and Learning Management framework, with work to continue on consolidating the business requirements across schools and TAFE NSW.

Goal 5: Leadership by Shaping National Policy

Corporate Indicators

- Recognition of NSW as a national leader in education policy and practice
- NSW programs and initiatives adopted at the national level
- Recognition of innovation in on-line support for teachers, students and parents
- Effective representation in national education and training policy development

How we are progressing

Recognition of NSW as a national leader in education policy and practice

Achievements during 2008 included:

- playing a key role in negotiating the scope and content of the National Education Agreement and subsidiary National Partnerships
- placing teacher quality high on the national agenda for schools and as a key priority for national schools funding leading to a \$550 million COAG initiative
- leading State and Territory representations to achieve equality in Commonwealth funding for government primary and secondary students
- ensuring that the 2008 National Assessment Program - Literacy and Numeracy (NAPLAN) maintained the high standards and quality of the previous NSW assessment program
- assuming Chair of the key national body overseeing implementation of the first common national literacy and numeracy tests, the Australian Education Systems Officials Committee (AESOC) Steering Group on NAPLAN, from October 2008
- leading the development of copyright policy for Australian Schools and TAFE NSW.

NSW programs and initiatives adopted at the national level

Activities in this area during the reporting period included:

- providing strategic research and policy advice for the Council of Australian Federation and its review of the National Goals for Schooling
- placing teacher quality high on the national agenda for schools and ensuring its prominence in national partnership funding arrangements
- coordinating the provision of strategic advice for national

meetings of education and training ministers as well as chief executives of education and training agencies

- leading the development of the NSW application forms and templates which provided the format for the new national application forms and templates for non self-accrediting higher education institutions.

Recognition of innovation in online support for teachers and students

During 2008, Tale usage has grown significantly. There have been 74 million hits since inception and a 300% increase in unique visits. More than 22,895 resources are now available to teachers. Items available to parents and general public now total over 1,900, including 200 *Intel Skool* interactive resources and 96 CLI developed resources, such as *Writers Talk*, *Science Talk* and 35 *Sites2See* resources.

In addition, 4,000 curriculum hours of resource materials were developed across all learning areas for schools and TAFE NSW.

The teacher professional learning tool, CLAS, is now available on the DET Portal. Over 4,134 school teachers in 1,059 schools and 393 TAFE teachers used the online self assessment tool in CLAS. There have been over 220,000 web page views by school teachers and over 65,000 web page views by TAFE teachers.

Effective representation in national education and training policy development

NSW achievements in this area during the reporting period included:

- ensuring informed and strategic input into the COAG Productivity Agenda Working Group responsible for advising COAG on the development of new Commonwealth-State funding arrangements
- coordinating consistent and strategic input into national schools and VET forums

- providing the Minister and senior officers with timely, strategic and expert advice for national meetings of ministers and senior officials
- providing a national leadership role in negotiating and shaping the new national agreements and national partnerships for education and training. These included:
 - the National Agreement for Skills and Workforce Development
 - the Productivity Places Program National Partnership
 - the National Education Agreement
- preparing a proposal for mandatory green skills as a part of all apprenticeship and traineeship qualifications, which was adopted by the Ministerial Council for Vocational and Technical Education and led to sustainability being embedded in all national training packages
- working to align training regulation with national licensing systems through development and expansion of working relationships with national and NSW industry regulatory authorities
- taking an active leadership role in the support and continuing improvement of a nationally consistent regulatory system for the national training system
- ensuring that reports for parents detailing students' results on the first NAPLAN tests described the skills and understandings they achieved
- ensuring that student reports for NAPLAN were with schools and parents before the end of Term 3 so that underperforming students could receive assistance before the end of the school year
- contributing to the development of nationally agreed templates and graphs for the presentation of national test results in national publications and reports.

Triennial National Sample Testing

National sample assessments, measuring proficiency in Science Literacy (Year 6), Civics and Citizenship (Years 6 and 10) and Information and Communication Technologies (Years 6 and 10), began on a rolling basis in 2003. The proficiency standard is a challenging level of performance based on what students should know and be able to do by the end of a given year of schooling. The proportion of NSW students performing at or above the proficiency standard has consistently been at or above the national average in all assessments.

The results of the 2006 science assessment were released in 2008. NSW ranked second in terms of average performance but, taking measurement error (confidence intervals) into account, there was no statistically significant difference

between the performance of NSW students and those in the Australian Capital Territory.

Nearly 58% of NSW students achieved the challenging proficiency standard of Level 3.2 or above. NSW ranked 3rd, behind the Australian Capital Territory and Victoria, but when confidence intervals are taken into account, there was no statistically significant difference in the performance of these three jurisdictions. NSW had the largest proportion of students at the highest level of proficiency, Level 4 or above.

Results of all triennial national assessments are available on the MCEETYA website: http://www.mceetya.edu.au/mceetya/nap-national_assessment_program,16358.html.

Programme for International Student Assessment

The Organisation for Economic Cooperation and Development (OECD) conducts triennial sample assessments in Reading, Mathematical and Scientific Literacy for 15 year olds under its Programme for International Student Assessment (PISA).

The most recent sample test results are for 2006, where NSW performed above the Australian and OECD average. Nationally only ACT, and internationally only Finland, outperformed NSW in all 3 domains, when measurement error is taken into account. At least 90 per cent of NSW students achieved the minimum standard in all areas. Detailed results are available from the Australian Council of Education Research (ACER) website www.acer.edu.au.

Trends in Mathematics and Science Study (TIMSS)

TIMSS tests the skills of a sample of students in Years 4 and 8 in mathematics and science on a quadrennial basis.

The most recent TIMSS results are for 2006-07 and are available from the ACER website. NSW scored significantly above the OECD average and above the Australian average in all areas. NSW ranked first in Australia in Year 4 mathematics, second in science at both Year levels and third in Year 8 mathematics. At least 90 per cent of NSW students achieved at or above the minimum standard in all areas and at both Year levels.

Future Directions

We will:

- lead development of a strategic, nationally consistent approach to the implementation of national partnership agreements
- work with the Commonwealth to shape reforms to national models for Commonwealth funding for schools
- play a major role in developing the Action Plan to accompany the new Declaration on Educational Goals for Young Australians
- continue to provide appropriate leadership at the national level as Chair of the AESOC Steering Group on NAPLAN
- continue to represent NSW on national committees to refine national testing policy and definitions and protocols for data management and reporting
- lead national work to improve the technical aspects of assessment and reporting
- ensure the provision of strengthened diagnostic information to teachers and schools
- ensure implementation of the newly established Australian Curriculum, Assessment and Reporting Authority meets NSW needs
- work through national committees to ensure that new professional teaching standards and accreditation provisions are consistent with the high standards established in NSW
- provide expert input and perspectives to the development of national curriculum matters
- develop proposals for legislative reform in copyright
- continue to coordinate NSW input to cross-jurisdictional forums where future national directions in school education are considered
- manage development of bilateral agreements with the Commonwealth, mapping NSW implementation of its national partnership commitments
- continue to lead and manage the development of strategic advice for NSW in relation to developments in national schools policy
- coordinate responses with other States and Territories to Commonwealth funding requirements and accountabilities
- manage the development of strategic advice for the Minister and Director-General at meetings with the Commonwealth and States and Territories
- lead consultation with other States and Territories, government agencies and the non-government school sector in responding to the national schools policy agenda
- work with other government agencies in supporting the achievement of education and training related commitments agreed by the Council of Australian Governments
- continue to coordinate and manage the development of expert and strategic advice for NSW input into cross-jurisdictional forums and debates
- coordinate with other States and Territories on the response to specific Commonwealth initiatives, requirements and accountabilities
- monitor implementation plans for the new national partnerships
- manage NSW compliance with the new accountability arrangements
- promote RPL across all industries and trades and highlight the value to business of formally recognising existing skills in the workplace
- support the implementation of the Digital Educational Revolution and the Connected Classrooms projects through a range of new resource development and professional learning initiatives
- publish a range of new early literacy and numeracy resources
- extend the Connected Learning Advisory Service through the implementation of additional professional development resources for teachers
- enhance TaLe by embedding Web 2.0 features including Really Simple Syndication feeds
- provide educational resources to support green skills
- partner with schools and TAFE NSW to provide resources and services to support skills shortages initiatives and skill sets approaches
- investigate simple models for including user generated content in resources and repositories
- assist with the transition from primary to high school by providing, in the 2008-09 Budget, \$16.4 million over four years for the Helping Hand into High School initiative
- support the teaching of space and geometry by using a newly developed resource in professional learning workshops
- provide programming support materials for mathematics to all school regions to help teachers integrate the teaching and learning of numeracy across all subject areas
- upgrade 800 science laboratories at schools, to encourage student interest in science.



Appendices

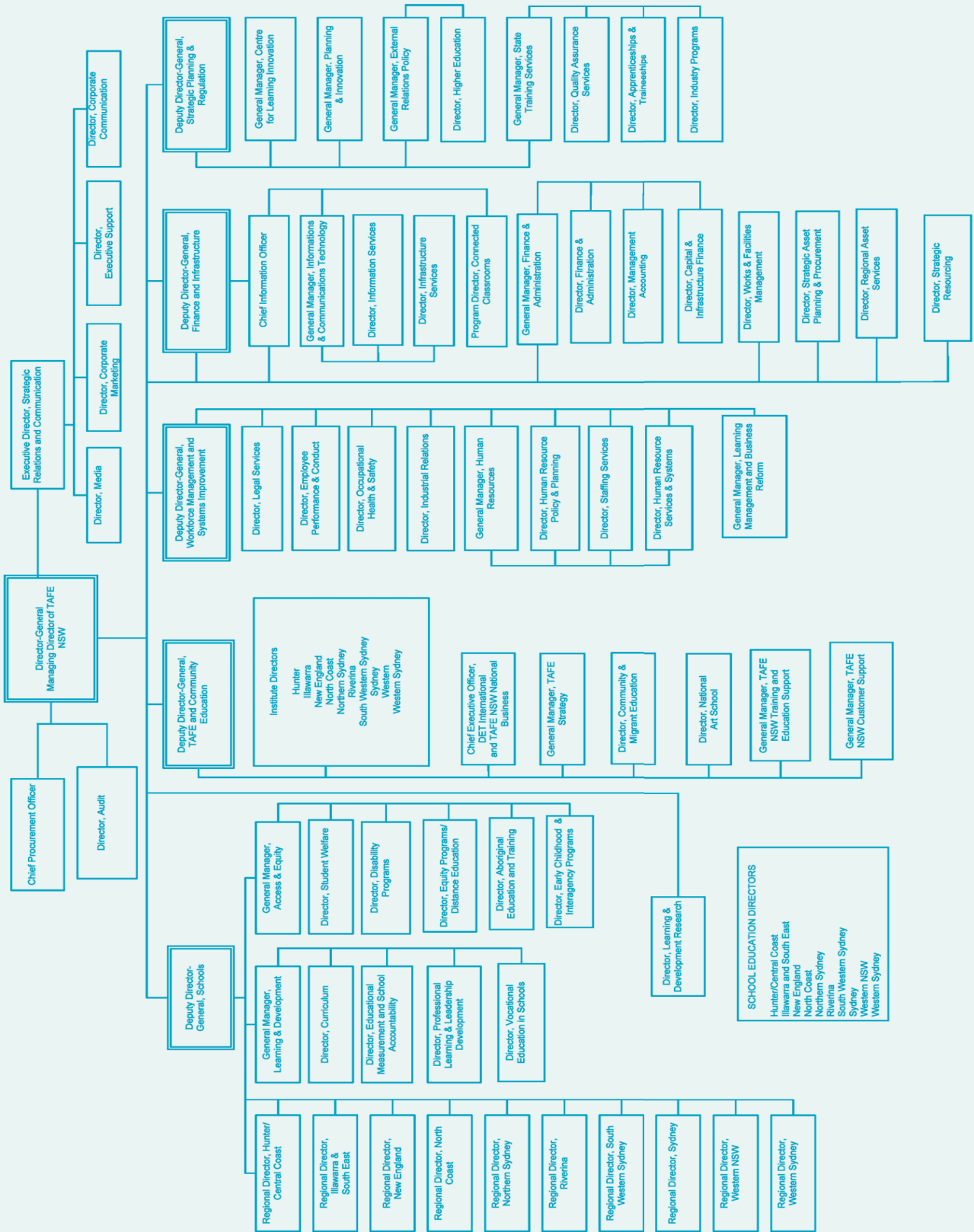
Appendix Contents

APPENDIX 1: Human Resources	55
APPENDIX 2: Equal Employment Opportunity	55
APPENDIX 3: Occupational Health and Safety	61
APPENDIX 4: Senior Officers	62
APPENDIX 5: SES Performance Statements	63
APPENDIX 6: Boards and Committees	82
APPENDIX 7: Controlled Entities	90
APPENDIX 8: Freedom of Information	91
APPENDIX 9: Overseas Visits	100
APPENDIX 10: Ethnic Affairs Priorities Statement	101
APPENDIX 11: Disability Plan	105
APPENDIX 12: NSW Government Commitment To Women	110
APPENDIX 13: Payment of Accounts	112
APPENDIX 14: Land Disposal	114
APPENDIX 15: Major Assets	114
APPENDIX 16: Waste Reduction and Purchasing Policy	115
APPENDIX 17: Government Energy Management Policy	115
APPENDIX 18: Records Management Program	118
APPENDIX 19: Privacy and Personal Information Protection	118
APPENDIX 20: Electronic Service Delivery	119
APPENDIX 21: Consumer Response	121
APPENDIX 22: Organisational Improvement and Risk Management	123
APPENDIX 23: Matters Affecting the Operations of the Department	126
APPENDIX 24: Legislative Context and Changes	127
APPENDIX 25: Consultants	129
APPENDIX 26: Resources, Publications & Websites	130
APPENDIX 27: Research and Development	137
APPENDIX 28: Major Capital Works, New Works and Works in Progress	140
APPENDIX 29: Establishment & Closure of School & TAFE Campuses	144
APPENDIX 30: Funds Granted to Non-Govt Community Organisations	145
APPENDIX 31: Code of Conduct	173
APPENDIX 32: Recognition of Excellence	174
APPENDIX 33: Contacts	177
APPENDIX 34: Corporate Credit Card Certification	179

List of Tables

1.1 Organisational Structure	54
4.1 Number of Senior Executive Service (SES) Officers at Each Level	62
4.2 Percentage of Female and Male SES Officers at Each Level	62
6.1 DET Executive Membership of External Boards & Committees	82
6.2 New Committees	84
6.3 Existing Committees	85
6.4 Committees No Longer Functioning	86
6.5 Membership of External Boards	86
7.1 Controlled Entities	90
8.1 FOI Requests 2007-08	94
8.2 Results of FOI Requests 2007-08	94
8.3 Discontinued Applications	95
8.4 Applications Granted Otherwise Available in Full	95
8.5 Applications Granted in Full or Part	95
8.6 Refused Applications	96
8.7 Exempt Documents	96
8.8 Ministerial Certificates	97
8.9 Formal Consultations	97
8.10 Amendment of Personal Records	97
8.11 Notation of Personal Records	97
8.12 Fees and Costs	97
8.13 Fee Discounts	97
8.14 Fee Refunds - Correction of Personal Records	98
8.15 Days Taken to Complete Request	98
8.16 Number of Reviews	98
8.17 Numbers of Reviews	99
8.18 Internal Reviews	99
9.1 Overseas Visits	100
13.1 Aged Analysis at the End of Each Quarter	112
13.2 Accounts Paid on Time with Each Quarter	112
13.3 Aged Analysis at the End of Each Quarter	113
13.4 Accounts Paid on Time Within Each Quarter	113
15.1 Plant and Equipment (Valued at \$50,000 and Above)	114
17.1 Projects to Improve Energy Efficiency	117
20.1 MEVI/ECRI - High Demand Courses	120
20.2 Mainstream Enrolments Through the Internet	120
20.3 Statewide TAFE VET Student Management Software	120
21.1 TAFE NSW Complaints	122
21.2 AMES Complaints	122
21.3 Quality Assurance Services Complaints	123
22.1 Complaints Received Which Lead to Notification to the Independent Commission Against Corruption by Sector per Calendar Year	125
22.2 Outcomes of Investigations of Matters Notified to the Independent Commission Against Corruption	125
25.1 Consultants	129
26.1 Resources, Publications and Websites	130
27.1 Research and Development - Schools	137
27.2 Research and Development - TAFE NSW	138
27.3 Research and Development - VET	139
28.1 Major Capital Works, New Works and Works in Progress - Schools	140
28.2 Major Capital Works, New Works and Works in Progress - TAFE NSW	142
29.1 Establishment and Closure of Schools	144
29.2 Establishment and Closure of TAFE NSW Campuses	144
30.1 Summary of Funds Granted to Non-government Community Organisations	145
30.2 Grants in Aid	146
30.3 Detail of Funds Granted to Non-government Community Organisations	147
33.1 Contacts	177

DEPARTMENT OF EDUCATION AND TRAINING
As at 31 December 2008



Appendix 1: Human Resources

Human Resources

The final wage increase under the Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award was paid from the first full pay period on or after 1 January 2008. Teachers at step 13 of the incremental scale received a 4% increase while those at steps 1 to 12 received a 3% increase. Principals, executive and other related staff received an increase of 4%.

An alignment of primary and secondary executive staff was also implemented from the first pay period on or after 1 July 2008, with Primary Principal level 5 and Primary School Deputy Principal being increased to the rate of a High School Deputy Principal. In addition, a Primary Principal level 6 and Assistant Principal Primary was increased to the rate of Head Teacher High School.

Similarly, the final wage increase under the Crown Employees (Teachers in TAFE and Related Employees) Salaries and Conditions Award was paid from the first full pay period on or after 1 January 2008. Teachers at step 13 of the incremental scale received a 4% increase while others received a 3% increase. Promotional positions and related staff received an increase of 4%.

In October of 2008, a settlement was reached for salary increases of 4% for public service staff, school administrative and support staff and wages staff. These increases were back paid from the first full pay period on or after 1 July 2008.

Appendix 2: Equal Employment Opportunity

Target

The Department continued to implement the Equal Employment Opportunity (EEO) Management Plan 2005-2008. This plan outlines strategies in which the Department can create a diverse and skilled workforce; a workplace culture that displays fair and inclusive practices and behaviour; and enhances employment and professional learning opportunities for EEO groups. The EEO groups include women, Aboriginal and/or Torres Strait Islander people, people whose first language was not English and people with a disability.

How we are progressing

This is a summary of the outcomes for EEO groups in the Department achieved through implementing strategies of the EEO Management Plan 2005-2008 and the Aboriginal Human Resource Development Plan 2006-2008.

[A diverse and skilled workforce \(statistical analysis\)](#)

Tables 13.10 and 13.11 in the Statistical Compendium show the representation of EEO groups in the Department's workforce against the NSW government benchmarks.

The Department maintains a firm commitment to equity and diversity and continued to promote and implement the EEO Management Plan 2005-2008 and the Aboriginal Human Resource Development Plan 2006-2008 .

Business areas, including TAFE NSW institutes, regions and State office directorates implemented a wide range of initiatives focussed on improving the recruitment, retention and career development of EEO groups. Outcomes of those initiatives are presented below in the summary of outcomes for EEO groups in 2008.

[Review of the EEO Management Plan 2005-2008 and the Aboriginal Human Resource Development Plan 2006-2008.](#)

In 2008 the Department conducted a review of its Equal Employment Opportunity Management Plan 2005-2008 and the Aboriginal Human Resource Development Plan 2006-2008 which involved extensive internal and external consultations. The review led to the development of a new Workforce Diversity Policy, the Workforce Diversity

Plan 2009-2011 and the Aboriginal Human Resource Development Plan 2009-2011.

Interagency collaboration

The representation of women in the Department's workforce has exceeded the government benchmark. The number of women in promotion positions across the Department continues to rise, especially across teaching service staff. While there is a steady increase in the representation of women in promotion positions, the distribution index for women in the Department is below the salary levels of male staff.

The Department supported the implementation of the NSW Public Sector's Women's Strategy - Making the Public Sector Work Better for Women which aims to improve the way the sector attracts, develops and retains women in the workforce. The Department participated in a pilot with the NSW Department of Premier and Cabinet to purchase CEO Women's Kits to support Benchmark 2 - Women in Senior Positions under the Strategy. The kit has enabled the Department to evaluate its effectiveness in attracting and retaining women and identify strategies to increase women's representation in senior roles.

Four Department staff (three of whom are women) are participating in the public sector Career Mobility Program for Finance Professionals which supports the career development of women in non-traditional occupations. The program includes a work placement in another agency's finance unit and targeted development opportunities. The Department continues to participate in the cross sector reference group 'Increasing Employment for People with Disabilities in the NSW Public Sector'. In addition, departmental staff with a disability and their managers participated in a cross agency Disability Consultation Forum and online survey to support the development of a new employment strategy for the NSW public sector.

Department representatives participated in the State Plan initiated Disability Planning Briefing which provided opportunities for participants to share ideas, knowledge and provide feedback for developing innovative and practical initiatives for people with disabilities.

Summary of outcomes for EEO groups in 2008

Women:

- Increased representation of women in leadership and management roles.
- Women represented 66% of primary teachers in executive positions in 2008, an increase from 56.2% in 1998. Similarly, 44.8% of secondary teachers in executive positions were women compared with 33.3% in 1998.
- Women represented 49.3% of principal positions in primary schools in 2008, an increase from 33.8% in 1998. Similarly, women represented 35.2% of secondary principal positions, an increase from 22% in 1998.
- Women made up 72% of the permanent and temporary workforce and 35% of the Department's senior executive service officers as at 30 June 2008. The representation of women in the Department is significantly higher than the representation of women in the NSW public sector workforce which was 60% and 31% of the senior executive service officers as at 30 June 2007.

Management and leadership development opportunities for women:

The proportion of women who participated in a range of management and leadership development programs included:

- 71.3% in School Executive Leadership Development Program (241 participants)
- 58.9% in Principal Preparation Program (119 participants)
- 60.2% in Principal Induction Conference (113 participants)
- 51.6% in Team Leadership Program (369 participants)
- 68% in Teacher Mentor Program (92 participants)
- 100% in Women and Leadership, and Coaching for Women (64 participants)
- 73% in Senior Executive Development Program (53 participants)
- 45.5% in PRINCE 2, Project Management Course (457 participants)
- 79% in Mentoring Essential for Early Career Teachers

(256 participants)

- 48% in Feedback for Enhanced Performance (92 participants)

Traineeships

- Existing Worker Traineeships aim to update the skills and qualification levels of clerical and administrative support staff and provide a pathway to accredited training. At the Hunter Institute, 22 women enrolled in the Certificate IV in Frontline Management, 20 of whom graduated in 2008. Eight women enrolled in the Certificate III in Hospitality Operations, seven of whom completed the program.

Professional Networks

- The Department supports the Women in Educational Leadership Network, which provides a forum and support structures for women in the public education and training system to develop leadership skills and pursue career progression. In 2008, the network conducted workshops and seminars arranged in partnership with TAFE institutes and regional offices.
- The Corporate Managers' Network provides managers and team leaders with networking and support opportunities to broaden their knowledge of the Department's strategic directions and those of the public sector as a whole and a forum to hear and interact with leading speakers on contemporary issues relevant to their work. In 2008, 70% of participants were women.
- The Department's Young Professionals' Network supports corporate employees under 35 years of age by providing a range of knowledge building, networking and professional development opportunities, as well as an opportunity to contribute to the strategic direction of the Department. In 2008, a range of professional development opportunities were promoted to members, over 70% of whom were women.

Aboriginal and/or Torres Strait Islander people

The Aboriginal Human Resource Development Plan 2006-2008 continued to be promoted and implemented across the Department. Significant achievements for 2008 included:

- The percentage of Aboriginal people employed in the Department in 2008 was 2.3%, an increase from 1.9% in 2007.
- The number of teacher education scholarships offered to Aboriginal people in 2008 was 64, an increase from 61 in 2007.
- 13 scholarships were awarded to selected final year teacher education students to undertake enhanced preservice training prior to being appointed to NSW public schools with Aboriginal students.
- 62 Aboriginal teachers were appointed to permanent positions during the 2007/08 staffing cycle, an increase from 50 in 2006/07 staffing cycle.
- Over 100 participants including newly appointed Aboriginal teachers, their principals and mentors attended a two day orientation workshop in 2008.
- 20 Aboriginal people have been appointed to School Administrative and Support Staff positions identified for Aboriginal people during 2008, an increase from 19 positions in 2007 and 8 in 2006.
- 21 Yarn Ups (workshops) were held in local Aboriginal communities across NSW for prospective Aboriginal employees to obtain information and advice on applying for employment in school administrative and support positions.
- With the success of three applications for Elsa Dixon funding in 2008, the Human Resources Directorate changed an existing position to an Aboriginal Identified Project Officer position and filled it through merit, engaged an Aboriginal graduate who recently completed a Master Degree in Social Science for a three month work experience placement and sponsored two Aboriginal staff members to attend the 2008 World Indigenous Peoples' Conference on Education held in Melbourne.
- The Western Sydney Institute supported 15 Aboriginal students to gain qualifications in Certificate IV in Training and Assessment. In 2008, six graduates of the program have been employed by the Institute as part time teachers. These staff members have also

been trained to deliver the Aboriginal Cultural Education Program to Institute staff.

- The Hunter Institute offered career coaching and mentor support to 45 Aboriginal students undertaking Certificate IV in Training and Assessment and created part time teaching opportunities for 10 graduates of this program.
- The New England Region maintained strong partnerships with the local Aboriginal community and the Aboriginal Education Consultative Group to enhance employment and career progression of Aboriginal people within school and regional based positions. In 2008, a series of workshops were conducted for Aboriginal School Administrative and Support Staff, Aboriginal Education Officers and In-Class Tutors. These workshops focussed on career planning for Aboriginal staff, how to become a teacher and the process of applying for teacher education scholarships.
- The Employee Performance and Conduct Directorate identified a Duty Investigator position for Aboriginal people. While recruitment action for the identified position is underway, another Investigator position has been filled by an Aboriginal candidate.
- Nine Aboriginal Education Officers participated in the Aboriginal Education Assistant Traineeship program, two of whom have completed the program, while other participants are continuing in the program. 12 Aboriginal staff participated in the Certificate III in Education Support Teacher Aides (Special) Traineeships, four of whom completed the program. An additional five Aboriginal staff participated in the Certificate III in Education Support Administration/Information Technology Traineeship program.

Staff from non English speaking backgrounds and people from minority groups

Achievements for 2008 included:

- 237 overseas trained teachers participated in the Pre-employment Program for Overseas Trained Teachers which continues to provide a comprehensive induction to government schools.
- 70 overseas trained teachers were supported by the Department to undertake TAFE delivered English for Specific Purpose courses to better prepare them for the Professional English Assessment for Teachers.
- 36 bilingual teachers were supported to undertake the Community Language Fluency Testing and 33 were successful.

The Riverina Institute through its Social Inclusion Model has implemented a range of initiatives to support members of EEO groups. Outcomes include an increased representation of EEO groups in its workforce during 2008. The representation of staff from non English speaking backgrounds and minority groups increased from 2.2% to 2.7%. In addition the representation of Aboriginal staff increased from 1.8% in 2007 to 1.9% in 2008, and similarly staff with a disability increased from 1.7% to 1.8%.

Staff with a Disability

Achievements for 2008 included:

- 24 staff members with disabilities attended a two-day workshop organised by the Staff with Disabilities Network. Sessions at the workshop included Aboriginal cultural education, career planning, international research into disability in the workplace, learning disabilities and public sector policy development.
- Over 100 student services team members at New England Region attended sessions on the Disability Discrimination Act 1992 and policies in the areas of disability and anti-discrimination.
- Nine staff with a disability at Hunter Institute attended the Management of Mental Health Issues in the Workplace and six staff with a disability attended Cultural Diversity training.

The Technical Equipment Program, a State funded program for the NSW public sector, is administered by the Department. This program provides funding for additional modification, in the form of technical equipment, for the working environment beyond the employer's provision of work related adjustments for staff with a disability. For the 2007/08 financial year, approximately \$50,000 was spent to cover 23 applications for a diverse range of technical and assistive equipment.

The Department continued to implement a range of policies and programs to build a fair and inclusive workplace culture and to positively manage its diverse workforce. Some of these programs were specifically targeted for managers and supervisors to enhance capabilities for successfully managing and supporting diverse teams.

Policies and procedures

- The Dignity and Respect in the Workplace Charter, Prevention of Bullying in the Workplace and the Complaints Handling Policy Guidelines were promoted and implemented to ensure a fair and supportive work environment.
- The Aboriginal Education and Training Policy released in November 2008 prioritises Aboriginal education and training as core business of all staff; increasing Aboriginal cultural competencies for all staff; and maintaining the Department's progress in achieving its goal that by 2012 Aboriginal student outcomes will match or better outcomes of the broader student population.
- The Department offers a wide range of flexible work practices to create a supportive work environment, to assist staff balance their work and other responsibilities more effectively and as an important means to address work related adjustment needs for staff with a disability. In 2008, 48,580 staff accessed flexible work options including permanent and temporary part time work, job sharing, leave without pay and flexible hour arrangements, 82.6% of whom were women. An additional 49,068 staff took short term absences for family and community responsibilities, 74.8% of whom were women.

Equity and diversity awareness activities

- The Aboriginal Cultural Education Program, Valuing Cultural Diversity Competition, Cross Cultural Communication, African Cultural Awareness Program, Mental Health First Aid, Disability Awareness, Anti-Racism Training, celebration of Harmony Day and Refugee Week, and Prevention of Bullying and Harassment workshops were conducted across TAFE institutes and regional offices to create a work environment that supports inclusive work practices and behaviour.
- The North Coast Institute developed and implemented a new initiative, "Reconciliation North Coast TAFE Style: An Invitation to Help Create a Sense of Place, History and Culture". This initiative aimed at delivering on the Institute's commitment as a learning organisation to the national reconciliation agenda by creating a stronger sense of place, history and culture in its campuses. This new and exciting initiative follows on the successful implementation of the Institute's recognition and promotion of Welcome to Country and Acknowledgement of Country Protocols at events, ceremonies, meetings and functions.

A success story - Zachary Ekandi, Relieving Multicultural Education Coordinator, Hunter Institute

During his role as Student Support Officer-African Communities and more recently as the Relieving Multicultural Education Coordinator of Hunter Institute, Zachary Ekandi has made an outstanding contribution to the delivery of services to customers, specifically the culturally and linguistically diverse community.

Mark Primmer, Faculty Director Access and General Education commented: "Zachary has contributed significantly to successful transition pathways for our students. He has also been a driving force working with many different sections to pilot integrated English language and vocational projects such as the Linked Skills funded courses".

In March 2006, the Hunter Institute established the Student Support Officer-African Communities position as a direct response to the special learning needs of emerging African communities in Hunter-Central Coast area, many of whom are refugees and not initially aware of the TAFE NSW system and what it has to offer.

Zachary, who was born in Nairobi, Kenya, brings to his position an in depth knowledge and understanding of challenges experienced by newly arrived migrants and refugees, particularly those from non English speaking backgrounds.

Zachary assists customers on an individual basis or in a group setting; assists students with enrolments; establishes individual education plans with students; increases awareness of the pathways in VET for students from non English speaking backgrounds; encourages these students to enrol in mainstream vocational training programs; and develops partnerships with other support services to assist students from non English speaking backgrounds to integrate into the Australian community and to develop employability skills.

Zachary said as the Relieving Multicultural Education Coordination and Student Support Officer - African Communities, "I have learnt a lot about TAFE NSW Hunter Institute in general and also had the opportunity to develop my skills as well as work closely with both staff and students. This has been a great opportunity as I have had to learn things that I wouldn't otherwise have. At Hunter

Institute, the management are supportive and give their staff every opportunity for professional development. This builds the trust and promotes teamwork among the employees".

The Institute recognises that Zachary has contributed towards a positive learning environment that satisfies the needs of members of the African community. He has helped to promote harmony within TAFE NSW Hunter Institute and the wider community.

Future Directions

The Department will release the new Workforce Diversity Policy and Workforce Diversity Plan 2009-2011 and the Aboriginal Human Resource Development Plan 2009-2011 in February 2009.

The Workforce Diversity Policy is a commitment by the Department to create a workplace that is fair and inclusive, and builds a workforce which better reflects the diversity of our students, parents and the NSW community.

In early 2009, the Department will develop a Diversity webpage that will contain information and advice, and progressively roll-out resources to support the implementation of the Plans.

Appendix 3: Occupational Health and Safety

Achievements

The Department has continued to improve Occupational Health and Safety performance through its corporate strategy titled Safe Working and Learning 2005-2008. Achievements to date include:

- 17% reduction (\$29.1 million) in the workers compensation premium
- 15% reduction in the average duration of absenteeism due to workplace injuries
- 14% reduction in the average cost per claim
- published and promoted key guidelines, including the First Aid Guidelines and Emergency Management Guidelines
- providing Occupational Health and Safety consultation training to more than 800 committee members and representatives
- Development of the Department's new strategy, Safe Working and Learning 2009-2011.

Strategies and programs

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

- a workforce learning and development strategy to provide a framework for building capability in managing occupational health and safety
- Living Well, a health and wellbeing program for departmental staff, including subsidised gym memberships with a range of fitness providers throughout NSW, a health calendar and facts sheets on a range of health topics
- Occupational Health and Safety consultation training provided for more than 800 committee members and representatives
- a psychological injury early intervention program which has resulted in significant improvements to the management of psychological injuries
- a new Occupational Health and Safety Management program which includes a school audit component. The program provides a framework for schools to plan and review safety systems in the workplace ensuring continuous improvement.

Challenges and future directions

The Department is committed to implementing the directions of the NSW Government's Working Together: Public Sector OHS and Injury Management Improvement Strategy which will be released in 2009 and will strive to achieve the targets set out under this strategy together with those within the Department's Safe Working and Learning 2009-2011 strategy.

To ensure robust service delivery, the Department will review its health and safety support model at regional and State office level in 2009. This will ensure safety programs can be implemented more effectively and generate further financial savings from reductions to the Department's workers compensation premiums, which can be redirected back into public education.

Appendix 4: Senior Officers

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

SES Level	Number of Positions						Number of SES Officers					
	2003	2004	2005	2006	2007	2008	2003	2004	2005	2006	2007	2008
1	0	0	0	0	0	0	1	0	0	0	0	0
2	59	56	44	39	32	25	67	56	45	40	32	24
3	23	24	24	25	26	29	23	24	21	22	25	26
4	10	12	14	16	15	16	7	12	14	15	14	16
5	15	14	14	16	16	17	5	14	13	15	16	20
6	3	3	1	1	2	3	3	3	1	1	2	3
7	1	2	3	3	3	3	1	2	3	2	3	3
8	1	1	1	1	1	1	1	1	1	1	1	1
Total	112	112	101	101	95	94	108	112	98	96	93	93

Source DET, Human Resources Directorate

Note Figures for each year are as at 31 December.

Table 4.2 Percentage of female and male SES officers at each level

SES Level	% of Females						% of Males					
	2003	2004	2005	2006	2007	2008	2003	2004	2005	2006	2007	2008
1	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2	19.4	19.6	24.5	22.5	22.0	25.0	80.6	80.4	75.5	77.5	78.0	75.0
3	30.4	37.5	38.1	45.5	44.0	46.2	69.6	62.5	61.9	54.5	56.0	53.8
4	42.9	41.7	28.6	26.7	28.6	37.5	57.1	58.3	71.4	73.3	71.4	62.5
5	40.0	42.9	46.2	53.3	43.8	45.0	60.0	57.1	53.8	46.7	56.3	55.0
6	33.3	33.3	100.0	100.0	50.0	33.3	66.7	66.7	0.0	0.0	50.0	66.7
7	0.0	0.0	33.3	50.0	33.0	33.3	100.0	100.0	66.6	50.0	67.0	66.7
8	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	100.0	100.0	100.0
Total	26.9	28.6	31.6	34.4	33.3	37.6	73.1	71.4	68.4	65.6	66.7	62.4

Source DET, Human Resources Directorate

Note Figures for each year are as at 31 December.

Appendix 5: SES Performance Statements

Michael Coutts-Trotter

SES Level 8, \$458,150

Director-General & Managing Director of TAFE NSW

Michael's major objective in 2008 was to implement changes to the way in which public schools are staffed to give schools more say in selecting classroom teachers and to give more teachers the opportunity to apply for the teaching jobs they want.

Before the implementation of the new staffing procedures in April 2008 schools had a say in only one of every ten classroom teacher appointments.

By the end of 2008, under the new procedures, half of around 3,000 classroom teacher positions had been filled, or were being filled, by a method chosen by the school.

This change serves the interests of students by giving school communities - each one of which is different with different needs and aspirations - more capacity to select those teachers who are best suited to their students.

Michael continued to lead efforts to build a culture of accountability, respect and trust among staff and between the department and the people and communities it serves.

The 2008 survey of public school principals showed high and rising levels of trust in local, regional and State staff and services.

Principals rated Michael's performance in providing effective leadership and advocacy for the department as 3.5 out of 5. This is an improvement on a score of 3.2 in 2007.

In 2008 Michael oversaw the major reforms to TAFE NSW designed to deliver training in a simpler, more direct way, with more services locally customised to meet the skill needs of individuals, employers and communities

The reforms will build on a successful 2008 for TAFE which under Michael's leadership saw an increase of 17% in commercial revenue, an increase of 30.6% in the number of international students and a graduate satisfaction level of 90%.

In 2008 Michael oversaw the implementation of major departmental reforms, Government election commitments, and national initiatives including:

- the first National Assessment Program (NAPLAN) in literacy and numeracy
- a further 434 schools participating in the Best Start early literacy and numeracy program
- completing the installation of 603 interactive classrooms by December 2008.
- delivering a \$617 million capital works program to budget and largely to time
- opening nine trade schools
- exceeding all apprenticeship and traineeship targets.

Michael played a key role in a number of complex policy and financial negotiations with the Commonwealth to advance the interests of NSW students.

These included securing agreement for the Commonwealth to fully fund the cost to implement the Digital Education Revolution.

NSW also negotiated additional Commonwealth funding in new national partnerships for low SES school communities, teacher quality and literacy and numeracy.

In a difficult budget climate, Michael led the department's efforts to ensure the needs of NSW public school and TAFE students were fairly considered in the November mini-budget. The mini-budget included:

- 80 new School Learning Support Coordinators for students with special needs in 265 schools
- a 36% increase in funding to build the capacity of teachers and schools to respond to the needs of students in schools serving low socio-economic status communities through the Priority Action Schools program
- \$150 million of extra building and improvement projects in public schools over the next two years.

Michael continued to take a high profile role in improving outcomes for Aboriginal education. In November 2008 he participated in the launch of the Department's new Aboriginal Education and Training Policy. This policy sets out what departmental staff, Aboriginal families and communities and Aboriginal students can do and must do to bridge the gap in educational achievement between Aboriginal students and all students.

Michael led the development and oversaw negotiations of the department's proposals for a fair pay rise for teachers that was also affordable for taxpayers.

Responding to the international evidence of the gains for students of rigorous, high quality professional learning for teachers and other school staff, the department proposed an additional two school development days.

Trevor Fletcher

Deputy Director-General Schools

SES Level 7, \$366,250

Trevor provided leadership and strategic advice on all matters relating to the education of students in government schools and children attending a Department of Education and Training preschool. With a continued and relentless focus on a tri-level approach Trevor emphasised the power of collaborative action between schools, regions and State office in making a difference for students.

The cohesive approach by schools, regions and the Office of Schools directorates, has strengthened the connectedness between the policy and operational arms of the department. Trevor led a number of successful initiatives to improve educational outcomes for all students; build professional capacity - teacher quality; strengthen school accountability and improvement; and build leadership capacity.

2008 saw the continuing implementation of the three stages of learning strategies, the State Numeracy and Literacy Plans and the Aboriginal Education and Training Strategy to guide the work of schools, regions and directorates in implementing stage appropriate strategies to support improvements in student performance in literacy and numeracy. Trevor led the successful implementation of the initial National Assessment Program - Literacy and Numeracy (NAPLAN) in NSW public schools.

As part of Trevor's commitment to improving outcomes for NSW students, the Office of Schools team has focused on building a strong culture of high expectations based on a framework of school development and enhanced accountability coupled with targeted support. He has ensured that the Office of Schools has made a significant contribution to State Plan Targets for Literacy, Numeracy, Aboriginal students and student engagement / retention through:

- strong alignment with the NSW State plan and system priorities for planning and reporting at all levels
- effective use of the School Measurement Assessment and Reporting Toolkit (SMART) by schools and regions as the basis for strategic monitoring for school improvement
- data driven differentiated targets for retention, literacy and numeracy and provision of targeted support strategies such as Focussed Support Schools
- continued growth of resources and online professional learning opportunities available for school leaders and teachers including What Counts - the quality of teaching makes the difference and the Leadership Toolkits
- rollout of Best Start Program to an initial 434 schools to ensure the best possible start to school for our students by assessing the numeracy and literacy needs of students in the first few weeks of school
- establishment of Learning Support Coordinators to support students with complex additional learning needs, including students with autism and other learning and behavioural difficulties
- encouraging and supporting communities of schools that provided increased learning options for students and professional learning for teachers.

In August 2008 the Office of Schools Plan 2009-2011 was distributed to all schools, regions and directorates providing clear directions about high standards for teaching and learning and what the Office of Schools will do to best support every learner in NSW public schools.

In 2008 Mr Fletcher met all objectives well. He worked in a consultative way with schools, regions, directorates, and other portfolio areas and stakeholder groups to implement key departmental, Government and national initiatives, and budget management processes to ensure the required efficiency savings were met.

Marie Persson

Deputy Director-General, TAFE and Community Education

SES Level 7, \$342,200

In 2008, Ms Persson's key priorities related to meeting the State Plan targets, achieving the Department's goals, and responding to Commonwealth initiatives including Skilling Australia's Workforce. During 2008, Ms Persson implemented the outcomes of the TAFE NSW: Doing Business in the 21st Century project. This project has positioned TAFE NSW to meet the challenges both in the immediate and long term future by giving TAFE NSW Institutes more flexibility in responding quickly to industry, community and individuals' needs.

In 2008 Ms Persson's outstanding leadership qualities were recognised at the national level through her appointment to the Board of the new independent statutory body Skills Australia by the Commonwealth Government and her selection as a participant in the Australia 2020 Summit. Ms Persson also played a prominent role on the Board of the L H Martin Institute for Higher Education Leadership and Management, which aims to improve the quality of post-secondary education management and governance.

Ms Persson's strong leadership in 2008 resulted in an increase of 17% in commercial revenue, an increase of 30.6% in the number of international students, a graduate satisfaction level of 90%, and 15 new high profile training partnerships with major organisations including Rheem Australia, Ramsay Health Care, Transpacific Industries, the Australian Hotels Association and a number of Government Departments.

Under Ms Persson's leadership the number of school based apprentices receiving training through TAFE NSW increased by 188%. In 2008 TAFE NSW delivered training to 84% of all school based apprentices in NSW.

In October 2008 Ms Persson launched 'Improving the bottom line: why Industry values partnerships with TAFE NSW', a series of case studies on successful workforce development partnerships. The case studies demonstrate the improvements in productivity, profitability and employee satisfaction when enterprises work closely with their training providers on workforce development.

Under Ms Persson's guidance TAFE NSW Institutes initiated Employer Services, a web-based brokerage service, which is supported through TAFE NSW's network of 135 campuses. These 'one-stop-shops' make it easier for enterprises to access training advice on apprentices and trainees, government subsidies and funding; and services such as customised training, job placement and skills recognition.

Ms Persson has also focussed on developing leadership in TAFE staff, through the introduction of the Building our Future Leadership program. In addition, the TAFE NSW Workforce Guarantee came into effect from January 2008, with 8,800 TAFE NSW staff participating throughout the year on a range of professional development activities focused on 5 key areas:

- delivering workforce development services to industry
- interpreting and customising training packages
- using technologies to do business
- leadership
- meeting the needs of diverse learners.

Alastair Hunter

Deputy Director-General, Finance and Infrastructure

SES Level 7, \$337,355

In 2008, Mr Hunter implemented a range of measures to improve service delivery in the Finance and Infrastructure portfolio and improve outcomes for schools with regards to finance, administration, asset management.

The ten regional asset management units were restructured this year to provide a more principal focussed service in relation to capital works and maintenance.

A maintenance reform program was also kicked off with an aim to improve the efficiency and effectiveness of school maintenance. A key component of this reform process was an extensive consultation process with key stakeholders.

The way the Department sets capital works and maintenance priorities also changed this year with the implementation of the Principals Priority Building

Program, built on a late 2007 survey where principals were asked to nominate the top 3 priorities for their school.

Improvements to the Condition Assessment process in 2008 were also implemented, ensuring principals were consulted with closely in the development of the assessment report and the setting of maintenance priorities.

Mr Hunter also instigated and supervised a new more streamlined process, with increased principal consultation, to ensure that demountables needed for day one, were identified more quickly and delivered sooner.

Mr Hunter also led the financial team of the Learning Management and Business Reform program.

As well as these important reforms, Mr Hunter also oversaw the Department's 2007/08 \$11.2 billion budget, implementing strategies and providing advice to ensure that the Department's objectives were met within the agreed State budget and oversaw the development and implementation of the Department's 2007-2008 savings strategies.

Mr Hunter also oversaw the preparation of the 2006-2007 financial statements ensuring an unqualified audit report and ensured the Internal Audit Division met its objectives to monitor key controls within the Department and identify key risks along with appropriate mitigation strategies.

In 2008, Mr Hunter also had responsibility for the delivery of the Department of Education and Training's 2007/2008 \$617 million capital works program which included 26 new major school capital projects, 10 major TAFE capital projects and the continuation of 45 existing major school projects and the continuation of 18 existing major TAFE projects and also drove the continued delivery of the Building Better Schools Program.

Mr Hunter also oversaw the completed construction of three new schools as part of the Department's second Public Private Partnership in Sydney's west, south west and the central coast. These schools opened at the start of 2009. As well as the start of construction of a new high school on the NSW Central Coast. This school is due to open in February 2010.

Mr Hunter also oversaw the roll-out of the \$158 million four year Connected Classrooms initiative which will expand subject choices for all students, lift teaching

standards and give parents more opportunities to be involved in the education of their children. 602 Schools were equipped with an Interactive Classroom which includes videoconferencing, an interactive whiteboard, collaboration tools and lesson creation software.

Peter Riordan

Deputy Director-General, Workforce Management and Information Systems

SES Level 6, \$287,515

Mr Riordan has responsibility for Employee Performance and Conduct, Employment Screening, Human Resources, Industrial Relations, the Learning Management and Business Reform Program, Legal Services, Safety and Security and Occupational Health and Safety.

In 2008 Mr Riordan provided strategic leadership to support State and Corporate Plan priorities by ensuring the recruitment and retention of a quality teacher workforce, implementing key recommendations under the Aboriginal Human Resource Development Plan 2006 - 2008 and continuing to drive the implementation of the Learning Management and Business Reform program, to streamline and modernise the existing human resources, finance and student administration systems in schools and TAFE.

Under Mr Riordan's leadership, the cost of the Department's workers compensations premiums reduced, the incidence of vandalism in schools during vacation periods decreased and new initiatives were implemented to improve student attendance.

Strategic outcomes achieved included:

- developed and implemented new staffing procedures from term 2, 2008 to provide school communities with more say in selecting the best teachers for their schools
- increased the percentage of Aboriginal people employed across the Department
- provided a range of additional support for permanent beginning school teachers at the start of their careers
- implemented occupational health and safety strategies that reduced workplace injuries and the

average cost of claims

- increased prosecution for student non attendance
- developed a strategy and implementation plan for uniform qualification requirements for TAFE teachers
- increased allocation of graduates to coastal regions. In 2007/08, 45% of recent graduates were appointed to schools in coastal regions compared with 29.75% in 2004/05
- negotiated a limited drought support package to provide identified regions with limited additional teacher supplementation. The resource was allocated to assist drought affected schools implement specific educational programs to meet school needs
- directed the negotiations to finalise the contract for implementation of a new human resources, finance and student administration system on terms that maximised certainty for the Department and provided whole of government benefits
- implemented technological enhancements and improved electronic self service delivery to staff and job applicants
- negotiated and implemented a new policy to more effectively manage displaced and excess TAFE and corporate staff.

Leslie Loble

Deputy Director-General, Strategic Planning and Regulation

SES Level 6, \$292,050

Ms Loble provided leadership on matters relating to Strategic Planning and Regulation, in particular managing the Department's external and intergovernmental relationships, overseeing the New South Wales vocational education and training sector, managing the Department's strategic planning and statutory reporting; and fostering innovative educational practices in schools and TAFE.

Priority objectives were to ensure compliance with Commonwealth funding agreements worth over \$5 billion over four years; successfully negotiate additional funding for NSW schools; drive innovation in information and communications technology and education; maintain the integrity of the higher education and vocational education and training systems through regulation, accreditation and quality assurance; and continue streamlining departmental planning and reporting systems.

Ms Loble led State/Commonwealth negotiations and secured an additional \$1.4 billion over five years with the National Education Agreement for NSW schools, which includes a number of subsidiary National Partnerships. The agreement provides new funding for:

- government school students
- initiatives for improvements in teacher quality
- initiatives to increase literacy and numeracy levels
- schools serving low socioeconomic status communities
- laptops for all students in Year 9 to 12 in NSW government schools.

She also led negotiations for NSW Vocational Education and Training funding through the Skills and Workforce Development Agreement, which includes the funding for the Productivity Places Program.

Ms Loble provided national leadership through her work on ministerial and senior official committees and sub-committees including the Council of Australian Governments (COAG) and the Council for Australian Federation (CAF). She provided State and Territory leadership in negotiations with the Commonwealth through COAG's Productivity Agenda Working Group and had a key influence on the school reforms agreed to by COAG, particularly reforms targeting teacher quality.

Ms Loble led the policy reform for the changes to the NSW school leaving age, guiding the successful negotiation of a proposal to increase the leaving age. She also led the development of the NSW Green Skills Strategy and implementation plan for 2008 - 2010, aimed at increasing workforce skills necessary to foster environmentally sustainable businesses in NSW.

Under the leadership of Ms Loble, all apprenticeship and traineeship targets were exceeded in 2008, including an increase in skill shortage apprenticeship placements by 8.1% - over 6% above target - and a 23.6% increase in the number of early completions of apprenticeships. She oversaw the provision of 1,800 places for Aboriginal and Torres Strait Islander students through the Strategic Skills Program, with 1,248 students trained to date.

Ms Loble coordinated departmental reporting against State Plan targets, and led the development and implementation of a twelve month Executive Program of

Work to improve the Department's strategic planning and performance monitoring. She continued to streamline the Corporate Performance Reporting System, including regular reporting on government commitments.

She led the continuing growth in usage of the Teaching and Learning exchange which saw a 300% increase in unique visits in 2008. Ms Loble managed innovative developments in information technology and education, including the release of the Connected Learning Advisory Service for teachers in schools and TAFE; increased participation by NSW government school students in the Connected Learning Awards; and the continuing success of the innovative online educational game Murder under the Microscope, which was awarded a NSW Premier's Public Sector Award in 2008.

Stephen Wilson

Chief Information Officer

SES Level 6, \$307,100

Mr Wilson's responsibilities include managing the Department's Information Technology Directorate (ITD). ITD is responsible for the implementation of the Government's policy concerning technology including: provision of Internet to schools and TAFE colleges, technical support for schools, and e-learning accounts for staff and students in schools and TAFE colleges. In addition Mr Wilson manages the Connected Classrooms Program and the Department's Learning Management and Business Reform Program (LMBR). The LMBR program will deliver a single Finance and Human resource system across the Department.

Mr Wilson provided leadership on matters relating to the provision of access to state-of-the-art information technology to students and teachers in NSW Government schools and TAFE colleges. This included the provision of computers to government schools as part of the Technology for Learning program, the continued upgrading of network links with 900 sites moving to a scalable 10mbps optic fibre connection in 2008, and enhancements to the learning tools used by our teachers and students and the implementation of the Interactive Classroom in line with the NSW Government's Connected Classrooms Program. During 2008, 602 Schools were equipped with an Interactive Classroom which includes videoconferencing, an interactive

whiteboard, collaboration tools and lesson creation software.

During 2008, Mr Wilson oversaw the implementation and growing use of e-learning accounts which provide authenticated access to the Internet and access to Google's Gmail for students and the Department's email system for staff. Staff and students are also provided with a personalised portal with over 200,000 logins to the system each school day.

Deonne Smith

General Manager, Access and Equity

SES Level 5, \$251,185

Ms Smith was Regional Director, Northern Sydney in the first part of 2008 then moved to the position of General Manager, Access and Equity. Ms Smith's record of success as a Regional Director and her deep understanding of the work of regions and schools have provided an important perspective in her current policy role.

Ms Smith led the development and implementation of strategic policy and the provision of operational advice in the five directorates responsible for equitable access to quality education for all students enrolled in NSW public schools. The directorates are Aboriginal Education and Training, Disability Programs, Early Childhood and Interagency Programs, Student Welfare and Equity Programs and Distance Education.

In 2008 Ms Smith's priorities included: addressing the significant performance disparity for students from a disadvantaged background and Indigenous students when compared to all students; and strengthening the focus on support for quality teaching and learning while ensuring school accountability to the local school community, Department and Government.

Ms Smith provided expert advice on building the capacity of schools and teachers to support students with complex additional needs in learning through the establishment of a School Learning Support Coordinator presence in 265 Schools across 40 communities of schools, with a start date from Term 1, 2009.

Ms Smith managed the government's November 2008 Mini-Budget announcement of an additional \$6.7 million each year to boost the Priority Action Schools Program, bringing the total budget to \$22.7 million. This has allowed a further 27 (total of 101) schools to receive funding under the Priority Action Schools Program.

Further strengthening the department's effort in reducing the gap in performance for Aboriginal students, Ms Smith oversaw the development of the new Aboriginal Education and Training Policy and maintained a continued commitment to the development of over 15,000 Personalised Learning Plans for Aboriginal students. 2008 also saw a significant reduction in the number of Aboriginal students performing at the lowest level in Years 3 and 5 in Schools in Partnership Phase 1 schools.

Ms Smith has provided strategic advice relating to early childhood, in particular: on the development of a National Partnership Agreement which identifies new funding arrangements between the Commonwealth and States and Territories for the implementation of universal access to preschool and establishment of 222 early learning centres; and transition programs from prior to school settings including the Department's preschools and Schools as Community Centres into Kindergarten to meet the particular needs of young learners and their families.

Ms Smith ensured the implementation of a highly successful Boys' and Girls' Education Strategy containing practical, research-based strategies to enable schools and regions to improve the learning and social outcomes of all boys and girls

A priority for Ms Smith has been to address the learning support needs of students with autism through the development and implementation of a professional learning strategy. This included: Helping Children with Problem Behaviour training in 2008-9 for all Department school counsellors to better identify and help children with autism; and trialling of an online course for school staff on Autism Spectrum Disorders.

In addition to leading the Access and Equity portfolio, Ms Smith has facilitated integrated service delivery across her five directorates ensuring a collaborative approach to access and equity and issues and the delivery of core government commitments.

Robyn McKerihan

General Manager, Access and Equity

General Manager, Learning and Development

SES Level 5, \$255,330

During 2008, Ms McKerihan was responsible for the leadership, development and implementation of strategic policy and the provision of operational advice across:

- the Access and Equity directorates of Aboriginal Education and Training, Disability Programs, Early Childhood and Interagency Programs, Equity Programs and Distance Education and Student Welfare
- the Learning and Development directorates of Curriculum K-12, Education Measurement and School Accountability, Professional Learning and Leadership Development, Strategic Initiatives and Vocational Education in Schools.

Achievements in 2008 included:

Access and Equity

- The 2008 evaluation report of Schools in Partnership Phase 1 schools found a significant reduction in the number of Aboriginal students performing at the lowest level in Year 3 and Year 5. The data that indicates that performance growth between Year 3 and Year 5 for girls is close to the State average.
- \$5,344,800 was allocated to 436 schools across NSW under the Indigenous Tutorial Assistance Scheme (In-Class tuition).
- Schools provided with a self-assessment tool for their implementation of the Fresh Tastes@School strategy.
- The Healthy School Canteen Strategy was integrated into curriculum through the development of Stages 1 and 4 resources.
- The Ted Noffs Foundation Alcohol and Other Drugs Counsellors in Schools Program was delivered to 18 high schools involving funding of \$314,897 for 2008 calendar year.
- Implementation of the targeted transition to school programs in Schools as Community Centres involving all 47 Schools and Community Centres projects supporting Transition to School initiatives for children commencing in kindergarten in 2008.

- NSW actively participated in all aspects of the COAG Reform Agenda for Early Childhood Education and care including through the identification of potential school sites for early learning centres being established through the reform agenda.
- Implementation of support for refugees in 2008 including the allocation of additional Commonwealth funding for the ESL New Arrivals Program to support newly arrived refugee students and a range of strategies to support the education of refugee students under the ESL New Arrivals Refugee Student Initiatives Plan.

Learning and Development

- Positive NSW results in the National Assessment Program. Literacy and Numeracy. The results for NSW students were above the Australian average for all aspects tested (Reading, Writing, Spelling, Grammar and Punctuation, and Numeracy) at each year level.
- Implementation of the Premier's Primary and Secondary School Sport Challenges in 404 NSW government schools, involving the successful participation of 74,000 students.
- Implementation of the Best Start Kindergarten assessment of literacy and numeracy in 434 schools to 18,000 students.
- Trade schools at Nambucca and Queanbeyan High Schools.
- A full range of leadership programs for aspiring, newly appointed and experienced school leaders was delivered to address leadership succession in NSW government schools.

Pamela Christie

Director, TAFE NSW - Sydney Institute

SES Level 5, \$242,525

Ms Christie implemented a new business planning approach during the year which resulted in the Institute exceeding its delivery, budget and revenue targets under its Purchasing Agreement with the Deputy Director-General TAFE and Community Education on behalf of the NSW Government. Ms Christie also led the development of a new Strategic Plan Towards 2012 that positions Sydney Institute for success in a competitive educational and training environment.

A priority for Ms Christie was to strengthen national and international business. This led to the Institute exceeding its target of 15% growth in commercial revenues with strong growth in international enrolments. Over 3,400 international students studied at Sydney Institute throughout the year.

Ms Christie strengthened industry engagement by hosting a series of forums throughout the year with group training organisations and employers in the hairdressing, children's services, construction and aged care sectors. Customised training was delivered to a record 260 commercial clients and 44 formal industry and community partnerships were documented.

Further strengthening Sydney Institute's environmental sustainability record, Ms Christie oversaw a significant reduction in electricity consumption of 6% by the extension of an electricity monitoring scheme across the Institute. The Institute has also become an official member of the Sustainability Advantage Program with the Department of Environment and Climate Change.

Ms Christie implemented strategic measures to strengthen workforce development, performance management and leadership development. Staff across all colleges participated in new wellness programs designed to promote staff health and wellbeing. Significant progress was also made with the implementation and promotion of the Institute's new brand, with marketing collateral rewritten and redesigned in line with the new branding.

In addition to leading TAFE NSW - Sydney Institute, Ms Christie provided advice on a range of State and national strategic issues through her involvement in various committees and ministerial appointments. Her appointments include membership of the NSW Vocational Education and Training Accreditation Board, the GROW Sydney Area Consultative Committee and TAFE Directors Australia.

Kenneth Dixon

General Manager, Finance and Administration

SES Level 5, \$259,850

As General Manager, Finance and Administration, Mr Dixon provided strategic financial policy advice including costing and funding options relating to significant matters such as salary Award negotiations, budget allocations, Commonwealth Funding Arrangements and major educational and training initiatives. Mr Dixon continued to provide significant input to the Learning Management and Business Reform Program and convened the Finance Workstream of the Program. The design blueprint for the SAP Finance solution was completed to allow the project to proceed to the testing and implementation phase in 2009.

Mr Dixon's responsibilities included negotiation with the NSW Treasury and other central agencies for financial resources and the allocation of those resources across schools and TAFE to achieve the most effective delivery of education and training services. Strategic input and reporting were provided to underpin the Department's corporate planning processes. Devolution of funding and financial management responsibility to regions and units continued to result in greater accountability and enhanced financial skills in operational units.

Under Mr Dixon's leadership, streamlined financial processes were introduced at the Department's Accounts Office at Bathurst and administrative services were reviewed to achieve efficiencies and improve customer services. Continued improvements were made to the Department's records management systems, including the development of a plan for an electronic data records system for the Department.

Improvements to the Student Special Transport Scheme, which provides transport to and from school for students with disabilities, were implemented. Strategies were developed for further improvements to the Scheme. Progress was made in the pursuit of savings across a range of expense categories in order to achieve budget targets.

The Capital and Infrastructure Finance Unit within the Finance and Administration Directorate delivered effective financial management and reporting on a range of Asset and

Technology Projects, including new Commonwealth funding initiatives.

The financial statements for DET, TAFE and all related entities for 2007-08 were prepared in accordance with applicable Australian Accounting Standards. Continued systemic improvements in financial management and reporting resulted in unmodified audit opinions for DET and TAFE. The Department's leading financial role in the public sector was enhanced by Mr Dixon's senior participation on the NSW Public Sector Committee of CPA Australia.

Susan Hartigan

Acting General Manager TAFE Business and Director, TAFE NSW - Western Sydney Institute

SES Level 5, \$219,701

Ms Hartigan provided leadership in relation to assessment and oversaw the introduction of a TAFE NSW-wide approach to the assessment of qualifications in the revised Business Services Training Package. The process involved negotiation with Institute Managers and teaching staff, students, other TAFE's and private registered training organisations. She investigated the application of this process to the implementation of other training packages. The continuing provision of high quality just-in-time teaching and learning products to TAFE NSW Institutes saw the development of qualifications for people aged 15-24 years, qualifications in a range of skill shortage areas and the development of a range of tools to support recognition of prior learning.

Ms Hartigan managed the processes associated with the TAFE NSW Doing Business in the 21st Century project. She ensured appropriate information communication processes were implemented and that senior managers received appropriate support.

Ms Hartigan provided expert advice to support the negotiation process with the NSW Teachers' Federation and the Industrial Relations Unit in relation to the introduction of amended qualifications for TAFE NSW teachers.

Ms Hartigan developed positive working relationships with all national Industry Skills Councils by identifying

ways in which TAFE NSW can work more effectively with the Councils to support training package implementation, provide training solutions for their industries and implement the Productivity Places Program.

Ms Hartigan ensured the continued marketing and promotion of the TAFE NSW brand including sponsoring the NSW State Training Awards.

Martin Graham

General Manager, External Relations Policy

SES Level 5, \$242,525

In his role as General Manager, External Relations Policy, Mr Graham has provided strategic leadership in negotiations with the Commonwealth Government and has provided key input to the Council of Australian Government process to support students and schools in NSW. In particular he undertook a key role in negotiating the scope and content of the national Education Agreement and subsidiary National Partnerships.

During 2008, he managed the negotiation of a funding package for New South Wales worth \$1.4 billion over five years which included an additional \$438 million for schools serving low socioeconomic status communities, \$136 million in new funding for improving the literacy and numeracy achievement levels of students and \$142 million for initiatives aimed at improving teacher quality.

He was also responsible for developing policy and research papers to advance NSW interests such as achieving increased funding for government schools, streamlined administrative processes and the abolition of the Commonwealth Government's Enrolment Benchmark Adjustment which will provide increased and more stable funding to NSW Government schools.

During 2008 Mr Graham led the development of reform options for the school leaving age in the State to improve the number of young people successfully completing their education. He led the development of a consultation paper and managed a statewide and regional consultation process that successfully concluded a proposal to increase the leaving age to the end of Year 10 and the introduction of a participation phase until 17 years of age.

In implementing the Government's decision to prohibit schools operating for profit from receiving public funding Mr Graham oversaw the introduction of a system of audit for non-government schools.

Mr Graham managed compliance with the \$3.8 billion Commonwealth's Schools and Indigenous Funding agreements and successfully managed statewide consultation on the development of a new national Declaration on Education Goals for Young Australians. Mr Graham also managed compliance with the statutory conditions of the Skilling Australia's Workforce Agreement worth \$1.8 billion.

In undertaking his responsibilities for higher education Mr Graham advocated for additional Commonwealth funded places for NSW universities with the State receiving an additional 1,573 places for 2009 including an extra 310 nursing places and 190 in early childhood education. His continued focus on improving efficiencies and processes has resulted in processing times for applications for registration and course accreditation by higher education institutions being significantly reduced.

In copyright Mr Graham ensured compliance with statutory license agreements and oversaw the development of strategies to reduce costs to education. On behalf of Australia's schools and TAFE's Mr Graham also provided strategic leadership to the negotiation of copyright agreements and development of new strategies for improving students access to content while managing costs.

Peter Haigh

Regional Director, North Coast

SES Level 5, \$225,201

Peter Haigh commenced as the Regional Director, North Coast in July 2008. Mr Haigh has shown strong leadership and taken timely and decisive action in the formation of the region's plan for the next three years and in the realignment of regional resources. The North Coast Region Plan 2009 -2011 and new regional resource management structures are evidence of his vision and commitment to supporting all schools to achieve the best educational outcomes for students.

Regional resources have been reconfigured, providing North Coast schools with consistent, equitable access to regional support and to a broadened palette of options that extends to all schools and communities of schools. Three Managers, Regional Coordination positions (formerly known as School Development Officers) have been created to coordinate and lead support teams in three key locations in the region, ensuring strategic alignment with the Region Plan through Network Coordination Teams.

Mr Haigh has also made positive steps in further developing the Region's Leadership Alliance. In collaboration with regional principals' representatives and the region's senior executive team the Alliance structure has been reformed, establishing portfolio reference groups and the structure aligned to the objectives of a tri-level system. A Leadership Alliance Charter for 2009-2011 has been negotiated and signed, winning the trust of the principals for effective representation, transparency, responsiveness and genuine engagement in regional leadership.

Carol Carrigan

Regional Director, North Coast

SES Level 5, \$235,750

Since the establishment of the North Coast Region in 2004 until May 2008 Mrs Carol Carrigan has shown outstanding leadership as the Regional Director. Mrs Carrigan has now retired from the Department of Education and Training following forty years of service to public education.

Under Mrs Carrigan's leadership as Regional Director student achievement, particularly for Aboriginal students, has been significant. Since 2004 the Apparent Retention Rates for Aboriginal students in Years 10-12 has shown 6.7 percent improvement and the number of Aboriginal students participating in the HSC has increased by 65 percent. HSC outcomes for Aboriginal students, specifically girls, have improved steadily since 2004 when the mean score was 64.0. In 2008, this has increased to 67.3.

Another focus for Mrs Carrigan has been on improving student outcomes in literacy. In 2008 North Coast Year 5 students attained a growth rate (Year 3 to Year 5) NAPLAN literacy mean score 3.7 percent above the State. The Region's Spelling Strategy, spanning Stage 1 to Stage 5, has been extremely

well received by teachers and is used broadly across the region.

In 2008 Mrs Carrigan also focussed on increasing engagement between high schools with their partner primary schools in enhanced transition, as well as specific curriculum continuity activity and the sharing of NAPLAN results. Communities of Schools have become a feature of the education culture in North Coast schools as a result.

Paul Hopkins

Chief Procurement Officer

SES Level 5, \$279,090

Mr Hopkins was appointed as Chief Procurement Officer in late 2007, bringing extensive strategic procurement experience to the role from a range of senior executive roles within the NSW Government and corporate and financial sectors. He established the Procurement Directorate (DET Procurement) in 2008 to collaboratively develop and provide procurement services and products that strategically leverage the Department's significant expenditure – the second largest within the NSW Government. The Directorate aims to achieve the lowest total cost for the supply of goods, services and infrastructure that supports delivery of the best education outcomes for the students of NSW.

Mr Hopkins initially developed a strong procurement framework for DET in the form of a strategic, three-year Procurement Plan. As recruitment of the Procurement team progressed steadily throughout the year, the Directorate strategically identified categories of major expenditure across DET which offered the most potential to deliver savings, and implemented a program of contract works to develop contracts in these areas.

The Directorate has achieved a total of \$24.2 million in savings to date which have been derived mainly through the imaging and Interactive Whiteboard equipment contracts. In the latter part of the year newer initiatives such as travel, ICT software and office products also contributed to these savings.

During this time, DET Procurement also managed the development of a range of significant contracts to deliver

on the Department's infrastructure and Government policy commitments. These included learning devices and wireless connectivity; sporting goods; rainwater tanks and solar panels. It also supported other directorates in their specific operational needs such as printing annual school reports; hospitality clothing and equipment; school magazines, Vocational Education and Training Accreditation Board suppliers and DET's internet provider, just to name a few.

To increase awareness of procurement and encourage participation in initiatives to generate savings across DET, Paul has championed the implementation of a new Procurement intranet site and e-magazine Educated Buying, as well as a regular customer survey and engagement process. He has also focused on simplifying the ordering process by developing an electronic catalogue which is now in operation for office products, and will shortly be released for sporting goods and some ICT equipment.

Mr Hopkins is a member of the State Contracts Control Board and a strong advocate for strategic procurement and best practice among governments at a State and national level. He plays a key role in supporting other directorates in strategic negotiations with suppliers to minimise risks and exposure to DET, and to ensure best possible value is achieved at all times.

Jane Simmons

Regional Director, Northern Sydney

SES Level 5, \$225,201

Mrs Simmons took up the position of Regional Director Northern Sydney in August 2008. In both this and her previous role as School Education Director, Mrs Simmons has demonstrated her high level strategic leadership, excellent interpersonal skills and her capacity to build goal congruence across divergent individuals and groups.

Mrs Simmons drives the region's focus on growth and value adding in respect of every student's achievements. She leads an executive team that is committed to developing a culture of continuous improvement in a region whose socio-economic profile drives the customers' demand for high educational outcomes. With this in mind, Mrs Simmons is leading her team in the detailed analysis of school and individual student performance across the Region.

Mrs Simmons is providing strong leadership and support for the development and consolidation of effective learning communities across Northern Sydney.

The Region's 2008 student performance highlights include:

- It is the highest performing region in all State and national testing, at all levels
- Aboriginal students in Years 3 and 5 achieved far higher than the State averages in the top two bands for both numeracy and literacy. In Year 3 reading, all Aboriginal students were at or above minimum standard which is well above the State standard
- The Higher School Certificate Distinguished Achievers List features three of the region's schools in the ten highest achieving schools in the State
- Higher School Certificate value-adding is outstanding, with 33% of the region's schools in the highest range compared with 20% across the State

Mrs Simmons is the Co-Chairperson of the Macquarie University ICT Board of Management ; a member of the International Business Council; a member of the Steering Committee: Protection of Children and Young People; the Ecological Sustainability Strategy Group, and the Asset Maintenance Workshop P4 Project - Four Year Facility Plans.

Beryl Jamieson

General Manager Asset Management

SES Level, \$259,850

Ms Jamieson was responsible for the delivery of capital works and maintenance programs, office accommodation and was also the Chair of the Teacher's Housing Authority. Ms Jamieson ceased employment with the Department on 9 December 2008.

Patricia Kelly

General Manager, Human Resources

SES Level 5, \$259,850

Ms Kelly provided strategic leadership on a comprehensive range of human resources matters. These included the continued implementation of the Strategic Human Resources Plan 2006-2008 and the Aboriginal Human Resource Development Plan 2006-2008, teacher quality initiatives, workforce planning, teacher supply and retention strategies, employment conditions for Departmental staff, including TAFE NSW staff, and Departmental processes to meet the requirements for the NSW Institute of Teachers.

In supporting Departmental priorities under the State and Corporate Plans, Ms Kelly's key objectives were to recruit and retain quality school teachers, provide opportunities for increased local decision making in school staffing, continue to implement recommendations arising from the Aboriginal Education Review, provide professional development for corporate staff and implement requirements of the NSW Institute of Teachers.

In her leadership role she implemented successful human resources strategies to increase the number of Aboriginal people employed across the Department from 1.9% in 2007 to 2.3% in 2008. This includes the appointment of 62 Aboriginal teachers in the 2008 teacher staffing operation and the appointment of 20 Aboriginal people to school administrative and support staff positions identified for Aboriginal people. Ms Kelly successfully managed the implementation in Term 2, 2008 of new school staffing procedures which provide more opportunities for schools to select their teachers and for new and experienced teachers to apply for positions in schools in which they want to work.

In addition Ms Kelly's leadership has contributed to the ongoing success of the Teacher Mentor Program, increased numbers of teacher education scholarships including those for Aboriginal people, the continued provision of additional staffing resources in the smallest public schools to ensure a second adult is on duty at all times and the provision of retraining programs to support school teacher shortfall areas. She also implemented additional strategies to support beginning teachers, maintained a strong focus on teacher quality through the implementation of the Department's policy and procedures for the Institute of Teachers' higher

levels of accreditation at Professional Accomplishment and Professional Leadership and continued to support a high performance culture through induction, professional development and performance management and development initiatives for corporate staff.

Ms Kelly's leadership has also driven the development of a Workforce Diversity Policy and Plan including a women's strategy and support for staff with disabilities strategy linked to public sector wide priorities.

Ms Kelly continued to promote the electronic Leave Application Processing System, which had an increase in usage of approximately 10% in 2008, and the usage of technological innovations to support the staffing of schools and State office to enhance service responsiveness and achieve savings. She also implemented technological enhancements to support the new staffing procedures in schools. Ms Kelly continued the focus on achieving efficiencies and streamlining administrative processes to support the Department's strategic directions and contributed effectively to corporate risk management and strategic planning.

Graeham Kennedy

Regional Director, Illawarra and South East

SES Level 5, \$251,185

Mr Kennedy was responsible for leading the development and implementation of strategies, policies, programs and innovations to ensure high quality education and training programs in schools within the Illawarra and South East Region.

In 2008 the primary objectives of the Region were to:

- implement quality teaching strategies to ensure a continuity of learning that is relevant, interesting, challenging and caters for diversity
- build ownership of and responsibility for high expectations of performance and engagement for all students
- build a culture of continuous improvement and quality customer service
- improve outcomes for Aboriginal students
- implement timely and effective student services

practices to meet the needs of students, parents and schools

- build leadership capacity at all levels and
- promote public education and the work of school communities.

Regional achievements during the year included the establishment of an innovative Regional professional learning strategy incorporating action research and linking conference involving communities of schools; a range of national and State awards to teachers, school and community members; ongoing growth in school based apprenticeships and traineeships; above State average growth in a number of areas of Aboriginal student performance; the launch of three additional learning communities; and improvement in a significant number of targeted performance areas.

During 2008 Mr Kennedy provided strategic advice in the development of policy as a member of the senior management team of the Office of Schools, and the TAFE - Illawarra Institute Advisory Council, and the Chair of the University of Wollongong Committee of Co-operation.

In addition Mr Kennedy's contribution to State policy development included his membership of the 15 to 19 Year Olds Priority Directions Group and regional director representative on the State Executive.

Mr Kennedy successfully led and managed the Illawarra and South East Region comprising eight educational areas, 232 schools and 80 regional staff. The Region's budget, in excess of \$10 million, was managed effectively to deliver a range of programs throughout the Region.

The annual Regional gala performing arts event, Southern Stars, brought together approximately 2600 students, 200 teachers and record breaking audiences involved in the four performances.

The publication of the 2009 - 2011 Regional Plan and 2009 Service Delivery Strategy was the result of extensive consultation and evaluation across the Region and provide the priorities and strategies driving the Region's work with schools over this period.

Mr Kennedy continued to foster and expand strong relationships with the Region's key partners from within the educational sector, business community, parent

and community groups, and principal associations.

Collaborative structures allowed these groups to have input into planning and decision making, to share in the celebration of high achievements across the Region and to participate in the provision of a quality educational experience for the students within the Region's schools.

Philip Lambert

Regional Director, Sydney

SES Level 5, \$251,185

Dr Lambert maintained strong relationships with Sydney Region's partners from the tertiary sector, parent and community groups, principal associations, 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 performance of both primary and secondary schools in external assessments, and
- various awards presented to schools, principals, school staff and students at both State and national levels.

Dr Lambert used performance data to inform regional planning and to enhance student learning in Sydney Region. He maintained a culture of continuous improvement by overseeing the implementation of a comprehensive service delivery strategy and governance model that reflected the priorities of the Department and parent and principals' groups in Sydney Region. Key initiatives included:

- undertaking a significant research study into the strategies and factors that engage and re-engage 15 to 19 year old students, culminating in the production of the Getting Engaged research report
- a comprehensive leadership development program supporting the professional learning needs of school leaders
- the production of outstanding performing arts events such as the Sydney Region Music, Dance, Drama and Film festivals; the Koori Art Expressions visual arts exhibition; and the DanceSport Challenge ballroom dancing initiative

- the formation of the Sydney Region Youth Network to promote sustainability outcomes in the region's secondary schools
- a professional learning program in partnership with the Black Dog Institute regarding depression awareness, and
- enhancing the curriculum for students in Sydney Region through the implementation of the Expanding Horizons with Asia strategy including the signing of a memorandum of understanding with Yangzhou Municipal Education Bureau.

Dr Lambert provided leadership to eight School Education Directors and three School Development Officers. He used structured activities to support the officers to contribute to cultural change, make effective use of resources and achieve operational and policy objectives.

In 2008 Dr Lambert was a member of the International Business Council and represented the Department and NSW on various groups and Boards including:

- the Redfern-Waterloo Human Services and Employment and Enterprise Advisory Groups
- the Human Services and Justice metropolitan Network of Senior Officers, as Chair
- The University of Sydney Dean's Advisory Board, and the Australian Children's Television Foundation Board.

In addition, Dr Lambert agreed to be patron of the Early Childhood Education Council for a further year and continued his links with the tertiary sector as Adjunct Associate Professor at the University of Sydney. He was also conferred as a Fellow of the Australian College of Educators.

John Mather

Regional Director, Hunter/Central Coast

SES Level 5, \$242,525

Mr Mather established a strong consultative framework involving principals, Parents and Citizens Associations and Aboriginal Education Consultative Group representatives. Through this consultative process, a planning framework was developed for schools which focussed on maximising educational outcomes for all students, improving retention and reducing educational disparity.

A Regional Focus and Targets poster was also developed and provided to all schools to indicate how the work of teachers and the plans of schools were linked with the strategic priorities of the Office of Schools, the Department and the State Plan. The poster included regional targets for literacy and numeracy achievement and retention.

Outcomes in 2008 included:

1. Maximising students' engagement through a focus on quality teaching and quality learning:

- Intensive support was provided in numeracy and literacy to schools where underperformance was identified through the focus school model. This included support to individual schools, clusters of schools in Local Management Groups and through Communities of Schools
- The development of strong transition plans and processes for entry into Kindergarten by primary schools across the region and between year 6 and 7
- The Stronger Smarter Leadership in Indigenous Education program helped to strengthen the skills of school executive to provide meaningful feedback to class room teachers on the implementation of the quality teaching framework
- Communities of schools through Local Management Groups worked with the Regional Aboriginal Education Team and local Aboriginal Land Councils in building an Aboriginal cultural understanding of the local communities in which they work
- Significant involvement of students in Vocational Education and Training. 5,587 students enrolled in 14 school delivered VET courses and 375 school-based apprentices or trainees (23% of the State total).

2. Building capacity and developing leadership:

- A regional program of professional learning included 26 professional development programs in which 1,427 staff participated
- Over 66% of schools held values forums ranging from identifying and enunciating the schools values to celebrating the achievements of schools
- Participation by a number of schools in a cross sectoral Service Learning symposium and the subsequent uptake of Service Learning in a number of

the regions schools

- Increasing use of evidence and data by schools as the basis for planning and developing student achievement.

3. Building collaborative and interdependent schools and communities:

- Further development of the Local Management Initiative where communities of schools based around secondary schools and partner primary schools worked together with devolved resources to develop positive outcomes for students
- The development and launch of a new regional environmental education strategy and plan to support schools building on the successful Together Today collaboration between schools, local councils and industry
- 60 Hunter/Central Coast schools were provided with Video Conference facilities and infrastructure as part of the Connected Classrooms project.

Barry Peddle

Director, TAFE NSW - South Western Sydney Institute

SES Level 5, \$251,185

Mr Peddle has led training service provision to the economically dynamic and fast growing region of south western Sydney through a strategic focus on delivery strategies, building business growth and sustainability and achieving quality and equity outcomes. Mr Peddle's achievements are evident in the following:

- Overachievement and/or significant improvement in key performance areas contracted by the Institute through the 2008 Institute Purchasing Agreement
- Development of a blue-print for the establishment of the McArthur Industry Skills Centre and Trade College for delivery of pre-apprenticeship programs to meet identified training needs of youth and industries in the region
- Achievement of the objectives of the TAFE NSW Training Guarantee through the provision of skills development programs to 4,953 staff focusing on: up-skilling of staff in the application of teaching and learning technology; equipping staff with cultural skills to work with Indigenous communities and students and bringing staff

skill up to the minimum AQTF standard for teaching and assessment

- Deployment of strategies to increase commercial business through the expansion of partnerships with on-shore and off-shore educational institutions and with industries and businesses. The success of these strategies is evident in a 30% growth in international student enrolments and in commercial recognition assessments in 2008. A new partnership arrangement with Charles Sturt University to deliver the Graduate Certificate in Business Management and the CASA accreditation of the Institute to deliver aircraft maintenance training will facilitate further growth in 2009 as will the current organisational re-alignment of business units within a model of business sustainability
- Expansion of the Institute workforce development capability through customised qualifications and delivery strategies offered through new partnership arrangements such as with Halal Australia to deliver off-site halal butchery training to meet the expanding need for halal butchery training and with St Basils and Centracare Catholic Community Services (Liverpool) to deliver aged care training
- Effective management of Shared Corporate Services that optimized resource allocation and facilitated strategic infrastructure and asset planning and implementation in line with the Institute's strategic direction and service agreements and evident in facility improvement initiatives such as the systematic upgrade of classrooms with Smartboard technology
- The successful showcasing of the TAFE NSW Quality Award at Rosehill in November in 2008
- Maximising the participation and outcomes for equity target groups through the integration of equity activities with Faculties and increasing the number of Indigenous staff employed in the Institute.

Gillian Shadwick

General Manager, Learning and Development

SES Level 5, \$ 249,100

Ms Shadwick provided strategic leadership in the development of policies, strategies and programs to support schools and regions in the areas of Curriculum K-12, Educational Measurement and School

Accountability, Professional Learning and Leadership Development, Strategic Initiatives and Vocational Education in Schools.

Achievements in 2008 included:

- implementation of state-wide Literacy and Numeracy Plans and the three Stages of Learning Strategies
- expansion of vocational education programs, especially for years 9 and 10 students and for school-based apprentices, including trade schools
- strengthened quality teaching in classrooms, through the NSW Quality Teaching model, curriculum workshops, multimedia and online resources and professional learning opportunities including the state-wide 2008 Early Years Conference
- implementation of the Premier's Primary and Secondary School Sport Challenges in 404 NSW government schools, involving the successful participation of 74,000 students
- implementation of the Best Start Kindergarten assessment of literacy and numeracy in 434 schools to 18,000 students
- expansion of Reading Recovery with an additional 50 teachers to implement the early literacy intervention
- a strengthened focus on professional learning and leadership development to strengthen teacher and leader quality, including online and school based professional learning programs, and resources such as the Career Development toolkit and School Planning Toolkit.

Ms Shadwick managed her staffing and financial areas efficiently and effectively with a strong focus on teamwork. She worked in a consultative way with regions and key stakeholders to ensure the best possible learning outcomes for students in NSW government schools.

David Riordan

Chief Executive Officer, DET International and TAFE NSW National Business

SES Level 5, \$242,525

Mr Riordan is responsible for the NSW Department of Education and Training International and TAFE NSW National Business. The key objectives of this portfolio are to

provide a coordinating, monitoring, reporting and business development point for all international operations within the department. This includes international students for TAFE NSW and NSW government schools, all 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.

In the financial year 2007-2008 DET International attracted \$103m, an increase of over 30% on the previous year. After DET International operating costs were accounted for the surplus was returned to TAFE NSW Institutes and NSW government schools to cover the cost of their international programs and to increase products and services to the people of NSW.

In 2008, there was an increase of 27.5% in the revenue generated by the International Students Centre with a growth in the enrolments in government schools of 26.9% and in TAFE NSW of over 30%. In addition, the Study Tours Unit arranged visits to schools for over 206 groups, comprising over 8,000 visitors - an increase of 34%.

Under Mr Riordan's leadership, prestigious international projects have been won and others completed. These include a national curriculum prepared for the United Arab Emirates, a school leadership project for Abu Dhabi, completion of the management and workforce planning and development in Hong Kong for the Beijing 2008 Olympics and Paralympics, and delivery of the Master Plan for the training of the workforce for Expo 2010 in Shanghai.

DET International provided a quality assurance service to all Institutes for the 45 TAFE Institute managed projects in overseas locations including China, Fiji, Hong Kong, New Zealand, India, the Philippines and Vietnam.

The DET International website launched in November 2007 experienced a 76% increase in unique visitors in the peak period March-August 2008, receiving over 29,000 page visits per month.

In 2008, TAFE NSW National Business generated business for TAFE NSW Institutes worth \$4.8m, a significant increase on the previous year, through its management of thirteen large clients. Almost \$500,000 was generated through new tenders. In September 2008, Employer Services was launched by the Minister. In conjunction with TAFE NSW -

North Coast Institute, TAFE NSW National Business assisted in the development of the Caseworker Development Course Plus program with the Department of Community Services, winning the 2008 NSW Training Initiative Award. TAFE NSW, jointly with Country Energy, a major TAFE NSW National Business client, won the gold NSW Premier's Public Sector Award.

In 2008, TAFE NSW National Business led the establishment of VET Australia, a consortium of vocational education and training providers across Australia.

In 2008, Mr Riordan was a keynote speaker at two national conferences and represented TAFE NSW on the Commonwealth Delegation to Saudi Arabia in May 2008. He is a member of the Joint Committee on International Education and in November 2008 was appointed by the Minister to chair the NSW Ministerial Taskforce on International Education.

Thomas Urry

Regional Director, South Western Sydney

SES Level 5, \$242,525

Mr Urry continued to provide strong and strategic leadership across the South Western Sydney region with a clear focus on improving student outcomes, expanding the capacity of the region to deliver quality educational programs and to support schools in the development and implementation of focused and appropriately resourced school plans. During 2008, Mr Urry effectively and efficiently led the work of 10 school education groups, comprising 274 schools, and over 100 regional non-school based staff. A regional budget of over \$17 million was productively managed to ensure that the educational programs within the region were delivered in an enhanced and timely manner to support the education of more than 132,000 students.

School and regional plans were transitioned to a new 3-year planning horizon and Mr Urry fostered this process through support for principals and by the development of a regional wall chart which clearly identified the priority areas for the next three years. Mr Urry continued to support the further development and refinement of the regional web site to provide an additional communication and information channel for policy details, regional news and achievements

and information specific to staff need and development requirements.

Key initiatives during 2008 included:

- the expansion of the focus schools initiative to provide additional consultancy support to schools with identified needs
- the introduction of regional awards for schools, staff and community as part of the annual Director's Choice student performance program
- reviewing the structure of the regional professional learning portfolio to reduce duplication of activities and organisational structures
- embedding the early years portfolio to provide specific support to schools catering to the needs of our youngest students.
- delivering the Best Start program to provide teachers, schools and families with early indication of the variety of learning needs for students entering our schools for the first time.

Mr Urry provided strategic advice and support for the expansion of cooperative programs with the University of Western Sydney. Specifically, these initiatives involved the establishment of a Schools Engagement Reference Group to foster school-university partnerships across the broad spectrum of community, work and educational activities.

A major area of focus in 2008 was increasing support for students with special needs. Recognised international experts were brought to the region to provide the latest research and strategies for schools, staff and communities to address the needs for students diagnosed with autism spectrum disorder. Mr Urry facilitated the organisation of these events such that staff and community members from other parts of NSW had an opportunity to avail themselves of this current and expert knowledge.

Throughout the year Mr Urry continued to support the involvement of principals in the decision making processes of the region. The positive relationships developed between the regional leadership team and principals were clearly evident in comments and rankings from the 2008 Office of Schools Survey.

Mr Urry worked to ensure that the region was celebrated for its student outcomes, its culture of continuous improvement and its rich diversity of communities.

Lindsay Wasson

Regional Director, Western Sydney

SES Level 5 - \$245,920

Lindsay Wasson is responsible for the learning and management performance of Western Sydney Region, the State's third largest region by student enrolment. With a relentless focus on learning priority objectives were to improve learning outcomes for students, enhance the region's personalised learning culture, provide highest quality support to schools, build capacity of staff and develop greater community confidence in schools.

Key achievements include:

- expansion of the world's best practice Positive Behaviour for Learning initiative, with almost 50% of schools in various stages of implementation
- enhancement of the student services program which received the highest rating of any region in the 2008 Principals' Survey
- establishment of the Lachlan Macquarie College with the University of Western Sydney, The Centre for Learning Innovation and Curriculum K-12 Directorate. Support in mathematics and science began in February 2008 and was extended to include highest quality activities in extension activities for gifted students, vocational stream trade-oriented programs and professional learning for staff
- implementation of a China strategy with Ningbo Municipal Education Bureau, with a group of volunteers supporting Mandarin learning in schools
- piloting of an innovative Cyclical Review process which will be rolled out, on a voluntary basis, during 2009
- staging of the second PULSE concert at the Opera House, featuring exceptional performers from Ningbo, China
- expansion of the region's Connected Learning Strategy, which provided the model for the state-wide Connected Classrooms program
- comprehensive training in the use of data for learning improvement including development of a target setting tool, now been adopted state-wide

- successful establishment of the Trade School at Colyton High School and the early stage establishment of a Trade School at Jamison High School
- committee of Cooperation initiatives with the University of Western Sydney, including a highly influential research project undertaken on Positive Behaviour for Learning
- staging of the prestigious Excellence in Education Awards
- participation by 1300 teachers in Teaching and Learning Forums conducted after school, twice yearly in multiple locations
- improved learning outcomes including 14 students achieving first in State at the HSC

Mr Wasson continued to develop outstanding relationships and partnerships with the tertiary sector, the corporate sector and community organisations to ensure the strongest coalition of support for school education.

The region's success was reflected in high level awards received in 2008 including:

- the national Business and Higher Education Round Table (BHERT) 2008 Award for Best Education and Training Collaboration for the MyScience project conducted with the Australian Catholic University, IBM, Sydney University, ResMed and BASF
- the Australasian Evaluation Society's best evaluation policy and systems award for the Cyclical Review Framework
- the University of Western Sydney Partnership Award for the joint PBL Research project.

Mr Wasson contributed to state-wide agendas and policy development as a senior member of the Office of Schools, International Business Council, Schools Promotion Strategy Working Group, Nirimba Education Precinct Board (Chair), Trade Schools Reference Group, Principal Authority and Accountability Working Group, Lachlan Macquarie Working Party (Chair) and the Selective Schools Places Working Party.

Appendix 6: Boards and Committees

Senior officers of the Department of Education and Training are members of statutory bodies and significant inter-departmental committees.

The Executive is the NSW Department of Education and Training's key decision making body. The Executive, chaired by the Director-General, sets the strategic direction for and gives guidance to the organisation. The Executive also advises the Director-General by bringing together all strands of expertise available to the organisation. The members of the Executive as at 31 December 2008 and their membership of statutory bodies and committees are listed below:

Table 6.1 DET Executive Membership of External Boards and Committees

Members	Position	External Boards and Committees	Qualifications
Michael Coutts-Trotter	Director-General of Education and Training Managing Director of TAFE NSW	NSW TAFE Commission Board NSW Board of Vocational Education and Training (BVET) Chair, Schools Resourcing Task Force of the Ministerial Council of Education, Employment, Training and Youth Affairs (MCEETYA) Chief Executive Officers' Committee (CEC) Chief Executive Officers' Economic and Business Cluster Meeting Justice and Human Services CEOs Committee Curriculum Corporation Co-chair, Skills Council NSW Talent Development Board Australian Education Systems Officials Committee (AESOC) National Senior Officers Committee (NSOC) States and Territories Australian Education Systems Official's Committee (STAESOC)	BA
Trevor Fletcher	Deputy Director-General, Schools	Member, NSW Board of Studies Chair, Director-General's Advisory Group on Multicultural Education and Training	B Ed; Dip Teaching
Marie Persson	Deputy Director-General, TAFE and Community Education	Chair, TAFE Executive Group Chair, Educational Futures Forum Member, NSW Board of Studies Member, Women Chief of Enterprises Member, NSW TAFE Commission Board Member, NSW Skills Australia Member, L H Martin Institute Advisory Board	BA; Dip Ed; MEd

Members	Position	External Boards and Committees	Qualifications
Leslie Loble	Deputy Director-General, Strategic Planning and Regulation	<p>Member, MCEETYA Schools Resourcing Taskforce</p> <p>Member, Australian Information and Communications Technology in Education Committee</p> <p>Member, NSW Board of Studies</p> <p>Member, NSW Board of Vocational Education and Training (BVET)</p> <p>Member, Industry Skills Forum</p> <p>Chair, NSW Non-Government Schools Advisory Committee</p> <p>Chair, NSW Board of Studies National Issues Working Group</p> <p>Chair, NSW Board of Studies Strategic Planning Working Group</p> <p>Chair, Australian Education Systems Officials Committee (AESOC) Steering Group - NAPLAN</p> <p>Member, University of Sydney Faculty of Education and Social Work, Dean's Advisory Board</p> <p>Member, Macquarie University Teachers for the Future Advisory Board</p>	BSc; MPub Admin
Alastair Hunter	Deputy Director-General, Finance and Infrastructure	<p>Chairperson, Teacher Housing Authority of NSW</p> <p>Member, MCEETYA ICT in Schools Taskforce</p>	B Econ; CPA
Peter Riordan	Deputy Director-General, Workforce Management and Systems Improvement	<p>Member, NSW Workplace Health and Safety Strategy Review Committee</p> <p>Member, Treasury Managed Fund Advisory Board</p> <p>Member, Working Together Steering Committee</p>	BComm; MLLR; MBA
Chris Ryan	Executive Director, Strategic Relations and Communication	<p>Member, NSW Talent Development Board</p> <p>Chair, School Promotions Strategy Reference Group</p>	BA; DipEd; MA

Table 6.2 New Committees

TAFE Business Systems Support Group

The TAFE Business Support Systems Group has a key role in formulating future directions and establishing an overarching approach to the development of business applications across TAFE NSW.

The Group's purpose is to:

- plan and coordinate the strategic development of TAFE NSW business systems and advise the TAFE Executive Group
- recommend business system projects for endorsement by the TAFE Executive Group and oversee the TAFE NSW processes for seeking funding for these projects
- monitor TAFE NSW business system projects, the realisation of project benefits and project alignment to TAFE NSW strategic directions
- consult, engage and communicate with key stakeholders on the strategic direction and development of business applications across TAFE NSW
- advocate on behalf of TAFE NSW on DET systems committees including the Strategic Evaluation Group in support of the key strategic directions for TAFE NSW
- strengthen the capacity of organisations to deliver new programs and services through the formation of partnerships of community education providers with other agencies and networks within the broad not-for-profit sector.

NSW Advisory Committee on Community Education

The NSW Advisory Committee on Community Education was established to:

- provide advice to the NSW Minister for Education and Training on the role that community providers can play in addressing the educational objectives of the State Plan
- bring together representatives of State government departments and relevant non-government organisations to consider ways of developing integrated programs to address the community building objectives of the State Plan through community education in NSW.

Table 6.3 Existing Committees

Schools Committees	
Go for 2 and 5 Fruit and Vegetable Campaign Reference Group	Early Literacy and Numeracy Initiative (ELNI) Advisory Group
NSW Healthy School Canteens Advisory Group	NSW BVET State Advisory Committee for Work Placement Co-ordination
Coroner's Report - Anaphylaxis DET Cross Portfolio Group	NSW DET Professional Learning Course Registration Committee
The Director-General's Aboriginal Education and Training Advisory Group (DGAETAG).	NSW DET and Public Service Association (PSA) Central Reference Group
The Education Project Group	NSW Professional Learning Endorsement and Advisory Committee (NSW Institute of Teachers)
NSW Country Areas Program State Advisory Council	NSW Schools Consortium for Vocational Education and Training
NAPLAN Steering Committee	Premier's Reading Challenge Book Panel
Director-General's Advisory Group on the Priority Schools Programs	Premier's Reading Challenge Committee
Director-General's Advisory Group on Gender Equity in Education	NSW DET Professional Learning and Leadership Development Reference Group
Director-General's Advisory Group for Multicultural Education and Training	Qualifications Recognition and Resource Requirements Committee
DET Ecological Sustainability Strategy Group (Internal Committee)	Quality Teaching Council (NSW Institute of Teachers)
Student Volunteering Reference Group Planning and Coordination	Retention of Beginning Teachers Research Project Advisory Committee
15-19 Year Old Priority Directions Group	Schools Portfolio Strategic Research Advisory Group
Early Years Priority Directions Group	State Literacy and Numeracy Plans Reference Group
Middle Years Priority Directions Group	Systemic Implications of Pedagogy and Achievement Advisory Committee
Literacy / Numeracy Priority Directions Group	Systemic Implications of Pedagogy and Achievement Steering Committee
Aboriginal Education Priority Directions Group	School Animal Care and Ethics Committee
Premier's Sporting Challenge Priority Directions Group	Sustainable Schools Advisory group
Policy Working Group for Undergraduate and Post Graduate Studies (NSW Institute of Teachers)	TVET Management Systems (TMS) Strategic Advisory Group
Cross-Sectoral Steering Committee for Australian Government Quality Teacher Program NSW	TVET Management Systems (TMS) Reference Group
Director-General's Consultative Committee on Special Religious Education	
TAFE Committees	
TAFE Executive Group	TAFE Executive Group - Planning and Review Committee
TAFE Executive Group - Equity Committee	TAFE Executive Group - Student Services and Administration
TAFE NSW/Department of Corrective Services Monitoring and Liaison Committee	TAFE Business Systems Support Group
	Scope of Registration Monitoring Group
	TAFE NSW Library Strategy Group
Strategic Planning & Regulation Committees	
Department of Education and Training and Industry Training Advisory Bodies (ITABs) Consultation Group	NSW Skills Council Senior Officers Group
Industry Skills Forum	Vocational Education and Training (VET) Consultative Forum

Table 6.4 Committees no Longer Functioning

School Committees

Improving Teacher Quality and School Leadership Capacity Working Group (MCEETYA)	Premier's Reading Challenge Committee
--	---------------------------------------

TAFE Committees

TAFE Peak Executive Group - Systems Committee	TAFE Online Steering Committee
	TAFE RPL Steering Committee

Table 6.5 Membership of External Boards

TAFE Commission Board		
Members	Position in the community	Qualifications
The Hon Michael Lee	Company Director	BSc BEng (Hons) FIEAust
Michael Coutts-Trotter	Director-General of Education and Training; Managing Director of TAFE NSW	BA
Anne De Salis	Consultant	MA (Econ)
Warren Grimshaw	Chair, TAFE NSW - North Coast Institute Advisory Council	AM, B Bus, Dip Pub Admin
The Hon Sandra Nori	Consultant	BEcon
Melanie O'Connor	Managing Director, The Academy Network Pty Ltd	BA, MBA
Marie Persson	Deputy Director-General, TAFE and Community Education	BA, Dip Ed, M Ed, FAIM, FAICD, MACE
Kaye Schofield	Director, Kaye Schofield and Associates Pty Ltd	BA, Dip Ed, MEd
Ian Stone	Managing Director, Advanced Metal Products (Aust) Pty Ltd	BA, Dip Ed
Doug Wright	Special Representative, Australian Industry Group	AM, BEc, BA
TAFE NSW Animal Welfare Council		
David Manning (Chairperson)	General Manager, Systems and Operations for Transgrid (retired); President, Orange Conservatorium of Music; and Past Secretary and President, Rotary Club of Orange	
Margie Fixter	Director, Educational Delivery - Orange area and Primary Industries and Natural Resources, TAFE NSW - Western Institute	
Christine Williamson	Faculty Director - Tourism, Hospitality, Art and Primary Industries, TAFE NSW South Western Sydney Institute	
Dr Mark Kelman	Veterinarian and Technical Services Manager, Virbac Animal Health	
Dr Andrew Hansen	Veterinarian (retired) - Commercial red deer and cattle farming enterprise operator; active member of the Deer Industry of Australia; member of the NSW Department of Primary Industries Orange Animal Ethics Committee; and Board member of the NSW Veterinary Practitioners Board	
Loiuse O'Brien	Proprietor, Petcare Extraordinaire responsible for care and welfare of companion animals; actively involved with WIRES and the rescuing and nursing of sick animals	
Tony Croker	Regional Team Leader, RSPCA (South West NSW)	
Jenny Bradley	Practising farmer; Director, Tooraweenah Prime Lamb Marketing Cooperative; and 2005 RIRDC NSW Rural Woman of the Year	
Peter Batten (Executive Member)	Director, TAFE NSW Training and Education Support - Industry Skills Unit - Orange and Granville	

Vocational Training Tribunal

Associations and Representatives	Associations and Representatives	Associations and Representatives
Australian Industry Group	Master Builders Association of NSW	QANTAS
Doug De Cean	Omesh Jethwani	Russell Burgess
John Quick	Bill Potocki	
Gail Silman	Peter Glover	Rail, Tram and Bus Union
David Tiller		Peter Jenkins
Australian Manufacturing Workers' Union		Restaurant & Catering Association of NSW
Anthony Alderson	Master Farriers Association of NSW	Robert Goldman
Garry Hingle	Malcolm Hunt	Robyn McDonald
Bruce McLeod		
Matthew Lowe	Master Painters Association of NSW	Refrigeration and Air Conditioning Constructors Association
Harry Delaney	Donald Gray	Kevin O'Shea
James Clark		
George C Jenkins		State Transit Authority
Leon Drury		Ronald Ford
		TAFE NSW
Australian Meat Industry Employees Union	Master Plumbers & Mechanical Contractors Ass. of NSW	Aian Soden
Patricia Fernandez	Stephen Mewett	Alan Wetherill
Peter Usher		Greg Chapman
	Master Roof Tilers and Slaters Ass. of NSW	Julia Nancarrow
Australian Workers' Union	Rick Heron	Steve Parkinson
Cecil Bodnar		Connie Hart
Vernon Frederick Falconer	Melbourne East Group Training	Chris Lloyd
	Debra Nooyen	Glenn Way
Australasian College		Gail McRae
Wendy Blair	Motor Traders Association of NSW	Stephen Johnson
Julie Halkidis	Gregory Hatton	Merv Edwards
	Ian Rolfe	Brad Polak
	James Laurence McCall	Lynsay Robertson
Communication Electrical and Plumbing Union (Plumbing Division)		Derry Thomas
Stephen McCarney		Derek James Page
		Anita Carty
		Bruce Blackshaw
Construction Forestry and Mining Employees Union		Richard William Swan
Terry Kesby		Charles Wright
Rita Mallia		John Shearston

Vocational Training Tribunal

Associations and Representatives	Associations and Representatives	Associations and Representatives
	National Electrical & Communications Association	TAFE NSW
Electrical Trades Union of Australia	Barry Dawson	Craig Henningham
Bernard Riordan	Robert Dixon	Louise Frankiewicz
Colin Harris	Gerard Ping-Nam	Richard Sproge
William Wooldridge	Peter Fitzpatrick	Terry Cross
Mick Doust		Debby Atkinson
Warwick Tomlins	National Meat Association of Australia	Stephen Davies
James MacFadyen	Kenneth McKell	Ian A Paul
		Noel Munkman
Hospitality Training Network of NSW		Phillip Evans
Bronwyn Willits		Glenn Williamson
David John Younie		Narelle Goiser
		Trevor Smith
International Association of Trichologists		Bryce Barrett
Jon Williams	NSW Furnishing Industry Training Council Ltd	Paul Hinchey
	Martin Lewis	Derek Wotherspoon
Integral Energy		Cheryl McGregor
Rodney Gunton		Graeme Michael Smith
		Gary Sewell
Labour Council of NSW		Neroli Cassidy
Mark Boyd	NSW Golf Association Ltd	Fraser Nelson
Peter McPherson	Brian Speechley	Catherina Harb
		Geoff Moore
Liquor, Hospitality and Miscellaneous Union	Printing Industry Association of Australia	Rob Young
Geoffrey Graham Lawler	Kenneth Stenner	Julia Walker
		Stephen H Brown
	Professional Hairdressers Association	Rick Duynhoven
	Jack Fitzgerald	John Lawler
	Linden Swan	
	Maureen Harding	
	Fiona Heslop	
	Kylie Dwyer	

Board of Vocational Education and Training

Bert Evans - Chair	Michael Coutts-Trotter
--------------------	------------------------

Paolo Totaro	Leslie Loble
--------------	--------------

Kevin Power	Bill Wooldridge
-------------	-----------------

Kay Sharp	Linda Simon
-----------	-------------

And one position vacant

The Board's 2007/08 Annual Report is available on the Department's website at: <http://www.bvet.nsw.gov.au/pdf/annualreport08.pdf>

Vocational Education and Training Accreditation Board

Bert Evans - Chair	Kevin Power
--------------------	-------------

Catherine Chaffey	Gordon Stanley (resigned in March 2008 and the position remained vacant for the remainder of the year)
-------------------	--

Pam Christie	Helen Zimmerman
--------------	-----------------

David Collins	Margaret Willis
---------------	-----------------

Pam Gill	Doug Wright
----------	-------------

Paolo Totaro	
--------------	--

The Board's 2007/08 Annual Report is available on the Department's website at: http://www.vetab.nsw.gov.au/docs/VETAB_annualreport_08.pdf

Appendix 7: Controlled Entities

Table 7.1 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) 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 potential. Courses are offered at AMES centres, workplaces and community venues and through distance education and home tutoring.	Legislative compliance. Budget targets achieved.
NSW TAFE Commission	The NSW TAFE Commission (TAFE NSW) is a network of Institutes offering vocational education training. TAFE NSW courses are delivered on campus, flexibly in the workplace or remotely, often by the internet. In 2008 there were approximately 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 Public Sector Employment and Management Act 2002. 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 staff and related employee related liabilities of the NSW TAFE Commission.	Legislative compliance.
A.C.N. 093 230 374 Pty Ltd	A.C.N. 093 230 374 Pty Ltd (formerly TAFE Global Pty Ltd) was a wholly owned entity of the NSW TAFE Commission. On 31 August 2006, the Director-General announced his intention to transition the activities of TAFE Global Pty Ltd into a newly formed International Business Office of the Department and to wind up TAFE Global. The company was deregistered on 5 November 2008.	Budget and business plan targets achieved.

Appendix 8: Freedom of Information

Facilities for Public Access

The Freedom of Information Act 1989 gives the public the legal right to:

- obtain access to information held by the Department
- request amendments to records of a personal nature that are inaccurate
- appeal against a decision not to grant access to information or to amend personal records.

The structure and functions of the Department and how these functions affect the public are detailed elsewhere in this Annual Report and in the Department's annual Statement of Affairs. Information on the Department's programs and activities, publications and its policies can also be found on the Department's website at: www.det.nsw.edu.au

The Department regularly publishes updated statistical information on its website at: www.det.nsw.edu.au/reports_stats/stats/index.htm. This includes information about matters that have been the subject of previous freedom of information requests.

Information about how the Department provides access to the documents it holds is available from the Department's website at: www.det.nsw.edu.au/foi/index.htm. This site includes information and links to legislation and related agencies.

Further assistance can be provided by contacting the Manager, Freedom of Information Unit, Level 7, 35 Bridge Street, Sydney 2000, or by telephone (02) 9561 8151 or facsimile (02) 9561 1157.

Statement of Affairs & Summary of Affairs

Section 14 of the Freedom of Information Act 1989 requires agencies to publish an up-to-date statement of the affairs of the agency annually and a summary of the policy documents it holds twice a year.

The Statement of Affairs for 2008 and Summary of Affairs for June 2008 and December 2008 are published on the Department's website located at: www.det.nsw.edu.au/foi/statement/index.htm

Accessing the Department's Documents

The Department's policies and publications can be accessed in several ways:

- at the Department's website under 'Our Policies' at: www.det.nsw.edu.au
- Summary of Affairs is published in the NSW Government Gazette located at: www.advertising.nswp.commerce.nsw.gov.au/Gazette/Freedom+of+Information.htm
- certain documents are available administratively from schools, TAFE colleges and Institutes or Departmental offices; for example, Transcripts of Achievement (a fee may apply in some circumstances)
- lodging an application under the Freedom of Information Act 1989.

Access to registered files and administrative reports of an internal nature which are less than 30 years old and held by the Department can usually be obtained by lodging an application under the Freedom of Information Act 1989 (subject to any exemptions that may apply). If the information sought is personal information, it may also be sought under the Privacy and Personal Information Protection Act 1998. Requests under the Freedom of Information Act 1989 for access to documents must be in writing, either on an application form or by letter, and accompanied by the \$30 application fee.

Access to documents over 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.

Statistical information about the Department can also be found at:

www.det.nsw.edu.au/reports_stats/stats/index.htm

Circumstances and outcomes of investigations or applications for review

In 2008, five applications for external review by the Office of the Ombudsman were finalised. In three applications, the Ombudsman's investigation officers agreed with the Department's determination and upheld the decision to refuse access to exempt material. In two matters the Department complied with the Ombudsman's recommendation to withhold a lesser number of documents and varied its original determination, releasing additional documents to the applicant.

There are two applications for review by the Office of the Ombudsman received in 2008 that are yet to be finalised. A report on these cases will be provided in the 2009 Annual Report.

In 2008, 11 external review applications to the Administrative Decisions Tribunal were finalised. In six of these matters the Tribunal upheld the Department's decision about access. Three applications for access were ultimately withdrawn and one dismissed. In the one external review of an application to amend the Department's record the Tribunal upheld the Department's decision to refuse the request and the applicant's record was noted accordingly.

There are 13 review matters currently before the Tribunal involving seven applicants. In seven of those matters the proceedings were concluded, with the Tribunal reserving its decision.

Third party consultation

In 2008, the Department consulted 26 people in respect of 16 applications. The majority were consulted about requests for access to information affecting their personal affairs or business affairs. The Department also consulted about information affecting inter-government relations in three matters.

In one significant matter, following consultation with two third parties, the original decision was to exempt documents under the business affairs provisions. On internal review, access was granted but deferred to allow the third parties the opportunity to appeal the decision. This was declined and the documents were released in full to the applicant.

Internal reviews

In 2008, there was a slight increase in the number of internal reviews that were received, with 35 in 2008 compared to 33 in 2007. Fifteen (43% of decisions) resulted in a variation to the original decision, in most cases resulting in the applicant obtaining full access or additional documents. Nineteen matters (54% of decisions) were upheld by the reviewer and one matter was withdrawn.

Overview of major issues arisen during the year

During 2008, the Department implemented a range of strategies to improve the way it manages freedom of information requests. These included the development of a comprehensive database for monitoring and reporting outcomes of applications, streamlining internal processing systems and introducing new technology to improve storage and access to the Department's records.

The Department has reduced the time for dealing with applications. In 2008, applications requiring 10 hours work or less to process represented 81% of all matters, compared to 69% of all matters in 2007. Applications taking over 21 hours to process decreased to 4% of all matters in 2008 compared to 7% of all matters in 2007. This indicates that new processes introduced for processing applications and obtaining documents has reduced the time and work required to determine applications.

In 2008 the Department processed 394 applications. This represented a 1.5% decrease on the number processed in the previous year. New applications received increased by 2% to 404 applications.

Personal applications (that is, applications for information pertaining directly to the applicant and/or their child) continue to constitute the majority of applications received by the Department. In 2008 personal applications accounted for 72% of all new applications, which was the same as in 2007.

Applicants were, on the whole, highly successful in their dealings with the Department on FOI matters, with 93.5% of applicants being granted either access in full or in part to the documents they sought. This is almost the same as for 2007 where the equivalent figure was 93%. There has also been a corresponding decrease in the number of applications refused, 6.5% in 2008, down from 7% in 2007.

In cases where access to documents was refused either in whole or in part, the basis for doing so was that granting access would unreasonably disclose the personal affairs information of a person other than the applicant in almost 70% of applications. The personal affairs exemption represented 78% of refusals in personal applications and in non-personal applications it represented 26.5% of refusals.

One external review decision given in 2008 has significant ramifications for the Department. An applicant requested access to documents including a report made voluntarily and confidentially by an officer of the Department concerning a child protection issue. The Department refused access because it was provided in confidence and would identify the person who made the report. The Tribunal held that because the report contained information known to the applicant, the exemption did not apply. In the Department's view this decision did not take into account the public interest in protecting the identity of the officer making the report, irrespective of the content of the report. The Department is appealing the decision.

The Department also resolved a number of external review applications involving two related applicants, some of which commenced in 2005. After satisfying the Tribunal that the Department held no other documents the applicants withdrew their review applications, with the exception of one matter in which the Tribunal has reserved its decision.

Table 8.1 FOI requests 2006-2008

FOI Requests	Applications						Total 2006	Total 2007	Total 2008
	Personal 2006	Personal 2007	Personal 2008	Non-Personal 2006	Non-Personal 2007	Non-Personal 2008			
New	250	284	283	112	112	121	362	396	404
Brought forward	32	17	20	9	26	18*	38	43**	38
Total to be processed	282	301	303	121	138	139	400	439	442
Completed	258	278	261	93	92	89	351	370	350
Discontinued	7	3	9	2	28	35	9	31	44
Total processed	265	281	270	95	120	124	360	400	394
Carried forward	17	20	33	26	18*	15	43**	38	48

*There is a difference between the figure reported by the Department in the 2007 Annual Report for the number of non-personal applications carried forward to 2008 (19). A manual count was made of applications brought forward to verify the correct figure to be 18 matters carried forward to 2008, with 92 matters completed in 2007.

**There is also difference between the figure reported by the Department in the 2006 Annual Report for the number and category of applications carried forward to 2007 (40) and the figure reported in 2007 for the number and category of applications brought forward from 2006 (43). A manual count was made of applications brought forward to verify the correct figure to be 43 matters, 17 personal applications and 26 non-personal applications.

Table 8.2 Results for FOI requests 2006-2008

Results of Request	Personal 2006	Personal 2007	Personal 2008	Non-Personal 2006	Non-Personal 2007	Non-Personal 2008	Total 2006	Total 2007	Total 2008
Granted in full	101	91	79	55	50	48	156	141	127
Granted in part	131	154	160	11	21	21	142	175	181
Refused + deemed refused	8	14	7	25	13	16	33	27	23
Documents not held	18	19	15	2	8	4	20	27	19
Total	258	278	261	93	92	89	351	370	350

Table 8.3 Discontinued Applications 2006-2008

Reason Discontinued	Personal 2006	Personal 2007	Personal 2008	Non- Personal 2006	Non- Personal 2007	Non- Personal 2008	Total 2006	Total 2007	Total 2008
Transferred to another agency	0	0	0	0	0	0	0	0	0
Applicant withdrew request	7	2	6	2	8	10	9	10	16
Advance deposit not paid	0	0	0	0	9	16	0	9	16
Applicant failed to amend a request that involved an unreasonable diversion of resources	0	1	3	0	11	9	0	12	12
Total discontinued	7	3	9	2	28	35	9	31	44

Table 8.4 Applications Granted or Otherwise Available In Full

How were documents made available to applicant	Personal 2006	Personal 2007	Personal 2008	Non- Personal 2006	Non- Personal 2007	Non- Personal 2008	Total 2006	Total 2007	Total 2008
Provided to Applicant	101	91	77	55	50	44	156	141	121
Subject to deferred access	0	0	0	0	0	1	0	0	1
Made available to applicant in other form	0	0	2	0	0	3	0	0	5
Total granted or otherwise available in full	101	91	79	55	50	48	156	141	127

Table 8.5 Applications Granted or Otherwise Available in Part

How were documents made available to applicant	Personal 2006	Personal 2007	Personal 2008	Non- Personal 2006	Non- Personal 2007	Non- Personal 2008	Total 2006	Total 2007	Total 2008
Provided to Applicant		152	157		21	20		173	177
Provided to Applicant's Medical Practitioner		0	0		0	0		0	0
Available for inspection		0	0		0	0		0	0
Available for purchase		0	0		0	0		0	0
Subject to deferred access		0	0		0	0		0	0
Combination of above methods		2	3		0	1		2	4
Total	131*	154	160	11*	21	21	142*	175	181

*2006 statistics collected only aggregate data. Totals for 2006 and 2007 shown for comparison.

Table 8.6 Refused Applications

Why was access refused	Personal 2006	Personal 2007	Personal 2008	Non-Personal 2006	Non-Personal 2007	Non-Personal 2008	Total 2006	Total 2007	Total 2008
Exempt		8	4		9	15		17	19
Deemed refused - not determined within time, internal review requested		6	3**		4	1		10	4**
Diversion of resources		0	0		0	0		0	0
Total	8*	14	7	25*	13	16	33*	27	23

*2006 statistics collected only aggregate data. Totals for 2006 and 2007 shown for comparison.

**includes Applications to Amend Personal Records (2 matters deemed refused)

Table 8.7 Exempt Documents - includes applications Exempt in Full and Exempt in Part

Why were documents classified as exempt	Personal 2006	Personal 2007	Personal 2008	Non-Personal 2006	Non-Personal 2007	Non-Personal 2008	Total 2006	Total 2007	Total 2008
Cabinet Documents		0	0		7	9		7	9
Law enforcement		0	0		1	3		1	3
Personal affairs		106	127		10	9		116	136
Business affairs		0	1		0	5		0	6
Subject to contempt		0	0		0	2			2
Legal Professional Privilege		18	19		2	1		20	20
Confidential material		25	14		3	1		28	15
Subject to secrecy provisions		17	0		2	0		19	0
Financial /property affairs of the State OR relating to the operations of an agency		2	1		1	4		3	5
Internal Working Documents		0	0		2	0		2	0
Other Exemptions		0	0		6	0		6	0
Total	139*	168	162	36*	34	34	175*	202	196

*2006 statistics collected only aggregate data. Totals for 2006 and 2007 shown for comparison.

Exemptions apply to applications granted in part and refused in full, but not to deemed refused matters (4 matters in 2008)

Count does not include applications granted in part where reason for part access is that some documents requested were not held by the agency (4 matters in 2008)

Table 8.8 Ministerial Certificates

	2006	2007	2008
Ministerial Certificates Issued	0	0	0

Table 8.9 Formal Consultations

Formal consultations	2006	2007	2008
Number of applications	14	7	16
Number of persons consulted	n/a	32	26

Table 8.10 Amendment of Personal Records

	2007	2008
Agreed in full	1	0
Agreed in part	1	0
Refused	5	0
Deemed refused	7	2

Table 8.13 Fee Discounts

Reason for discount of waiver	Number of applications where fees were waived or discounted				Total 2007	Total 2008
	Personal 2007	Personal 2008	Non-Personal 2007	Non-Personal 2008		
Fees waived in full	5	15	1	0	6	15
Public interest discount	0	0	1	1	1	1
Financial hardship discount - pension or child	17	33	1	2	18	35
Financial hardship discount - non profit organisation	0	0	0	0	0	0
Total	22	48	3	3	25	51

Table 8.11 Notation of Personal Records

Applications for notation of personal records	2007	2008
Applicant requested notation - made	0	*1
Applicant declined to request notation	0	0
Total	0	1

Table 8.12 Fees and Costs

Fees Assessed and Received	2007	2008*
Estimated cost to agency - time taken @ \$30 per hour**	\$107,725.00	\$179,685.00
Total fees received - application fees and processing fees	\$20,905.00	\$14,466.00
Costs to agency to process, not recovered through fees and charges	\$86,820.00	\$165,219.00

*Improved data management systems more accurately record processing times/estimated costs in comparison to 2007 data.

**\$30 per hour is the hourly processing rate prescribed by the FOI Act 1989.

Table 8.14 Fee Refunds

Number of refunds granted on review of determination (internal and external reviews)	2007	2008
Number	n/a	5
Total amount refunded	0	\$1,550.00

Table 8.15 Days Taken to Complete Request

Calendar days taken	Personal 2006	Personal 2007	Personal 2008	Non-Personal 2006	Non-Personal 2007	Non-Personal 2008	Total 2006	Total 2007	Total 2008
0-21 - statutory period	181	83	87	20	10	8	201	93	95
22-35 - extended period under Section 59 B	0	46	32	0	7	2	0	53	34
Over 21 - deemed refusal if no extension under Section 59 B	55	102	135	36	51	68	91	153	203
Over 35 - deemed refusal if extension under Section 59 B applies	22	47	7	37	24	11	59	71	18
TOTAL	258	278	261	93	92	89	351	370	350

Table 8.16 Processing Time - Hours

Hours to process application	Personal 2006	Personal 2007	Personal 2008	Non-Personal 2006	Non-Personal 2007	Non-Personal 2008	Total 2006	Total 2007	Total 2008
0-10 hours	141	197	229	20	60	54	161	257	283
11-20 hours	66	71	26	50	17	27	116	88	53
21-40 hours	44	6	5	9	8	6	53	14	11
Over 40 hours	7	4	1	14	7	2	21	11	3
TOTAL	258	278	261	93	92	89	351	370	350

Table 8.17 Numbers of Reviews

Number of reviews finalised	2006	2007	2008
Internal Reviews	15	33	35
Ombudsman Reviews	0	6	5
ADT Reviews	0	4	11
TOTAL	15*	43	51

*Internal reviews only - data on external reviews not collected in 2006

Table 8.18 Internal Review Outcomes

Grounds for review	2007 Personal		2007 Non-personal		2007 Total		2008 Personal		2008 Non-personal		2008 Total	
	Decision Upheld	Decision Varied	Decision Upheld	Decision Varied	Decision Upheld	Decision Varied	Decision Upheld	Decision Varied	Decision Upheld	Decision Varied	Decision Upheld	Decision Varied
Access refused	4	5	5	0	9	5	9	8	9	5	18	13
Access deferred	0	0	0	0	0	0	0	0	0	0	0	0
Exempt material deleted	3	6	1	0	4	6	0	0	1	1	1	1
Unreasonable charges	1	0	2	0	3	0	0	0	0	0	0	0
Failure to consult third parties	0	0	0	0	0	0	0	0	0	0	0	0
Third party views disregarded	0	0	0	0	0	0	0	0	0	0	0	0
Amendment of records refused	4	1	1	0	5	1	0	0	0	0	0	0
Application dismissed - not valid	0	0	0	0	0	0	0	0	0	0	0	0
Application withdrawn	0	0	0	0	0	0	1	1	0	0	1	1
Total	12	12	9	0	21	12	10	9	10	6	20	15

Appendix 9: 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 9.1 Overseas Visits

Purpose of Visit	Source of Funds			Total No of Staff
	External / Commercial	Individual / Community	Dept / TAFE Core Funds	
Student excursion	10	242	-	252
Professional Development	15	2	3	20
Scholarship program	34*	-	4	38
Exchange program	2	29	-	31
Educational Exports	152	-	2	154
International Student recruitment	56	-	3	59

Source: DET, Finance and Administration

*for 20 of these trips the officer received some Departmental support.

Appendix 10: Ethnic Affairs Priorities Statement

The NSW Department of Education and Training Corporate Plan 2006-2008 guided all activities of publically funded education and training agencies in NSW. The Corporate Plan is underpinned by a number of strategic enabling plans, including the 2008 Ethnic Affairs Priorities Statement (EAPS) Plan, that operate across the Department. The 2008 Ethnic Affairs Priorities Statement (EAPS) Report provides an overview of activities undertaken by the Department. Representative highlights related to each EAPS outcome are provided as:

- achievements which list outcomes achieved in 2008
- strategies which highlight service improvement initiatives undertaken
- challenges and Future Directions which identify service delivery issues and implications.

Outcome 1

Ethnic affairs 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 was incorporated into the Department's Planning and Reporting Framework 2006-2008 as a key enabling plan.

The EAPS reporting process was reviewed and areas for improvement identified and addressed.

All regions, TAFE Institutes and State office directorates developed an EAPS Plan 2009, including specific strategies for multicultural education and ethnic affairs, and reported on planning and delivery of relevant programs and services in 2008.

The Cultural Diversity and Community Relations Policy: Multicultural education in schools provided the framework for the development and delivery of programs and services to meet the needs of students from culturally and linguistically diverse backgrounds in government schools.

Strategies

In 2007/2008, the Department provided funding to support programs and strategies for students and clients from language backgrounds other than English including:

- supporting students learning English as a Second Language (\$116.10 million)
- supporting the NSW Community Languages Schools Program (\$ 2.15 million)
- supporting nine 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 (\$0.87 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 (\$5.35 million)
- supporting the use of interpreters in schools (October 2007 to September 2008) (\$0.57 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 \$1.6 billion)
- providing contracted Adult Migrant English programs in NSW (\$37 million in estimated revenue)
- supporting ongoing provision of the Skillmax Program by NSW AMES targeted at adult migrants (\$1.8 million in estimated revenue).

Challenges and future directions

The Department will review the 2008 EAPS planning process to streamline the collection of EAPS data and reporting against planned actions.

The Department will further refine the new Enrolment Registration Number data management system for data collection and reporting related to the English as a second Language Program, including the New Arrivals 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

- ESL tuition was provided for 90,127 ESL students, including 7,573 new arrivals.
- 2,944 ESL students completed the 2008 HSC English (ESL) course.
- Targeted refugee support programs were provided to over 240 refugee students in 14 primary and high schools.
- Funding of \$20,000 was provided to assist refugee students in schools and NSW TAFE Institutes.
- Community Languages Programs were provided for 46,796 primary school and 4,400 secondary school students.
- 98% of the 450 complaints of racism reported were successfully resolved.
- 112 schools registered to conduct cultural exchange programs to promote community harmony.
- Over 1,500 students in Years 3-6 participated in the Multicultural Perspectives Public Speaking Competition.
- All TAFE NSW Institutes delivered a newly developed unit, Plan and Access Learning Support (Multicultural) to 640 students from language backgrounds other than English.
- 9,670 students from 75 countries were granted recognition for their overseas qualifications and skills.
- The Adult Migrant English Service (AMES) provided English language and literacy training to 8,000 migrants and refugees.
- The AMES Skillmax program supported a total of 1,183 migrant jobseekers and underemployed public service employees from language backgrounds other than English.

Strategies

The Department provides a range of programs and resources to meet the education and training needs of students and clients from culturally and linguistically diverse backgrounds, including:

- providing a framework via the Cultural Diversity and Community Relations Policy: Multicultural education in schools for developing and delivering multicultural education programs and services
- distributing \$530,000 to regions to assist schools to:
 - deliver culturally inclusive practices and programs, 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 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 TAFE NSW Prevention of Harassment Policy
- providing TAFE NSW Institutes with a range of counselling and learner support services, including bilingual TAFE counsellors, to cater for the psychological, educational and social wellbeing of students.

Challenges and future directions

The Department will continue to investigate ways to meet the increasing demand from primary schools for instruction in community languages, including new and emerging languages.

TAFE NSW Institutes will continue to explore ways of improving course and unit completion rates for students from language other than English.

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.

The Department will expand flexible learning options to address the needs of migrants settling in remote communities.

Outcome 3

Staff have the knowledge and skills to deliver programs and services which meet the needs of a linguistically and culturally diverse NSW.

Achievements

- Ten additional ESL teacher positions were established making a total of 896 in NSW public schools.
- A total of 430 new Anti-racism Contact Officers (ARCO) were trained. In 4 regions, 100% of all schools have a trained ARCO.
- ESL Information Networks, conducted in all regions were attended by approximately 1,900 teachers.
- The ESL Orientation Course was conducted in four regions for 158 new ESL teachers.
- The Department's Pre-employment Program for Overseas Trained Teachers was completed by 190 teachers.
- The Community Languages Allowance Scheme was received by 122 bilingual employees, covering 32 languages.
- 250 Institute staff members received training on the recognition of overseas qualifications for study in TAFE NSW.

Strategies

Teacher quality is enhanced and the skills and knowledge of staff are developed through the provision of professional learning and support programs. Strategies include:

- Developing the skills of teachers of ESL students through providing the ESL Orientation Program; ESL in the Mainstream course; four Teaching English to Speakers of Other Languages seminars; ESL New Arrivals Mentoring Program providing advice and support to teachers without experience or qualifications in teaching ESL students.

- Developing the skills of teachers to teach in culturally and linguistically diverse schools through a range of professional learning programs including:
 - 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 including:
 - 20 regional Community Information Officers supporting the development of partnerships with culturally and linguistically diverse communities
 - 148 Teachers Aides Ethnic providing bilingual and bicultural support for newly arrived students
 - 12 regional Multicultural/ESL consultants supporting schools
 - 13 TAFE NSW Institute Multicultural Education Coordinators
 - 26 bilingual TAFE counsellors
 - 65 NSW Adult Migrant English Service staff members who are fluent in languages other than English.

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 and literacy needs of students from language backgrounds other than English.

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 with significant numbers of refugee students.

The Department will continue to conduct annual audits in regions to determine Anti-racism Contact Officer training needs.

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 5,986 on-site and telephone interpreter assignments and 22 departmental documents were translated in up to 35 languages and were placed on the Department's website at www.det.nsw.edu.au/languagesupport/index.htm. Three advertising campaigns were conducted in 22 languages on SBS and community radio stations to promote the Department's translated information websites.

More than 450 information sessions related to schooling in NSW were conducted in 10 regions for parents from language backgrounds other than English.

TAFE NSW - OTEN placed advertisements in 58 ethnic newspapers across Australia to promote study by distance in vocational, bridging and language courses.

The NSW Adult Migrant English Service increased the range of student information materials published in translation.

Strategies

The Department supports communication with culturally and linguistically diverse communities by providing a range of information in translation on the Department's website:

- information for parents on the range of Departmental policies and programs available for school aged children at www.schools.nsw.edu.au/adminsupport/intertranslate.php.
- clear and relevant information for students from non-English speaking backgrounds on services available to assist them enrol and undertake their studies in TAFE NSW at www.tafensw.edu.au/translations/index.htm
- a parent and community portal hosted on the Teaching and Learning Exchange at www.tale.edu.au which links users to translated resources on other government department websites.

Challenges and future directions

The Department will continue to investigate avenues to increase the effectiveness of its provision of interpreting and translation services. A range of support will be provided to staff to ensure better use of interpreter services. The use of videoconferencing for the provision of interpreting assignments in rural and regional areas will be promoted. The ways in which information is provided to newly arrived emerging communities will continue to be diversified.

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 nine projects and targeted 425 young people from culturally and linguistically diverse backgrounds
- the NSW Community Languages Schools Program which funded 231 community organisations to conduct 268 community language schools catering for 30,410 students learning their first/heritage language. 14 short courses for teachers working in community languages schools were also delivered by program support officers
- the Minister's Awards for Excellence in Student Achievement - Community Languages Schools Student of the Year which received over 300 nominations.

Strategies

The Department implements a range of strategies to ensure that its services funded through external providers and via grants programs meet the needs of culturally and linguistically diverse communities, including:

- distributing funding under the Links to Learning

Appendix 11: Disability Plan

Community Grants Program to approved community organisation and local government authorities to conduct programs for young people from culturally and linguistically diverse 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
- recognising language achievement, language proficiency and contribution to the community via the annual Ministers Awards for Excellence in Student Achievement Community Languages Schools Student of the Year conducted by the NSW Community Languages Schools Program
- 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.

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. Streamlining approaches to reporting and accountability for externally funded service providers will be investigated.

The Department's Disability Action Plan addresses the priority areas of the Government's Disability Policy Framework. This report is a summary of progress across the Department during 2008. It is informed by data from school regions, TAFE NSW Institutes and State Office functional units and does not represent an overall picture of these provisions but focuses on the designated outcomes and objectives outlined in the Department's current Disability Action Plan:

www.det.nsw.edu.au/media/downloads/strat_direction/strat_plans/disaplan.pdf

Section 1: Awareness and Responsiveness

Staff demonstrate awareness of the rights, needs and diversity of people with disabilities within our communities. They respond by consulting appropriately, planning effectively and providing high quality services for students, staff and customers.

Achievements

The administration guide for the National Assessment Program in Literacy and Numeracy included the provision for support, known as special provisions, for students with a disability.

The National Assessment Program in Literacy and Numeracy was provided in Braille format to all students throughout Australia in years 3, 5, 7 & 9. This involved 294 separate Braille test booklets and 56 supporting 3-dimensional models.

The Health Care Procedures training package was reviewed and updated to ensure its currency and that it met the needs of School Learning Support Officers (formally known as teachers aides).

Strategies

Staff of the department demonstrated awareness of needs of students with a disability by:

- launching a Career Moves Web Portal, receiving over 30,000 hits in the first three months, aimed at assisting young people, their parents and teachers to access information on disability transition support programs in NSW

- maintaining the adaptive technology section of The Centre for Learning Innovation (CLI) website and providing ongoing information for Department staff regarding equipment for students with special needs
- developing and delivering a training program across three regions to provide understanding and skill development in autism for all school counsellors
- 434 schools completing their annual School to Work online reporting against funding requirements, indicating that 6,445 students with disabilities have participated in the program
- providing extensive professional support to regional personnel to build capacity to support schools as they implement the Curriculum Planning and Programming, Assessing and Reporting to Parents K-12 Policy and the required policy standards, to meet the diverse needs of every student including those with a disability
- enrolling twenty three teachers in the 24 month part time special education retraining program in general special education
- regularly reviewing and updating program guidelines for community grants programs ensuring funded organisations meet responsibilities in relation to people with disabilities.

Challenges and future directions

The training and recertification in Health Care Procedures via Video Conferencing will ensure equity of access to current training and prompt response to the need for “just in time” training for School Learning Support Officers in remote and regional areas.

The designing and presentation of ongoing training and development activities in regions, institutes and State Office will focus on the provision of quality services for students with autism spectrum disorder or mental health issues.

The School Learning Support Coordinator induction will be delivered and training programs including training of tutors who will provide online training.

Section 2: Access

Staff of the Department progressively identify and remove attitudinal, communication and physical barriers to entry and participation by people with disabilities in the education, training and employment opportunities offered by the Department.

Achievements

Regions, Institutes and State Office developed E-learning strategies focused on new technologies including video conferencing, connected classrooms, laptops with modifications, assistive software, closed circuit TVs and MP3 players.

The 100 Departmental preschools across NSW enrolled a total of 4,285 young children - of these children, 121 or 2.8% were identified as having a disability.

The staff selection procedures and information packages for employment applicants made reference to the Adjustment at Work Guidelines to ensure special needs for employment applicants were addressed. These included provision of equipment, changes to workplace design, provision of safe access to workplace and training facilities, flexible work practices and job redesign .

Strategies

These included:

- 350 mainstream early childhood services, through funding from the Intervention Support Program, supporting 1,071 children with disabilities, and an additional 83 early childhood intervention services supporting 3,402 children with disabilities
- support Teachers Transition in Northern Sydney Region organising a transition and further study expo for students with disabilities with fifty families attending, an increase of 27% on 2007
- developing a training program providing understanding and skill development for all school counsellors in the area of Autism was developed in Terms 1, 2 and 3, 2008 and delivered in three regions during Term 4, 2008
- ensuring that all major physical access upgrades, including the provision of lifts, ramping, handrails, covered walkways, hearing loops, height adjustable

benches in specialist areas and provision of parking providing access for students, staff and members of the public, is afforded a high priority in the development of planning for individual projects

- the Sydney Institute Correctional Centre conducting workshops for staff on understanding the needs of students who are currently or previously in correctional facilities, with a focus on students with disabilities and special needs
- Rural and Distance Education Unit developing new electronic content and resources to better service both visual and aural disadvantaged clients.

Section 3: Participation

Students, staff and customers with disabilities have the same opportunities as other people to take advantage of the range of education, training and employment opportunities provided by the Department and its funded organisation.

Achievements

There was an 80% increase in the number of students with disabilities in Years 3 and 5 using special provisions to undertake National Assessment Program Literacy and Numeracy than those students undertaking the 2006 Basic Skills Test.

NSW presented 930 competitors at the 8th Pacific School Games of which 105 were competitors with disabilities including 15 wheelchair basketballers, eight basketballers with intellectual disability, 60 athletes and 22 swimmers.

The number of students who completed the Higher School Certificate Life Skills English in 2008 increased by 4.6% from 2007.

In 2008, a total of 4,285 young children attended the 100 Departmental preschools across NSW. Of these children, 121 or 2.8% were identified as having a disability.

Strategies

- providing opportunities for students with a disability to enjoy the rewards of arts education programs, including the Deaf Signing Choir and wheelchair dancers from two special schools participating in the Schools Spectacular and the Youth Olympics Opening Ceremony

- developing specific drug education materials to meet the needs of students with mental health disorders and associated behavioural difficulties who are in behaviour schools, tutorial centres and education and training units in Juvenile Justice Centres
- the number of enrolments of government school students with a disability in TAFE delivered Vocational Education and Training (TVET) receiving additional support continuing to rise from 1,184 in 2007 to 1,193 in 2008
- some 457 young people with disabilities participating in Department Links to Learning projects run by non-government organisations for young people at risk of leaving school early
- regions establishing 32 multi-categorical classes, based on similar student need rather than the same disability type, and 18 outreach special education teacher positions supporting students with moderate to high support needs
- a blind student successfully completing Certificate II in Information Technology, using JAWS screen reading software to complete all TAFE work - this student will be studying the Diploma in Information Technology in 2009.

Challenges and future directions

- develop drug education materials that meet the needs of students with mild to moderate intellectual disabilities
- increase the targeting of regional school leavers with a disability for entry into mainstream TAFE courses and specialised programs in 2009 and extend the recruitment activities to ensure organisations and individuals who support people with a disability are informed of existing vacancies and planned recruitment activities
- develop a Professional Learning strategy for school staff working with students with Autism Spectrum Disorder to support and keep children at school
- encourage and assist staff with disabilities to participate fully in work and achieve personal satisfaction by performing work that is stimulating and rewarding.

Section 4: Accountability

The Department measures and reports on its progress in developing and implementing policies and practices to improve access, participation and outcomes for people with disabilities.

Achievements

A review was conducted of the Equal Employment Opportunity Management Plan 2005-2008 which led to the development of a new Workforce Diversity Policy and Workforce Diversity Plan. An important step of the review process was roundtable discussions with representatives from regional offices/schools, TAFE NSW Institutes and State office directorates as well as key external stakeholders.

- The Department undertook 282 integration projects across the State, at a cost of over \$20 million to facilitate the removal of physical access barriers for people with disabilities to schools and TAFE colleges.
- An ongoing extensive review of the Student Special Transport Guidelines continued to be undertaken by the Finance and Administration and Disability Programs Directorates to develop an improved approach to the assessment of student needs in relation to transport.

Strategies

- providing specialist support to assist teachers to work with students with complex physical support needs through a partnership with Northcott and The Spastic Centre focusing on the use of assistive technologies to enable students with complex physical disabilities to access the school curriculum
- developing, gathering and distributing supplementary information for a teacher guide on a process for building a student profile for students who do not participate in the standard Best Start assessment tasks
- continuing discussions with NSW Health, DADHC and Aspect regarding Memorandums of Understanding to ensure services are helping students with disabilities stay at school and provide families with support to meet needs
- developing a position paper on the Review of TVET for Students with Disability, and reviewing the TVET guidelines for 2009
- collecting initial baseline data on entry level of students

accessing targeted literacy intervention services. Literature reviews of reading and language models underway

- Student Support Coordinators, Disability and Student Counselling & Welfare Directorates developing a planning strategy with the focus “keeping children with autism spectrum disorders at school”, and surveys of 10 Department regions providing information on autism specific support and issues to inform the planning.

Challenges and future directions

- introduce of the Department’s new Learning, Management and Business System (SAP Platform) into NSW TAFE, which will significantly improve the Institutes’ ability to monitor and report on students and staff with a disability
- effectively utilise the accountability framework in relation to the School Learning Support Coordinator Initiative
- explore and develop a more efficient post school destination tracking strategy for students with disabilities
- develop a Diversity webpage that will contain information and advice and throughout 2009 progressively roll-out resources including an online diversity awareness training module, an online disability employment resource for managers and a guide with examples of case studies of effective initiatives and success stories.

Section 5: Joint Planning Initiatives

The Department develops strategic alliances and a more coordinated approach to the delivery of services for people with a disability.

Achievements

- Successful transition to school was provided for children who have spent many of their years in hospital with complex medical needs. Successful negotiations with NSW Health have resulted in students with complex medical needs attending school on a regular basis.
- TAFE NSW signed a Memorandum of Understanding with Autism Spectrum Australia. Sydney Institute

staff were members of the team who developed a pilot program for delivery in 2009.

- The School-Link Initiative Memorandum of Understanding was developed jointly by NSW Health and the Department to provide a framework for improving understanding, recognition, treatment, support and prevention of depression and related disorders in adolescents.

Strategies

- providing specialist support to assist teachers to work with students with complex physical support needs through a partnership with Northcott and The Spastic Centre. This partnership focuses on the use of assistive technologies so that students with complex physical disabilities can access the school curriculum
- CLI in partnership with TAFE NSW - Northern Sydney Institute, developing "Help!" an online video resource supporting TAFE teachers who are concerned about the behaviour of a student. The resource includes links to the relevant web pages of each NSW TAFE Institute and to other useful websites and highlights the resources available to assist teachers in responding to students with mental health and learning difficulties
- partnership between TAFE and Corrective Services providing studies in literacy, numeracy and computing to over five inmates with intellectual disability at Long Bay
- This CLI online video resource will also support TAFE teachers providing a skills course for students with Aspergers Syndrome running a café in the Kirribilli Neighbourhood Centre on Saturdays.
- the continuing participation of the Department in a cross sectoral reference group 'Increasing Employment for People with Disabilities in the NSW Public Sector' sponsored by the NSW Department of Premier and Cabinet.

Challenges and future directions

- Continue discussions between the Department, NSW Health, DADHC and Aspect regarding Memorandums of Understanding to ensure services are helping students with disabilities stay at school and provide families with support to meet needs
- Negotiate with the Greater Western Area Health Service to provide recurrent funding for the Teacher Consultant (Psychiatric) so this valuable position can continue to

support regional students with a psychiatric illness to access meaningful vocational education and training, employment and ultimately, a better quality of life

- Expand the Language Development Project in Hunter Central Coast Region by involving staff and students from Newcastle University's Speech Pathology Course.

Appendix 12: NSW Government Commitment To Women

Our Commitment to Women, the NSW Government's record of achievements and plans for the future for the women of NSW was released in 2007. The policy identifies ten 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, access to information. TAFE NSW's achievements and future plans respond to a number of the key priority areas in Our Commitment to Women including balancing work and family, women in leadership, Aboriginal women, rural women, young women and older women.

Achievements

During 2008, the Department implemented a range of innovative strategies and initiatives to improve women's and girls' experience of education and training in line with the objectives Our Commitment to Women. Achievements included:

- TAFE NSW - Western Institute in partnership with the Department of Education, Employment and Workplace Relations (DEEWR) implemented the Rural Remote Women Qualifications and Employment Recognition Pilot Project. The project provided opportunities for rural women to gain and retain employment through recognition, gap training and achieving higher level qualifications. The Rural Women Skills Recognition Program, Credit Where Credit's Due, was delivered in the Riverina at Ardlethan - Temora Campus, Yerong Creek and the Henty Primary Industries Centre. The program provided recognition for existing skills and experience.
- TAFE NSW-Northern Sydney Institute partnered with Consultants Exchange Pty Ltd (CXC) who for the third year sponsored the delivery of the TAFE NSW Work Wise Women Information Technology (IT) initiative. This successful partnership program enhances educational opportunities for mature aged women to enter the IT industry.
- Tasting Success was developed by the NSW Department of Premier and Cabinet, Office for Women in partnership with TAFE NSW - Sydney Institute and the hospitality industry. This innovative leadership program was designed to encourage young women students in Years 2 or 3 of the Certificate III Hospitality Commercial Cookery

to complete their apprenticeship or training and embark on a pathway to senior leadership positions in the hospitality industry.

- The Bush Babies program for young Aboriginal mothers was designed to meet the needs of parents from an established Aboriginal playgroup who wanted to increase their knowledge and gain qualifications (Certificate III in Children's Services), employment, and enhance their children's education. Bush Babies was delivered in 2008 at Orange College (TAFE NSW - Western Institute).
- The Women on the Way program was delivered at Wyong (TAFE NSW - Hunter Institute) for sole female parents living in social housing estates. The course focused on developing job seeking skills, preparing resumes, and practising interviews.

Strategies

The TAFE NSW Women's Strategy 2004-2010 aims to improve access, participation and outcomes for women students in TAFE NSW. The strategy provides a policy framework for managers, equity specialists and practitioners to support women students across TAFE NSW by:

- implementing the strategy at local levels including the development and distribution of resources and the provision of strategic advice
- establishing collaborative projects and programs between different areas of the Department which target action to address the needs of specific groups of women, or particular industry or occupational areas
- establishing partnerships to address areas of particular complexity or entrenched disadvantage.

Implementation of the strategy has been directly aligned with Our Commitment to Women.

Challenges and future directions

The participation of women students in TAFE NSW follows complex patterns. TAFE NSW is responding to the VET needs of women through plans which have been highlighted in Our Commitment to Women. TAFE NSW will:

- continue to deliver, through TAFE colleges, culturally appropriate training customised to meet the needs of Aboriginal women
- continue to provide recognition programs for rural women that support their entry into training with TAFE NSW and lead to improved and sustainable employment for rural 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
- maintain the delivery of women only programs 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 to young women who may experience disadvantage in relation to education such as young mothers and sole parents.

Appendix 13: Payment of Accounts

DET late payment of accounts

Table 13.1 Aged analysis at the end of each quarter

Quarter	Current (ie within due date) \$'000		Less than 30 days overdue \$'000		Between 30 and 60 days overdue \$'000		Between 60 and 90 days overdue \$'000		Between 60 and 90 days overdue \$'000	
	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008
September	5,380	18,518	61	85	6	36	np	7	63	6
December	50,352	56,900	312	942	22	4	149	90	22	11
March	8,890	8,782	91	277	2	87	3	45	28	11
June	47,059	49,450	13	7	10	10	np	5	2	7

Source: DET Finance and Administration

Table 13.2 Accounts paid on time within each quarter

Quarter	Total Accounts Paid on Time				Total Amount Paid			
	Target %		Actual %		\$'000		\$'000	
	2007	2008	2007	2008	2007	2008	2007	2008
September	95%	95%	97%	98%	1,640,820	1,725,326	1,691,206	1,758,643
December	95%	95%	96%	97%	827,863	903,496	863,605	927,823
March	95%	95%	98%	98%	1,698,134	1,632,693	1,737,560	1,661,629
June	95%	95%	96%	97%	1,065,670	1,228,321	1,106,671	1,269,141

Source: DET Finance and Administration

DET payment performance indicator

There were no instances where interest was payable under Section 15 of the Public Finance and Audit Regulation 2005 resulting from the late payment of accounts. Procedures are continually reviewed to ensure the most effective services are provided to clients.

TAFE NSW payment performance indicators

Table 13.3 Aged analysis at the end of each quarter

Quarter	Current (ie within due date) \$'000		Less than 30 days overdue \$'000		Between 30 and 60 days overdue \$'000		Between 60 and 90 days overdue \$'000	
	2007	2008	2007	2008	2007	2008	2007	2008
December	2,877	5,938	236	232	78	34	84	12
June	11,652	7,152	220	151	68	14	37	162

Source: DET Finance and Administration

Table 13.4 Accounts paid on time within each quarter

Quarter	Total Accounts Paid on Time				Total Amount Paid			
	Target %		Actual %		\$'000		\$'000	
	2007	2008	2007	2008	2007	2008	2007	2008
September	95%	95%	93%	89%	88,411	88,437	94,855	99,341
December	95%	95%	91%	93%	76,574	97,815	84,297	105,195
March	95%	95%	93%	91%	114,621	107,359	123,723	117,720
June	95%	95%	93%	92%	151,460	154,091	163,314	167,121

Source: DET Finance and Administration

TAFE NSW late payment of accounts

There were no instances where interest was payable under Section 15 of the Public Finance and Audit Regulation 2005 resulting from the late payment of accounts. Procedures are continually reviewed to ensure the most effective services are provided to clients.

Appendix 14: Land Disposal

In 2007-08 net proceeds from the disposal or part disposal of 33 school properties amounted to \$26.241 million. There were no TAFE NSW disposals for the 2007-08 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 compulsory acquired by other authorities for purposes such as road widening.

The net proceeds from the sale of surplus assets are used for the maintenance or 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 FOI Act.

Appendix 15: Major Assets

The Department maintains asset registers which list the location, age, replacement cost and depreciated value of its building stock. Due to the size and complexity of the registers they are not reproduced in this report.

At the end of 2008, the Department had the following building stock:

- 18,326 operating school buildings on 2,422 sites with a total floor space of around 7.74 million square metres
- 5,269 demountable buildings on school sites, providing a further floor space of around 408,508 square metres
- 1,888 TAFE NSW buildings at 131 colleges, providing a total floor space of approximately 1.67 million square metres.

In 2008, the Department's Heritage Asset Management Strategy was endorsed by the Heritage Council of New South Wales.

During the year a further 188 school buildings were identified that had been statutorily listed as heritage significant. This brought the total to 1,679 school buildings. TAFE heritage assets remained unchanged at 163 buildings.

Work continued on the preparation of the Department's Heritage and Conservation Register in compliance with Heritage Office guidelines and the Heritage Act, 1977.

Table 15.1 Major Assets

ASSETS > \$50,000 ACQUIRED IN 2007/2008				
Date	Institute/ Region	College/ School	Item	Value
13/06/2008	Illawarra Institute	Moss Vale	Press Brake	58,050.00
28/02/2008	New England Institute	Tamworth	Dynomometer	53,713.86
22/04/2008	Riverina Institute	Albury	Milling Machine	65,759.00
25/07/2008	South Western Sydney Institute	Lidcombe	Moulding Machine	157,250.00
19/06/2008	Sydney Institute	Enmore	Rapid Proto-typer	69,310.00
27/08/2007	Western Sydney Institute	Blacktown	Engine Dynomometer	73,756.81
14/05/2008	Western Sydney Institute	OTEN	CD/DVD Reproducer	58,407.00
4/06/2008	Western Sydney Institute	Richmond	Wood Chipper	54,500.00
10/06/2008	Western Sydney Institute	Area Maintenance	Excavator	66,090.00
16/06/2008	Western Sydney Institute	Mount DrUITT	Vertical Machining Centre	95,400.00
				752,236.67

Appendix 16: Waste Reduction and Purchasing Policy

The NSW Government Waste Reduction and Purchasing Policy (WRAPP) requires all State Government agencies to develop and implement a WRAPP plan to reduce waste. However, WRAPP has been superseded by the NSW Sustainability Policy, announced by the Premier on 8 May 2008. In 2008, the Premier also announced government will improve environmental performance across water, energy and waste and that NSW Government schools will be carbon neutral by 2020.

The Department progressively incorporates WRAPP into key policy and strategic planning documents such as the Environmental Education Policy for Schools and the Department's Environmental Management Strategy. Achievement of WRAPP objectives is facilitated through 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.

Reducing the generation of waste

The Department's Environmental Education Policy requires schools to develop a School Environmental Management Plan that addresses the focus areas of curriculum development, management of resources and management of school grounds. The Sustainable Schools Program commenced in 2003 in partnership with the NSW Department of Environment and Climate Change (DECC) and the Australian Government Department of the Environment and Heritage.

In 2008, a number of initiatives helped to improve the Department's performance in reducing waste and improving recycling.

A waste audit of the Bridge Street offices was conducted. Head office was found to be very efficient at recycling. Results included:

- 98% of office paper recycled
- 88% of office cardboard recycled
- 53% of paper purchased had a recycled content
- 6% of toner cartridges had recycled content.

New England Institute has dramatically reduced paper consumption to one third by implementing computer default measures and electronic communication.

Appendix 17: Government Energy Management Policy

Contract 1006 - Workplace Supplies Evaluations, has improved environmental criteria ensuring improved environmental outcomes from suppliers.

Resource recovery

The Department of Education and Training and the NSW Department of Commerce implemented waste minimisation strategies, particularly in relation to capital works programs. These strategies included:

- recycling and diversion of surplus excavated or demolition materials from land fill
- collecting separately bulk waste types where suitable
- monitoring of waste materials by the NSW Department of Commerce
- establishing a fluorescent tube recycling service at North Coast Institute
- after a school has new light fittings installed, recycling the used fluorescent tubes to schools having similar fittings.

Using recycled material

In terms of use of recycled materials the following statistics are important:

- of the A3 white paper purchased, 50% contained recycled content;
- of the A4 whitepaper purchased by the Department, 69% contained recycled content;
- of the toner cartridges purchased by the Department, 6% contained a recycled content.

The Department has a history of energy efficient operations which are in line with the NSW Government Energy Management Policy (GEMP). This policy encourages voluntary commitment by public sector agencies to apply cost effective energy efficiency strategies and programs to achieve and sustain reduced greenhouse gas emissions and significantly reduce energy costs in a coordinated and comprehensive manner across all areas of operation.

The Department collects energy consumption data from school calendar year financial reports, which is then combined with TAFE NSW and administration data to meet the GEMP annual reporting requirements. The Department's 2007 GEMP report was submitted to the Department of Environment and Climate Change in February 2009.

The NSW Sustainability Policy was announced by the Premier on 8 May 2008 and supersedes the GEMP.

Energy supply and management

With 126 education facilities having solar (photovoltaic) systems installed and an increase in the number of schools purchasing green energy, the Department continues to increase its use of electricity generated from renewable sources.

The annual combined electricity consumption from these renewable sources was approximately 17,900 MWhrs, which equates to an estimated reduction of 17,000 tonnes of greenhouse gasses being released into the atmosphere.

Green purchase

The number of facilities purchasing 6% green electricity (generated from renewable energy sources such as solar or wind) has continued to grow, with the intention that the whole Department will be purchasing electricity via contract supply (which incorporates the green component in all purchases) by mid 2009.

The Department encourages schools to address and reduce energy use in their School Environmental Management Plan. The Sustainable Schools NSW website provides learning activities for student investigations into energy and tools for monitoring of school energy use.

The Department is renegotiating its main electricity contract 777 and centralising contract management to reduce the impact of expected increases in electricity costs.

Performance

As the provision of effective teaching and learning environments can in some areas involve increased use of air cooling and information and communication technology, the Department has had to balance these requirements with the task of aiming to achieve reductions in line with Government Energy Management Policy goals.

The 2007, the Department's energy review, reports an overall energy consumption decrease of approximately 2.5%. The strength of this result will be tested by next year's analysis results.

Adopting best practice in the procurement of new assets

Design and construction of new and refurbished education facilities continues to incorporate well-established ecologically sustainable design features in energy efficiency, water conservation and environmental considerations. Provision of low environmental impact facilities that ensure acceptable comfort condition levels are achieved through good design and passive ventilation is an important part of education facility design.

Design features for facilities include:

- use of natural light in all new primary schools and, increasingly, in high schools through the installation of roof light strips
- use of natural cross ventilation, assisted by roof turbo ventilators. This is the primary means of achieving maximum air movement and comfort conditions, and its effective utilisation minimises the need for air cooling systems
- solar north orientation, which is the desired orientation for buildings to ensure the effectiveness of sun penetration control by the use of roof overhang and other shading devices
- integration of wind driven roof ventilators to minimise heat gain in ceiling spaces
- installation of period bell light switching systems to automatically control lights in rooms in line with scheduled occupancy
- use of insulation to reduce heating energy consumption
- installation of low flow water outlets and dual flush systems in toilets.

Research and implementation projects:

Installation and evaluation of various energy efficient products have been made in the past. In 2004-05, it was decided that funds made available for energy management research and installation projects be concentrated on lighting upgrade projects. These projects involve the refitting of existing fluorescent light fittings with new energy efficient components and tri-phosphor tubes. Lighting upgrades at Dapto College, Model Farms and Picton High Schools were completed in 2007.

Table 17.1 Projects To Improve Energy Efficiency - 2008

Site	Project	Scope	Result
TAFE Illawarra at its Wollongong, West Wollongong and Goulburn campuses	installed Power Factor Correction units	PFC units reduce electricity demand based charges.	significant reduction in energy costs
various schools in NSW	\$5 million Climate Clever Energy Savers program. This program is a component of the \$25 million Schools Energy Efficiency Program announced at the last election.	student-initiated energy saving actions in NSW government schools	reduced electricity costs and increased student involvement in advanced environmental management. savings for the program have been estimated at \$1.8 million and 12 000 tonnes of greenhouse gas emissions per year from the lighting retrofits and student led efficiency projects alone. Further savings will be realised through the sustainability education of over 150 000 students.
nearly all schools in NSW	a coordinated response to the federal National Solar Schools Program (NSSP) that is offering \$50 000 for investment energy and water conservation infrastructure to all schools. Due to the scale of this program (up to \$100 million) for NSW government schools,	a coordinated approach has been adopted by the DET that includes the development of State contracts, audit and planning tools for schools and the requirement that NSSP applications be developed within the context of School Environment Management Plans.	schools will have rainwater tanks and use the water for either toilet flushing and/or landscape management.
Leumeah HS	lighting upgrades	all lights replaced with low energy high output light fittings and tubes.	all facilities will have a reduction in electricity costs
Mudgee HS	lighting upgrades	all lights replaced with low energy high output light fittings and tubes.	all facilities will have a reduction in electricity costs
Pittwater HS	lighting upgrades	all lights replaced with low energy high output light fittings and tubes.	all facilities will have a reduction in electricity costs
Callaghan College: Waratah Campus	lighting upgrades	all lights replaced with low energy high output light fittings and tubes.	all facilities will have a reduction in electricity costs
Callaghan College: Wallsend Campus	lighting upgrades	all lights replaced with low energy high output light fittings and tubes.	all facilities will have a reduction in electricity costs

Source: DET, Asset Management

Appendix 18: Records Management Program

The Department continued to use its upgraded records management software, TRIM Context, to improve information sharing and service delivery while reducing duplication and costs. A summary of the 2007 annual reports submitted by all Departmental senior managers on the records management performance of their business units was submitted to the Director-General, and promulgated across the Department to inform and encourage continuing improvement. A further reporting exercise for 2008 was expected to yield results early in 2009.

The 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 continuing regular training program for staff across all areas of the Department.

As anticipated in the 2007 Annual Report, work continued on the development of an electronic document and records management system (EDRMS). The high level scoping study report, examining current practices, scoping future requirements, and identifying corporate strategies for implementing EDRMS in compliance with requirements set by State Records, was completed and submitted to senior management for detailed consideration, including budgetary implications. As planned, trialing of EDRMS commenced in targeted business areas across the Department, with the Department-wide implementation expected to commence during 2009.

Appendix 19: Privacy and Personal Information Protection

Departmental staff are kept informed of the implementation of the privacy legislation through privacy bulletins, information brochures, training/information sessions, advice provided through the Legal Services Directorate telephone advice service and information provided on the Department's privacy intranet site.

During the year ended 31 December 2008, there were 19 applications for internal reviews lodged under Part 5 of the Privacy and Personal Information Protection Act 1998 and of those, seven applications were finalised by the Department. In addition, a further 12 applications were finalised in response to applications lodged during the year ended 31 December 2007.

Appendix 20: Electronic Service Delivery

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 developed to provide an online web/portal accessible central database for school student enrolment information. It is the first step in replacing the 18 year old OASIS student management system. The system provides a framework for the Department to manage students through their life-long engagement in NSW public education with a single education registration record. Implementation began with a pilot in September 2007, and rolled out to most other schools in March 2008. The system also provides the basis to extend online services to students and parents.
- The electronic cash register system was integrated into staff assisted mainstream enrolment processes for TAFE NSW (MEVI/ECRI). After a pilot in 2007, improvements were made, and rolled out to all Institutes as part of the WebCR Project. Online acceptance and payments continues for TAFE students in high-demand application courses and re-enrolling students.
- TAFE NSW enrolment systems were enhanced to allow the printing of TAFEcards on site, rather than waiting for an external bureau to print them. This allows students to receive their TAFEcard when they enroll, and saves on bureau printing costs.
- The TAFE Class Management System (CLAMS) was enhanced to improve security management, enhance student tracking processes, and provide wireless access to functions available via a PDA.
- Within the TAFE NSW Mainstream Enrolment via the Internet (MEVI-4) program, a new online customer enquiry service has been developed to support the pre-enrolment phase. This system supports existing online course information systems via the internet, by enabling prospective and existing students to lodge online requests for further information from the TAFE NSW and Institute websites. These online enquiries are routed by the system to TAFE NSW Institute and central customer service staff for resolution.
- Development of a range of new online services called Employer e-services, designed to service the needs of employers of TAFE NSW apprentices and trainees. This new system provides access to student results and training plans and other support services and supports TAFE NSW Institute obligations under the Apprenticeship and Traineeship Act. The new online services have been rolled out to employers of over 15,000 TAFE NSW apprentices and trainees.
- The existing data exchange interface between State Training Services and Federal systems for synchronising training contract data and its status.
- Electronic data exchange interface with State Training Services and 'Railcorp' for trainee/apprentice train passes and concession tickets.

Table 20.1 Mainstream Enrolments through the Internet High Demand Courses

Period	2006 Semester 1	2006 Semester 2	2007 Semester 1	2007 Semester 2	2008 Semester 1	2008 Semester 2	2009 Semester 1
No. Courses	96	65	98	67	100	74	93
No. Campuses	95	63	98	65	102	70	99
No. Students	28,906	9,189	27,863	6,608	29,550	9,660	23,474
Fees Collected	\$8,284,322	\$1,751,672	\$6,470,911	\$1,901,703	\$6,419,045	\$2,212,595	\$5,616,830

Information current as of 13 Feb 09 (2009 enrolments in progress).

Table 20.2 Mainstream Enrolments Through the Internet

Period	2007 Semester 1	2008 Semester 1*	2009 Semester 1*
No. of courses	774	880	996
No. of campuses	100	112	121
Students offered places	99,839	103,621	115,630
Fees Collected	\$13,380,207	\$14,723,327	\$16,369,735

Information current as of 13 Feb 09 (2009 enrolments in progress).

Table 20.3 Statewide TAFE VET Student Management Software

Period	2006 Semester 1	2007 Semester 1*	2008 Semester 1*	2009 Semester 1*
No. of courses	113	83	104	102
No. of campuses	120	107	106	85
Students Registered	26,512	18,575	18,580	11,997

Source: DET, Chief Information Officer

Information current as of 13 Feb 09 (2009 enrolments in progress).

Appendix 21: Consumer Response

Human Resource, Finance and IT Management Systems

- 12,360 applications to teach were submitted via the Electronic Application to Teach (eAT3). eAT3 enables members of the public to apply online for approval to teach in NSW government schools. During this period 8,045 approvals to teach were also approved.
- Jobs@DET enables the advertising of teaching and non-teaching vacancies and then allows the review of applications submitted by interested applicants. In 2008 in excess of 4,800 positions within the Department were advertised through this online system.
- 4,690 teaching and non-teaching positions were finalised by using the electronic Jobs3 system. This system enables the finalisation of the recruitment process once an advertised position has closed and applications received.
- 216 teaching positions were advertised via the New Teachers Staffing Procedures system. This system advises 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. The system supported the introduction of the New Teachers Staffing Procedures in 2008.
- Student Transport Management System (STMS) manages the provision of transport to 10,772 students with special needs. Managed from Wollongong the system coordinates the transport for these students to 850 schools by 588 transport providers. The system is accessible online by school staff.

In 2008, the Executive Support Directorate (ESD) registered and processed a total of 2,758 letters to the Director-General. Approximately 6,000 items of ministerial correspondence were registered.

ESD also managed over 1,000 campaign or petition letters/emails on a range of issues including:

- over 750 items relating to school infrastructure, such as the provision of new facilities, demountable accommodation and sale of land
- over 130 letters relating to personnel issues such as the provision and appointment of teachers and the school staffing formulae
- over 160 items on Schools Policy related matters such as Priority Action Schools Funding

There is ongoing monitoring of workflow in ESD to ensure that all correspondence is dealt with effectively and in accordance with prescribed time frames.

Corporate Communication's Public Liaison Officers answer phone calls and emails regarding all department of Education and Training responsibilities, including TAFE, schools, adult education, early learning, and vocational education and training.

They also receive enquiries on issues relating to other agencies such as the Board of Studies and the Commonwealth Department of Education, Science and Training.

In 2008, the Public Liaison Officers answered more than 4800 phone calls and 4384 email enquiries from both internal and external clients. Enquiries ranged from health matters in schools to interpretation of departmental policies.

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 2008 was greatly reduced.

A range of improvements was made in response to feedback from staff students and customers in 2008 including:

- improved communication between teaching sections and administrative staff on course information, student records processing and course administration resulting in more efficient processing of student results and more informed responses to course inquiries
- increased availability of library resources through the establishment of a mobile library service
- more training provided to part time staff resulting in fewer incorrect results notices
- improved access to information about RPL processes
- a review of the process for re-enrolling students led to additional information sessions being held for students
- new and improved enrolment and re-enrolment system implemented especially for students who have failed modules
- clearer advice on class timetabling made available to students
- cameras installed to deter vandalism and graffiti.

Adult Migrant English Service

A range of systems improvements were made in response to feedback from clients and staff and findings of internal audits. Examples include:

- holding more frequent planning meetings for teachers to coordinate the programming of modules at each Certificate level at Burwood AMES.
- updating of the teacher resource library at Inner City AMES
- provision of additional language learning computer programs suitable for lower-level students at Bankstown AMES
- development of new resources for the Independent Learning Centre at Campsie AMES

State Training Services (STS)

Quality Assurance Services Directorate, in State Training Services, provides quality assurance determination and complaint investigation for registered training organisations regulated by the NSW Vocational Education and Training Accreditation Board. Quality Assurance Services records and investigates complaints received about its own level of service. During 2008, two complaints were received (compared with three in 2007 and four in 2006).

Table 21.1 TAFE NSW Complaints

Type of Complaint	Number of Complaints		
	Received	Resolved	Carried Over to 2009
Category 1:			
Remedy and System Improvement – General complaints (delays, inefficiencies)	595	575	20
Category 2:			
Negotiation – More serious complaints (unreasonable or unfair behaviour)	560	496	64
Category 3:			
Investigation – Alleged unlawful behaviour (conduct alleged to be either wholly or partly corrupt or contrary to the law)	114	82	32
Total	1,269	1,153	116

Source: DET, TAFE NSW

Table 21.1 AMES NSW Complaints

Type of Complaint	Number of Complaints		
	Received	Resolved	Carried Over to 2009
Category 1:			
Remedy and System Improvement – General complaints (delays, inefficiencies)	23	23	0
Category 2:			
Negotiation – More serious complaints (unreasonable or unfair behaviour)	18	18	0
Category 3:			
Investigation – Alleged unlawful behaviour (conduct alleged to be either wholly or partly corrupt or contrary to the law)	0	0	0
Total	41	41	0

Source: DET, TAFE NSW

Appendix 22: Organisational Improvement and Risk Management

Centre for Learning Innovation

In 2008 CLI's processes and systems were reviewed through an external ISO 9001:2000 audit and a series of internal audits. 45 improvement requests were raised, improvements have been implemented, and all requests resolved.

Table 21.3 Quality Assurance Services Complaints

Complaint Type	Received
Audit Process	0
Processing Timeframes	0
Staff	1
Other	1
Total	2

Source: Quality Assurance Services, Vocational Education and Training Accreditation Board

CLI conducts an annual Strategic Review process. In 2008 128 action items (improvements) were identified. Over 90% have been resolved and the remaining items are being tracked to resolution.

As part of CLI's annual planning arrangements all customer feedback processes were reviewed and improvements were identified, including: expansion of the collection of customer feedback data across CLI; review of engagement with TAFE Institutes and school regions.

In 2008 CLI's processes and systems were reviewed through an external ISO 9001:2000 audit and a series of internal audits. 45 improvement requests were raised, improvements have been implemented, and all requests resolved.

CLI conducts an annual Strategic Review process. In 2008 128 action items (improvements) were identified. Over 90% have been resolved and the remaining items are being tracked to resolution.

As part of CLI's annual planning arrangements all customer feedback processes were reviewed and improvements were identified, including: expansion of the collection of customer feedback data across CLI; review of engagement with TAFE Institutes and school regions.

The Audit and Risk Management Directorate (ARMD) is responsible for internal audit assurance services for the Department as well as consultancy services in the areas of corruption prevention, risk management and consulting. Highlights of the directorate's performance are outlined below.

Organisation improvement

Consultancy and business improvement services have been provided by the Risk Management and Consulting Services (RMCS) Unit. This has involved reviews of operational and functional areas of the DET 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.

In 2008, RMCS conducted two cost centre reviews as well as finalised two consultancies, one in the area of business systems (the Casual Employee Payroll System) and the other a review of the human resources and financial business practices within a discreet cost centre.

TAFE NSW

Audits of major TAFE NSW Institute functions such as payroll, purchasing, accounts payable and receivable, budget management, staff recruitment, records management, motor vehicles management, fixed assets and occupational health and safety were conducted at four institutes. Computer tools were used to fully interrogate the TAFE NSW payroll and accounts payable data.

Audits were also conducted covering the management of Adult and Community Education, Adult Migrant English Service and staff travel.

Auditors from the National Centre for Vocational Education Research were assisted in their audit of TAFE NSW student enrolment data on behalf of the Commonwealth Department of Education, Employment and Workplace Relations. This audit was of high priority as the results had a bearing on Commonwealth funding received by TAFE NSW.

All TAFE NSW Institutes submitted a signed statement of responsibility for internal control in 2008. These documents stated that the objective of reducing risks to an acceptable

level had been achieved and that a system of internal controls had operated satisfactorily.

Statewide audit

Directorate staff completed 16 audits in State Office directorates and significant system improvements resulted from some of these audits. Some examples are listed below:

- Payroll
- Accounts Payable
- Capital Works
- Corporate Credit Cards
- Arrangements with the Institute of Teachers
- Industrial Awards and Conditions
- Centre for Learning Innovation
- Sale and Disposal of Property Sites
- Energy Management Plan
- Leave Practices
- Financial viability checks on Higher Education Institutions seeking registration under the Higher Education Act.

The Corporate Services Audit team was heavily involved in workshops on the development of modules for financial management under the Learning Management Business Reform (LMBR) process.

Information systems

Nine audits were completed during the year. Recommendations made, when implemented, will improve operational controls, security and efficiencies. Examples of these audits include:

- application systems: Identity Management, Lattice System Security, Enterprise Portal and ASIS Case Management System
- operating Systems: VMS platforms and Unix platforms
- infrastructure: New England Regional Network
- project governance and probity: Interactive Whiteboards RFQ, Student Email RFT.

NSW government schools

The Department undertook 977 audits of selected schools that focused on their key financial and related operations in accordance with assessed risk. These audits found that generally schools managed their finances satisfactorily.

Common findings and summary reports were provided to regional offices.

Audits were also undertaken of school enrolments.

DET policy documents

Staff and members of the public can access the Department's policy documents through its corporate website 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.

Benchmarking audit services

The Department participated in an international benchmarking program in which internal audit departments in the public and private sectors are compared with each other, with groups of similar size, purpose or location, and against world-class internal auditing groups. This benchmarking process is conducted annually. Areas of comparison included level of resourcing, skill and experience of audit staff, timeliness of audit work, quality of audit planning, risk awareness and quality improvement activities. In 2008, the Department continued to meet or exceed world-class standards in several areas of auditing including audit planning and risk awareness.

Insurance activities

The NSW Treasury Managed Fund (TMF) Scheme provides a full range of insurance cover for most NSW Government agencies, including government schools and institutes.

A self-insurance scheme, the TMF Scheme is underwritten by the NSW Government. The major lines of insurance provided are workers' compensation, property, liability, motor vehicle and miscellaneous.

The overall cost for the 2008/2009 premiums was less than that paid for the 2007/2008 premiums, with reductions in the workers' compensation and miscellaneous lines of insurance.

Corruption prevention

Corruption prevention activities focused on the conduct of projects to promote ethical behaviour throughout the department and to establish business practices incorporating corruption prevention strategies. Projects emanated from analyses of investigations data, investigations and audits (both internal and external) and from management requests. During 2008, education

and training programs were delivered, special investigations requested by senior management were undertaken, advice on fraud and corruption prevention was provided to staff across the department and the Register of Pecuniary and Private Interests was maintained.

Table 22.1 Complaints received which led to notification to the Independent Commission Against Corruption by Sector per calendar year*

Sector	2008	%	2007	%	2006	%	2005	%	2004	%	2003	%
Schools & Regional Offices	39	61	42	49	52	46	41	48	73	64	56	53
TAFE Institutes	19	30	34	40	36	32	33	38	25	22	35	33
State Offices	5	8	9	10	21	19	10	12	15	13	8	8
External/Other	1	1	1	1	4	3	2	2	1	1	6	6
Total	64		86		113		86		114		105	
%Protected Disclosures	22%		20%		24%		24%		39%		21%	

* 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 22.2 Outcomes of investigations of matters notified to the Independent Commission Against Corruption*

Outcome	2008	%	2007	%	2006	%	2005	%	2004	%	2003	%
Unsubstantiated	32	37	30	26	33	42	37	46	57	47	48	49
Matter closed, no further action**	11	13	32	28								
Substantiated	44	50	54	46	46	58	44	54	64	53	50	51
Total	87		116		79		81		121		98	

* 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 23: Matters Affecting the Operations of the Department

The Department's financial report, for the year ended 30 June 2008, has been prepared in accordance with applicable Australian Accounting Standards which include Australian equivalents to International Financial Reporting Standards (AIFRS).

Issues that could impact on TAFE NSW in 2009

- implementing and complying with administrative and reporting requirements of the new 2009 - 2012 National Skills and Workforce Development Agreement and the National Partnership Agreements on:
 - Productivity Places Program
 - TAFE Fee Waivers for Childcare Qualifications
- responding to the Commonwealth Nation Building and Jobs Plan: Building Prosperity for the Future and Supporting Jobs Now
- addressing the education and training implications of the global economic recession, particularly in providing the required workplace simulation and experience for unemployed people so they are job ready once economic conditions improve
- responding to continuing enterprise demand for partnerships to create workforce development solutions, including the delivery of customised training and assessment in the workplace.
- further strengthening TAFE NSW's performance in the competitive training market.
- integrating green skills into apprenticeship, traineeship and post trade training and including the principles of sustainability and green skills in staff inductions to support the transition to a low carbon and more sustainable economy.
- ensuring successful compliance with the requirements for outcomes based auditing under the national provider registration processes of the Australian Quality Training Framework 2007.
- implementing an income contingent student loan system (VET FEE-HELP) to assist students enrolled in diploma, advanced diploma, graduate certificate and graduate diploma courses.
- continuing to position TAFE NSW as the provider of choice by strengthening locally customised responses, building new relationships with industry and enterprises, implementing personalised learning services, building the capacity of its staff and streamlining systems.
- continuing to expand training within budget to meet national and state targets and build community capacity.
- developing appropriate TAFE NSW training solutions for students in the compulsory participation phase following the raising of the school leaving age in NSW.

Issues that could impact on NSW government schools in 2009

- implementing and complying to the reporting requirements of the COAG reform agenda including:
 - National Partnership Agreements: Literacy and Numeracy; Quality Teaching; Low Socio-economic Status Schools Communities
 - National Partnership Agreement Early Childhood
 - National Skills and Workforce Development Agreement
 - National Secondary Schools Computer Initiative - rollout of laptops to students and wireless connectivity to schools.
- meeting the requirements and targets of the State Plan
- implementing the recommendations from the Wood Special Commission of Inquiry into Child Protection Services in NSW
- implementing potential resolution regarding salary award and staffing agreement negotiations
- addressing the continuing rise in the numbers of school students with a disability seeking an enrolment in TAFE Delivered VET (TVET) as part of their Higher School Certificate.
- working with other government agencies through the NSW Government's Better Together initiative to strengthen disability services, including those supporting children with autism and their families. The initiative addresses the coordination of services provided through both government and non-government agencies supporting children with disabilities and their families
- continuing the installation of up to 800 connected classrooms, with related professional learning and infrastructure needs
- responding to 'raising the school leaving age', if announced by the Premier

Appendix 24: Legislative Context and Changes

- continuing to implement a phased approach for Departmental preschools to comply with the Children's Services Regulation 2004. This commenced with the 46 preschools in South Western Sydney and Western Sydney Regions in 2008.

The Department assists the Minister in the administration of the following Acts:

- Apprenticeship and Traineeship Act 2001
- Australian Catholic University Act 1990
- Australian William E Simon University Act 1988
- Board of Vocational Education and Training Act 1994
- Charles Sturt University Act 1989
- Education Act 1990
- Education (School Administrative and Support Staff) Act 1987
- Higher Education Act 2001
- Higher Education (Amalgamation) Act 1989
- Institute of Teachers Act 2004
- Macquarie University Act 1989
- Moree and District War Memorial Educational Centre Act 1962
- Parents and Citizens Associations Incorporation Act 1976
- Saint Andrew's College Act 1998
- Sancta Sophia College Incorporation Act 1929
- Southern Cross University Act 1993
- Teacher Housing Authority Act 1975
- Teachers' College Act 1912
- Teaching Service Act 1980
- Technical and Further Education Commission Act 1990
- Technical Education Trust Funds Act 1967
- 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 Act 2005
- West Scholarship Act 1930
- Women's College Act 1902

During 2008:

- the Education Act 1990 was amended by the Education Amendment Act 2008 which introduced fees for certain classes of overseas students enrolled in government schools, gave principals increased powers when enrolling students and made a number of changes of an administrative nature. In addition, the Education Amendment (Educational Support for Children with Significant Learning Difficulties) Act 2008 clarified the definition of children with a significant learning difficulty
- the Higher Education Act 2001 was amended as a consequence of amendments to the National Protocols for Higher Education Approval Processes
- the Higher Education Regulation 2008 remade the previous Higher Education Regulation 2003, with some amendments relating to fees
- the Technical and Further Education Commission Act 1990 was amended by the Board of Adult and Community Education Repeal Act 2008 to make a change to the composition of the TAFE Commission Board
- the University of Western Sydney By-law 2005 was amended by the University of Western Sydney Amendment By-law 2008 to make provision with respect to the University Board elections and a minor administrative matter.

The Miscellaneous Acts Amendment (Same Sex Relationships) Act 2008 amended the:

- Apprenticeship and Traineeship Act 2001
- Charles Sturt University Act and Charles Sturt University By-law 2005
- Macquarie University Act 1989
- Southern Cross University Act 1993
- University of New England Act 1993
- University of New South Wales Act 1989
- University of Newcastle Act 1989
- University of Sydney Act 1989
- University of Technology, Sydney, Act 1989
- University of Western Sydney Act 1997
- University of Wollongong Act 1989

The Board of Adult and Community Education Act was repealed effective from 16 May 2008.

The Institute of Teachers Act 2004 was amended by the Institute of Teachers Amendment Act 2008, but the changes have not yet commenced.

The following statutory instruments are in force under Acts administered by the Minister:

- Apprenticeship and Traineeship Regulation 2005
- Education Regulation 2007
- Education (School Administrative and Support Staff) Regulation 2003
- Higher Education Regulation 2003
- Southern Cross University (Transitional) Regulation 1994
- Teaching Service Regulation 2007
- Technical Education Trust Funds (Institute) By-law 1985
- Technical Education Trust Funds (TAFE Establishments) By-law 1997
- various university by-laws.

Note: All the above Acts and statutory instruments are available at www.legislation.nsw.gov.au

Judicial decision

There was a significant judicial decision in 2008 involving the Department that has bearing on the Department's powers when investigating allegations of misconduct. In the matter of 'AK' v Director-General, DET [2008] NSWSC 1202, the main issue to be decided was whether the Department had the power to investigate the alleged conduct of a student teacher after the employment relationship had ceased. Other issues included whether the Department had the power to refer such matters to the Commission for Children and Young People as a 'relevant employment proceedings'. The allegation was that the student teacher had developed and maintained an inappropriate relationship with a student during and subsequent to a four week practicum. The Supreme Court held that the Department was entitled to investigate the conduct of an employee after the employment relationship has ceased, however the conduct must be relevant. The incidents that occurred after the period of employment had ceased fell within the definition of 'relevant employment proceedings'. The Court also referred to the Department's statutory authority to prepare and maintain a list of persons who are not to be employed and noted that the paramount purpose of screening is the welfare of children, and in particular protecting them from abuse.

Appendix 25: Consultants

Table 25.1 Consultants

Cost equal to or greater than \$30,000				
Name of Consultant	Category of Consultancy	Title of Project (if applicable)	Purpose of Consultancy	Actual Cost of Engaging Consultant
Deloitte	Organisational Review	School Student Special Transport Scheme	To provide information and advice on the future direction of the School Student Special Transport Scheme	\$139,424
Total consultancies equal or greater than \$30,000 (1)				\$139,424
Cost less than \$30,000				
Consultancy categories				Actual cost of engaging consultant
Management Services				\$6,187
Total consultancies less than \$30,000 (1)				\$6,187
Total consultancies in 2008 (2)				\$145,611

Source: Finance and Administration

Appendix 26: Resources, Publications and Websites

Table 26.1 Resources, Publications and Websites

Name of Resource/Publication/Website	Website or telephone contact
Adult Migrant Education Service (AMES)	
Certificate I in Spoken and Written English (CSWE I), including the Course in Preliminary Course in Spoken and Written English (CPSWE)	www.ames.edu.au 9289 9255
Certificate II in Spoken and Written English (CSWE II)	www.ames.edu.au 9289 9255
Certificate III in Spoken and Written English (CSWE III)	www.ames.edu.au 9289 9255
Certificate IV in Spoken and Written English – Employment (CSWE IV E)	www.ames.edu.au 9289 9255
Certificate IV in Spoken and Written English - Further Studies (CSWE IV FS)	www.ames.edu.au 9289 9255
Translated Modules - overviews of all the modules in the Certificates I-III in Spoken and Written English in English and 21 other languages.	www.ames.edu.au 9289 9255
CSWE Sample Assessment Tasks - for Certificates I-III in Spoken and Written English, including the Course in Preliminary Course in Spoken and Written English	www.ames.edu.au 9289 9255
Finding work: Beginner- student workbook, audio CD, DVD	www.ames.edu.au 9289 9255
Finding work: Post beginner - student workbook, audio CD, DVD	www.ames.edu.au 9289 9255
Work Words – interactive CD-ROM and workbook	www.ames.edu.au 9289 9255
Negotiating and Problem Solving – video-based online short course	www.ames.edu.au 9289 9255
TAFE NSW	
Get Ahead Start	www.tafensw.edu.au 131 601; 9561 8467
TAFELINK - the TAFE NSW e-newsletter for industry	www.tafelink.com.au
Drug and Alcohol Issues: An Agenda for Workforce Development in NSW	www.det.nsw.edu.au/media/downloads/ dethome/yr2005/drugalcoholpl.pdf
inTAFE: A magazine for students	www.tafensw.edu.au/about/publications/ index.htm
Aged Care in Australia: A Guide for Aged Care Workers	www.lg.tafensw.edu.au/facetoface
Degree Express TAFE NSW - Sydney Institute	1300 360 601
Life-based learning: a strength based approach to capability development	9244 5005
Indigenous learning: a collection of key papers, reports, resources and websites	www.icvet.tafensw.edu.au/resources/ indigenous_learning.htm
International Students TAFE NSW Institutes Guide	www.studyintafe.edu.au
Study Tours: International Students NSW Government Schools	www.internationalschool.edu.au (02) 8293 6910
Curriculum	
National Literacy and Numeracy Week vidcasts and audiofiles	http://www.nlnw.nsw.edu.au/events.htm

Name of Resource/Publication/Website	Website or telephone contact
Teaching Space and Geometry K-6 CD	02 9886 7508
MOVE: Video Art in Schools	http://www.curriculumsupport.education.nsw.gov.au/move/index.html
Disability Programs	
Auditory Skills Program - for Students with Hearing Impairment	http://www.schools.nsw.edu.au/media/downloads/schoolsweb/studentsupport/programs/disability/audskills.pdf
Revised and updated "Who 's Going to Teach My Child" - A Guide for Parents of Students with Special Learning Needs	http://www.schools.nsw.edu.au/media/downloads/schoolsweb/studentsupport/programs/lrngdificulties/whoteach.pdf
Professional Learning and Leadership Development	
Online Career Development Toolkit	https://detwww.det.nsw.edu.au/media/downloads/proflearn/secure/career/index.html
The quality of teaching makes the difference DVD and professional learning resource	9561 1056
What counts: The quality of teaching makes the difference - numeracy DVD and professional learning resource	9561 1056
Quality Teaching to support the NSW Professional Teaching Standards	https://detwww.det.nsw.edu.au/media/downloads/proflearn/secure/parta.pdf
Quality Teaching to support the NSW Professional Teaching Standards	https://detwww.det.nsw.edu.au/media/downloads/proflearn/secure/partb.pdf
Part B: Putting the NSW Professional Teaching Standards and the NSW Quality Teaching model into practice	https://detwww.det.nsw.edu.au/media/downloads/proflearn/secure/nstaapc.pdf
Professional Support for New Scheme Teachers - Achieving Accreditation at Professional Competence: A guide for NSW Government Schools	https://www.det.nsw.edu.au/proflearn/courses/index.html
Registration of DET Courses and Programs Guidelines	https://www.det.nsw.edu.au/proflearn/courses/index.html
Leadership Learning booklet: Professional Learning for aspiring, newly appointed and experienced school leaders	02 9561 1056
School Leadership Capability Framework information sheet	https://www.det.nsw.edu.au/proflearn/docs/pdf/slcf_final.pdf
Executive Induction Program	02 9561 1056
Guide to mentoring	https://www.det.nsw.edu.au/proflearn/mentoring/index.htm
Mentoring: Pre-reading package	https://www.det.nsw.edu.au/proflearn/mentoring/preread.htm
Professional Mentoring Essentials Program	02 9561 1056
Professional Mentoring for Leaders Program	02 9561 1056
Action Research in Education Guidelines	02 9561 1056
Action Research in Education booklet	02 9561 1056
Leading Financial Management resource	02 9561 1056
Principal Designate Program	02 9561 1056
Principal Preparation Program	02 9561 1056
Teaching Principal Preparation Program	02 9561 1056

APPENDIX

Name of Resource/Publication/Website	Website or telephone contact
Online Principal Designate toolkit	https://www.det.nsw.edu.au/proflearn/areas/sld/toolkits/index.htm
Online Continuous Improvement in Schools: School Planning toolkit	https://www.det.nsw.edu.au/proflearn/areas/sld/toolkits/index.htm
School education director induction program	02 9561 1056
Chief education officer induction program	02 9561 1056
Consultancy induction program	02 9561 1056
Facilitator essentials program	02 9561 1056
Leading change in schools: emotional dimensions online course	02 9561 1056
Expert decision making online course	02 9561 1056
Innovation, leadership and thinking online course	02 9561 1056
Research into school leadership podcast: Why research and teachers	https://www.det.nsw.edu.au/proflearn/areas/sld/research/podcastsld.htm
Research into school leadership podcast: Leadership dimensions	https://www.det.nsw.edu.au/proflearn/areas/sld/research/podcastsld.htm
Research into school leadership podcast: Partnerships	https://www.det.nsw.edu.au/proflearn/areas/sld/research/podcastsld.htm
Research into school leadership podcast: Gratitude	https://www.det.nsw.edu.au/proflearn/areas/sld/research/podcastsld.htm
Research into school leadership podcast: Indigenous education	https://www.det.nsw.edu.au/proflearn/areas/sld/research/podcastsld.htm
Working in Science	02 9561 1056
Working in the Library	02 9561 1056
Working as a Farm Assistant	02 9561 1056
Working as a General Assistant	02 9561 1056
The Merit Selection Process	02 9561 1056
Regions	
New England Regional Annual Report 2007	https://detwww.det.nsw.edu.au/media/downloads/regions/new_england/aboutus/annualrep2007.pdf
Illawarra and South East Region Annual Report 2007	Illawarra and South East Region 02 4222 2931
Riverina Region Annual Report – 2007	Sandra.Clifford@det.nsw.edu.au
Riverina Regional Plan 2009-2011 poster	Sandra.Clifford@det.nsw.edu.au
Durakar Learning Community Brochure	Jenni.Hamilton@det.nsw.edu.au
Celebrate Attendance Resource Kit	Jenni.Hamilton@det.nsw.edu.au
Professional Learning 2008	Jenni.Hamilton@det.nsw.edu.au
Quality Education from Year 7 – Year 12 (Koorinal, Mount Austin and Wagga Wagga high schools)	Fay.Ridgway@det.nsw.edu.au
“Getting Engaged”: Sydney Region 15-19 Years Research Project and Reflective Package for Principals (CD Rom)	Lynne Irvine - lynne.irvine@det.nsw.edu.au Tel: 9531 3900
Student Leadership and Literacy Program for students from Pacific Community backgrounds	Cate Ballantyne-Smith - cate.ballantyne-smith@det.nsw.edu.au Tel:9582 2860
Western NSW Region Aboriginal Education: Local solutions in Aboriginal education	Western NSW Regional Office – 6883 6300

Name of Resource/Publication/Website	Website or telephone contact
Ready, Set School 2008: A report to school communities in Western NSW	Western NSW Regional Office – 6883 6300
2008 Professional Learning for School Leaders	Hunter/Central Coast Regional Office – 4924 9999
Hunter/Central Coast Region Focus and Targets	Hunter/Central Coast Regional Office – 4924 9999
Educational Measurement and School Accountability (EMSAD)	
ESSA Brochure	http://www.schools.nsw.edu.au/media/downloads/schoolsweb/learning/yr7_12assessments/essa/essa09brochure.pdf
ESSA information for parents -	http://www.schools.nsw.edu.au/media/downloads/schoolsweb/learning/yr7_12assessments/essa/etestinfo.pdf
NAPLAN 2008 School Manual of Administrative Procedures	http://www.schools.nsw.edu.au/media/downloads/schoolsweb/learning/naplan/nap08schlman.pdf
For teaching strategies documents call	NAPLAN 9707 6221
For teaching strategies documents call	ESSA 9707 6285
Strategic Initiatives	
2009 Premier's Teacher Scholarship Brochure	02 9266 8920
Middle Years of Schooling Information Package	02 9266 8038
NSW Premier's Sporting Challenge	http://products.schools.nsw.edu.au/psc/home.html
Student Welfare	
Message in a bottle: a stage 2 and 3 alcohol education resource	http://www.schools.nsw.edu.au/learning/yrk12focusareas/druged/distribres_prim.php
Next: life after school, 2008 edition	http://www.schools.nsw.edu.au/leavingschool/next/
The Critic's Choice 2008	Http://www.schools.nsw.edu.au/events/statecompetitions/criticschoice/index.php
Fresh Tastes @ School News letters : Issues 8 and 9	http://www.schools.nsw.edu.au/media/downloads/schoolsweb/studentsupport/studentwellbeing/schoolcanteen/ft_news8.pdf
Vocational education in schools	
Jump page for access to VEiS online resources	www.schooltowork.com.au
Careers Advisory Service website	http://www.cas.det.nsw.edu.au/
Essential Information to Help School Leavers 2008 - 2009	https://detwww.det.nsw.edu.au/directorates/vet_schools/documents/CAS/CAS_info_package-2008.pdf
e-Student Placement Record and user instructions	https://www.det.nsw.edu.au/vetinschools/worklearn/worklearnpolicy.html
Logbook Online	https://detwww.det.nsw.edu.au/directorates/vet_schools/logbookonline/index.php
Student Pathways Survey	https://www.det.nsw.edu.au/epublishing/swssurvey/
School to Work Program Annual Report 2007	https://www.det.nsw.edu.au/vetinschools/documents/reports/STW_Annual_Report_2007.pdf
Enterprise Learning website	http://www.enterpriselearning.nsw.edu.au/
Study Towards your HSC and Vocational Qualification –promotional brochure	www.det.nsw.edu.au/vetinschools/vet/index.html#promotional

APPENDIX

Name of Resource/Publication/Website	Website or telephone contact
Vocational Education and Training	
Questions & Answers about School Based Apprenticeships and Traineeships	sbatinnsw.info
Independent Industry Support Services	sbatinnsw.info
Apprenticeships & Traineeships in NSW - brochure	02 9266 8184
Apprenticeships & Traineeships in NSW - DVD	02 9266 8184
Trade Skills Recognition brochure	apprenticeship.det.nsw.edu.au
Monthly approval figures	apprenticeship.det.nsw.edu.au
Graphs - NSW A&T system data	apprenticeship.det.nsw.edu.au
Approval requirements for apprenticeships & traineeships in NSW	apprenticeship.det.nsw.edu.au
School based arrangements	apprenticeship.det.nsw.edu.au
Commonwealth Government incentives	apprenticeship.det.nsw.edu.au
State government incentives	apprenticeship.det.nsw.edu.au
State Training Services	apprenticeship.det.nsw.edu.au
Early completion	apprenticeship.det.nsw.edu.au
Citizenship and residency status	apprenticeship.det.nsw.edu.au
The Way Ahead for Aboriginal people	apprenticeship.det.nsw.edu.au
A Complete Guide to Apprenticeships and Traineeships in NSW	apprenticeship.det.nsw.edu.au
Current apprenticeships and traineeships	www.det.nsw.edu.au/trainingmarket
Supervising Your Apprentice or Trainee - book	apprenticeship.det.nsw.edu.au
Supervising Your Apprentice or Trainee - DVD pack	02 9266 8184
Career Choices - DVD	apprenticeship.det.nsw.edu.au or 02 92668184
Guide to the Employment of Apprentices and Trainees in the NSW Public Sector	apprenticeship.det.nsw.edu.au
Skills at Any Age - newsletter	02 9266 8184
Delivering Skills for New South Wales - Strategic Plan for Vocational Education and Training 2008-2010	http://www.bvet.nsw.gov.au/
Career Moves - Longitudinal Survey of Destination, Pathways and Satisfaction of 2005 Government School HSC Students in NSW	http://www.bvet.nsw.gov.au/
Pathways to work – Vocational Education and Training for Young Australians from an Arabic Speaking Background	http://www.bvet.nsw.gov.au/
Skills Centres – Expanding Training Opportunities in NSW	http://www.bvet.nsw.gov.au/
Vendor Training in NSW	http://www.bvet.nsw.gov.au/
Vocational Opportunities for Refugee Students	http://www.bvet.nsw.gov.au/
Career Moves Disability Web Portal	http://www.careermoves.net.au/
2007/2008 NSW Board of Vocational Education and Training Annual Report	http://www.bvet.nsw.gov.au/pdf/annualreport08.pdf

Name of Resource/Publication/Website	Website or telephone contact
Websites	
TAFE NSW: course information, contact for Institutes and campuses, organisations and publications	www.tafensw.edu.au
TAFE PLUS: course information for commercial programs for business and individuals seeking to develop their organisation/careers	www.tafeplus.com
TAFE NSW Institutes: provides information about individual Institutes including qualifications offered, campuses, Annual Reports etc	Hunter Institute - www.hunter.tafensw.edu.au
	Illawarra Institute - www.illawarra.tafensw.edu.au
	New England Institute - www.newengland.tafensw.edu.au
	North Coast Institute - www.nci.tafensw.edu.au
	Northern Sydney Institute - www.tafestudy.info.tafensw.edu.au
	Riverina Institute - www.rit.tafensw.edu.au
	South Western Sydney Institute - www.swsi.tafensw.edu.au
	Sydney Institute - www.sit.tafensw.edu.au
	Western Institute - www.wit.tafensw.edu.au
Western Sydney Institute - www.wsi.tafensw.edu.au	
General	
The Skilling NSW portal provides client-centred information on training arrangements, programs and opportunities in New South Wales for industry, employers, training organisations, schools, apprentices, trainees and school students. The portal also provides access to a range of training services as well as information about government assistance.	www.skilling.nsw.gov.au
NSW Apprenticeships and Traineeships website provides information and advice on the rules and regulations, roles and responsibilities, financial assistance, training courses and the latest information on new and amended apprenticeships and traineeships, links to other sites for related topics such as wages, licensing and skills recognition.	apprenticeship.det.nsw.edu.au
The NSW Training Awards provides information about entry requirements, finalists, winners and sponsors of the NSW Training Awards	www.trainingawards.nsw.gov.au
The Training Market website has been developed to provide timely and accurate information and advice to the vocational education and training community on major training market issues and events.	www.det.nsw.edu.au/trainingmarket
The Industry Programs website provides advice and assistance for employers, individuals and training organisations on workplace development, training opportunities, new initiatives and workshops.	www.det.nsw.edu.au/industryprograms
NSW Board of Vocational Education and Training website	www.bvet.nsw.gov.au
NSW Vocational Education and Training Accreditation Board website	www.vetab.nsw.gov.au
The Centre for Learning Innovation develops and provides innovative online digital products and services for students, teachers and parents to assist teaching and learning in NSW schools and TAFE. These include a variety of multimedia-rich products for schools and TAFE, and resources to assist teachers to integrate ICT into their teaching practice.	www.cli.nsw.edu.au/cli/index.shtm

APPENDIX

Name of Resource/Publication/Website	Website or telephone contact
The Teaching and Learning exchange (TaLe) is a portal that enables teachers to locate and use digital, multimedia-rich resources developed by the Centre for Learning Innovation and other educational bodies. It includes a parents' portal which provides information on what their children are studying and on how parents can assist their children's learning.	www.tale.edu.au
Employee Performance and Conduct	
Complaints Handling Policy	https://www.det.nsw.edu.au/policies/general_man/complaints/resp_sugg/PD20020051.shtml?level=Corporate&categories=Corporate%7CPersonnel%7CComplaints+%26+conduct
NSW Public Schools	
The Government schools of New South Wales from 1848 website provides valuable historical information on NSW government schools. It includes operating dates for all past and present NSW Government schools; milestones in NSW education since 1848; facts and figures; and a changing historical photo gallery of buildings, people and events.	http://www.governmentschools.det.nsw.edu.au/cli/govt_schools/index.shtm
Other	
Time to Start Pre-school	9561 8088; www.schools.nsw.edu.au
Time to Start Kindergarten	9561 8088; www.schools.nsw.edu.au
Time to Start School	9561 8088; www.schools.nsw.edu.au
Time to Start Year 7	9561 8088; www.schools.nsw.edu.au
School Days - a record of the student years for parents	9561 8088
Side by Side newspaper for teachers	9561 8088
Click - IT information for parents	9561 8088; www.schools.nsw.edu.au
Parent E-zine	9561 8088; www.schools.nsw.edu.au

Appendix 27: Research and Development

Table 27.1 Research and Development - Schools

Name of Research	Funding Allocated 1	Status or date to be completed
Indigenous knowledge and western science pedagogy: A comparative approach	\$371,300 (incl. \$306,800 ARC + AMM + YCEC)	Mar-08
Seeding success and research-based intervention for Aboriginal students: impact of quality teaching, effective schools and psycho-social drivers on educational outcomes	\$385,300 (incl. \$305,000 ARC)	Early 2011
Quality Teaching and the Cultural Knowledge of Aboriginal Students in New South Wales	\$50,000 (incl. \$25,000 AGQTP)	Jun-08
Review of Palm Ave School / Dalwood Assessment Centre	\$35,000 (incl. \$17,500 NSW)	Jun-09
Review of Specialist Services (Learning Assistance Program)	\$30,000	Jan-09
External Review of six Interagency Schools as Community Centres Projects	\$50,875	Sep-08
Aligning Quality Teaching and Assessment	\$61,376	2008
Cultural Practices and Learning	\$157,994 (incl \$115,122 ARC)	Jul-08
Evaluation of Refugee Pilot Programs	\$43,500	Term 4, 2008
Engaging Middle Years Boys in Rural Educational Settings	\$116,080	Dec-08
Financial Literacy Action Learning Project	\$41,000 (incl, \$26,000 Citigroup)	Nov-08
Towards Respectful Relationships through Student Peer Mentoring	\$56,409.10	Dec-08
Teachers for a Fair Go	\$1,138,331 (incl, \$1,028,978 ARC)	Dec-10
Evaluation of the implementation of the Memorandum of Understanding between the NSW Department of Education and Training and NSW Department of Community Services in relation to educational services for children and young people in Out-of-Home Care	Approx \$30,000 (incl. Approx. \$15,000 DOCS)	2009
Early intervention for students with drug use problems: literature review	\$40,000 (NSW Government DBT)	Jun-08
Evaluation of The Ted Noffs Foundation Alcohol And Other Drugs Counselling In Schools Program	\$39,175.00	Feb-09
School and Aboriginal Community Alcohol Project	\$82,600 (AERF)	Apr-08
Families NSW South East Sydney Evaluation Framework	\$266,281 (FNSW)	Nov-08
New dimensions of group literacy tests for schools: Multimodal reading comprehension in conventional and computer-based formats	\$345,220 (incl. \$280,693 UNE/ARC)	Jun-09
Rural Teacher Education Program	\$588,000 (incl \$378,000 ARC), plus \$398,421 DET in-kind support	2008
Systemic Implications of Pedagogy and Achievement in NSW public schools	\$819,338 (incl. \$550,000 ARC)	2008
Girls in Sport Research and Intervention Project	\$300,000	Dec-11
Meta analysis of Quality Teaching action learning school-based action learning 2003-2007	\$31,000 (AGQTP)	Mar-10
Microsoft Partners in Learning	\$150,000 (MC)	2008
Retention of Early Career Teachers	\$70,713 (incl. \$35,748 UTS)	2009

APPENDIX

Staying on at School	\$629,840 (incl. \$430,976 UWS/ARC)	2012
Class Size Reduction Program Evaluation	\$78,400	2008
Blended learning in schools, TAFE and universities: experience, principles, patterns and practice	\$239,778 (incl. \$203,778 ARC/US)	Apr-09

Source: DET, Planning and Innovation

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 one 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.

Table 27.2 Research and Development - TAFE & CE

Name of Research	Funding Allocated 1	Status or date to be completed
NSW AMES: Communication in family planning consultations - joint project involving Family Planning NSW, University of Technology Sydney and NSW AMES	\$40,000	Completed
NSW AMES: Impact of linked skills program delivery on English language development and employability of newly-arrived migrants and refugees	\$76,836	Mar-09
NSW AMES: Investigation into spoken language at Hospital Emergency Departments - joint project involving University of Technology Sydney, South Western Area Health and NSW AMES	\$700,000	2009
TAFE NSW - Western Sydney Institute: Workforce Development Requirements of Enterprises in Western Sydney	\$43,000	Completed September 2008
TAFE NSW - North Coast Institute: Awareness and Perceptions of TAFE on the North Coast - Brand and positioning strategy	\$27,000	Completed June 2008
TAFE NSW - North Coast Institute: North Coast Regional Attitudes to Learning - Customer research and positioning strategy	\$27,500	Completed February 2008
TAFE NSW - North Coast Institute: E-learning kit for Institute-wide use including a staff resource site, framework and hardware/software supply	\$20,250	Completed
TAFE NSW - North Coast Institute: Research and development of a training program for CAD	\$26,316	Jun-09
TAFE NSW - North Coast Institute: Business Kit for Head Teachers	\$23,360	Completed
TAFE NSW - North Coast Institute: Head Teacher Kit - development of an online resource kit	\$23,750	Complete
TAFE NSW - Northern Sydney Institute: Adult Literacy and Numeracy Development in Partnership: Social Capital Approaches	\$85,000	Jun-09
TAFE NSW - Northern Sydney Institute: Diabetes Literacy - A Partnership Approach to educating Culturally and Linguistically Diverse (CALD) People about the Risks and Prevention of Type 2 Diabetes	\$33,700	Completed
Improving the bottom line: why Industry values partnerships with TAFE NSW, a series of case studies on successful workforce development partnerships	\$25,674	Completed September 2008

Source: DET, Planning and Innovation

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 one 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.

Table 27.3 Research and Development - VET

Name of Research	Funding Allocated 1	Status or date to be
Exploring options for mainstreaming the MEGA model of training into the NSW VET system	\$10,000	Sep-08
How skills and jobs intersect: use of skills in Australian workplaces	\$20,000 (DEST)	Sep-08
Skills and Innovation: Putting Ideas to Work	\$64,920 (BVET)	Mar-08
Skills Centres: Expanding Training Opportunities in NSW	\$15,487 (BVET)	May-08
Survival Skills II: Models for enhancing SME business skills to meet global competition in process manufacturing in NSW	\$10,000	Nov-08
Career Moves: Longitudinal survey of destinations, pathways and satisfaction of 2005 government school HSC students in NSW (VET in Schools survey)	\$148,500 (BVET)	May-08
Measuring contribution of private registered training organisations to skills development in NSW	\$79,844 (BVET)	Oct-08
Scoping Study for Vendor Certified Training in NSW	\$20,000 (BVET)	Aug-08
Skills in Use: Labour Market and Workplace Trends in Skills Usage in Australia (written by I Watson)	\$24,520 excl GST (DEEWR)	Published July 2008
Skills in Context: A guide to the skill ecosystem approach to workforce development.	\$18,000 excl GST (DEEWR)	Published May 2008
A Guide to the Employment of Apprentices and Trainees in the NSW Public Sector (written by the NSW Public Sector Industry Training Advisory Body)	\$21,510 excl GST (DET)	Published August 2008

Source: DET, Planning and Innovation

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 one 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.

Key			
ACE	Adult and Community Education	NFER	National Fund for Educational Research
AERF	Alcohol Education Rehabilitation Foundation	NSW TAFE:	NSW Technical and Further Education
AFLF	Australian Flexible Learning Framework	NSWG DB3	NSW Government Drug Budget Three
AGQTP	Australian Government Quality Teacher Program	NSWH	NSW Department of Health
AMM	Australian Maritime Museum	NT DEET	Northern Territory Department of Employment, Education and Training
ARC	Australian Research Council	QSL	Quality of School Life
BVET	NSW Board of Vocational Education and Training	RF	Reframing the Future
CAF	Commonwealth Agreement funds	TaLe	Teaching and Learning Exchange
DBT	Drug Budget Three	UNE	University of New England
DEST	Department of Education, Science and Training	US	University of Sydney
DET	NSW Department of Education and Training	UTS	University of Technology Sydney
ESL	English as Second Language	UWS	University of Western Sydney
FNSW	Families NSW	VET	Vocational education and training
MC	Microsoft Corporation	YCEC	Yirrkala Community Education Centre
NCVER	National Centre for Vocational Education Research		

Appendix 28: Major Capital Works, New Works and Works in Progress

Table 28.1 Major Capital Works, New Work and Work-in-Progress - Schools

Project description and location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure (\$,000) 2007-08
Schools – New Work 2007-2008			
Bega High School - Upgrade Stage 3	2011	4,300	134
Bletchington Public School - Upgrade	2010	4,885	423
Building Better Schools - New High School Gymnasiums	2010	32,000	824
Building Better Schools - New Primary School Halls	2010	41,400	1111
Bullimbal School - New School	2010	8,698	167
Carlton Public School - Upgrade	2009	1,954	203
Chatswood High School - Upgrade Stage 2	2009	2,528	118
Coffs Harbour High School - Upgrade	2010	7,140	256
Connected Classrooms	2011	119,000	11233
Dungog High School - Upgrade	2009	8,450	479
Floraville Public School - Upgrade	2010	6,960	306
Hazelbrook Public School - Upgrade	2009	2,635	211
Information Technology - New Projects 07/08	2010	25,000	0
Killara Public School - Upgrade	2009	4,813	334
Learn or Earn Trade Schools	2011	14,700	1473
Marsden Road Public School - Upgrade	2009	2,380	175
Newport Public School - Upgrade	2010	3,238	277
Old Bar Public School - Upgrade	2010	6,999	259
Statewide Compliance and Additions 2007/08	2009	6,600	4,878
Statewide Demountable Replacement Program 2007/08	2009	10,000	6,564
Statewide Halls/Gymnasiums Program 2007/08	2009	23,000	2558
Tumut Public School - Amalgamation of Infants and Primary School Sites	2010	8,282	220
Tweed River High School - Upgrade	2010	4500	185
Waniora Public School - Upgrade	2009	2,655	203
Westmead Public School - Upgrade	2009	1,712	163
Woollahra Public School - Upgrade	2010	2,815	191

Project description and location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure (\$,000) 2007-08
Schools –Work in Progress			
Birrong Boys High School - Upgrade	2008	4,249	759
Bowraville Central School - Upgrade	2009	6,360	1,809
Bulahdelah Central School - Upgrade Stage 2	2007	6,485	1,938
Burwood Girls High School - Upgrade	2009	6,089	3,013
Callaghan College Jesmond Campus - Upgrade Stage 3	2009	9,315	4,424
Campbelltown High School - Upgrade	2008	5,382	3456
Caringbah High School - Site Consolidation Stage 2	2009	9,987	6,931
Chatswood High School - Upgrade Stage 1	2007	4,850	729
Cheltenham Girls High School - Upgrade	2009	5,657	2876
Class Size Reduction Program	2007	106,000	2776
Concord West Public School - Upgrade	2008	5,783	3,033
Dubbo College South Campus - Upgrade Stage 3	2007	5,023	1,456
Endeavour Sports High School - Upgrade Stage 1	2008	2,307	1881
Figtree High School - New Hall	2007	3,198	953
Finley High School - Upgrade	2008	2,420	2,248
Granville Boys High School - Upgrade Stage 3	2007	2,586	141
Guyra Central School - Upgrade	2008	3,024	2,101
Helensburgh Public School - Upgrade	2008	4,420	2,750
Holroyd High School - Gymnasium and Amenities	2007	2,103	368
Hurstville South Public School - Upgrade	2008	2,950	2,026
Information Technology Projects 04/05	2008	32,000	20,278
Information Technology Projects 05/06	2009	25,000	376
Information Technology Projects 06/07	2010	25,000	0
Kandos Public School/Kandos High School - Upgrade	2008	3,450	3,075
Koorinal High School - Movement Studio and Access Improvements	2007	3,540	175
Lane Cove West Public School - Upgrade	2008	3,822	3,242
Lawrence Hargrave Public School - Upgrade	2008	2,623	2,183
Lidcombe Public School - Hall	2007	2,114	651
Maroubra Junction Public School - Upgrade Stage 2	2007	5,451	351
Milton Public School - Upgrade	2008	3,850	1,642

APPENDIX

Project description and location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure (\$,000) 2007-08
Milton Public School - Upgrade Stage 2	2008	3,299	1,230
Milton Public School - Upgrade Stage 3	2008	3,850	133
Penrith High School - Upgrade	2008	5,800	4,791
Rooty Hill High School - Upgrade Library Facilities	2008	3,684	2,877
Ryde Public School - Upgrade	2009	6,930	2,663
School Halls Program 2006/07 - New Hall/Gymnasiums	2008	13,870	9,679
Statewide Compliance and Upgrade 2006/07	2008	4,354	324
Statewide Demountable Replacement Program 2004/05	2008	10,300	1,820
Statewide Demountable Replacement Program 2006/07	2008	9,240	4,631
The Hills School - Upgrade	2009	6,534	3,304
The Hills Sports High School - Upgrade Stage 1	2007	3,845	49
Trade Schools Various Locations	2008	9,300	6491
Ulladulla High School - Upgrade	2008	10,627	4,058
Vincentia High School - Upgrade	2009	1,452	53
Westfields Sports High School - Refurbishment Stage 3	2008	2,200	838

Table 28.2 Major Capital Works, New Work and Work-in-Progress - TAFE NSW

Project description and location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure (\$,000) 2007-08
TAFE NSW– New Work 2007-2008			
Blue Mountains (Katoomba) - Massage, Beauty Therapy, Tourism, Health and Aged Care	2010	5,848	260
Casino - Refurbishment of Trade Areas and New Facilities	2009	2,778	238
Dubbo - Refurbishment	2009	5,383	401
Hunter - Communications Upgrade	2008	3,000	3,000
Lidcombe - Design Centre Refurbishment	2009	1698	178
Macquarie Fields - Sport and Recreation	2010	5,688	336
Newcastle - Hairdressing and Beauty Therapy	2009	5,346	375
Nirimba - Campus Redevelopment	2009	6,480	934
Randwick - Upgrade Facilities	2010	7,569	667
Ryde, Meadowbank, Northern Beaches - Training Kitchen Upgrades	2010	7,037	307
Tamworth - Light Automotive and Electrotechnology Refurbishment	2009	2310	281

Project description and location	Estimated Completion Date	Estimated Total Cost (\$,000)	Expenditure (\$,000) 2007-08
TAFE NSW –Work in Progress			
Bankstown - Childrens Centre/Community Services Upgrade	2008	6,297	4,921
Bathurst - Buildings A and G Refurbishment and Building F Extension	2008	5,114	3,733
Castle Hill - Business Services, Construction and Health	2009	8,473	3,505
Coffs Harbour Education Campus - Automotive, Health and Sport and Recreation	2009	9,196	4,585
Granville - Infrastructure Upgrade	2008	2,907	466
Granville - Student Amenities and Security	2008	2,831	1,364
Griffith - Nursing and Child Studies	2008	3,972	907
Newcastle - Block F Refurbishment	2008	5,667	3,883
Orange - Primary Industries Centre	2007	4,766	194
Port Macquarie - Child Studies, Beauty Therapy and Learner Support Centre	2008	9,231	4,341
Queanbeyan - General Purpose Classrooms, Staff Facilities and Storage	2008	3,034	2,444
Richmond - Equine Studies	2008	5,101	285
Ryde - Hospitality and Replacement of Major Operating Plant	2008	8,600	4,993
Online Project - Stage 2	2009	8,292	2,700
Tamworth - Light Automotive and Electrical and Electronics	2008	6,300	2,848
Ultimo - Building W Refurbishment for Business and Information Technology	2008	7,480	2,175
Ultimo - Building W Upgrade Safety Requirements	2008	7,998	5,751
Wagga Wagga - Plumbing, Community Services and General education	2008	5,017	4,285

Appendix 29: Establishment & Closure of School & TAFE Campuses

Table 29.1 Establishment and Closure of Schools

School name (code) and location	School Education Area	Region	Date	
Establishment of Schools in 2008				
Ropes Crossing Public School(4645) Ropes Crossing	Mt Druitt	Western Sydney	29-Jan-08	
John Palmer Public School(4648) Kellyville Ridge	The Hills	Western Sydney	29-Jan-08	
Tullimbar(4649) Tullimbar	Shellharbour	Illawarra and South East	29-Jan-08	
Reopened				
School Closures or Mergers in 2008				
Nanima Public School(2700) Wellington	Dubbo	Western NSW	28-Apr-08	
Closures Gazetted not previously listed				
Crestview Public School(2228) Cookardina	Riverina Central	Riverina	10-Dec-07	
Numulgi Public School(2780) Numulgi	The Wilson	North Coast	31-Oct-07	
Mooney Mooney Public School(2610) Mooney Mooney	H/CC3	Hunter/Central Coast	21-Jul-08	
School Moves in 2008		From	To	
Warnervale Public School(4117) Warnervale		Lot 75 Warnervale Rd , Warnervale 2259	179-201 Warnervale Rd, Hamlyn Terrace 2259	
New Location	School Education Area	Region	Date	
	H/CC3	Hunter/Central Coast	13-Oct-08	
Change of school name or status				
New name (code) and location	School Education Area	Region	Former name	Date
Five Islands School(5723) Booragul	H/CC5	Hunter/Central Coast	Stuart School	29-Feb-08

Table 29.2 Establishment and Closure of TAFE NSW Campuses

TAFE NSW campus facilities			
Campus/facility and location	Location	District	Date
Establishment of TAFE NSW Campus Facilities in 2008			
Nil			
Closure or merger of TAFE NSW campus facilities in 2008			
Nil			

Source: TAFE Statistics Unit.

Note: This table records the date at which changes in operational status became effective.

Appendix 30: Funds Granted to Non-Govt Community Organisations

30.1 Summary of Funds Granted to Non-government Community Organisations

Summary of attached programs	2007/08
ACE Vocational Education and Training Grants	\$10,073,325.00
Apprenticeship & Traineeship Training Program Grants	\$45,316,540.49
ArtStart - NSW Youth Arts and Skills Festival Grants	\$343,500.00
Building Equipment and Childcare Grants	\$352,768.00
Community Languages Grants	\$3,089,782.99
Elsa Dixon Aboriginal Employment and Career Development Program Grants	\$345,830.98
Enterprise Training Program Grants	\$657,332.52
Grants In Aid	\$1,096,390.00
Group Training Scheme Grants	\$4,353,673.85
Indigenous Education Program Grants	\$897,446.00
Intervention Support - Capital Grants	\$860,898.00
Intervention Support Grants - Children in Residential Care	\$199,000.00
Intervention Support Grants - Non School Organisations	\$545,197.00
Intervention Support Grants - Young People with Disabilities	\$9,603,170.50
IT Skills for Older Workers	\$319,893.11
Joint Indigenous Program Grants	\$1,461,989.25
Literacy Program Grants	\$29,700.00
Miscellaneous ACE Grants	\$82,520.00
National School Drug Education Grants	\$423,724.55
New Careers for Aboriginal People Grants	\$1,129,692.06
NSW ACE Program Grants	\$3,780,419.00
Other Miscellaneous Grants	\$1,470,643.48
Regional Conservatorium of Music Grants	\$3,389,543.00
Skills Gap Training Program Grants	\$665,198.01
Strategic Skills Program Grants	\$14,808,637.76
Training Employment & Development Grants	\$649,910.64
VET Infrastructure Grants	\$208,153.00
VET In Schools Consortium Grants	\$2,576,935.00
VET In Schools Program Grants - Other	\$3,131,910.00
Youth Assistance Strategies Grants	\$7,843,221.93
Total	\$119,706,946.12

Table 30.2 Grants in Aid

Organisation	Treasury Program	Program	2007/08 Approved Grant
The following grants were made in the 2007/08 Financial Year. Note that the GST component has been excluded.			
NSW Parents Council	Non Government Schools Assistance	Non Government Primary	56,300
Council of Catholic School Parents	Non Government Schools Assistance	Non Government Primary	71,300
Learning Difficulties Coalition of NSW	Primary Education Services in Government Schools	Special Education General Primary	30,000
Isolated Children's Parents Association	Primary Education Services in Government Schools	Rural Education Programs Primary	45,400
Gould League of NSW	Primary Education Services in Government Schools	Human Society & Its Environment Primary	10,700
Talent Development Project	Primary Education Services in Government Schools	Education of Gifted and Talented Students Primary	190,000
Centre for Volunteering	Secondary Education Services in Government Schools	State Literacy Secondary	54,500
Learning Links	Primary Education Services in Government Schools	Special Education General Primary	22,700
Early Childhood Intervention Australia	Primary Education Services in Government Schools	Special Education General Primary	9,000
Institute for Family Advocacy and Leadership Development	Primary Education Services in Government Schools	Special Education General Primary	29,200
Vision Australia	Primary Education Services in Government Schools	Special Education General Primary	9,000
Specific Learning Difficulties Association of NSW (SPELD)	Primary Education Services in Government Schools	Special Education General Primary	28,000
St John Ambulance (NSW)	Primary Education Services in Government Schools	Special Education General Primary	12,400
School Sport Australia	Primary Education Services in Government Schools	Sport Primary	34,960
National Assoc'n for Prevention of Child Abuse and Neglect (NAPCAN)	Primary Education Services in Government Schools	Student Welfare	11,330
Federation of Parents and Citizens Associations	Primary Education Services in Government Schools	Public Education & Local School Image Primary	324,600
Australian Children's Television Foundation	Primary Education Services in Government Schools	Creative Performing Arts	157,000
TOTAL GRANTS-IN-AID			1,096,390

Table 30.3 Details of Funds Granted to Non-government Community Organisations

Apprenticeship and Traineeship Training Program Grants	2007/08	Apprenticeship and Traineeship Training Program Grants	2007/08
1 Training Solutions Pty Ltd	\$11,389.50	Australian Business Skills Centre Pty Ltd	\$619,151.51
5 Star Group Pty Ltd	\$745.00	Australian Business Skills Pty Ltd	\$547,576.63
5 Star Hospitality Training Pty Ltd	\$45,286.75	Australian Childcare Resource Centre Ltd	\$36,619.50
A1 Employment and Training Services Pty Ltd	\$18,068.41	Australian College of Commerce and Management Pty Ltd	\$1,265,201.82
AAPC Distribution Services Pty Ltd	\$19,526.88	Australian College of Management Pty Ltd	\$88,212.50
AB Worland and HG Martin	\$7,014.00	Australian College of Training Pty Ltd	\$17,168.00
ABC Early Childhood Training College Pty Ltd	\$161,727.60	Australian College QED	\$2,905.50
Above and Below Adventure Company Pty Ltd	\$23,920.25	Australian Combined Resources Pty Ltd	\$16,162.50
Academy Holding Pty Ltd	\$855,191.37	Australian Electrotechnology Industry Training Centre Ltd	\$1,582,903.47
Academy of Training Pty Ltd	\$63,962.50	Australian English and Business College	\$140,213.76
Access Community Group Ltd	\$15,927.75	Australian Hospitality Academy (NSW) Pty Ltd	\$210,639.77
Access Group Training Ltd	\$490,885.26	Australian Industry Group Training Services Pty Ltd	\$299,204.00
Access Training and Logistics Pty Ltd	\$39,281.50	Australian Institute of Workplace Learning Pty Ltd	\$60,057.40
ACE North Coast Inc - Lismore	\$49,092.50	Australian Retailers Association	\$2,925.00
Active Industry Training Ltd	\$268,913.76	Australian Salesmaster Training Company	\$194,871.75
Adept Training Pty Ltd	\$51,800.00	Australian Training Company Ltd	\$587,970.00
Adult Education Academy Pty Ltd	\$41,449.95	B Online Learning Pty Ltd	\$375.00
Ahvenbloem Pty Ltd	\$28,633.00	Baffy Pty Ltd	\$521,946.86
All Business Learning End-Solutions Pty Ltd	\$27,246.50	Banksia Consulting Pty Ltd	\$79,863.75
Alstonville Adult Learning Association	\$2,520.00	Bankstown Community College Inc	\$12,513.00
Anglican Retirement Villages	\$43,902.00	Bannister Technical Pty Ltd	\$35,381.25
Anglican Youth and Education Division Diocese	\$25,200.00	Barrington Group of Companies Pty Ltd, The	\$113,906.75
Applied Training Solutions Pty Ltd	\$280,602.92	Bellingen Ace Adult and Community Education Inc	\$7,406.00
Apprentices Trainees Employment Ltd	\$124,058.00	Benchmark OHS Consulting Pty Ltd	\$23,250.00
Asean Training and Education Services Pty Ltd	\$29,595.00	Benchmark Resources Pty Ltd	\$252,695.88
Astute Training Pty Ltd	\$67,654.00	Booroongen Djugun Aboriginal Corporation	\$7,599.00
Aurora Training and Professional Service	\$11,718.00	Brainwave Learning Centre Pty Ltd	\$64,838.64
Austraining (NSW) Pty Ltd	\$87,063.25	Bridson Job Coaching and Training Pty Ltd	\$468.75
Australasian Education and Training Services Pty Ltd	\$22,137.50	Bruce Callaghan and Associates Pty Ltd	\$15,850.00
Australian Based Learning Experiences	\$3,290.00	Business Training and Management Pty Ltd	\$34,255.50
		Byron Region Community College Inc	\$3,960.00
		Caloola Farm	\$184,449.00
		Camden Haven Community College Inc	\$11,477.00

APPENDIX

Apprenticeship and Traineeship Training Program Grants	2007/08
Cameron-Jane Make-Up design	\$1,627.50
Canterbury-Hurlstone Park RSL Club Ltd	\$43,651.44
Capable Training Pty Ltd	\$4,951.00
Capital Careers Pty Ltd	\$6,048.75
Capra Ryan Online Learning Pty Ltd	\$2,944.00
Carealot Home Health Services Pty Ltd	\$15,742.50
CASS Training Pty Ltd	\$31,678.00
Catholic Education Office Diocese of Parramatta	\$102,054.60
Central Coast Community College	\$3,919.00
Central Coast Hospitality Consultancy	\$9,938.63
Central West Community College Ltd	\$910,190.13
Central West Group Apprentices Ltd	\$288,761.62
Century Group Pty Ltd	\$358,636.13
Challenger Training Pty Ltd	\$136,875.67
Charles Sturt Services Pty Ltd	\$31,355.50
City-Wide Building and Training Services	\$222,247.00
Civil Contractors Federation	\$261,423.00
CMS Training Services Pty Ltd	\$46,265.25
Coates Hospitality Services Pty Ltd	\$207,276.66
College of Warehousing (Australia) Pty Ltd	\$32,755.00
Comfortdelgro Cabcharge Pty Ltd	\$264,750.00
Community College-Northern Inland Inc	\$6,360.00
Compass Training Australia Pty Ltd	\$54,135.00
Congia Enterprises Pty Ltd	\$144,908.29
Corporate Training Australia Pty Ltd	\$14,840.68
Corpskills Australia Pty Ltd	\$57,436.96
Crusader Union of Australia,The	\$20,100.00
Customer Focus Group Training Company of NSW Pty Ltd	\$280,662.00
Cynergex Group Pty Ltd	\$6,056.25
Cynray Pty Ltd	\$14,250.00
D A T Walker Holdings Pty Ltd	\$14,183.25
D and K Safety Consultants Pty Ltd	\$25,599.00
Daniels Associates of Australasia Pty Ltd	\$218,384.50

Apprenticeship and Traineeship Training Program Grants	2007/08
Dazzle-M Pty Ltd	\$17,738.00
Defaye Training and Consultancy Pty Ltd	\$2,670.00
Didasko Learning Institute Pty Ltd	\$195,084.50
Direct Training Australia Pty Ltd	\$56,370.25
Directions (Australia) Pty Ltd	\$241,515.13
Dynomyte Solutions Pty Ltd	\$94,791.00
E Firstaid Pty Ltd	\$13,608.25
Echuca Community Education Group Inc	\$2,309.00
Elite Care Pty Ltd	\$7,500.00
EM-Four Pty Ltd	\$80,366.25
Employment and Training Australia Inc	\$94,244.85
Endeavour Industries Limited	\$41,487.81
Energy Australia	\$124,049.00
English SD and WR English	\$25,312.50
Enterprise and Training Company of Coffs Harbour Ltd	\$98,483.38
Environmental Training and Employment Inc	\$950.00
Equalis Pty Ltd	\$126,625.00
Equals International (Australia) Pty Ltd	\$27,839.90
Essential Personnel Association Inc	\$35,472.25
Essential Training Services Pty Ltd	\$15,498.00
Esset Group Pty Ltd	\$81,937.50
Eurobodalla Adult Education Centre Inc	\$1,134.00
Excelior Pty Ltd	\$10,750.00
Five Star Training Pty Ltd	\$632,839.84
Fletcher International Exports Pty Ltd	\$310,061.50
Flexible Training Solutions Pty Ltd	\$254,700.00
Ford Motor Company of Australia Ltd	\$254,487.65
Forstaff Australia Pty Ltd	\$7,493.75
Furnishing Industry Association of Australia Ltd	\$126,909.25
Futurestaff Ltd	\$46,623.37
Gisborne Services Pty Ltd	\$7,208.75
Gow Learning International Pty Ltd	\$350,798.00
Greenacres Disability Services	\$3,417.50

Apprenticeship and Traineeship Training Program Grants	2007/08
Griffith Skills Training Centre Inc	\$102,436.06
HGT Australia Ltd	\$826,297.18
Hopwood and Associates Pty Ltd	\$36,750.00
Hospitality Dimensions Pty Ltd	\$999,635.11
Hostec IDR Pty Ltd	\$215,868.67
HRD Consulting Pty Ltd	\$8,075.00
Hume Learning Institute Pty Ltd	\$2,625.00
Hungry Jacks Pty Ltd	\$136,715.25
Hunter Councils Inc	\$27,339.50
Hunter Plant Operator Training School	\$26,735.00
Hunter Valley Training Company Pty Ltd	\$316,750.85
IDH Bricklaying Pty Ltd	\$900.00
Illawarra Area Child Care Ltd	\$370,664.13
Illawarra Retirement Trust	\$64,418.75
Impact Training and Development Solutions	\$178,150.00
Impact Training Institute Pty Ltd	\$300,786.38
Individual Solutions Australia	\$107,883.25
Infront Training Pty Ltd	\$31,950.00
Inner West Skills Centre Inc	\$43,672.50
Institute of Automotive Mechanical Engineers Inc	\$1,894.00
Institute of Financial Services Inc	\$352,892.25
Integrated Training Pty Ltd	\$166,709.00
Integrated Training Solutions (Aust) Pty Ltd	\$15,275.00
Intercept Group Pty Ltd	\$130,437.34
Interlink Management Services Pty Ltd	\$8,475.00
International Child Care College Pty Ltd	\$117,745.50
Into Training Australia Pty Ltd	\$662,886.82
Interlink Management Services Pty Ltd	\$8,475.00
International Child Care College Pty Ltd	\$117,745.50
Into Training Australia Pty Ltd	\$662,886.82
Iontask Pty Ltd	\$9,352.70
IPN Learning Pty Ltd	\$7,650.00
JB Hunter Technology Pty Ltd	\$22,825.00

Apprenticeship and Traineeship Training Program Grants	2007/08
JCE Positive Outcomes Pty Ltd	\$129,229.86
JKR Training for Business Pty Ltd	\$173,137.50
Jobs Australia Ltd	\$32,861.75
John Dickson Consulting Pty Ltd As Trustee for J and G Dickson Family Trust	\$625.00
John Fairfax Publications Pty Ltd	\$425.00
JP Mcrae Pty Ltd	\$512,933.13
JPS and Associates Trading as JPS Training	\$55,872.18
Julie Reid Management Pty Ltd	\$217,657.63
Juliusmedia Pty Ltd	\$41,400.00
K.S. Training Pty Ltd	\$77,670.50
Kemp and Associates Pty Ltd	\$27,340.00
Kiama Community College Inc	\$2,057.50
KRTS Pty Ltd	\$136,800.00
L J Hooker - Alexandria	\$375.00
Lady Gowrie Child Centre	\$186,523.38
Learning Lab Pty Ltd	\$16,065.00
Learning Partners Pty Ltd	\$22,895.50
Lennox Institute Pty Ltd	\$326,393.14
Link Employment and Training Inc	\$65,825.00
Linked Training Group	\$65,312.50
M J Denstaff Training Pty Ltd	\$28,700.00
Macarthur Group Training Ltd	\$652,354.03
Mackintosh International College (Australia) Pty Ltd	\$12,827.23
Mackrell Daniel Malcolm	\$26,075.75
Macleay Valley Workplace Learning Centre	\$3,750.00
Macquarie Commercial College Ltd	\$4,340.24
Macquarie Employment Training Service	\$304,900.98
Maddisson Employment Pty Ltd	\$44,449.63
Management Consultancy International Pty Ltd	\$48,437.50
Management Edge Pty Ltd, The	\$28,620.00
Maddisson Employment Pty Ltd	\$44,449.63
Management Consultancy International Pty Ltd	\$48,437.50
Management Edge Pty Ltd, The	\$28,620.00

APPENDIX

Apprenticeship and Traineeship Training Program Grants	2007/08	Apprenticeship and Traineeship Training Program Grants	2007/08
Map Training	\$712.50	NSW TRB Training Limited	\$145,312.50
Maxwells Services Pty Ltd	\$35,453.36	OCTEC Inc	\$223,589.50
McDonald's Australia Ltd - Thornleigh	\$496,867.25	On Time Resources Pty Ltd	\$208,640.75
McLean Village Pty Ltd	\$30,308.25	Options Training Services Ltd	\$289,310.25
McMillan Staff Development Pty Ltd	\$65,918.75	Origin Training Solutions	\$8,100.00
MD and Associates Pty Ltd	\$11,250.00	Parramatta College Inc, The	\$9,443.00
Meat Industry Services Pty Ltd	\$96,162.50	Pegasus Management Pty Ltd	\$115,986.00
MEGT (Australia) Ltd	\$174,986.02	Pegasus Training Services Pty Ltd	\$50,572.75
Melbourne Workplace Training Pty Ltd	\$378,753.25	Penrith Skills for Jobs Ltd	\$320,750.76
Mental Health Co-Ordinating Council MHCC	\$8,644.00	Performance Edge Systems Pty Ltd	\$596,175.52
Meta Dynamics Pty Ltd	\$97,529.25	Performance Frameworks	\$1,071.50
Milcom Communications Pty Ltd	\$79,491.50	Pharmacy Guild of Australia National Secretariat	\$205,793.22
Mint Training Pty Ltd	\$91,097.45	Pivotal Training and Development Pty Ltd	\$65,022.50
Mission Australia	\$192,073.43	Planpower Training Solutions Pty Ltd	\$743,008.96
Monka Pty Ltd	\$236,976.75	Precise Training Australia Pty Ltd	\$262,075.54
Motor Traders Association of NSW	\$376,260.76	Professional Training Services Australia	\$42,422.50
Murray Hume Business Enterprise Centre	\$1,736.25	Property Training Solutions	\$23,623.13
Murray Mallee Training Company Ltd	\$738,820.37	Provet Pty Ltd	\$31,172.50
My Freight Career Pty Ltd	\$72,281.25	PSJ Pty Ltd	\$236,589.67
National College Australia Ltd	\$38,240.13	QAF Meat Industries Pty Ltd	\$113,306.95
National Institute of Training Pty Ltd	\$287,100.93	Quality Training Company Pty Ltd The	\$181,409.57
National Insurance Brokers Association	\$50,179.50	Quantica Training (Australia) Pty Ltd	\$89,348.50
National Training Organisation Pty Ltd	\$240,577.33	Ramsden Telecommunications Training Pty Ltd	\$144,947.13
National Training Pty Ltd	\$28,425.00	Reach for Training Pty Ltd	\$15,079.50
Nationwide Training Solutions Pty Ltd	\$9,750.00	Ready Workforce Pty Ltd	\$46,866.25
Network of Community Activities	\$1,323.00	Real Estate Institute of NSW Ltd	\$93,060.00
Network Training Solutions Pty Ltd	\$43,875.00	Real Estate Training Solutions Pty Ltd	\$81,294.75
Newtrain Inc	\$59,724.32	Regional Learning and Development Pty Ltd	\$1,500.00
Newtrain Northern Rivers Inc	\$140,800.90	Regional Skills Training Pty Ltd	\$24,000.00
Northnet Inc	\$18,585.50	Response Employment and Training Pty Ltd	\$1,925.00
Nova Employment and Training Program Inc	\$74,738.63	Restaurant and Catering Association of NSW	\$176,535.08
NSW Dental Assistants (Professional)	\$4,372.50	River Murray Training Pty Ltd	\$1,500.00
NSW Fishing Industry Training Committee	\$37,608.75	Riverina Community College Ltd	\$211,692.50

Apprenticeship and Traineeship Training Program Grants	2007/08	Apprenticeship and Traineeship Training Program Grants	2007/08
Road Transport Training Services Pty Ltd	\$38,632.50	Taree Community College Inc	\$750.00
Rochdale Institute Pty Ltd	\$69,375.00	Tandem Hospitality College Pty Ltd	\$32,094.64
Royal Rehabilitation Centre	\$5,812.50	Targett Retail Training Pty Ltd	\$102,209.00
RTV Consultancy Pty Ltd	\$18,237.50	Telstra Corporation Ltd	\$43,000.00
Rutherford Technical Services Pty Ltd	\$22,781.50	Tesa Mining (NSW) Pty Ltd	\$131,625.00
S.T.A.T Security Training and Tactics Pty Ltd	\$159,492.82	Texskill Ltd	\$355,125.00
Salesforce Australia Pty Ltd	\$393,362.50	Thomson Education Pty Ltd	\$3,000.00
Selmar Holdings Pty Ltd	\$94,528.00	Todaycorp Pty Ltd	\$113,445.00
Sempcom Petroleum Transport Training Pty Ltd	\$38,696.50	Tomaree Community College Inc	\$1,334.00
Sertec Ltd	\$32,392.33	Total Management Group Pty Ltd	\$4,118.00
Singleton Community College Inc	\$2,064.00	Trade Union Training Australia Inc	\$11,826.06
Skilled Communications Personnel Pty Ltd	\$38,700.00	Train Australia Pty Ltd	\$199,618.00
Skills Training Employment Program Inc	\$89,944.44	Training and Development Australia Pty Ltd	\$393,153.00
Skillswest Training Company Pty Ltd	\$272,842.08	Training Beyond 2000 Pty Ltd	\$47,778.50
Small Business Training Company Pty Ltd	\$581,046.80	Training Education and Management Services	\$33,648.97
South East Community College Inc	\$58,255.75	Training Experts Australia	\$522,905.93
South Pacific Training Group	\$9,675.00	Training Express Pty Ltd	\$2,124.99
Southern Edge Training Pty Ltd	\$38,866.88	Training Focus	\$13,509.00
Southern Region Community College Inc	\$5,680.00	Training Specialists(Australia) Pty Ltd	\$653,413.98
Southern Solutions Business Training and Employment	\$261,353.00	Training Synergies Australia Pty Ltd	\$653,528.47
Spastic Centre of NSW, The	\$19,533.88	Training Works Australia Pty Ltd	\$23,311.00
St Marina's Global Restaurant Pty Ltd	\$27,725.00	Transport Education and Training Australia	\$24,027.00
STA Travel Pty Ltd	\$49,125.00	Transqual Pty Ltd	\$336,098.75
Stanborough Wemyss Contracting Pty Ltd	\$1,304,553.06	Trustees of The Diocese of Maitland	\$98,782.50
Statewide Business Training Pty Ltd	\$151,594.03	TTEC Enterprises Ltd	\$103,634.99
Strategic Training Solutions Pty Ltd	\$3,410.75	Tuggerah Lakes Community College Inc	\$9,569.37
Strive Pty Ltd	\$3,675.00	Tursa Employment and Training Inc	\$179,070.01
Strive Training Australia Pty Ltd	\$264,389.55	UNE Partnerships Pty Ltd	\$150,615.25
Subway Development of NSW and Act	\$6,750.00	Uniting Church in Australia Property Trust	\$130,224.00
Sureway Business Training Pty Ltd	\$39,926.63	Vantage Automotive Pty Ltd	\$69,505.20
Sustainable Learning Australasia Pty Ltd	\$16,757.50	Vast Academy (Australia) Pty Ltd	\$8,150.00
Sydney School of Floristry Pty Ltd, The	\$1,650.00	Vertical Learning Curve Pty Ltd	\$423,473.57
T and R Tolhurst Pty Ltd	\$1,125.00	VET Train Pty Ltd	\$14,950.00

APPENDIX

Apprenticeship and Traineeship Training Program Grants	2007/08
Vision Training Institute Pty Ltd	\$187,817.38
Vocational Institute of Australia Pty Ltd	\$18,047.50
W G Learning Pty Ltd	\$278,946.00
Western College Inc	\$5,270.00
Western Sydney Training and Education Centre	\$2,835.00
Westpac Banking Corporation	\$562.50
Wetherill Park Training Centre Pty Ltd	\$57,833.38
Wheelchair and Disabled Association of Australia, The	\$47,800.87
Wollongong City Employment Training Inc	\$135,685.63
Woolworths Ltd	\$36,106.25
Workers Educational Association - Hunter	\$30,274.50
Workers Educational Association (WEA) Illawarra	\$11,725.00
Workplace Training and Assessment Cleaning Industry Pty Ltd	\$31,244.63
Worksmart Interactive Training and Personnel	\$14,970.00
Worktrain Pty Ltd	\$143,848.00
Workventures Ltd	\$77,127.00
Worldmark Pty Ltd	\$12,750.00
Wyong Workwise Inc	\$11,440.05
Yolarno Pty Ltd	\$59,138.50
Yum Restaurants Australia Pty Ltd	\$347,367.41
YWCA NSW	\$58,116.50
Total	\$45,316,540.49

ACE Vocational Education and Training Grants	2007/08
ACE North Coast Inc	\$503,774.00
Alstonville Adult Learning Association Inc	\$369,235.00
Bankstown Community College Inc	\$416,939.00
Bellingen A.C.E. Community College Inc	\$76,297.00
Byron Region Community College Inc	\$282,395.00
Camden Haven Community College Inc	\$156,170.00
Central Coast Community College	\$369,236.00
Central West Community College Ltd	\$550,226.00
Coffs Coast Community College Inc	\$159,995.00

ACE Vocational Education and Training Grants	2007/08
Community College-Northern Inland Inc	\$208,497.00
Community Colleges (NSW) Inc	\$7,800.00
Continuing Education Centre (Albury-Wodonga) Ltd	\$150,206.00
Deaf Society of New South Wales	\$302,818.00
Eastern Suburbs Community College Inc	\$144,736.00
Eurobodalla Adult Education Centre Inc	\$137,043.00
Forster Tuncurry Community College Inc	\$103,802.00
Grafton Community College Inc	\$118,271.00
Griffith Adult Learning Association Inc	\$144,451.00
Hawkesbury Community College Inc	\$213,387.00
Hornsby and Ku-ring-gai Community College Inc	\$138,490.00
Hunter Community College Inc	\$204,746.00
Kiama Community College Inc	\$131,945.00
Macarthur Community College Inc	\$285,882.00
Macleay Valley Community College Inc	\$62,508.00
Macquarie Community College	\$188,373.00
Manly Warringah Community College Inc	\$188,813.00
Murwillumbah Adult Education Centre Inc	\$158,824.00
Nambucca Valley Community College Inc	\$80,592.00
Nepean Community College Inc	\$322,602.00
New England Community College Inc	\$75,903.00
North West Community College Inc	\$183,245.00
Parramatta College Inc	\$350,075.00
Port Macquarie Community College Inc	\$347,030.00
Murwillumbah Adult Education Centre Inc	\$158,824.00
Nambucca Valley Community College Inc	\$80,592.00
Nepean Community College Inc	\$322,602.00
New England Community College Inc	\$75,903.00
North West Community College Inc	\$183,245.00
Parramatta College Inc	\$350,075.00
Port Macquarie Community College Inc	\$347,030.00
Riverina Community College Ltd	\$398,133.00
Robinson Education Centre Inc	\$116,193.00

ACE Vocational Education and Training Grants	2007/08	Building Equipment and Childcare Grants	2007/08
Singleton Community College Inc	\$96,561.00	ACE North Coast Inc	\$12,340.00
South East Community College Inc	\$134,098.00	Alstonville Adult Learning Association Inc	\$7,851.00
Southern Region Community College Inc	\$104,674.00	Bankstown Community College Inc	\$12,338.00
St George & Sutherland Community College Inc	\$179,285.00	Bellingen A.C.E. Community College Inc	\$6,605.00
Sydney Community College Inc	\$174,008.00	Byron Region Community College Inc	\$6,533.00
Tamworth Community College Inc	\$216,710.00	Camden Haven Community College Inc	\$3,345.00
Taree Community College Inc	\$106,888.00	Central Coast Community College	\$12,338.00
Tomaree Community College Inc	\$142,714.00	Central West Community College Ltd	\$12,338.00
Tuggerah Lakes Community College Inc	\$299,818.00	Coffs Coast Community College Inc	\$3,240.00
Wauchope Community College Inc	\$112,067.00	Community College-Northern Inland Inc	\$3,339.00
Western College Inc	\$309,015.00	Continuing Education Centre (Albury-Wodonga) Ltd	\$3,305.00
Workers Educational Association - Hunter Ltd	\$250,441.00	Deaf Society of New South Wales	\$6,456.00
Workers' Educational Association Illawarra	\$159,561.00	Eastern Suburbs Community College Inc	\$12,338.00
Workers' Educational Association Sydney	\$138,853.00	Eurobodalla Adult Education Centre Inc	\$6,899.00
Total	\$10,073,325.00	Forster Tuncurry Community College Inc	\$1,400.00
		Griffith Adult Learning Association Inc	\$3,320.00
ArtStart - NSW Youth Arts and Skills Festival Grants	2007/08	Hawkesbury Community College Inc	\$6,645.00
Arts Mid-North Coast Inc.	\$25,500.00	Hornsby and Ku-ring-gai Community College Inc	\$12,192.00
Arts North West Inc.	\$25,500.00	Hunter Community College Inc	\$3,669.00
Arts Outwest	\$25,500.00	Kiama Community College Inc	\$1,738.00
Arts Upper Hunter	\$25,500.00	Macarthur Community College Inc	\$10,514.00
Blue Mountains City Council	\$17,500.00	Macleay Valley Community College Inc	\$1,688.00
Campbelltown City Council	\$25,500.00	Macquarie Community College	\$12,338.00
Information & Cultural Exchange	\$25,500.00	Manly Warringah Community College Inc	\$12,190.00
Metro Screen Ltd	\$16,500.00	Murwillumbah Adult Education Centre Inc	\$3,270.00
MTC Work Solutions	\$21,500.00	Nepean Community College Inc	\$12,338.00
Murray Arts Incorporated	\$25,500.00	New England Community College Inc	\$2,918.00
Outback Arts	\$25,500.00	North West Community College Inc	\$10,498.00
Regional Youth Support Services Inc	\$15,000.00	Parramatta College Inc	\$12,337.00
Shopfront Theatre for Young People Co-Op	\$21,000.00	Port Macquarie Community College Inc	\$10,650.00
Southern Tablelands Arts	\$25,500.00	Riverina Community College Ltd	\$10,650.00
Willoughby City Council	\$22,500.00	Robinson Education Centre Inc	\$7,147.00
Total	\$343,500.00	Singleton Community College Inc	\$3,396.00

APPENDIX

Building Equipment and Childcare Grants	2007/08
South East Community College Inc	\$1,776.00
Southern Region Community College Inc	\$2,604.00
St George & Sutherland Community College Inc	\$12,337.00
Sydney Community College	\$11,019.00
Tamworth Community College Inc	\$5,558.00
Taree Community College Inc	\$6,695.00
Tomaree Community College Inc	\$3,611.00
Tuggerah Lakes Community College Inc	\$6,860.00
Wauchope Community College Inc	\$4,797.00
Western College Inc	\$12,337.00
Workers Educational Association Hunter Ltd	\$12,337.00
Workers' Educational Association Illawarra	\$12,337.00
Workers' Educational Association Sydney	\$12,337.00
Total	\$352,768.00

Community Languages Grants	2007/08
Afghan Australian Noor Association	\$12,840.00
Afghan Community Support Association of NSW Inc	\$6,420.00
Akkademja Maltija ta' NSW Inc	\$1,000.00
Al Bayan School Inc	\$1,000.00
Al Sadiq Incorporated	\$13,020.00
Al-Aqsa Association	\$18,720.00
Alhabib Arabic School Inc	\$11,040.00
Al-Khair Incorporated Association	\$1,560.00
Ambassadors Multicultural Mission (International) Association Inc	\$39,900.00
Amistad Lattina' Spanish School Inc	\$1,860.00
Andisheh Persian School Inc	\$4,800.00
Anglican Church Diocese of Sydney	\$2,160.00
Arabic Australian Education Centre	\$9,840.00
Bacpa Inc	\$2,220.00
Central Council of Croatian Ethnic Schools of NSW Inc	\$7,380.00
Chanh Phap Vietnamese Buddhist Youth Association of NSW Inc	\$4,320.00

Community Languages Grants	2007/08
Cheng Gong School Inc	\$540.00
Cherrybrook Chinese Community Association Inc	\$7,320.00
Chinese Australian Services Society Co-operative Limited	\$21,300.00
Chinese Catholic Community Inc	\$17,100.00
Christ Church Blacktown Anglican Church of Australia - (Pei Ji Chinese Language School)	\$8,280.00
Christian Pei Li Chinese School Pty Ltd	\$4,680.00
Clemton Park School Chinese Language and Cultural Association Schools in Australia Inc	\$2,400.00
Co-As-It Italian Association of Assistance	\$885,365.00
Community Education and Services Centre Inc	\$2,520.00
Datong Chinese School Inc	\$13,860.00
Congregational Christian Church In Samoa Department of Schools	\$3,540.00
Coptic Orthodox Church Diocese of Sydney and Affiliated Regions	\$3,240.00
Datong Chinese School, Granville Inc	\$10,620.00
Der-Huy Chinese School Inc	\$12,000.00
Deutscher Schulverein Sydney German Saturday School Inc	\$4,680.00
Dinka Literacy Association Inc	\$660.00
Dundas Chinese School	\$8,040.00
Eastern Suburbs Russian School Inc	\$3,660.00
Eastlakes Saturday Turkish School Inc	\$6,560.00
Eastwood Tamil Study Centre Inc	\$2,700.00
Escuela Latinoamericana Central Oeste (Latin American School of the Inner West Inc)	\$300.00
Fairfield Heights Vietnamese Parent Committee Inc	\$4,500.00
Federation of Vietnamese Language Schools Inc	\$5,000.00
First Serbian Orthodox Church St Sava	\$3,120.00
Fraternal Society of the Tripoli and Mena Districts Associated	\$11,880.00
Free Serbian Orthodox Church of St Nicholas Blacktown	\$3,780.00
Free Serbian Orthodox Church St George Cabramatta	\$6,720.00
GDPT Bo De Minh Quang -The Vietnamese Buddhist Youth of NSW Australia Inc	\$4,320.00
Grace Chinese Christian Church Limited	\$16,860.00

Community Languages Grants	2007/08	Community Languages Grants	2007/08
Greek Community of Mascot and District Inc	\$3,240.00	Indo-Aust Bal Bharathi Vidyalaya - Hindi School Inc	\$7,320.00
Greek Orthodox Archdiocese of Australia Consolidated Trust	\$21,840.00	International Buddhist Association of Australia Inc	\$4,500.00
Greek Orthodox Church and Community of Bankstown and District St Euphemia Limited	\$4,740.00	International Youth Fellowship Inc	\$1,980.00
Greek Orthodox Church and Community of Leichhardt and District of St Gerasimos Limited	\$5,100.00	International Youth Fellowship Incorpora	\$1,440.00
Greek Orthodox Church and Society of the City of Greater Wollongong	\$4,440.00	Iranian Educational and Cultural Centre Inc	\$3,120.00
Greek Orthodox Community of NSW Limited	\$32,160.00	Islamic Charity Projects Association Inc	\$29,940.00
Greek Orthodox Parish and Community of Belmore and Districts All Saints Limited	\$3,300.00	Islamic Women's Welfare Association	\$2,640.00
Greek Orthodox Parish and Community of Burwood and District Saint Nectarios Limited	\$5,280.00	Japan Club of Sydney (JCS)	\$11,520.00
Greek Orthodox Parish and Community of Kogarah and District Resurrection of Christ Limited	\$34,500.00	Khmer Adventist Language School Association Inc	\$3,240.00
Greek Orthodox Parish and Community of St Marys and District Limited	\$2,460.00	Khmer Community of NSW Inc	\$6,780.00
Greek Orthodox Parish of Northern and Western Suburbs	\$6,660.00	Korean Catholic Language School Inc	\$19,500.00
Greek Orthodox Parish of South East Sydney	\$4,560.00	Korean Central Presbyterian Church Inc	\$12,000.00
Greek Orthodox Parish of St George Rose Bay	\$2,820.00	Lao Community Advancement NSW Co-operative Limited	\$4,020.00
Greek Orthodox Parish of St Nicholas Marrickville	\$4,500.00	Lebanese Arabic School Inc	\$41,760.00
Greek Sunday School of Canterbury and Surrounding Districts Inc	\$1,860.00	Lebanese Moslem Association	\$80,460.00
Hamazkaine Armenian Educational Cultural Society 'Shant' Chapter Inc	\$13,260.00	Lidcombe Russian School Inc	\$780.00
Happy Chinese Language Association Incorporated	\$1,000.00	Lindfield Korean School Inc	\$9,480.00
Harb Charity Association Inc	\$6,540.00	Liverpool Polish Saturday School	\$3,000.00
Hellenic Centre for Language & Culture of Australia Inc	\$14,260.00	MAAN - Malay Australian Association of NSW Inc	\$480.00
Hellenic Orthodox Community Kingsgrove Bexley North Beverly Hills and Districts Limited	\$6,960.00	Macedonian School Council of NSW Inc	\$4,260.00
Hellenic Orthodox Community of Parramatta and Districts	\$2,760.00	Maltese Community Council of NSW Inc	\$360.00
Hellenic Orthodox Parish and Community of Blacktown and Districts Limited	\$2,820.00	Maroubra Chinese School Inc	\$6,240.00
Hung Dao Language School Inc	\$5,280.00	Maroubra Russian School Inc	\$2,340.00
Hungarian School Flemington Inc	\$2,580.00	Marrickville West Turkish School Inc	\$2,760.00
Hunter Parents' and Teachers' Association of Community Language Schools	\$100,742.53	Ming-Der Chinese School Inc	\$41,040.00
Huyen Quang Buddhist Youth Association Inc	\$3,660.00	Minghui School Incorporated	\$3,480.00
Imam Ali Arabic School Inc	\$17,460.00	Moslem Alawi Youth Movement Inc	\$10,020.00
		Moslem Alawy Society Limited	\$8,340.00
		Navid Persian School	\$2,700.00
		Nepean Turkish School Inc	\$2,160.00
		Newcastle Tamil Sangam Inc	\$900.00
		NSW Board of Jewish Education	\$13,040.18
		NSW Federation of Community Language Schools Inc	\$73,572.55

APPENDIX

Community Languages Grants	2007/08
NSW Indo-China Chinese Association Inc	\$35,100.00
NSW Japanese School Inc	\$5,100.00
NSW Turkish Educational and Cultural Association Inc	\$7,320.00
Padstow Christian Chinese Language School Inc	\$4,560.00
Parramatta Hanguel School Inc	\$4,080.00
Parramatta Persian Primary and High School Inc	\$8,380.00
Persian Ethnic School Inc	\$360.00
Phap Bao Buddhist Youth Language School Inc	\$4,080.00
Polish Association In Wollongong Inc	\$420.00
Polish Educational Society In NSW Inc	\$6,420.00
Polish School of Sydney Inc	\$5,100.00
Portuguese Community Schools of Sydney Inc	\$6,180.00
Portuguese ESAA Inc	\$3,900.00
Presbyterian Church (NSW) Property Trust	\$13,020.00
Preserving The Arabic Language In Australia	\$1,000.00
Qing Hua Chinese Language School Inc	\$31,860.00
Russian Orthodox Church Inc	\$1,740.00
Sabian Mandaean Association in Australia Ltd	\$10,740.00
Sae Soon Korean School	\$11,400.00
Sanatan Religious and Cultural Association NSW Inc	\$6,300.00
School of Vedic Sciences (Aust) Incorporated	\$960.00
Serbian Orthodox Welfare Association of NSW	\$1,860.00
Sikh Khalsa Mission Incorporated	\$2,580.20
Sikh Mission Centre Sydney Inc	\$3,780.00
Sinhalese Cultural Forum of NSW Australia Inc	\$10,800.00
Skola Maltija of Wollongong Inc	\$1,000.00
South Coast Portuguese Association Limited	\$780.00
South West Sydney Children's Chinese School Assn Incorporated	\$3,720.00
Sri Guru Singh Sabah (Sikh Association of Sydney Inc)	\$1,680.00
St Alexander Nevsky Russian School Inc	\$5,220.00
St Andrews Ukrainian Ethnic School	\$6,000.00
St George Spanish School Inc	\$600.00
St Nicholas Antiochian Orthodox Church	\$6,720.00

Community Languages Grants	2007/08
St Nicholas School of Russian Association Inc	\$3,180.00
St Raphael's Greek Orthodox Parish of Liverpool and District Limited	\$8,700.00
Sutherland Shire Chinese Language School Inc	\$3,480.00
Swedish School In Sydney Inc	\$8,040.00
Sydney Chinese Central School Inc	\$1,500.00
Sydney Chinese School Inc	\$30,540.00
Sydney Evangelical Holiness Church	\$1,620.00
Sydney Full Gospel Church Properties Inc	\$15,720.00
Sydney Juan Church Language School	\$1,260.00
Sydney Korean Uniting Church	\$2,760.00
Sydney Latvian Society Limited	\$1,020.00
Sydney Punjabi Society Inc	\$2,040.00
Sydney Saturday School of Japanese Inc	\$17,100.00
Sydney Suomi-Koulu Sydney Finnish School Inc	\$960.00
Sydney Yu Cai Chinese Language School Inc	\$31,860.00
Tamil Civic Centre (TCC) Inc	\$2,820.00
Tamil Study Centre Homebush Inc	\$14,580.00
Telugu Association Inc	\$960.00
Thai Education Centre of Australia Inc	\$2,040.00
Thamil Study Centre Mt Druitt Inc	\$3,900.00
Timor Chinese Association of NSW	\$5,400.00
Trustees of the Lebanese Maronite Order	\$4,260.00
Trustees of the Roman Catholic Church for the Diocese of Saint Maroun Sydney	\$10,140.00
Tzu-Chi Academy Australia Inc	\$8,160.00
Ukrainian Central School In Sydney Inc	\$1,320.00
Umit Uighur Language School	\$1,800.00
United Ethnic Education Centre Inc	\$6,360.00
United Muslim Womens Association Inc	\$13,020.00
Uruguay School of Spanish Language Incorporated	\$3,060.00
Van Lang Vietnamese School Parents Association Inc	\$4,500.00
Victory Mandarin School Association Inc	\$2,100.00
Vietnamese Community In Wollongong Inc	\$3,120.00

Community Languages Grants	2007/08
Vietnamese Cultural Schools Association Inc	\$147,540.00
Vietnamese Parents and Citizens Association Inc	\$54,040.00
Vietnamese Parents Committee Green Valley Inc	\$15,840.00
Vinh Khang Chinese School Inc	\$20,460.00
Wentworthville Tamil Study Centre Inc	\$19,260.00
Western Sydney Chinese School Inc	\$6,660.00
Wollongong Turkish Society Inc	\$2,400.00
Woo-Ri Full Gospel Church Inc	\$5,880.00
Yagoona Arabic School Inc	\$4,740.00
Total	\$3,089,782.99

Strategic Skills Program Grants	2007/08
A1 Employment and Training Services Pty Ltd	\$8,150.23
Academy of Vocational Education, The	\$62,490.00
Access Community Group Ltd	\$20,316.00
ACE North Coast Inc - Lismore	\$47,190.00
Active Industry Training Ltd	\$990,038.51
Ahvenbloem Pty Ltd	\$190,930.00
Alstonville Adult Learning Association	\$47,788.00
Astute Training Pty Ltd	\$169,896.25
Aurora Training and Professional Service	\$6,379.70
Austraining (NSW) Pty Ltd	\$154,869.20
Australian Accredited Technicians Association	\$40,316.64
Australian College of Commerce and Management Pty Ltd	\$271,500.69
Australian College QED	\$71,502.04
Australian Drilling Industry Training	\$22,040.00
Australian Electronic Manufacturing Services Pty Ltd	\$22,500.00
Australian Electrotechnology Industry	\$122,925.00
Australian Electrotechnology Industry Training Centre Ltd	\$82,957.50
Australian English and Business College Pty Ltd	\$9,450.00
Australian Institute of Workplace Learning Pty Ltd	\$952.00
Baffy Pty Ltd	\$85,099.00
Bankstown Community College Inc	\$155,581.25

Strategic Skills Program Grants	2007/08
Bannister Technical Pty Ltd	\$106,979.81
Bellingen Ace Adult and Community Education Inc	\$17,625.00
Benchmark Resources Pty Ltd	\$249,448.88
Booroongen Djugun Aboriginal Corporation	\$17,103.25
Bruce Callaghan and Associates Pty Ltd	\$70,252.50
Brucemac Pty Ltd	\$99,877.51
Business Enterprise Centre Northside Ltd	\$6,212.00
Business Training and Management Pty Ltd	\$54,408.50
Byron Region Community College Inc	\$63,484.50
Camden Haven Community College Inc	\$30,018.00
Campbell Page Ltd	\$2,367.37
Canterbury-Hurlstone Park RSL Club Ltd	\$28,775.04
Capable Training Pty Ltd	\$195,233.00
CASS Training Pty Ltd	\$53,313.00
Central Coast Community College	\$94,311.56
Central West Community College Ltd	\$189,141.52
CMS Training Services Pty Ltd	\$33,075.00
Coates Hospitality Services Pty Ltd	\$25,390.00
Coffs Coast Community College Inc	\$17,513.63
Community College-Northern Inland Inc	\$167,917.50
Compass Training Australia Pty Ltd	\$110,510.35
Contour Systems Pty Ltd	\$45,264.43
Co-Operative for Aborigines Ltd	\$555,282.50
D and K Safety Consultants Pty Ltd	\$2,020.00
Deaf Society of NSW	\$129,585.88
Directions (Australia) Pty Ltd	\$510,295.34
EDC Unit Trust	\$10,655.63
Electrolux Home Products Pty Ltd	\$77,819.00
EM-Four Pty Ltd	\$14,560.00
Employment and Training Australia Inc	\$76,951.10
Endeavour Industries Limited	\$1,838.00
Enterprise and Training Company of Coffs Harbour Ltd	\$83,957.50
Essential Personnel Association Inc	\$304,988.42

APPENDIX

Strategic Skills Program Grants	2007/08
Eurobodalla Adult Education Centre Inc	\$116,093.81
Farmcare Training Pty Ltd	\$54,740.00
Fletcher International Exports Pty Ltd	\$0.00
Forstaff Australia Pty Ltd	\$5,120.00
Gloucester Community Training Inc	\$7,770.00
Grafton Community College Inc	\$54,045.00
Green Hills Churches of Christ Nursing	\$17,517.50
Guyra Adult Learning Association Inc	\$37,620.00
H and H Accredited Training Australasia Inc	\$34,381.50
HGT Australia Ltd	\$301,866.67
Hospitality Dimensions Pty Ltd	\$178,819.75
Hostec IDR Pty Ltd	\$112,769.00
Hunter Valley Training Company Pty Ltd	\$142,768.00
Hurstville Enterprise Association for People Services Inc	\$17,766.50
IDH Bricklaying Pty Ltd	\$136,323.00
Illawarra Area Child Care Ltd	\$119,676.40
Illawarra ITEC Ltd, The	\$69,432.00
Impact Training Institute Pty Ltd	\$38,889.40
Indigenous Training Solutions	\$50,220.00
Individual Solutions Australia	\$193,294.00
Inner West Skills Centre Inc	\$109,116.00
Integrated Training Pty Ltd	\$9,401.00
International Child Care College Pty Ltd	\$80,981.26
JCE Positive Outcomes Pty Ltd	\$46,530.00
JKR Training for Business Pty Ltd	\$14,112.00
Kemp and Associates Pty Ltd	\$206,342.00
Kiama Community College Inc	\$111,780.60
Killalea State Park Training Centre	\$24,199.44
Learning Lab Pty Ltd	\$402,793.50
Macarthur Group Training Ltd	\$6,300.00
Mackrell Daniel Malcolm	\$56,813.27
Macquarie Commercial College Ltd	\$12,292.75
Macquarie Community College	\$67,320.00

Strategic Skills Program Grants	2007/08
Map Training	\$19,110.00
Marrickville Community Training Centre	\$13,760.00
McElvenny Ware Pty Ltd	\$13,800.00
MEGT (Australia) Ltd	\$42,344.00
Metro Screen Ltd	\$115,853.00
Murray Hume Business Enterprise Centre	\$186,854.50
Murwillumbah Adult Education Centre Inc	\$30,443.78
Nailtech Online Beauty Marketing Solutions	\$50,424.00
National College Australia Ltd	\$114,156.00
Nepean Community College Inc	\$21.76
Newtrain Inc	\$39,910.00
Newtrain Northern Rivers Inc	\$1,133.00
Northern Rivers Conservatorium Arts	\$37,524.56
Northnet Inc	\$93,977.00
NSW Dental Assistants (Professional)	\$7,320.00
NSW Family Day Care Association Inc	\$104,457.20
NSW Fishing Industry Training Committee	\$171,734.80
Nursing Group Pty Ltd	\$59,928.00
OCTEC Inc	\$504,900.14
On Time Resources Pty Ltd	\$153,011.00
Parramatta College Inc, The	\$13,365.00
Pegasus Management Pty Ltd	\$21,702.20
Penrith Skills for Jobs Ltd	\$1,653.00
Pharmacy Guild of Australia National Secretariat	\$6,240.00
Port Macquarie Community College Inc	\$12,570.00
Reach for Training Pty Ltd	\$61,435.50
Ready Workforce Pty Ltd	\$9,000.00
Response Employment and Training Pty Ltd	\$36,652.50
Restaurant and Catering Association of NSW	\$199,307.09
Riverina Community College Ltd	\$145,967.40
Rutherford Technical Services Pty Ltd	\$13,327.95
Salvation Army (NSW) Property Trust, The	\$205,523.75
Singleton Community College Inc	\$21,357.00

Strategic Skills Program Grants	2007/08	Strategic Skills Program Grants	2007/08
Skills Training Employment Program Inc	\$177,151.75	Workers Educational Association - Hunter	\$1,249.50
Skillswest Training Company Pty Ltd	\$82,973.00	Workers Educational Association (WEA) Illawarra	\$4,094.00
Small Business Training Company Pty Ltd	\$8,022.00	Worktrain Pty Ltd	\$266,028.08
South East Community College Inc	\$129,554.00	Wyong Workwise Inc	\$37,442.26
Southern Region Community College Inc	\$49,612.50	Yolarno Pty Ltd	\$10,368.00
Southern Solutions Business Training and Employment	\$42,558.41	YWCA NSW	\$590,498.82
Spastic Centre of NSW	\$82,110.92	Zed and Sher Pty Ltd	\$56,864.70
St George and Sutherland Community College	\$53,850.00	Total	\$14,808,637.76
Statewide Business Training Pty Ltd	\$17,138.00		
Strategic Training Solutions Pty Ltd	\$5,949.00	Elsa Dixon Aboriginal Employment and Career Development Program Grants	2007/08
Sureway Business Training Pty Ltd	\$28,629.75	Clarence Valley Council	\$243,928.55
Tamworth Community College Inc	\$23,218.34	Coffs Harbour City Council	\$38,650.90
Taree Community College Inc	\$11,803.86	Mandurah-Hunter Indigenous Business Chamber Inc	\$49,867.00
Tomaree Community College Inc	\$68,003.60	Western Plains Housing Scheme Inc	\$13,384.53
Training Beyond 2000 Pty Ltd	\$51,059.20	Total	\$345,830.98
Transqual Pty Ltd	\$16,272.00		
TTEC Enterprises Ltd	\$52,515.00	Enterprise Training Program Grants	2007/08
Tuggerah Lakes Community College Inc	\$20,717.90	AET Special Effects Pty Ltd	\$15,454.55
Tursa Employment and Training Inc	\$8,820.00	Agri-Food Industry Skills Council Ltd	\$21,350.00
UNE Partnerships Pty Ltd	\$73,443.90	Arts Training NSW Limited	\$1,818.18
Uniting Church in Australia Property Trust	\$714,909.89	Australian Local Government Training	\$50.00
Upper Hunter Community Services Inc	\$5,532.00	Automotive Training Board (NSW)	\$6,363.64
VET Train Pty Ltd	\$11,144.00	Barrand Consulting Pty Ltd	\$9,272.72
Victorian Training Group Pty Ltd	\$26,145.00	Bathurst Family Support Service Inc	\$12,863.64
Vocational Institute of Australia Pty Ltd	\$16,585.00	Central West Group Apprentices Ltd	\$25,000.00
Wauchope Community College Inc	\$18,600.00	Community Broadcasting Association of Australia	\$28,609.09
Waverley Council	\$7,751.25	Community Services and Health Industry	\$38,318.18
Western College Inc	\$143,963.86	Disability Services Australia Ltd	\$15,909.09
Western Sydney Training and Education Centre	\$103,548.75	Focus On People	\$1,835.24
Wheelchair and Disabled Association of Australia	\$102,749.83	Forest and Forest Products Employment Skills Company Ltd	\$30,510.00
Willowgrove Pty Ltd	\$3,859.00	Gaye Murray and Associates	\$17,386.37
Wollongong City Employment Training Inc	\$259,274.48		
Workers Educational Association	\$49,720.00		

APPENDIX

Enterprise Training Program Grants	2007/08
GE Consultancy Pty Ltd	\$10,000.00
Giselle Mawer and Associates	\$10,250.00
Group Training Association of NSW, The	\$45,000.00
Light Manufacturing Industry Training	\$954.55
Liquid Strategies	\$24,947.27
Mack Consulting Group Pty Ltd	\$30,000.00
Manufacturing Learning Australia Ltd	\$17,854.55
Multiplex Pty Ltd	\$30,000.00
Nautilus Project Inc Trading as Care	\$26,645.45
NSW Food Industry Training Council	\$1,500.00
NSW Public Sector Industry Training	\$63,437.27
NSW Retail Wholesale and Associated Services Industry Training Council Ltd	\$20,000.00
Skills DMC	\$35,954.55
Transport and Logistics Industry Skills	\$25,438.18
Windsor and Associates	\$90,610.00
Total	\$657,332.52

Group Training Scheme Grants	2007/08
Aboriginal Employment Strategy Ltd	\$50,000.00
Access Group Training Ltd	\$21,000.00
Apprentices Plus Pty Ltd	\$102,500.00
Apprentices Trainees Employment Ltd	\$152,365.00
Australian Electrotechnology Industry	\$60,684.00
Australian Industry Group Training Services Pty Ltd	\$25,000.00
Australian Training Company Ltd	\$343,761.50
Automotive Group Training (NSW) Ltd	\$271,040.00
Central Coast Group Training Ltd	\$93,500.00
Central West Group Apprentices Ltd	\$544,500.00
ECA Training Pty Limited	\$145,000.00
Electrotechnology Industry Group Training Company Ltd	\$91,800.00
Group Training Association of NSW, The	\$96,000.00
HGT Australia Ltd	\$280,259.20

Group Training Scheme Grants	2007/08
Hospitality Training Network Ltd	\$165,855.00
Housing Industry Association Ltd	\$178,250.00
Hunter Valley Training Company Pty Ltd	\$482,459.15
Macarthur Group Training Ltd	\$108,855.00
Manufacturing Industry Group Apprentiship Scheme Inc	\$46,680.00
Master Builders Group Training Pty Ltd	\$51,940.00
Master Painters Group Training Company	\$52,800.00
Master Plumbers Apprentices Ltd	\$138,000.00
MBA Newcastle Group Training Pty Ltd	\$44,760.00
MEGT (Australia) Ltd	\$94,770.00
Mission Australia Group Training Ltd	\$14,875.00
Murray Mallee Training Company Ltd	\$83,500.00
On-Q Human Resources Ltd	\$173,650.00
Riverina Group Training and Employment Ltd	\$94,500.00
Sertec Ltd	\$27,900.00
Sydney Training and Employment Ltd	\$74,420.00
Tabma Training Pty Ltd	\$56,250.00
West State Training Ltd	\$46,000.00
Workventures Group Training Ltd	\$4,700.00
Workventures Ltd	\$14,100.00
WPC Group Ltd	\$122,000.00
Total	\$4,353,673.85

Indigenous Education Program Grants	2007/08
ACE North Coast Inc	\$27,675.00
Alstonville Adult Learning Association Inc	\$15,129.00
Bankstown Community College Inc	\$3,000.00
Camden Haven Community College Inc	\$23,751.00
Central Coast Community College	\$59,691.00
Central West Community College Ltd	\$122,148.00
Community College-Northern Inland Inc	\$81,475.00
Condobolin Adult Education Inc	\$4,590.00

Indigenous Education Program Grants	2007/08
Far South Coast Community College Inc	\$4,050.00
Griffith Adult Learning Association Inc	\$3,393.00
Hawkesbury Community College Inc	\$5,753.00
Kiama Community College Inc	\$16,965.00
Nambucca Valley Community College Inc	\$23,679.00
New England Community College Inc	\$6,786.00
Port Macquarie Community College Inc	\$3,393.00
Riverina Community College Ltd	\$106,870.00
Robinson Education Centre Inc	\$13,579.00
South East Community College Inc	\$50,895.00
Tamworth Community College Inc	\$1,697.00
Taree Community College Inc	\$39,966.00
The Eurobodalla Adult Education Centre Inc	\$5,090.00
Tomaree Community College Inc	\$3,393.00
Tuggerah Lakes Community College Inc	\$108,324.00
Western College Inc	\$166,154.00
Total	\$897,446.00

Intervention Support - Capital Grants	2007/08
Armidale Community Preschool Inc	\$4,375.00
Autism Spectrum Australia (Aspect)	\$185,120.00
Barnardos Australia	\$18,200.00
Bega Preschool Association Inc	\$11,346.00
East Maitland Preschool Kindergarten Association Inc	\$3,110.00
Frederick Street Kindergarten Co-operative Limited	\$12,652.00
Infants' Home Ashfield	\$5,480.00
KU Children's Services	\$104,822.00
Kempsey Children's Services Co-operative Limited	\$2,950.00
Koorana Child and Family Centre Inc	\$29,500.00
Long Jetty Preschool Inc	\$9,075.00
Moama and District Preschool Centre Inc	\$3,050.00
Parklands Community Preschool and Children's Centre Inc	\$491.00
St Anthony's Family Care	\$17,706.00

Intervention Support - Capital Grants	2007/08
Sylvanvale Foundation	\$150,000.00
Tathra Children's Services Inc	\$1,981.00
Trinity Preschool Kindergarten Limited	\$113,958.00
U@MQ Limited	\$2,950.00
Uniting Church in Australia Property Trust (NSW) for UnitingCare NSW.ACT	\$5,400.00
Wellington Community Children's Centre Inc	\$3,728.00
Woodstock Support Inc	\$135,000.00
Total	\$860,898.00

Intervention Support Grants - Children in Residential Care	2007/08
Community Programs Inc	\$12,000.00
Disability Enterprises Leura	\$5,250.00
Kurrajong Waratah	\$2,250.00
Life Without Barriers	\$4,000.00
Marist Youth Care Limited	\$10,500.00
Mater Dei	\$16,500.00
Mercy Centre Lavington Limited	\$4,500.00
Nepean Community College Inc	\$18,400.00
St Josephs Cowper Inc	\$3,500.00
Sydney Anglican Home Mission Society Council - Anglicare NSW	\$9,750.00
Sydney Community College Inc	\$14,000.00
Uniting Church in Australia Property Trust (NSW) for UnitingCare NSW.ACT - UnitingCare Burnside	\$500.00
Young Men's Christian Association of Sydney	\$11,600.00
Total	\$199,000.00

APPENDIX

Intervention Support Grants - Non School Organisations	2007/08	Intervention Support Grants-Young People With Disabilities	2007/08
Autism Spectrum Australia (Aspect)	\$144,870.00	Beresfield Community Children's Education Centre	\$13,395.50
Royal Institute for Deaf and Blind Children	\$52,000.50	Berkeley Vale Preschool Kindergarten Inc	\$5,654.50
Shepherd Centre	\$60,140.00	Bermagui Preschool Co-operative Society Limited	\$5,630.50
Spastic Centre of NSW	\$227,776.00	Berry Preschool Kindergarten Inc	\$3,000.00
Vision Australia Limited	\$60,410.50	Bexley Jack and Jill Preschool Inc	\$12,313.50
Total	\$545,197.00	Binnowiee Kindergarten Co-operative Society Limited	\$5,166.50
		Biralee Preschool Finley Inc	\$5,166.00
Intervention Support Grants-Young People With Disabilities	2007/08	Blackheath Kookaburra Kindergarten Inc	\$1,796.00
Aberdare Preschool Inc	\$4,332.50	Blacktown City Council	\$19,460.00
Aberdeen Preschool Association Inc	\$3,000.00	Bland Shire Council	\$6,738.00
Access Macquarie Limited	\$25,531.00	Blaxland Preschool Kindergarten	\$3,000.00
Albury Preschool Kindergarten Inc	\$6,658.50	Bomaderry Preschool Inc	\$2,215.00
All Saints Preschool Albion Park Inc	\$4,492.00	Boolaroo-Speers Point Community Kindergarten Inc	\$2,326.00
Annette's Place Inc	\$8,319.50	Bowraville Community Preschool Inc	\$4,492.00
Anzac Village Preschool Association Inc	\$6,817.50	Branxton Preschool Inc	\$6,738.00
Armidale Community Preschool Inc	\$3,000.00	Brayside Community Preschool Inc	\$2,215.00
Arndu St Pauls Preschool Association Inc	\$12,393.00	Budgewoi-Halekulani Preschool Kindergarten Inc	\$11,390.00
Autism Spectrum Australia (Aspect)	\$462,026.50	Bundanoon District Preschool Kindergarten Association	\$2,166.00
Ballina Fox Street Preschool Inc	\$7,980.50	Bungendore Preschool Association Inc	\$3,000.00
Ballina River Street Children's Centre Inc	\$5,654.50	Bunyip Preschool Harden Inc	\$3,000.00
Baptist Union of NSW - Alstonville Baptist Church	\$6,658.50	Byron Bay Preschool Inc	\$7,083.50
Baptist Union of NSW - Drummoyne Baptist Church	\$3,000.00	Byron Shire Early Intervention Association Inc	\$38,214.50
Baptist Union of NSW - Maitland Baptist Church	\$11,230.00	Cabarita Mortlake Kindergarten Association Inc	\$7,752.50
Baptist Union of NSW - Miller Baptist Church	\$8,904.00	Camden Preschool Kindergarten Co-operative Limited	\$5,814.50
Baptist Union of NSW - Mortdale Oatley Baptist Church	\$7,901.00	Campbelltown Anglican Schools Council	\$3,000.00
Barnardos Australia	\$8,984.00	Canowindra Preschool Kindergarten Inc	\$4,332.50
Bathurst Early Childhood Intervention Service Inc	\$65,616.50	Canterbury Community Child Care Centre Inc	\$6,737.50
Baulkham Hills Preschool Kindergarten Inc	\$6,249.50	Catherine Field Preschool Kindergarten Inc	\$4,492.00
Beacon Hill Community Kindergarten Association Limited	\$6,572.00	Centacare Catholic Community Services	\$202,097.50
Bega Preschool Association Inc	\$3,000.00	Central Shoalhaven Mobile Preschool Unit Inc	\$4,651.50
Bellbird Preschool Inc	\$7,980.50	Cessnock Multipurpose Children's Centre Limited	\$11,904.00
Belmont North Preschool Inc	\$8,984.00	Cherrybrook Community Preschool Inc	\$2,166.00
Berala Jack and Jill Preschool Kindergarten Inc	\$3,488.50	Children First Inc	\$3,000.00
		Christ Church Gladesville Preschool Kindergarten Inc	\$6,249.50
		Christ Church St Ives Preschool Inc	\$4,492.00
		Charlestown Child Care and Early Learning Centre Inc	\$2,166.50

Intervention Support Grants-Young People With Disabilities	2007/08	Intervention Support Grants-Young People With Disabilities	2007/08
Clunes Community Preschool Association Inc	\$6,738.00	Dunedoo Preschool Kindergarten Inc	\$2,166.00
Cherrybrook Community Preschool Inc	\$2,166.00	Early Education (EarlyEd) Inc	\$200,453.00
Children First Inc	\$3,000.00	Early Links Inclusion Support Service Inc	\$56,509.50
Christ Church Gladesville Preschool Kindergarten Inc	\$6,249.50	Early Start	\$26,022.00
Christ Church St Ives Preschool Inc	\$4,492.00	East Lindfield Community Preschool Inc	\$4,492.00
Clunes Community Preschool Association Inc	\$6,738.00	East Lismore Community Preschool Inc	\$12,313.00
Cobargo Preschool Inc	\$3,249.00	East Maitland Preschool Kindergarten Association Inc	\$15,722.00
Coffs Harbour Preschool Association Inc	\$7,980.50	Eastlake Community Child Care Centre Inc	\$4,492.50
Collaroy Plateau Community Kindergarten Inc	\$2,166.00	Edgeworth Child Care Centre Inc	\$3,000.00
Communicare Sydney	\$72,066.50	Engadine Church of Christ Preschool Kindergarten Inc	\$7,980.50
Community Programs Inc	\$82,105.00	Engadine Preschool Kindergarten Inc	\$9,321.50
Como Preschool Kindergarten Association Inc	\$2,326.00	Entrance Preschool Kindergarten Association Inc, The	\$10,147.00
Concord Kindergarten Association Inc	\$3,000.00	Erina Baptist Community Care Limited	\$3,000.00
Condobolin Preschool Kindergarten Inc	\$3,488.50	Evans Head Preschool Association Inc	\$3,000.00
Connect Child and Family Services Inc	\$85,926.50	Fairfield City Council	\$179,310.50
Coolamon Preschool Association Inc	\$3,000.00	Felton Street Early Learning Preschool Inc	\$16,725.50
Cooloon Children's Centre Inc	\$3,000.00	Firstchance Inc	\$290,374.50
Cooma Lambie Street Preschool Association Inc	\$11,469.00	Forbes Preschool Kindergarten Co-operative Limited	\$5,575.50
Cooma North Preschool Association Inc	\$8,904.00	Frederick Street Kindergarten Co-operative Limited	\$32,527.50
Coonabarabran Preschool Centre Inc	\$3,000.00	Gamumbi Early Childhood Education Centre Inc	\$7,282.00
Coonamble Preschool Association Inc	\$3,000.00	Giant Steps Sydney Limited	\$16,043.50
Country Women's Association of New South Wales	\$3,834.00	Girrinbai Community Preschool Inc	\$15,642.50
Cowra Early Intervention Group Inc	\$30,188.50	Glen Innes Severn Council	\$3,721.50
Crescent Head Community Preschool Inc	\$3,000.00	Glendore Child Care Centre Inc	\$7,679.00
Cronulla Preschool Kindergarten Inc	\$7,901.00	Glenreagh Preschool Inc	\$3,000.00
Cuddlepier Early Childhood Learning Centre Inc	\$3,000.00	Forbes Preschool Kindergarten Co-operative Limited	\$5,575.50
Delegate District Preschool Inc	\$3,000.00	Frederick Street Kindergarten Co-operative Limited	\$32,527.50
Deniliquin Children's Centre Inc	\$5,654.50	Gamumbi Early Childhood Education Centre Inc	\$7,282.00
Denman Children's Centre Association Inc	\$6,658.50	Giant Steps Sydney Limited	\$16,043.50
Dorrigo Preschool Association Inc	\$5,415.50	Girrinbai Community Preschool Inc	\$15,642.50
Drummoyne Preschool Kindergarten Inc	\$4,492.00	Glen Innes Severn Council	\$3,721.50
Dubbo and District Preschool Kindergarten Inc	\$14,879.00	Glendore Child Care Centre Inc	\$7,679.00
Dubbo West Preschool Inc	\$19,131.00		

APPENDIX

Intervention Support Grants-Young People With Disabilities	2007/08	Intervention Support Grants-Young People With Disabilities	2007/08
Glenreagh Preschool Inc	\$3,000.00	Horizon Early Childhood Intervention Service Inc	\$39,800.50
Gloucester Preschool Inc	\$3,322.50	Hornsby Shire Council	\$11,166.00
Golden Valley Children's Learning Centre Inc	\$4,956.50	Hunter Prelude Early Intervention Centre Inc	\$173,513.50
Goonellabah Preschool Inc	\$18,971.50	Illawarra Aboriginal Corporation	\$2,166.00
Gordon Preschool Centre	\$7,901.00	Illawarra Area Child Care Limited	\$22,594.50
Gorokan Preschool Inc	\$3,408.00	Illawarra Children's Services Limited	\$55,291.50
Goulburn and District Children's Services Association Inc	\$37,047.00	Iluka Preschool Inc	\$3,000.00
Goulburn Preschool Association Inc	\$7,332.50	Imlay Special Needs Group Inc	\$33,220.50
Grace Lutheran Church Moree - Grace Lutheran Preschool	\$2,215.00	Infants' Home Ashfield	\$34,560.00
Grays Point Preschool Kindergarten Association Inc	\$5,575.50	Inner City Montessori Association	\$5,166.00
Great Lakes Children's Centre Inc	\$4,083.50	Inverell Disability Services Inc	\$26,335.50
Grenfell Preschool and Long Day Care Centre Inc	\$3,827.50	Inverell District Family Services Inc	\$16,933.50
Griffith Early Intervention Service Inc	\$64,374.50	Jacaranda Preschool Centre Inc	\$9,987.00
Griffith East Preschool Inc	\$3,488.50	Jack and Jill Kindergarten, The	\$5,575.50
Griffith Preschool Kindergarten Inc	\$11,230.00	Jack and Jill Preschool Association (Lithgow) Inc	\$5,166.00
Gulpa Preschool Inc	\$3,000.00	Jesmond Community Preschool Association Inc	\$6,658.50
Gumnut Bowral Memorial Kindergarten Inc	\$4,492.00	Jesmond Early Education Centre Inc	\$4,492.50
Gumnut Community Preschool Inc	\$2,326.00	Jindera Preschool Association Inc	\$5,166.00
Gumnut Cottage Inc	\$7,127.50	John Brothie Memorial Nursery School Inc	\$3,249.50
Gunnedah Baptist Child Care Association Limited	\$10,146.50	Jumbunna Community Preschool and Early Intervention Centre Inc	\$92,918.50
Gunnedah Family and Children's Services Inc	\$14,206.50	Jumping Jacks Community Preschool Inc	\$5,814.50
Gunnedah Preschool Kindergarten Association Inc	\$12,233.50	Junee RSL Memorial Preschool Inc	\$2,326.00
Gwydir Shire Council	\$6,000.00	KU Children's Services	\$371,145.00
Gynea Nursery School and Kindergarten Co-operative Society Limited	\$6,817.50	Kapooka Early Childhood Centre Inc	\$3,000.00
Hamilton Child Care Centre Inc	\$4,990.00	Katoomba Children's Cottage Inc	\$3,000.00
Hampden Bridge Childcare Centre Early Education Centre	\$3,873.50	Kellyville Preschool Kindergarten Inc	\$11,230.00
Hastings Early Intervention Program Inc	\$94,215.00	Kempsey Children's Services Co-operative Limited	\$19,468.00
Hawkesbury Early Childhood Intervention Service Inc	\$36,860.00	Kempsey Early Intervention Program Inc	\$45,030.00
Hazelwood Child Care Centre Inc	\$5,575.50	Kenthurst Preschool Kindergarten Inc	\$5,166.00
Heathdene Community Services Inc	\$15,053.00	Kesser Torah College Limited	\$2,326.00
Henry Street Community Preschool Association Inc	\$2,166.00	Kiama Preschool Inc	\$7,332.50
Hills Community Kindergarten Inc, The	\$8,904.00	Killarney School Limited, The	\$3,000.00
Holroyd City Council	\$32,452.50	Killarney Vale Preschool Kindergarten Inc	\$6,249.50

Intervention Support Grants-Young People With Disabilities	2007/08	Intervention Support Grants-Young People With Disabilities	2007/08
Kindamindi Co-operative Limited	\$6,617.50	Manning and Great Lakes Early Intervention Inc	\$95,951.50
Kindilan Child Care Centre Inc	\$5,488.50	Marayong Preschool Kindergarten Inc	\$8,140.50
Kingscliff Mini School Inc	\$4,492.00	Masada College	\$6,249.50
Koninderie Community Based Preschool Inc	\$11,150.00	Mater Dei	\$43,261.50
Koorana Child and Family Centre Inc	\$119,240.50	Matilda Rose Early Intervention Centre Limited	\$18,558.50
Kootingal and District Preschool Inc	\$7,821.00	Mayfield Central Community Preschool Kindergarten Limited	\$2,166.00
Kurrajong Waratah	\$207,388.50	McGraths Hill Children's Centre Inc	\$6,249.50
Kurri Kurri and District Preschool Kindergarten Inc	\$8,984.00	Medowie Community Preschool Inc	\$7,901.00
Lambing Flat Enterprises Limited	\$25,289.50	Mendooran Preschool Inc	\$3,000.00
Lane Cove Children's Centre	\$5,735.00	Merriwa Preschool Kindergarten Association Inc	\$3,000.00
Lapstone Preschool Kindergarten Association Inc	\$154,740.50	Metford Child Care Centre Limited	\$2,326.00
Larool Preschool Inc	\$3,000.00	Mid-Western Regional Council	\$6,738.00
Lawson Community Preschool Association Inc	\$2,166.00	Mikayla Children's Centre Inc	\$12,038.00
Learning Links	\$232,069.00	Miranda Kindergarten Association Inc	\$14,718.50
Leeton Preschool Association Inc	\$5,166.00	Mission Australia	\$232,978.50
Lennox Head Community Preschool Inc	\$7,901.00	Mittagong Preschool Kindergarten Inc	\$11,150.00
Lifestart Co-operative Limited	\$433,532.00	Moama and District Preschool Centre Inc	\$6,738.00
Lismore Parish Centre Preschool Inc	\$3,000.00	Molong District Preschool Inc	\$3,000.00
Lismore Preschool Kindergarten Inc	\$9,064.00	Monaro Early Intervention Service Inc	\$44,349.50
Lithgow Early Intervention Program Inc	\$21,089.00	Moree Preschool Inc	\$14,203.50
Lithgow Rural Multipurpose Child Care Association Inc	\$3,000.00	Moresby Park Preschool Inc	\$3,000.00
Liverpool City Council	\$66,656.50	Moriah War Memorial College Association	\$17,479.00
Long Jetty Preschool Inc	\$12,617.50	Morrisset and District Children's Centre Co-operative Limited	\$6,119.00
Lower Bucca Community Preschool Inc	\$3,000.00	Moruya Preschool Kindergarten Inc	\$3,000.00
Lower Macleay Preschool Inc	\$3,249.50	Mount Hutton Child Care Centre Inc	\$5,575.00
Lyrebird Preschool Kindergarten Nowra East Inc	\$4,492.00	Mudgee Preschool Kindergarten Co-operative Limited	\$12,875.50
Macarthur Preschool Kindergarten Association Inc	\$7,981.00	Murrumbateman Early Childhood Centre Association Inc	\$2,326.00
Macksville Preschool Childcare Centre Limited	\$10,146.50	Nambucca Heads Preschool Playcentre Limited	\$5,655.00
Macleay Community Preschool Inc	\$3,000.00	Nambucca Valley Children's Group Inc	\$34,449.00
Macquarie Hills Community Preschool Inc	\$2,166.50	Nana Glen Preschool Inc	\$3,000.00
Macquarie Preschools Co-operative Limited	\$4,332.00	Narrabeen Community Kindergarten Inc	\$17,968.00
Maitland Nursery School Inc	\$6,738.00	Narwee Preschool Kindergarten Inc	\$2,326.00
Manly Vale Community Kindergarten Inc	\$13,396.50		

APPENDIX

Intervention Support Grants-Young People With Disabilities	2007/08
Noah's Ark Centre of Shoalhaven Inc	\$64,117.50
North Brighton Preschool Community Kindergarten Inc, The	\$4,492.00
North Epping Kindergarten Association Inc	\$2,326.00
North Rocks Preschool Inc	\$3,000.00
North Ryde Community Preschool Inc	\$5,575.50
North St Marys Neighbourhood Centre Inc	\$13,476.00
Northcott Society, The	\$32,367.50
Northern Nursery School Limited, The	\$4,332.50
Northside Montessori Society	\$4,500.00
Norwood Community Preschool Inc	\$7,821.00
Nurruby Children's Services Inc	\$9,850.50
Oaks Preschool Kindergarten Co-operative Limited, The	\$6,249.50
Old Bar Community Preschool Inc	\$3,000.00
Ooranga Family Mobile Resource Unit Association Inc	\$3,000.00
Open Arms Care Inc	\$11,138.50
Orana Community Preschool Inc	\$4,083.50
Orana Early Childhood Intervention and Education Project Inc	\$144,910.00
Orange City Council	\$8,824.50
Orange District Early Education Program Inc	\$72,710.00
Orange Preschool Kindergarten Limited	\$8,738.00
Palm Beach War Memorial Kindergarten Inc	\$5,166.00
PEDAL Early Childhood Intervention Service Inc	\$57,208.00
Pambula Preschool Kindergarten Association Inc	\$5,654.50
Parkes Early Childhood Centre Inc	\$6,738.00
Parklands Community Preschool and Children's Centre Inc	\$12,393.00
Paterson Preschool Inc	\$3,000.00
Pathways - Early Childhood Intervention Inc	\$60,974.50
Peninsula Community Centre Inc	\$5,814.50
Pennant Hills War Memorial Children's Centre Association Inc	\$14,639.00
Penrith City Council	\$72,547.00
Peter Rabbit Community Preschool Inc	\$4,492.00

Intervention Support Grants-Young People With Disabilities	2007/08
Picton Preschool Kindergarten Limited	\$5,166.00
Port Macquarie Community Preschool Limited	\$14,559.50
Port Stephens Council	\$2,166.00
Possums Community Preschool Association Inc	\$2,215.00
Pottsville Community Preschool Inc	\$6,249.50
Presbyterian Church (New South Wales) Property Trust	\$35,776.50
Pymble Turramurra Kindergarten Inc	\$4,492.00
Queanbeyan and District Preschool Association Inc	\$25,709.50
Queanbeyan Children's Special Needs Group Inc	\$38,895.50
Quirindi Preschool Kindergarten Inc	\$12,153.50
Rainbow Children's Centre Inc, The	\$58,769.50
Rainbow Preschool Association Broken Hill Inc	\$3,000.00
Randwick City Council	\$3,000.00
Raymond Terrace Community Preschool Inc	\$7,741.50
Richmond Preschool Kindergarten Association Inc	\$3,249.50
Riverside Preschool Inc	\$5,166.00
Rocky Hall Preschool Association Inc	\$3,000.00
Rosellas Community Preschool Inc	\$5,654.50
Ross Circuit Preschool Centre Inc	\$3,000.00
Royal Institute for Deaf and Blind Children	\$412,943.00
Rylstone Kandos Preschool Inc	\$3,322.50
SDN Children's Services Inc	\$82,136.00
SOS Preschool Limited, The	\$20,214.00
STaR Inclusive Early Childhood Association Inc, The	\$26,414.50
Salamander Child Care Centre Inc	\$6,817.50
Sans Souci Community Preschool Association Inc	\$6,818.00
Scone and District Preschool Inc	\$6,249.50
Shepherd Centre, The	\$234,279.00
Silverlea Early Childhood Services Inc	\$22,830.50
Singleton Heights Preschool Inc	\$7,981.00
Snowy Mountains Care and Early Learning Centre Inc	\$4,492.00
Snugglepot Day Care Centre Inc	\$21,457.00
South West Rocks Preschool Inc	\$5,575.00

Intervention Support Grants-Young People With Disabilities	2007/08
Spastic Centre of NSW, The	\$165,216.50
Special Needs Support Group Inc	\$133,270.50
Springwood and District Preschool Kindergarten Association Inc	\$10,067.00
St Andrew's Kindergarten Abbotsford Inc	\$3,000.00
St Anthony's Family Care	\$45,291.50
St Dunstan's Preschool Kindergarten Inc	\$15,802.00
St Ives Preschool Kindergarten Association	\$6,817.50
St Luke's Preschool Dapto Inc	\$8,984.00
St Luke's Preschool Northmead Inc	\$3,000.00
St Mark's Northbridge Kindergarten Inc	\$2,166.00
St Mark's Preschool Kindergarten Inc	\$6,817.50
St Peters Preschool Limited	\$3,488.50
St Peters Preschool Tamworth Inc	\$5,654.50
St Stephen's Preschool Kindergarten Inc	\$3,000.00
St Therese Community Preschool Inc	\$2,215.00
Stroud Neighbourhood Children's Co-operative Limited	\$3,000.00
Stuarts Point Preschool Association Inc	\$3,000.00
Summerland Early Intervention Program Inc	\$115,825.00
Sun Valley Preschool Kindergarten Inc	\$4,381.00
Sutherland Shire Council	\$32,994.50
Sutherland Shire Montessori Society Inc	\$834.00
Sylvanvale Foundation	\$26,355.50
Tabulam and District Community Preschool Inc	\$3,488.50
Tamworth Christian Education Association Limited, The	\$3,000.00
Tamworth Montessori Association Inc	\$2,166.00
Taree and District Preschool Limited	\$4,724.50
Tabulam and District Community Preschool Inc	\$3,488.50
Tamworth Christian Education Association Limited, The	\$3,000.00
Tamworth Montessori Association Inc	\$2,166.00
Taree and District Preschool Limited	\$4,724.50
Tathra Children's Services Inc	\$6,817.50
Tea Gardens-Hawks Nest Preschool Kindergarten Inc	\$5,166.00

Intervention Support Grants-Young People With Disabilities	2007/08
Temora Preschool Kindergarten Inc	\$3,000.00
Temple Emanuel Woollahra Kindergarten Inc	\$2,326.00
Tenterfield Preschool Kindergarten Inc	\$4,332.00
Thurgoona Preschool Inc	\$5,654.50
Toormina Community Preschool Inc	\$5,166.00
Tower Preschool Inc	\$2,166.00
Toybox Centre Inc, The	\$42,222.50
Trinity Preschool Kindergarten Limited	\$13,556.00
Trustees of the Christian Brothers - St Gabriel's School for Hearing Impaired Children	\$25,842.50
Trustees of the Christian Brothers - Waverley College	\$12,233.50
Trustees of the Roman Catholic Church for the Diocese of Lismore - St Joseph's Family Services	\$9,401.00
Trustees of the Roman Catholic Church for the Diocese of Maitland-Newcastle	\$12,070.50
Trustees of the Sisters of Saint Dominic - Catholic Centre for Hearing Impaired Children	\$52,159.00
Tumut Preschool Co-operative Society Limited, The	\$4,492.50
Tweed Valley Early Childhood Intervention Service Inc	\$99,738.00
Uniting Church in Australia Property Trust (NSW) for UnitingCare NSW.ACT, The	\$146,163.00
Uralla Preschool Kindergarten Inc	\$10,227.00
Uranquinty Preschool Association Inc	\$3,000.00
Urunga Community Preschool Inc	\$1,661.50
Valla Community Preschool Inc	\$6,737.50
Vision Australia Limited	\$181,998.00
Walcha Council	\$5,310.50
Wallsend Community Preschool Inc	\$2,215.00
Wangi Peter Pan Kindergarten Inc	\$6,738.00
Warners Bay Early Learning and Care Centre Inc	\$3,000.00
Warragamba Preschool Inc	\$6,658.50
Waverley Council	\$14,439.00
Wee Waa and District Preschool Association Inc	\$2,326.00
Wentworth District Preschool Playcentre Inc	\$3,000.00
Werris Creek and District Preschool Association Inc	\$4,492.00

APPENDIX

Intervention Support Grants-Young People With Disabilities	2007/08	Joint indigenous Program Grants	2007/08
West Albury Preschool Centre Inc	\$3,488.50	Aboriginal Dance Theatre Redfern	\$136,509.50
West Bathurst Preschool Inc	\$12,313.00	ACE North Coast Inc - Lismore	\$28,965.00
West Epping Preschool Association Inc	\$8,904.00	Active Industry Training Ltd	\$119,219.20
Westlawn Preschool Inc	\$5,166.00	Booroongen Djugun Aboriginal Corporation	\$5,782.00
Wheelchair and Disabled Association of Australia, The	\$64,171.00	Bruce Callaghan and Associates Pty Ltd	\$304,847.34
Williamstown Preschool Inc	\$5,166.00	Co-Operative for Aborigines Ltd	\$191,625.00
Willoughby Community Preschool Inc	\$13,556.00	Guyra Adult Learning Association Inc	\$18,810.00
Windsor Preschool Association Inc	\$11,390.00	HGT Australia Ltd	\$37,325.00
Winmalee and District Preschool Kindergarten Inc	\$4,651.50	Indigenous Training Solutions	\$167,646.00
Winston Mall Children's Centre Inc	\$6,249.50	Individual Solutions Australia	\$49,002.50
Wirraway Preschool Inc	\$5,166.00	JCE Positive Outcomes Pty Ltd	\$39,382.50
Wollongbar Community Preschool Inc	\$4,492.00	Kiama Community College Inc	\$12,751.00
Woodstock Support Inc	\$56,003.00	Killalea State Park Training Centre	\$6,415.50
Woy Woy Peninsula Community Childcare Co-operative Society Limited	\$14,790.00	Macarthur Group Training Ltd	\$119,291.03
Wyong Preschool Kindergarten Association Inc	\$6,658.50	Metro Screen Ltd	\$10,368.00
Yalbillinga Boori Day Care Centre Aboriginal Corporation	\$3,000.00	National Aboriginal and Islander Skills	\$31,785.00
Yamba Preschool Kindergarten Association Inc	\$8,984.00	OCTEC Inc	\$30,955.00
Yarran Early Intervention Services Inc	\$238,579.50	Skills Training Employment Program Inc	\$6,900.00
Young Preschool Kindergarten Inc	\$3,000.00	South East Community College Inc	\$59,980.00
Total	\$9,603,170.50	Western College Inc	\$15,205.25
IT Skills for Older Workers Program	2007/08	Yarnteen College Incorporated	\$29,157.55
Automotive Training Board (NSW)	\$17,954.55	YWCA NSW	\$40,066.88
NSW Public Sector Industry Training	\$54,863.64	Total	\$1,461,989.25
Automotive Training Board (NSW)	\$8,977.27	Literacy Program Grants	2007/08
Tamworth Regional Development Corporation	\$70,961.29	Association of Independent Schools	\$9,900.00
Agri-Food Industry Skills Council Ltd	\$52,136.36	Catholic Education Commission NSW	\$19,800.00
Hunternet Co-Operative Ltd	\$100,000.00	Total	\$29,700.00
Australian Manufacturing Technology Institute Ltd	\$15,000.00		
Total	\$319,893.11		

Miscellaneous ACE Grants	2007/08	NSW ACE program grants	2007/08
Alstonville Adult Learning Association Inc	\$5,225.00	ACE North Coast Inc	\$58,934.00
Central West Community College Ltd	\$5,225.00	ACE Tenterfield Inc	\$27,614.00
Coffs Coast Community College Inc	\$9,405.00	Adult and Community Education Centre Gunnedah Inc	\$11,500.00
Alstonville Adult Learning Association Inc	\$5,225.00	Alstonville Adult Learning Association Inc	\$24,334.00
Central West Community College Ltd	\$5,225.00	Bankstown Community College Inc	\$98,397.00
Coffs Coast Community College Inc	\$9,405.00	Bellingen A.C.E. Community College Inc	\$69,180.00
Community Colleges (NSW) Inc	\$10,000.00	Bingara Community College Inc	\$26,075.00
Cooperative Learning Ltd	\$6,270.00	Byron Region Community College Inc	\$32,516.00
Hunter Community College Inc	\$6,270.00	Camden Haven Community College Inc	\$22,467.00
Kiama Community College Inc	\$9,405.00	Central Coast Community College	\$86,475.00
Local Community Services Association	\$14,000.00	Central West Community College Ltd	\$103,068.00
Macarthur Community College Inc	\$16,720.00	Coffs Coast Community College Inc	\$74,568.00
Total	\$82,520.00	Community College-Northern Inland Inc	\$66,849.00
		Community Colleges (NSW) Inc	\$47,750.00
National School Drug Education Grants	2007/08	Condoblin Adult Education Inc	\$36,704.00
Catholic Education Commission NSW	\$220,000.00	Continuing Education Centre (Albury-Wodonga) Ltd	\$30,867.00
Ted Noffs Foundation Inc	\$203,724.55	Cooperative Learning Ltd	\$96,387.00
Total	\$423,724.55	Corryong Community Education Centre Inc	\$23,273.00
		Deaf Society of New South Wales	\$76,355.00
New Careers for Aboriginal People Grants	2007/08	Eastern Suburbs Community College Inc	\$62,610.00
Birrang Enterprise Development Company Ltd	\$187,060.00	Eurobodalla Adult Education Centre Inc	\$80,872.00
Booroongen Djugun Aboriginal Corporation	\$93,678.00	Far South Coast Community College Inc	\$39,525.00
Central West Community College Ltd	\$95,000.00	Grafton Community College Inc	\$7,500.00
Gudhuga Employment & Training Aboriginal Corporation	\$94,987.00	Griffith Adult Learning Association Inc	\$33,586.00
Hunter Region Business Enterprise Centre	\$94,972.00	Hornsby and Ku-ring-gai Community College Inc	\$35,800.00
Illawarra Itec Ltd, The	\$92,476.06	Hunter Community College Inc	\$95,450.00
Ngurrala Aboriginal Corporation	\$95,000.00	Kiama Community College Inc	\$156,991.00
Salvation Army (NSW) Property Trust, The	\$91,855.00	Local Community Services Association	\$149,230.00
Skills Training Employment Program Inc	\$95,000.00	Macarthur Community College Inc	\$114,300.00
Tablelands Community Employment & Training Inc	\$95,000.00	Macquarie Community College	\$123,950.00
Total	\$1,129,692.06	Manly Warringah Community College Inc	\$57,420.00
		Monaro Community College Inc	\$12,000.00
		Mosman Evening College Inc	\$43,713.00

APPENDIX

NSW ACE program grants	2007/08	Other Miscellaneous Grants	2007/08
Murwillumbah Adult Education Centre Inc	\$14,966.00	Catholic Health Care Services Ltd	\$25,469.00
Nepean Community College Inc	\$66,080.00	Community Services and Health Industry	\$9,500.00
North West Community College Inc	\$105,100.00	Country Energy	\$71,336.36
Parramatta College Inc	\$112,000.00	Creatergy Pty Ltd	\$428.50
Port Macquarie Community College Inc	\$37,896.00	Dairy Australia	\$15,000.00
Riverina Community College Ltd	\$84,392.00	EE-OZ Training Standards Australia	\$110,400.00
Robinson Education Centre Inc	\$154,867.00	Electrocomms and Energyutilities	\$5,000.00
Singleton Community College Inc	\$14,034.00	Enough Is Enough	\$10,000.00
South East Community College Inc	\$107,137.00	Enterprise Registered Training Organisation Association	\$32,000.00
Southern Region Community College Inc	\$23,814.00	Forestworks Ltd	\$10,000.00
St George & Sutherland Community College Inc	\$122,380.00	Foundation for Public Education NSW	\$3,000.00
Sydney Community College	\$77,060.00	Gunnedah District Development Board	\$100,488.00
Tamworth Community College Inc	\$11,755.00	Hunternet Co-Operative Ltd	\$101,504.55
Taree Community College Inc	\$116,895.00	Koori Kids Pty Limited	\$10,000.00
Tilligerry Adult and Community Education Inc	\$7,500.00	Linuwel School Ltd	\$300.00
Tomaree Community College Inc	\$48,200.00	Musica Viva Australia	\$15,000.00
Tuggerah Lakes Community College Inc	\$14,290.00	National Heart Foundation of Aust (NSW)	\$5,000.00
Wauchope Community College Inc	\$37,203.00	Network of Community Activities	\$48,109.09
Western College Inc	\$56,035.00	Northern Rivers Screenworks Inc	\$48,000.00
Workers Educational Association - Hunter Ltd	\$312,049.00	NSW Food Industry Training Council	\$13,636.36
Workers' Educational Association Illawarra	\$230,506.00	NSW Reconciliation Council	\$909.09
Total	\$3,780,419.00	Plastic Industry Manufacturers of Australia	\$45,500.00
Other Miscellaneous Grants	2007/08	Principals Australia Inc	\$28,181.82
Automotive Training Board (NSW)	\$17,954.55	Professional Teachers Council NSW	\$279,469.00
NSW Public Sector Industry Training	\$54,863.64	QAF Meat Industries Pty Ltd	\$24,727.27
Automotive Training Board (NSW)	\$8,977.27	Response Employment and Training Pty Ltd	\$13,322.73
Tamworth Regional Development Corporation	\$70,961.29	St Mary's Star of The Sea College	\$300.00
Aged and Community Services Association of NSW and ACT Inc	\$130,636.36	Sydney Community College	\$12,000.00
Bell Shakespeare Company	\$40,000.00	Tamworth Community College Inc	\$13,636.36
		TVET Australia Ltd	\$738.99
		Worldskills Australia	\$247,050.00
		Total	\$1,470,643.48

Regional Conservatorium of Music Grants	2007/08	Skills Gap Training Program Grants	2007/08
Central Coast Conservatorium of Music	\$227,446.00	Central West Community College Ltd	\$10,534.00
Clarence Valley Conservatorium Inc Arts Centre	\$224,219.00	Coates Hospitality Services Pty Ltd	\$8,832.00
Coffs Harbour Regional Conservatorium Inc	\$262,452.00	Compass Training Australia Pty Ltd	\$28,470.00
Goulburn Regional Conservatorium Music Centre	\$207,963.00	Mackrell Daniel Malcolm	\$8,863.50
Gunnedah Music Centre	\$22,000.00	Directions (Australia) Pty Ltd	\$13,956.00
Macquarie Conservatorium	\$200,283.00	Enterprise and Training Company of Coffs Harbour Ltd	\$7,360.00
Goulburn Regional Conservatorium Music Centre	\$207,963.00	Eurobodalla Adult Education Centre Inc	\$8,662.50
Gunnedah Music Centre	\$22,000.00	Farmcare Training Pty Ltd	\$630.00
Macquarie Conservatorium	\$200,283.00	Fletcher International Exports Pty Ltd	\$3,344.00
Mitchell Conservatorium Inc	\$229,000.00	HGT Australia Ltd	\$53,518.20
Murray Conservatorium of Music	\$229,000.00	Hostec IDR Pty Ltd	\$2,040.00
New England Conservatorium of Music Ltd	\$192,300.00	Indigenous Training Solutions	\$73,976.00
Northern Rivers Conservatorium Arts Centre Inc	\$183,952.00	Inner West Skills Centre Inc	\$10,800.00
Orange Regional Conservatorium Inc	\$213,869.00	Kiama Community College Inc	\$2,646.00
Riverina Conservatorium of Music	\$259,000.00	Killalea State Park Training Centre	\$10,693.44
South West Music Inc	\$62,000.00	Learning Lab Pty Ltd	\$35,173.00
Tamworth Regional Conservatorium of Music	\$229,000.00	Nailtech Online Beauty Marketing solutions	\$12,000.00
Upper Hunter Conservatorium of Music Inc	\$213,215.00	Newtrain Inc	\$4,570.00
Wollongong Conservatorium of Music Ltd	\$229,000.00	OCTEC Inc	\$64,168.00
Young Regional School of Music	\$204,844.00	Penrith Skills for Jobs Ltd	\$3,990.00
Total	\$3,389,543.00	Port Macquarie Community College Inc	\$3,740.00
Skills Gap Training Program Grants	2007/08	Reach for Training Pty Ltd	\$5,586.00
Active Industry Training Ltd	\$3,840.00	Skills Training Employment Program Inc	\$38,894.00
Astute Training Pty Ltd	\$6,270.00	South East Community College Inc	\$59,325.00
Austraining (NSW) Pty Ltd	\$26,802.00	Spastic Centre of NSW	\$8,097.00
Australian College QED	\$10,701.00	T and R Tolhurst Pty Ltd	\$1,300.00
Bannister Technical Pty Ltd	\$16,693.00	TTEC Enterprises Ltd	\$2,028.00
Community College-Northern Inland Inc	\$20,317.50	UNE Partnerships Pty Ltd	\$2,208.00
Benchmark Resources Pty Ltd	\$12,864.00	Uniting Church in Australia Property Trust	\$46,275.95
		Western College Inc	\$1,429.50
		Wollongong City Employment Training Inc	\$21,340.42
		YWCA NSW	\$13,260.00
		Total	\$665,198.01

APPENDIX

Training Employment and Development Grants	2007/08
Armidale & District Business Enterprise Centre Ltd	\$93,750.00
Booroongen Djugun Aboriginal Corporation	\$85,204.00
Hunter Region Business Enterprise Centre	\$94,996.00
Illawarra Itec Ltd	\$92,654.64
Parkes Forbes Business Enterprise Centre	\$188,306.00
Richmond Valley Business & Rural Financial Counselling	\$95,000.00
Total	\$649,910.64

VET infrastructure Grants	2007/08
Murdi Paaki Regional Enterprise Corporation Ltd Bourke Administration	\$188,153.00
Yarnteen Aboriginal and Torres Strait Islanders Corporation	\$20,000.00
Total	\$208,153.00

VET in Schools Consortium Grants	2007/08
Association of Independent Schools	\$993,466.00
Catholic Education Commission NSW	\$1,583,469.00
Total	\$2,576,935.00

VET in schools Program Grants - Other	2007/08
Association of Independent Schools	\$993,466.00
Catholic Education Commission NSW	\$1,583,469.00
Total	\$3,131,910.00

Youth Assistance Strategies Grants	2007/08
Anglicare Canberra & Goulburn	\$52,683.00
Arab Council Australia Inc	\$163,148.92
Aspire Co-Operative Limited	\$129,073.35
Bellambi Neighbourhood Centre Inc	\$61,027.57
Blacktown Youth Services Association Inc	\$116,324.06
Byron Youth Service Inc	\$101,151.36
Campbell Page Ltd	\$187,361.41
Centacare Diocese of Wilcannia - Forbes	\$216,998.88
Cessnock District Learning Centre Inc	\$120,538.70
Community College Northern Inland Inc	\$68,879.58
Community Connections North Coast Inc	\$52,249.50
Employability Central Murray Association Inc	\$16,121.00
Employment & Training Australia Inc	\$167,868.54
Enterprise & Training Company Ltd	\$77,445.23
Fairfield Community Resource Centre Ltd	\$64,092.72
Granville Multicultural Centre Inc	\$111,687.96
Greater Taree City Council	\$45,143.57
Illawarra Ethnic Communities Council Inc	\$85,689.18
Inner West Skills Centre Inc	\$336,371.87
Khmer Community of NSW Inc	\$52,249.50
Lachlan Shire Council	\$80,689.75
Liverpool Districts Neighbourhood Centre	\$80,255.23
Macarthur Diversity Services Inc	\$110,634.30
Maitland Youth Development Unit Inc	\$121,881.02
Mamre Plains Ltd	\$125,385.54
Marrickville Community Training Centre Inc	\$380,371.26
Marrickville Youth Resource Centre Inc	\$103,554.12
Miimali Aboriginal Community Assoc Inc	\$94,829.40
Mission Australia	\$409,075.08
Murdi Paaki Regional Enterprise Corp Ltd	\$50,159.52
Narrandera Shire Council	\$93,464.18
New School of Arts Neighbourhood House Inc	\$84,292.80
North St Marys Neighbourhood Centre Inc	\$94,829.40

Appendix 31: Code of Conduct

There were no changes to the Code of Conduct in 2008.

The Code of Conduct is available online at www.det.nsw.edu.au/policies/staff/ethical_behav/

Youth Assistance Strategies Grants	2007/08
Northern Settlement Services Ltd	\$75,863.52
Northnet Inc	\$69,541.56
Octec Inc	\$63,396.06
Open Family Australia Inc	\$61,428.38
Parks Community Network Inc, The	\$92,722.08
Penrith Skills for Jobs Ltd	\$126,439.20
Police & Community Youth Clubs NSW Ltd	\$234,155.73
Port Macquarie Community College Inc	\$52,683.00
Queanbeyan City Council	\$65,063.51
Riverwood Community Centre Inc	\$139,083.12
Robinson Education Centre Inc	\$24,522.43
Rosemount Good Shepherd Youth & Family	\$33,439.68
Salvation Army (NSW) Property Trust	\$540,000.65
Skills Training Employment Program Inc	\$60,480.08
South Sydney Youth Services Inc	\$202,934.91
Southern Youth & Family Services Assoc Inc	\$58,415.12
St George Youth Services Inc	\$48,766.20
Tweed Training & Enterprise Company Ltd	\$62,699.40
Uniting Care Burnside	\$67,436.69
Uniting Church Property Trust (NSW)	\$72,323.43
Vietnamese Community In Australia - NSW Chapter Inc	\$43,463.48
Western College Inc	\$71,122.05
Western Sydney Training & Education Centre Inc	\$380,878.20
Wollongong City Council	\$112,852.80
Workers Educational Association - Hunter Ltd	\$321,356.33
Workwise Central Coast Inc	\$317,046.29
Youth Off The Streets Ltd	\$13,607.41
YWCA NSW	\$375,973.12
Total	\$7,843,221.93

Appendix 32: Recognition of Excellence

In 2008, 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 and learning in public education and training. This recognition was afforded through a number of Commonwealth, NSW, Departmental and external awards and scholarships.

Awards within the Order of Australia (Australian Honours) recognise excellence, achievement or meritorious service. In 2008 awards were presented to the following current or former Departmental personnel for their contributions to education: Mrs Dorothy Jane Hoddinott AO, Ms Louise Anne Bye PSM, Ms Dianne Mary Duff PSM, Mrs Margaret Emily Hughes PSM, Dr Roger Keith Morris AM, Mrs Dixie Hickman Cole OAM, Mr Donald Henry Goodsir OAM, Mr Tressler Nixon Harvey OAM, Mrs Margaret Tempest Hebbard OAM, Mr Donald Edmond Hopkins OAM, Mr William James Howitt OAM, Mr Gregory John McIntyre OAM RFD, Mr Philip John Sketchley OAM, Mrs Katherine Anne Smith OAM, Mr Kevin Harold Stanford OAM, Dr Warwick John Anthony Vaughan OAM, Dr Ubeyasiri Wijeyananda Wickrama OAM.

The Meritorious Service to Public Education and Training Award is a prestigious award recognising the outstanding contributions of individuals to public education and training. In 2008 the Award was presented by the Minister for Education and Training to Professor Gordon Stanley, Pearson Professor of Educational Assessment, University of Oxford and former President of the NSW Board of Studies. Ms Rosemary Campbell, Ms Ardyce Harris and Mr Henry McErlean were Highly Commended.

The Director-General's Award for Excellent Service to Public Education and Training honours people who make significant contributions to public schools, TAFE NSW Institutes or State Office Directorates. In 2008, 38 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 2008, 39 Year 12 students were presented with the Award by the Minister for Education and Training.

The Director-General's School Achievement Award is presented regionally to schools demonstrating

outstanding commitment to the Department's priorities and to public education. Forty five schools received the award in 2008.

The Quality Teaching Awards are delivered jointly by the Australian College of Educators, NSW Branch and the Department on behalf of the Minister for Education and Training. In 2008, 21 public primary teachers, 8 public secondary teachers and 6 teachers from TAFE NSW received recognition for their exemplary practice.

The NSW Training Awards recognise and reward the achievements of teachers, students, businesses and vocational education providers. In 2008 the recipients and their awards were:

Michael Donovan, TAFE NSW - Illawarra Institute - Aboriginal and Torres Strait Islander (ATSI) Student of the Year

Brenton Pearce, TAFE NSW - Hunter Institute - Australian School-Based Apprentice of the Year

Jill Morris, TAFE NSW - Western Institute Campus - Vocational Student of the Year

Brendan Rule, TAFE NSW - Riverina Institute - Phil Darby Memorial Award

Hillston Central School - Vocational Education and Training in Schools Excellence Award.

The Special Industry Awards recognise outstanding achievement in the workplace and training. In 2008 the Top Apprentice in the Vehicle Trades was Russell Wood, TAFE NSW - Illawarra Institute, Tamworth Campus; and the Excellence in Trade Skills Award was won by Laura Goovan, TAFE NSW - South Western Sydney Institute.

The TAFE NSW Quality Awards are presented to TAFE NSW teams of teaching and non-teaching staff whose projects demonstrate significant improvement to, and support for, the quality of teaching and learning in TAFE NSW.

The 2008 category recipients were:

Teaching and Learning Practice: Northern Sydney Institute - Outdoor Learning - Working Together

Teaching and Learning Product and Services - Peter Wright Award: Northern Sydney Institute - Hair and Beauty Online Project

Workforce Development: North Coast Institute - E-learning Strategy - Engage, Empower, Enthuse

Safety and Environmental Sustainability: North Coast Institute - Malabugilmah - Building Community Capability in Waste Water Re-Use

Planning, Processes and Systems: Western Sydney Institute - Online Learning Support (OLS) Site: Personalised Learning @ Your Own Pace @ Your Own Place

Highly commended were: Illawarra Institute (Regional Hospitality - A Celebrity Approach and Sustainability through Improved Environmental Practices); South Western Sydney Institute (Skills Online System); South Western Sydney Institute (RON08!); Hunter Institute (Blended Baking - Mobile Learning for Bakers Delight); and North Coast Institute (SD Online).

Encouragement Awards were presented to: Western Institute (TVET Outdoor Recreation) and Sydney Institute (Graduate Fashion Store).

The Annual Connected Learning Awards encourage teachers and students to become familiar with web design tools and to use information and communication technologies to create innovative websites. In 2008, recipients were:

Digital Story Awards: Primary Winner - Tacking Point Public School, Runner up - Moama Public School, Highly Commended - Niagara Park Public School, Secondary Winner - Woolooware High School, Runner up - Gosford High School, Encouragement - Glen Innes High School.

Short film Awards: Primary Winner - Tacking Point Public School, Runner up - Quakers Hill Public School, Highly Commended - Putney Public School, Secondary Winner - Cranebrook High School, Runner up - Moruya High School, Encouragement - Carenne School.

Digital Art Awards: Primary Winner - Jerrabomberra Public School Primary, Equal Runners up - Chillingham Public School and New Lambton South Public School, Encouragement - Lindfield East Public School.

Secondary Winner - Riverside Girls High School, Runner up - Riverside Girls High School, Encouragement - Riverside Girls High School.

Learning Resource Awards: Primary Winner - Bexley North Public School, Runner up - Cabramatta Public School, Highly

Commended - Manly West Public School, Encouragement - Copacabana Public School Secondary Winner - Kotara High School, Equal Runners up - Casula High School and Taree High School, Encouragement - Taree High School.

Greeting Card Design Awards: Winner - Valentine Public School, Award for Animation - Riverside Girls High School.

The Cohesive Community School Award is presented to a school or group of schools that have made a significant difference by promoting social harmony in their communities. The recipient of the Award in 2008 was Sarah Redfern High School, Western Sydney Region. Eleven public schools were Highly Commended: Ashcroft High School, Belmore Boys High School and Punchbowl Boys High School, Bonnyrigg High School, Curran Public School, Guise Public School, James Meehan High School, Homebush West Public School, Merrylands High School, Molong Central School, Woniara Road School.

The Excellence in the Integration of Information and Communication Technologies Award recognises teachers at the forefront of incorporating information and communication technologies in teaching and learning. Eight teachers received the Award in 2008; three teachers were identified for the Australian IT Industry Association's Teachers' Award Program; and Mr Michael Wilson, Drummond Memorial Public School, won the 2008 Microsoft Australia Pty Ltd Information and Communication Technologies Scholarship as well as the Microsoft Australia (NSW) Innovative Teachers Award.

The School and TAFE NSW Administrative and Support Staff Recognition Awards affirm the valuable contribution made by non-teaching staff in schools and TAFE NSW. In 2008, 10 individuals were presented with awards and a further four received highly commended certificates.

The Public School Parent of the Year Awards recognise parents who make significant contributions to their schools. In 2008, 49 parents were recognised by their regions.

Premier's Teacher Scholarships are monetary awards giving teachers the opportunity to undertake study into aspects of teaching and learning overseas or within Australia. Scholarships were awarded to 28 teachers from the public education sector in 2008, with scholars investigating teaching practices in English, information and communication technologies, rural and remote education,

business studies and economics, Chinese language, history, agriculture, educational leadership, special education, mathematics, Indigenous education, youth depression awareness, environmental education, creative arts, TAFE educational practice and science.

Each year Jim Anderson Scholarships support five Year 12 students enrolled at one of a number of government secondary schools in Western Sydney who take up study at the University of Western Sydney or a TAFE NSW Institute. Of the five students receiving scholarships in 2008, two were Indigenous.

For the first time, students from government and non-government schools competed for the Premier's ANZAC Memorial Scholarships. These scholarships enable a group of Years 9, 10 or 11 students to accompany the Premier of NSW and President of the NSW Branch, Returned and Services League of Australia to undertake a study tour to a site of significance to the ANZAC tradition. Nine of the 12 students awarded a scholarship 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 2008, ten principals received regional fellowships of \$7,500. Four principals received \$10,000 State fellowships.

The 2008 Teacher and School Administrative and Support Staff Exchange Program supported 17 teachers exchanging to Canada, seven to the United Kingdom, five to the United States and one to Switzerland. These exchanges provide valuable insights into other educational organisations as well as bringing international perspectives to NSW schools.

The NSW Combined High Schools Sports Association Awards:

The Val Lembit Trophy - Mitchell Emery, Greystanes High School

The Betty Bowen Award - Jessica Noh, Marsden High School

Sydney Markets Year 11 Scholarships Awards - Eloise Graf, Port Hacking High School and Ryan Betts, Farrer Memorial Agricultural High School

A further 71 students received their blues in 2008 plus two Cricket Blues from 2007 - 73 presentations in all.

Public education service certificates were awarded to 2,730 Departmental employees in 2008 acknowledging 20, 30, 40, 45 or 50 years of service.

Departmental teachers also achieved success in external award programs:

The Caltex/Rotary Club of Sydney Awards for Innovation in the Vocation of Teaching recognise teachers for their innovative and dynamic programs and provide them with the opportunity to study best practice teaching in their areas of interest. In 2008 three of four recipients were government school teachers: Mr William Adams, Orange High School; Mr Daniel Spillane, Kentucky Public School; and Ms Fiona Wylie, Gralee School, Leeton.

The National Excellence in Teaching Awards (NEiTA) 2008 Australian Scholarships Group (ASG) Inspirational Teacher State and Territory Awards provide opportunities for members of school communities to recognise their teachers. In 2008 the following teachers were nominated: Ms Christy Beveridge, Bonville Public School; Ms Susan Blyth, Valentine Public School; Ms Rosemary Clifton, Tamworth Public School; Ms Lynette Haley, Eglinton Public School; Mr Dennis Nguyen, Sarah Redfern High School; Ms Alison Shaw, Epping Boys High School; Mr Allan Thomas, Armidale High School; and Ms Jane Williams, Balgowlah North Public School.

The Winston Churchill Memorial trust offers fellowships for overseas study in any subject. In 2008, Mr Andrew Best, Banora Point Public School; Mr Daniel Spillane, Kentucky Public School; and Mr Ian Thompson, Beresford Road Public School, were awarded Churchill Fellowships.

The Premier's Public Sector Awards formally recognise and reward the achievement of excellence by the New South Wales public sector. The Awards were open to all NSW public sector agencies including departments, authorities, boards, commissions, government trading enterprises and state owned corporations. In 2008 the Department received a Silver Award for its Interactive Distance Learning Satellite Project (TAFE NSW - Western Institute) and a Bronze Award for its Murder under the Microscope initiative.

Appendix 33: Contacts

Table 33.1 Contacts

Directory of State Offices			
Office	Telephone	Facsimile	
35 Bridge Street, SYDNEY NSW 2000	(02) 9561 8000	(02) 9561 8759	
22 Main Street, BLACKTOWN NSW 2148	(02) 9836 9000	(02) 9836 9679	
84 Crown Street, WOLLONGONG NSW 2500	(02) 4224 9100	(02) 4224 9334	
117 Bull Street, NEWCASTLE NSW 2302	(02) 4924 9900	(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 6217	(02) 9707 6287	
Australian Technology Park, Level 2, 1 Central Avenue, EVELEIGH NSW 1430	(02) 9244 0000	(02) 9244 0111	
Level 2, 39a Herbert Street, ST LEONARDS NSW 2065	(02) 9942 9000	(02) 9942 9600	
Directory of TAFE NSW Institutes			
TAFE Institute	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	Pamela Morgan (Relieving)
Riverina Institute Cnr Macleay and Coleman Streets, WAGGA WAGGA NSW 2650	(02) 6938 1444	(02) 6938 1445	Rosemary Campbell
South Western Sydney Institute Building A, 500 Chapel Road, BANKSTOWN NSW 2200	(02) 9796 5400	(02) 9790 7353	Barry Peddle
Sydney Institute Level 1, Building A, Mary Ann Street, ULTIMO NSW 2007	(02) 9217 3367	(02) 9217 4023	Pam Christie
Western Institute Level 1, 235 Lords Place, ORANGE NSW 2800	(02) 6393 5900	(02) 6393 5969	Adrian Mitchell
Western Sydney Institute 2-10 O'Connell Street, KINGSWOOD NSW 2747	(02) 9208 9202	(02) 9208 9277	Susan Hartigan

APPENDIX

Directory of Regional Offices

Office	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	Graeham Kennedy
New England Region, Suite 1, 11-15 Dowe Street, TAMWORTH NSW 2340	(02) 6755 5934	(02) 6755 5935	Jim White (Relieving)
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	Tom Urry
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	Greg Prior

Note: Directory of TAFE NSW Institutes and Directory of Regional Offices have been updated as of 12/02/09
This information was provided by the Director, Corporate Marketing

Directory of State Training Services Regional Centres

Office	Telephone	Facsimile	Email	Centre Manager
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	Rebecca Anthony
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	John Murray
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	Andrew Clements
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	Gregory Poetschka
State Training Services - Riverina, 87 Forsyth Street, WAGGA WAGGA NSW 2650	(02) 6937 7600	(02) 6921 0724	riverinastc@det.nsw.edu.au	Wayne McPherson
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	Tony Aumuller
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	Robert MacMaster
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	Mark McKenna
State Training Services - Central and Northern Sydney Level 13, 12 Help Street CHATSWOOD NSW 2067	(02) 9242 1700	(02) 9415 3979	nsydneystc@det.nsw.edu.au	Robyn Jamesison

Appendix 34: 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 card use by officers in the Department of Education and Training during 2008 was in accordance with the Premier's Memoranda and Treasurer's Directions.





Financial Statements

Financial Statements Contents

NSW Department of Education & Training

Independent Audit Report	183
Statement by Director-General	184
Primary Financial Statements	185
Supplementary Financial Statements	188
Notes to and forming part of the Financial Statements	190

NSW Technical and Further Education Commission

Independent Audit Report	209
Statement by Managing Director	210
Primary Financial Statements	211
Notes to and forming part of the Financial Statements	213

NSW Adult Migrant English Service

Independent Audit Report	227
Statement by Director	228
Primary Financial Statements	229
Notes to and forming part of the Financial Statements	231

TAFE COMMISSION DIVISION

Independent Audit Report	240
Directors Declaration	241
Primary Financial Statements	242
Notes to and forming part of the Financial Statements	243



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

Department of Education and Training and Controlled Entities

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the Department of Education and Training (the Department), and the Department and controlled entities (the consolidated entity), which comprises the balance sheet as at 30 June 2008, the operating statement, statement of recognised income and expense, cash flow statement, program statement - expenses and revenues, and summary of compliance with financial directives for the year then ended, and a summary of significant accounting policies and other explanatory notes. 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.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the Department and the consolidated entity as at 30 June 2008, and of their financial performance and their cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

Department Head's Responsibility for the Financial Report

The Department Head is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Department's preparation and fair presentation of the financial report 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 Department'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 report.

I believe that 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 consolidated entity,
- that they have carried out their activities effectively, efficiently and economically,
- about the effectiveness of their internal controls, or
- on the assumptions used in formulating the budget figures disclosed in the financial report.

Independence

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- 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 are not compromised in their role by the possibility of losing clients or income.

P.J. Boulton CA
Director, Financial Audit Services

22 September 2008
SYDNEY

DEPARTMENT OF EDUCATION AND TRAINING
Financial Statements
For the year ended 30 June 2008

Contents

Independent Audit Report
Statement by Department Head
Primary Financial Statements

Operating Statement
 Statement of Recognised Income and Expense
 Balance Sheet

Cash Flow Statement

Supplementary Financial Statements

Program Statement

Summary of Compliance with Financial Directives

Notes to and forming part of the Financial Statements

General

1. Summary of Significant Accounting Policies
2. Expenses
3. Revenues
4. Gain / (Loss) on Disposal of Non-Current Assets
5. Other Gains/(Losses)
6. Conditions on Contributions
7. Appropriations
8. Acceptance by the Crown Entity of Employee Benefits and Other Liabilities
9. Transfer Payments
10. Programs / Activities of the Department

Current/Non-Current Assets

11. Cash and Cash Equivalents
12. Receivables
13. Other Financial Assets
14. Property, Plant and Equipment
15. Intangible Assets
16. Assets Held for Sale
17. Restricted Assets

Current/Non-Current Liabilities

18. Payables
19. Borrowings
20. Provisions

Equity

21. Changes in Equity

Others

22. Commitments for Expenditure
23. Contingent Liabilities and Contingent Assets
24. Budget Review
25. Reconciliation of Cash Flows From Operating Activities to Net Cost of Services
26. Non-cash Financing and Investing Activities
27. Financial Instruments
28. Administered Funds
29. Key Financials of Controlled Entities
30. Provision for Superannuation
31. Investments and Associates
32. After Balance Date Events

Start of Audited Financial Statements

DEPARTMENT OF EDUCATION AND TRAINING
 Financial Statements
 For the year ended 30 June 2008

STATEMENT BY THE DIRECTOR-GENERAL OF THE DEPARTMENT OF EDUCATION AND TRAINING

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 2005* and the Treasurer's Directions.

2. The statements exhibit a true and fair view of the financial position and transactions 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.



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

22 September 2008

DEPARTMENT OF EDUCATION AND TRAINING

Balance Sheet as at 30 June 2008 (Continued)

	Notes	Economic Entity		Parent Entity	
		Actual 2008 \$'000	Budget 2008 \$'000	Actual 2008 \$'000	Actual 2007 \$'000
EQUITY					
Reserves	21	4,131,479	4,101,310	4,103,310	2,715,135
Accumulated funds		12,571,458	12,684,258	12,470,015	10,890,226
Amounts recognised in equity relating to assets held for sale	16	5,110	1,916	1,916	4,920
Total Equity		16,708,047	16,787,484	16,575,241	13,607,238

DEPARTMENT OF EDUCATION AND TRAINING

Balance Sheet as at 30 June 2008

	Notes	Economic Entity		Parent Entity	
		Actual 2008 \$'000	Budget 2008 \$'000	Actual 2008 \$'000	Actual 2007 \$'000
ASSETS					
Current Assets					
Cash and cash equivalents	11	610,501	638,446	585,022	471,838
Receivables	12	111,207	93,607	97,337	82,364
Other financial assets	13	--	5	5	--
Non-Current assets held for sale	16	721,708	732,058	682,364	554,202
		8,341	4,299	18,699	7,900
Total Current Assets		730,049	736,357	701,063	572,857
Non-Current Assets					
Receivables	12	5,889	6,981	6,981	6,981
Other financial assets	13	446	435	435	--
Property, plant and equipment	14	16,432,959	16,467,633	16,285,105	13,400,127
- Land and buildings		232,845	306,007	242,717	182,138
- Plant and equipment		16,665,804	16,773,640	16,527,822	13,582,265
Total property, plant and equipment	15	78,967	48,279	44,302	63,816
Intangible assets		16,751,106	16,829,335	16,579,540	13,772,121
Total Non-Current Assets		17,481,155	17,565,692	17,280,603	14,189,679
Total Assets		17,481,155	17,565,692	17,280,603	14,189,679
LIABILITIES					
Current Liabilities					
Payables	18	381,443	382,257	371,910	279,177
Borrowings	19	2,342	--	1,291	2,342
Provisions	20	233,062	227,459	224,436	202,679
Other		--	749	--	--
Total Current Liabilities		616,847	610,465	597,637	475,403
Non-Current Liabilities					
Borrowings	19	145,480	149,355	96,125	96,125
Provisions	20	10,781	18,388	11,600	10,095
Total Non-Current Liabilities		156,261	167,743	107,725	107,038
Total Liabilities		773,108	778,208	705,362	582,441
Net Assets		16,708,047	16,787,484	16,575,241	13,607,238

The accompanying notes form part of these financial statements.

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND TRAINING

Cash Flow Statement for the Year Ended 30 June 2008 (continued)

	Notes	Economic Entity		Parent Entity	
		Actual 2008 \$'000	Budget 2008 \$'000	Actual 2007 \$'000	Actual 2008 \$'000
CASH FLOWS FROM FINANCING ACTIVITIES					
Proceeds from borrowings and advances		52,747	--	14,226	52,747
Repayment of borrowings and advances		(2,342)	(3,309)	(76,149)	(2,342)
NET CASH FLOWS FROM FINANCING ACTIVITIES		50,405	(3,309)	(61,923)	50,405
NET INCREASE/(DECREASE) IN CASH		25,479	53,424	27,380	89
Opening cash and cash equivalents		585,022	585,022	557,642	471,838
CLOSING CASH AND CASH EQUIVALENTS	11	610,501	638,446	585,022	471,927

DEPARTMENT OF EDUCATION AND TRAINING

Cash Flow Statement for the Year Ended 30 June 2008

	Notes	Economic Entity		Parent Entity	
		Actual 2008 \$'000	Budget 2008 \$'000	Actual 2007 \$'000	Actual 2008 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Payments					
Employee related	(7,057,030)	(6,855,140)	(6,734,222)	(6,215,069)	(5,914,560)
Grants and subsidies	(208,840)	(181,257)	(198,838)	(238,507)	(228,013)
Finance costs	(4,741)	(7,054)	(7,914)	(4,741)	(7,914)
Other	(1,916,825)	(1,960,016)	(1,710,155)	(1,584,265)	(1,366,072)
Total Payments	(9,187,436)	(9,003,467)	(8,651,129)	(8,042,582)	(7,516,559)
Receipts					
Sale of goods and services	446,813	399,779	387,961	433,012	403,928
Interest received	42,432	31,195	32,345	35,020	27,043
Other	643,036	621,509	510,978	602,732	469,569
Total Receipts	1,132,281	1,052,483	931,284	1,070,764	900,540
Cash Flows From Government					
Recurrent appropriation	8,104,467	8,028,431	7,762,048	6,987,408	6,651,793
Capital appropriation	472,685	528,388	510,147	389,009	424,803
Net Cash Flows From Government	8,577,152	8,556,819	8,272,195	7,376,417	7,076,596
NET CASH FLOWS FROM OPERATING ACTIVITIES	25	521,997	605,835	552,350	404,599
CASH FLOWS FROM INVESTING ACTIVITIES					
Proceeds from sale of land and buildings and plant and equipment	27,681	14,400	115,758	26,818	105,783
Proceeds from sale of investments	5	38	--	--	--
Purchases of land and buildings and plant and equipment	(574,598)	(563,502)	(578,798)	(481,733)	(482,612)
Purchases of investments	(11)	(38)	(7)	--	--
NET CASH FLOWS FROM INVESTING ACTIVITIES		(546,923)	(549,102)	(463,047)	(376,829)

The accompanying notes form part of these financial statements.

The accompanying notes form part of these financial statements.

DEPARTMENT OF EDUCATION AND TRAINING

Program Statement - Expenses and Revenues for the Year Ended 30 June 2008 (continued)

AGENCY'S EXPENSES & REVENUES	24.3.1 *		24.4.1 *		24.4.2 *	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Expenses excluding losses						
Operating expenses	537	430	1,232,200	1,203,555	34,614	29,935
• Employee related	729	859	302,274	300,068	13,322	14,592
• Other operating expenses	--	--	75,673	94,611	6,803	5,735
Depreciation and amortisation	9,957	7,987	26	--	131,556	121,835
Grants and subsidies	--	--	--	--	--	--
Finance costs	--	--	--	--	--	--
Other expenses	--	--	--	--	--	--
Total Expenses excluding losses	11,223	9,276	1,610,173	1,598,234	186,295	172,097
Revenue						
Sale of goods and services	--	--	299,164	257,319	44	4,546
Investment revenue	--	--	6,386	4,761	24	26
Grants and contributions	--	--	1,388	2,015	7,399	7,018
Other revenue	--	--	3,830	4,888	250	171
Personnel services revenue	--	--	--	--	1,925	--
Total Revenue			310,768	268,983	9,642	11,761
Gain / (loss) on disposal	--	--	(715)	(3,160)	--	--
Other gains/(losses)	--	--	(1,335)	(444)	--	--
Net Cost of Services	11,223	9,276	1,301,455	1,332,855	176,653	160,336
Government contributions **						
NET EXPENDITURE / (REVENUE) FOR THE YEAR	11,223	9,276	1,301,455	1,332,855	176,653	160,336
ADMINISTERED EXPENSES AND REVENUES						
Administered Expenses						
Transfer payments	(765,084)	(726,409)	--	--	(1,437)	(1,810)
Administered Revenues						
Transfer receipts	765,084	726,409	--	--	1,437	1,810
Administered Revenues less Expenses	--	--	--	--	--	--

* The name and purpose of each program are summarised in Note 10.

** Appropriations are made on an agency basis and not to individual programs. Consequently, government contributions are included in the "Not-Attributable" column.

*** Amounts disclosed for NSW Adult Migrant English Service and A.C.N. 093 230 374 PTY LIMITED are net of eliminations with the various programs of the Department.

DEPARTMENT OF EDUCATION AND TRAINING

Supplementary Financial Statements

Program Statement - Expenses and Revenues for the Year Ended 30 June 2008

AGENCY'S EXPENSES & REVENUES	24.1.1 *		24.1.2 *		24.2.1 *	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Expenses excluding losses						
Operating expenses	23,209	22,447	3,257,069	3,075,800	3,047,118	2,865,323
• Employee related	4,008	3,997	685,685	665,601	626,850	601,357
• Other operating expenses	648	523	161,630	127,376	147,150	116,685
Depreciation and amortisation	--	--	44,240	41,221	23,933	18,544
Grants and subsidies	--	--	2,513	4,194	2,228	3,720
Finance costs	--	--	--	--	--	--
Other expenses	--	--	--	--	--	--
Total Expenses excluding losses	27,865	26,967	4,151,137	3,914,192	3,847,279	3,605,629
Revenue						
Sale of goods and services	888	765	31,000	28,298	66,871	54,734
Investment revenue	158	132	18,552	15,267	17,203	14,184
Grants and contributions	200	248	35,253	32,209	27,309	26,552
Other revenue	1,352	1,146	160,589	134,205	149,013	124,781
Personnel services revenue	--	--	--	--	--	--
Total Revenue	2,598	2,291	245,394	209,979	260,396	220,251
Gain / (loss) on disposal	--	--	2,065	(16,308)	(8,992)	39,121
Other gains/(losses)	--	--	--	(60)	--	(56)
Net Cost of Services	25,267	24,676	3,903,678	3,720,581	3,595,875	3,346,313
Government contributions **						
NET EXPENDITURE / (REVENUE) FOR THE YEAR	25,267	24,676	3,903,678	3,720,581	3,595,875	3,346,313
ADMINISTERED EXPENSES AND REVENUES						
Administered Expenses						
Transfer payments	--	--	(24,310)	(24,854)	(22,035)	(21,984)
Administered Revenues						
Transfer receipts	--	--	24,310	24,854	22,035	21,984
Administered Revenues less Expenses	--	--	--	--	--	--

* The name and purpose of each program are summarised in Note 10.

** Appropriations are made on an agency basis and not to individual programs. Consequently, government contributions are included in the "Not-Attributable" column.

*** Amounts disclosed for NSW Adult Migrant English Service and A.C.N. 093 230 374 PTY LIMITED are net of eliminations with the various programs of the Department.

DEPARTMENT OF EDUCATION AND TRAINING

Program Statement – Expenses and Revenues for the Year Ended 30 June 2008 (continued)

AGENCY'S EXPENSES & REVENUES	Total 2008 \$'000	Total 2007 \$'000
Expenses excluding losses		
Operating expenses	7,611,466	7,213,992
• Employee related	1,648,682	1,601,354
• Other operating expenses	391,931	344,972
Depreciation and amortisation	209,712	189,587
Grants and subsidies	4,741	7,914
Finance costs	--	--
Other expenses	--	--
Total Expenses excluding losses	9,866,532	9,357,819
Revenue		
Sale of goods and services	438,075	385,847
Investment revenue	43,333	34,882
Grants and contributions	72,141	68,441
Other revenue	315,034	265,191
Personnel services revenue	1,925	--
Total Revenue	870,508	754,361
Gain / (loss) on disposal	(7,642)	19,653
Other gains/(losses)	(1,335)	(598)
Net Cost of Services	9,005,001	8,584,403
Government contributions **	9,123,593	8,753,457
NET EXPENDITURE / (REVENUE) FOR THE YEAR	118,592	169,054
ADMINISTERED EXPENSES AND REVENUES	Total 2008 \$'000	Total 2007 \$'000
Administered Expenses		
Transfer payments	(812,866)	(775,057)
Administered Revenues		
Transfer receipts	812,866	775,057
Administered Revenues less Expenses	--	--

* The name and purpose of each program are summarised in Note 10.

** Appropriations are made on an agency basis and not to individual programs. Consequently, government contributions are included in the "Not-Attributable" column.

*** Amounts disclosed for NSW Adult Migrant English Service and A.C.N. 093 230 374 PTY LIMITED are net of eliminations with the various programs of the Department.

DEPARTMENT OF EDUCATION AND TRAINING

Program Statement – Expenses and Revenues for the Year Ended 30 June 2008 (continued)

AGENCY'S EXPENSES & REVENUES	Not-Attributable 2008 \$'000	2007 \$'000	AMES *** 2008 \$'000	2007 \$'000	A.C.N. 093 230 374 PTY LIMITED *** 2008 \$'000	2007 \$'000
Expenses excluding losses						
Operating expenses	--	--	16,719	14,834	--	1,688
• Employee related	--	--	15,814	13,193	--	1,687
• Other operating expenses	--	--	27	26	--	16
Depreciation and amortisation	--	--	--	--	--	--
Grants and subsidies	--	--	--	--	--	--
Finance costs	--	--	--	--	--	--
Other expenses	--	--	--	--	--	--
Total Expenses excluding losses	--	--	32,560	28,053	--	3,371
Revenue						
Sale of goods and services	--	--	40,104	35,464	4	4,721
Investment revenue	--	--	1,010	512	--	--
Grants and contributions	--	--	592	399	--	--
Other revenue	--	--	--	--	--	--
Personnel services revenue	--	--	--	--	--	--
Total Revenue	--	--	41,706	36,375	4	4,721
Gain / (loss) on disposal	--	--	--	--	--	--
Other gains/(losses)	--	--	--	--	--	(38)
Net Cost of Services	--	--	(9,146)	(8,322)	(4)	(1,312)
Government contributions **	9,123,593	8,753,457				
NET EXPENDITURE / (REVENUE) FOR THE YEAR	(9,123,593)	(8,753,457)	(9,146)	(8,322)	(4)	(1,312)
ADMINISTERED EXPENSES AND REVENUES	Not-Attributable 2008 \$'000	2007 \$'000	AMES 2008 \$'000	2007 \$'000	A.C.N. 093 230 374 PTY LIMITED 2008 \$'000	2007 \$'000
Administered Expenses						
Transfer payments	--	--	--	--	--	--
Administered Revenues						
Transfer receipts	--	--	--	--	--	--
Administered Revenues less Expenses	--	--	--	--	--	--

* The name and purpose of each program are summarised in Note 10.

** Appropriations are made on an agency basis and not to individual programs. Consequently, government contributions are included in the "Not-Attributable" column.

*** Amounts disclosed for NSW Adult Migrant English Service and A.C.N. 093 230 374 PTY LIMITED are net of eliminations with the various programs of the Department.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

1. **Summary of Significant Accounting Policies**

- (a) **Reporting entity**
The Department of Education and Training (the Department), formed during 1997/98, consolidates within one management structure the State funded education and training services. 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) and aspects of Higher Education.
- The economic entity, as a reporting entity, comprises all the operating activities of the Department of Education and Training (Parent Entity) and entities under its control, those being the NSW TAFE Commission, the TAFE Commission Division, A.C.N. 093 230 374 PTY LIMITED (formerly TAFE Global Pty Ltd) and the Adult Migrant English Service.
- 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.
- This consolidated financial report for the year ended 30 June 2008 has been authorised for issue by the Director-General on 22/09/2008.
- (b) **Basis of preparation**
The Department's financial report with the exception of the school financial transactions (as noted in note 1(c) (i)) is a general-purpose financial report, which has 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 Financial Reporting 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 report 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 report.
- 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, estimations for consolidation into the Parent Entity have been based on the November 2007 aggregation of school Receipts and Payments Statements that are prepared on a cash basis. Those school transactions were then proportionally adjusted to estimate the value of transactions for the year based on the 31 May 2008 cash balances. The Department obtained information on cash balances recently by surveying every school.

DEPARTMENT OF EDUCATION AND TRAINING

Summary of Compliance with Financial Directives (Economic Entity)

	2008		2007	
	Recurrent Appropriation \$'000	Expenditure/Net Claim on Consolidated Fund \$'000	Recurrent Appropriation \$'000	Expenditure/Net Claim on Consolidated Fund \$'000
ORIGINAL BUDGET APPROPRIATION/EXPENDITURE				
• Appropriation Act	8,838,372	472,685	8,481,037	487,793
• Additional Appropriations	26,584	--	--	--
• s 21A PF&AA – special appropriation	--	--	--	--
• s 24 PF&AA – transfers of functions between departments	--	--	--	--
• s 26 PF&AA – Commonwealth specific purpose payments	24,284	--	16,000	22,354
	8,889,240	472,685	8,497,037	510,147
OTHER APPROPRIATIONS / EXPENDITURE				
• Treasurer's Advance	24,993	--	42,400	--
• Section 22 – expenditure for certain works and services	--	--	--	--
• Transfers to/from another agency (s 32 of the Appropriation Act)	3,100	(3,010)	2,560	--
	28,093	(3,010)	44,960	(1,046)
Total Appropriations [Subtotal 2] / Expenditure/Net Claim on Consolidated Fund				
[Total 1] (includes transfer payments)	8,917,333	472,685	8,541,997	510,147
Amount drawn down against Appropriation [Total 3]				
		472,685		510,147
Liability to Consolidated Fund [Total 4] *		--	--	--

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 TRAINING
Notes to the financial statements

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

Cash flows are included in the cash flow statement 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.

(i) **Income recognition**

Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.

(i) Parliamentary appropriations and contributions

Except as specified below, parliamentary appropriations and contributions from other bodies (including grants and donations) are generally recognised as revenue 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 revenue in the following circumstance:

- '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 operating statement, 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 revenue, as the authority to spend the money lapses and the unspent amount must be repaid to the Consolidated Fund. There is no such liability in the current financial year.

(ii) Sale of goods

Revenue from the sale of goods is recognised as revenue when the Department transfers the significant risks and rewards of ownership of the assets. Student administration charges are recognised as revenue at the time of collection.

(iii) Rendering of services

Revenue is recognised when the service is provided or by reference to the stage of completion (based on labour hours incurred to date).

(iv) Investment revenue

Interest revenue is recognised using the effective interest method as set out in AASB 139 *Financial Instruments: Recognition and Measurement*. Rental revenue is recognised in accordance with AASB 117 *Leases* on a straight-line basis over the lease term.

(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.

(vi) Lease rental on long-term lease

A vacant block of land at Bondi Junction owned by the TAFE Commission was leased to a third party for a period of 99 years on 30 September 2002. The title to the land, which is the subject of the lease, has been retained and will not pass to the lessee on the termination of the lease. The fair value of the land has been recorded at 30 June 2006 at the minimum valuation of \$0.005M in accordance with the Commission's Asset Capitalisation Policy.

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 is amortised on a straight-line basis over the lease term.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

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

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.

(ii) School Cash Balances and Investments

The balances held by schools at bank as at 30 June 2008 totalled \$491.9M (\$483.4M in 2007) of which \$36.7M (\$34.3M in 2007) related to trust funds.

Based on the percentages as at November 2007, schools are holding these funds for the following purposes:

	\$M	%
Asset Replacement and Acquisition	70.3	14.28
Commitments	300.9	61.17
General Contingencies	120.7	24.55
	491.9	100.00

(iii) 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 and 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 revenues, expenses, assets and liabilities but are disclosed in Note 9.

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 general government sector agencies.

(g) **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.

(h) **Accounting for the Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except that:

- the amount of GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of 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.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

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

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.

(iv) Impairment of property, plant and equipment

As a not-for-profit entity with no cash generating units, the Department is effectively exempted from AASB 136 *Impairment of Assets* and impairment testing. This is because AASB 136 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.

(v) 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 Department'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	1.43% to 33.3%
Plant and Equipment	3.30% to 33.3%
Computer Equipment and Software	6.66% to 33.3%

(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 operating statement 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.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

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

(vii) Other revenue

Other revenues are recognised as they accrue.

(j) Assets

(i) Acquisition 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 07-01).

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.

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 Teachers' 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 \$32.1M (\$35.0M in 2007).

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.

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

(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 accounted for in the operating statement 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.

(xiii) Investments

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

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 operating statement.

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 operating statement when impaired, derecognised or through the amortisation process.

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 directly in equity until disposed or impaired at which time the cumulative gain or loss previously recognised in equity is recognised in the operating statement. However, interest calculated using the effective interest method and dividends are recognised in the operating statement.

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 balance sheet date.

(xiv) 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 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 operating statement.

When an available for sale financial asset is impaired, the amount of the cumulative loss is removed from equity and recognised in the operating statement, 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 operating statement.

Any reversals of impairment losses are reversed through the operating statement, 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.

(xv) 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.

(k) **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 and loss and are recognised at amortised cost using the effective interest rate method. Gains or losses are recognised in the operating statement 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.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

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

In terms of Treasury Circular TC06/13 the Department recognises all employee-related expenses and liabilities in relation to staff provided as personnel services to THA. As a contra to the recognition of expenses/liabilities the Department also recognises "Personnel Services Revenue" and "Personnel Services Receivable" from THA.

The liabilities of AMES in relation to long service leave and superannuation are not assumed by the Crown and are disclosed separately.

(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.

(i) 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 26 of the *Public Finance and Audit Act 1983*.

The budgeted amounts in the operating statement and the cash flow statement are generally based on the amounts disclosed in the NSW Budget Papers (as adjusted above). However, in the balance sheet, 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 report (rather than carried forward estimates).

(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.

(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 3 (March 2008), AASB 127 and AASB 2008-3 regarding business combinations;
- AASB 8 & AASB 2007-3 (Feb 2007) regarding operating segments;
- AASB 101 (Sept 2007) and AASB 2007-8 regarding presentation of financial statements;
- AASB 123 (June 2007) and AASB 2007-6 regarding borrowing costs;
- AASB 1004 (Dec 2007) regarding contributions;
- AASB 1049 (Oct 2007) regarding the whole of government and general government sector financial reporting;
- AASB 1050 (Dec 2007) regarding administered items;
- AASB 1051 (Dec 2007) regarding land under roads;
- AASB 1052 (Dec 2007) regarding disaggregated disclosures;
- AASB 2007-9 (Sept 2007) regarding amendments arising from the review of AASs 27, 29 and 31;
- AASB 2008-1 (Feb 2008) regarding share based payments;
- AASB 2008-2 (March 2008) regarding puttable financial instruments;
- Interpretation 1 (Jun 2007) re restoration and similar liabilities;
- Interpretation 4 (Feb 2007) regarding determining whether an arrangement contains a lease;
- Interpretation 12 (Jan 2007) & AASB 2007-2 regarding service concession arrangements;
- Interpretation 13 (Aug 2007) on customer loyalty programmes;
- Interpretation 14 (Aug 2007) regarding the limit on a defined benefit assets;
- Interpretation 129 (Feb 2007) regarding service concession disclosures;
- Interpretation 1038 (Dec 2007) regarding contributions by owners;

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

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

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 2008 and at 30 June 2007. However, refer Note 23 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 falls due wholly within 12 months of the reporting date 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 can not 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".

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 7 years of eligible service commencing 1 January 2006, and 3.84% for those with between five and seven 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 and non-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 07/04) 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, the superannuation expense for the financial year and the amount of prepaid superannuation contributions are determined by the actuarial assessment of 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 12 "Receivables" and unfunded superannuation liability is recognised as a liability. Increases in prepaid superannuation contributions are recognised as "Other Revenue" within Note 3(d) and decreases are recognised as "other expenses" within Note 2(f).

The Department also provides personnel services to Teachers Housing Authority (THA), a statutory not-for-profit entity.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

2. Expenses Excluding Losses

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
(a) Employee related expenses	6,093,634	5,809,988	5,356,184	5,096,127
Salaries and wages (including recreation leave) *	302,189	253,361	279,147	230,399
Superannuation – defined benefit plans	387,951	358,181	336,877	310,575
Superannuation – defined contribution plans	227,160	208,634	207,195	189,234
Long service leave	167,093	163,403	154,369	149,723
Workers' compensation insurance	425,648	402,096	374,912	353,285
Payroll tax and fringe benefit tax	3,781	14,107	2,016	9,712
Redundancy payments	4,010	4,222	4,006	4,219
Other	7,611,466	7,213,992	6,714,706	6,343,274

* An amount of \$0.545M (\$0.325M in 2007) representing salaries expended in relation to the TAFE Online project and \$6.405M (\$5.331M in 2007) in relation to Learning Management and Business Reform (LMBR) was capitalised during the year. 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. The LMBR program is focused on providing easier access to information and support services. It will help us to be more flexible in meeting the expectations of students, teachers, parents, administrative staff and employers over the next decade and beyond, as well as facilitating our reporting requirements.

(b) Other operating expenses include the following:
Auditor's remuneration *

audit or review of financial reports	1,489	1,518	943	968
Operating lease rental expense – minimum lease payments	40,884	40,822	36,084	36,364
Maintenance**	281,907	281,123	246,266	240,928
Insurance	60,770	64,742	56,326	59,851
Cleaning	247,784	228,458	216,532	199,724
Fees for services rendered	155,658	139,258	79,903	76,226
Minor stores, provisions, plant and computing	125,109	126,146	30,727	28,265
School computing expenses	--	3,085	--	3,085
Travelling and sustenance	35,628	37,904	20,733	22,056
Internet and related expenses	61,007	58,363	60,835	58,216
Postage and telephone	34,871	36,146	24,460	25,016
Utilities	71,597	71,325	53,101	53,261
Printing	14,202	14,942	8,036	8,679
School operating expenses	471,736	456,303	471,736	456,303
Other	46,040	41,219	40,343	35,710
	1,648,682	1,601,354	1,346,025	1,304,652

* Auditors remuneration includes \$0.360M (\$0.360M in 2007) for the audit of a selection of schools

** Reconciliation – Total maintenance

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

	281,907	281,123	246,266	240,928
	281,907	281,123	246,266	240,928

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

2. Expenses Excluding Losses (continued)

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
(c) Depreciation and amortisation expense				
Depreciation	300,623	282,014	244,363	206,280
Buildings and improvements	83,148	56,890	68,482	42,678
Plant and equipment	383,771	338,904	312,845	248,958
Amortisation				
Intangibles	8,160	6,068	3,386	1,362
	8,160	6,068	3,386	1,362

	391,931	344,972	316,231	250,320
(d) Grants and subsidies				
Grants for non-profit organisations	9,624	9,064	9,638	9,086
Grants for industry training services	84,507	75,927	112,384	103,304
Grants for education access services	24,767	23,234	24,767	23,234
Grants for adult community education services	21,170	21,589	21,170	21,589
Grants for policy and planning projects	11	15	11	15
Grants for recognition services	--	--	1,776	1,457
Grants for conveyance of school children	68,245	59,586	68,245	59,586
Other	1,388	172	1,388	491
	209,712	189,587	239,379	218,762

(e) Finance costs				
Interest expense from financial liabilities not at fair value through profit or loss	4,741	7,914	4,741	7,914
	4,741	7,914	4,741	7,914

3. Revenue

(a) Rendering of services:				
Sale of services	24,556	22,391	14,489	10,760
Course fees	110,410	90,192	5,453	5,249
Administration charges	72,246	70,789	1,658	732
Overseas student fees	94,848	74,564	46,672	36,877
Fees and charges	23,751	26,632	22,311	25,448
Other	112,264	99,672	9,238	8,588
	438,075	384,240	99,821	87,654

(b) Investment revenue:				
Interest revenue from financial assets not at fair value through profit or loss	43,333	34,882	35,938	29,609
	43,333	34,882	35,938	29,609

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

6. Conditions on Contributions
Contributors can place restrictions on the application of funds to assist in ensuring that the intended outcomes of the particular program are met. Examples of such conditions are the requirement to provide annual acquittals of expenditure or to return funds at the end of a specific period.
In the 2007/08 financial year contributions amounting to \$9.1M (\$8.4M in 2007) were received by the Department for programs where such conditions were in place.
Unspent funds from these contributions for 2007/08, including balances brought forward from prior years, totalled \$6.9M (\$5.8M in 2007).

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
7. Appropriations				
Recurrent appropriations				
Total recurrent drawdowns from NSW Treasury (per Summary of Compliance)	8,917,333	8,541,997	8,917,333	8,541,997
Less: appropriation allocated to TAFE by Parent Entity	--	--	(1,117,059)	(1,110,255)
Less: Liability to Consolidated Fund (per Summary of Compliance)	--	--	--	--
	8,917,333	8,541,997	7,800,274	7,431,742

Comprising:
Recurrent appropriations (per Operating Statement) 6,987,408 6,656,685
Transfer payments (Note 9) 812,866 775,057
8,917,333 8,541,997 7,800,274 7,431,742

Capital appropriations
Total capital drawdowns from NSW Treasury (per Summary of Compliance) 472,685 510,147 472,685 510,147
Less: appropriation allocated to TAFE by Parent Entity -- -- (83,676) (85,344)
472,685 510,147 389,009 424,803

Comprising:
Capital appropriations (per Operating Statement) 472,685 510,147 389,009 424,803
472,685 510,147 389,009 424,803

8. 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 302,189 253,361 279,147 230,399
Long service leave 226,121 207,808 207,195 189,211
Payroll tax 18,131 15,201 16,749 13,824
546,441 476,370 503,091 433,434

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
3. Revenue (continued)				
(c) Grants and contributions	7,838	9,855	6,429	8,801
Other Public Sector agencies	13,956	8,820	13,956	8,820
Commonwealth Government	10	424	--	3
Contributions of assets	50,337	49,342	49,731	48,425
Donations and industry contributions	72,141	68,441	70,116	66,049

(d) Other revenue	282,900	250,957	282,900	250,957
School generated revenue	32,134	14,234	28,401	9,535
Other	315,034	265,191	311,301	260,492
(e) Personnel services revenue	1,925	1,607	332,770	316,016
	1,925	1,607	332,770	316,016

4. Gain/(Loss) on Disposal				
Gain / (loss) on disposal of land and buildings	834	907	345	721
Proceeds from disposal	(11,600)	(18,894)	(10,462)	(16,209)
Written down value of assets disposed	(10,766)	(17,987)	(10,117)	(15,488)

Gain/(loss) on disposal of intangibles	377	--	--	--
Proceeds from disposal	(443)	--	--	--
Written down value of intangibles	(66)	--	--	--

Gain/(loss) on disposal of non-current assets held for sale	26,471	114,851	26,471	105,062
Proceeds from disposal	(23,281)	(77,211)	(23,281)	(66,763)
Written down value of non-current assets held for sale disposed	3,190	37,640	3,190	38,299

Gain / (loss) on disposal	(7,642)	19,653	(6,927)	22,811
5. Other Gains/(Losses)				
Impairment of receivables	(1,335)	(598)	(344)	(116)
	(1,335)	(598)	(344)	(116)

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
9. Transfer Payments				
Subsidies towards interest on loans for approved building projects at non-government schools	65,015	62,438	65,015	62,438
Allowances for pupils in non-government schools	665,447	630,938	665,447	630,938
Subsidy to Teachers Housing Authority	5,115	5,056	5,115	5,056
Back to School Allowance	55,725	55,590	55,725	55,590
Subsidy to handicapped children's centres	16,247	14,449	16,247	14,449
Capital grant to Teachers Housing Authority	600	600	600	600
Funding for Board of Vocational Education and Training	1,437	1,810	1,437	1,810
Grants to NSW Institute of Teachers	3,280	4,176	3,280	4,176
	812,866	775,057	812,866	775,057

10. Programs/Activities of the Department

Program	Objective(s)
Program 24-1.1	Pre-School Education Services in Government Schools
	To develop foundation skills in literacy, numeracy, personal and social development and prepare students for primary school.
Program 24-1.2	Primary Education Services in Government Schools
	To improve personal and social development skills and student learning outcomes for literacy and numeracy. Prepare students for secondary education.
Program 24-2.1	Secondary Education Services in Government Schools
	To build on and extend skills learnt in primary school. To provide students with the social and intellectual skills necessary to participate fully in work, TAFE, university or further learning. To improve participation, access, educational outcomes and equity.
Program 24-3.1	Non-Government Schools Assistance
	To provide assistance to non-government schools.
Program 24-4.1	TAFE Education Services
	To enable students to achieve greater educational standards and vocational competence. To increase opportunities for mobility in employment and to improve the performance and productivity of industry.
Program 24-4.2	Grants for Education and Training Services
	To assist individuals, the community and industry achieve high quality and equitable outcomes from education and training.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

11. Current Assets – Cash and Cash Equivalents

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Cash at bank and on hand *	177,190	158,816	38,616	45,632
School bank balances	433,311	426,206	433,311	426,206
	610,501	585,022	471,927	471,838

* For the purposes of the Cash Flow Statement, 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 Balance Sheet are reconciled at the end of the financial year to the Cash Flow Statement as follows:

Cash and cash equivalents (per Balance Sheet)	610,501	585,022	471,927	471,838
---	---------	---------	---------	---------

Closing cash and cash equivalents
(per Cash Flow Statement)

Refer Note 27 for details regarding credit risk, liquidity risk and market risk arising from financial instrument

12. Current/Non-Current Assets - Receivables

Current:				
Sale of goods and services	37,855	31,631	6,888	4,442
Less: Allowance for impairment	(3,154)	(2,573)	(555)	(547)
Personnel services receivable	--	--	39,237	35,722
Other debtors	45,089	37,394	32,508	27,971
Prepayments	12,448	12,960	4,394	3,626
Accrued income	18,969	17,925	14,834	11,150
	111,207	97,337	97,306	82,364
Non-current:				
Other debtors	5,889	6,981	5,889	6,981
	5,889	6,981	5,889	6,981

Movement in the allowance for impairment of receivables

Balance at 1 July	(2,573)	(2,456)	(547)	(761)
Amounts written off during the year	391	225	86	153
Amounts recovered during the year	312	237	190	150
Increase/(decrease) in allowance recognised in profit or loss	(1,284)	(579)	(284)	(89)
Balance at 30 June	(3,154)	(2,573)	(555)	(547)

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired are disclosed in Note 27.

13. Current/Non-Current Assets – Other Financial Assets

Current:				
Fixed interest deposit	--	5	--	--
	--	5	--	--
Non-Current:				
Equity Accounted - Adskill Sdn Bhd *				
Shares at cost	55	55	--	--
Share of retained profit on investment	105	105	--	--
Total Equity Accounted	160	160	--	--

DEPARTMENT OF EDUCATION AND TRAINING
 Notes to the financial statements

13. Current/Non-Current Assets – Other Financial Assets (continued)

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Other loans and deposits	111	100	--	--
Fixed interest deposit **	175	175	--	--
Shares in Coffs Harbour Technology Park Ltd	781	781	560	560
Shares in Access Online Pty Ltd	(781)	(781)	(560)	(560)
Less provision for diminution in value				
	286	275	--	--
	446	435	--	--

Refer Note 27 for details regarding credit risk, liquidity risk and market risk arising from financial instrument

* Also, refer Note 31.

** The non-current fixed interest-deposit are part of restricted assets (refer Note 17).

14. Non-Current Assets – Property, Plant and Equipment

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
Economic Entity			
At 1 July 2007 – fair value			
Gross Carrying amount	27,431,769	470,276	27,902,045
Accumulated depreciation and impairment	(11,146,664)	(227,559)	(11,374,223)
Net Carrying Amount	16,285,105	242,717	16,527,822
At 30 June 2008 – fair value			
Gross Carrying Amount	27,870,298	526,387	28,396,685
Accumulated depreciation and impairment	(11,437,339)	(293,542)	(11,730,881)
Net Carrying Amount	16,432,959	232,845	16,665,804

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
Parent			
At 1 July 2007 – fair value			
Gross Carrying Amount	23,004,263	287,014	23,291,277
Accumulated depreciation and impairment	(9,604,136)	(104,876)	(9,709,012)
Net Carrying Amount	13,400,127	182,138	13,582,265

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
At 30 June 2008 – fair value			
Gross Carrying Amount	23,369,295	336,005	23,705,300
Accumulated depreciation and impairment	(9,835,014)	(167,870)	(10,002,884)
Net Carrying Amount	13,534,281	168,135	13,702,416

*Includes an amount of \$163.568M (\$108.309M in 2007) which relates to the Department entering into a contract with a private service provider for the design, finance, construction and maintenance of sixteen 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. Another three schools are to become operational in 2008/09 with a value of \$37.182M.

14. Non-Current Assets – Property, Plant and Equipment (Continued)

Reconciliations

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
Year Ended 30 June 2008			
Economic Entity			
Net carrying amount at start of year	16,285,105	242,717	16,527,822
Additions	459,371	74,059	533,430
Assets held for sale	(12,924)	--	(12,924)
Disposals	(10,816)	(784)	(11,600)
Net revaluation increments less revaluation decrements	12,847	--	12,847
Depreciation expense	(300,624)	(83,147)	(383,771)
Net carrying amount at end of year	16,432,959	232,845	16,665,804

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
Parent			
Net carrying amount at start of year	13,400,127	182,138	13,582,265
Additions	388,276	54,864	443,140
Assets held for sale	(12,528)	--	(12,528)
Disposals	(10,078)	(385)	(10,463)
Net revaluation increments less revaluation decrements	12,847	--	12,847
Depreciation expense	(244,363)	(68,482)	(312,845)
Net carrying amount at end of year	13,534,281	168,135	13,702,416

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
Economic Entity			
At 1 July 2006 – fair value			
Gross carrying amount	27,481,018	405,095	27,886,113
Accumulated depreciation and impairment	(10,813,733)	(181,126)	(10,994,859)
Net carrying amount	16,667,285	223,969	16,891,254

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
At 30 June 2007 – fair value			
Gross carrying amount	27,431,769	470,276	27,902,045
Accumulated depreciation and impairment	(11,146,664)	(227,559)	(11,374,223)
Net carrying amount	16,285,105	242,717	16,527,822

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
Parent			
At 1 July 2006 – fair value			
Gross carrying amount	22,895,134	220,877	23,116,011
Accumulated depreciation and impairment	(8,788,384)	(63,113)	(8,851,497)
Net carrying amount	14,106,750	157,764	14,264,514

	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
At 30 June 2007 – fair value			
Gross carrying amount	23,004,263	287,014	23,291,277
Accumulated depreciation and impairment	(9,604,136)	(104,876)	(9,709,012)
Net carrying amount	13,400,127	182,138	13,582,265

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

14. Non-Current Assets – Property, Plant and Equipment (Continued)

Reconciliations

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
Year Ended 30 June 2007			
Economic Entity			
Net carrying amount at start of year	16,667,285	223,973	16,891,258
Additions	485,835	76,327	562,162
Assets held for sale	(15,495)	--	(15,495)
Disposals	(18,253)	(693)	(18,946)
Net revaluation increment less revaluation decrements	(552,253)	--	(552,253)
Depreciation expense	(282,014)	(56,890)	(338,904)
Net carrying amount at end of year	16,285,105	242,717	16,527,822
Parent			
Net carrying amount at start of year	14,106,750	157,764	14,264,514
Additions	396,729	67,266	463,995
Assets held for sale	(16,143)	--	(16,143)
Disposals	(15,995)	(214)	(16,209)
Net revaluation increment less revaluation decrements	(864,935)	--	(864,935)
Depreciation expense	(206,279)	(42,678)	(248,957)
Net carrying amount at end of year	13,400,127	182,138	13,582,265

15. Intangible Assets

	Economic Entity 2008 \$'000	2007 \$'000	Parent Entity 2008 \$'000	2007 \$'000
Software				
At 1 July 2007				
Cost (gross carrying amount)	129,339	110,064	72,708	55,148
Accumulated amortisation and impairment	(85,097)	(81,149)	(45,132)	(45,173)
Net carrying amount	44,242	28,915	27,576	9,975
At 30 June 2008				
Cost (gross carrying amount)	171,748	129,399	112,335	72,709
Accumulated amortisation and impairment	(92,781)	(85,097)	(48,519)	(45,133)
Net carrying amount	78,967	44,302	63,816	27,576
Software				
Year ended 30 June 2008				
Net carrying amount at start of year	44,302	28,915	27,576	9,975
Additions (from internal development)	43,268	21,455	39,626	18,963
Disposals	(443)	--	--	--
Amortisation (recognised in "depreciation and amortisation")	(8,160)	(6,068)	(3,386)	(1,362)
Net carrying amount at end of year	78,967	44,302	63,816	27,576

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

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

	Economic Entity 2008 \$'000	2007 \$'000	Parent Entity 2008 \$'000	2007 \$'000
Assets held for sale				
Land and buildings	8,341	18,699	7,900	18,655
	8,341	18,699	7,900	18,655

17. Amounts recognised in equity relating to assets held for sale

	Economic Entity 2008 \$'000	2007 \$'000	Parent Entity 2008 \$'000	2007 \$'000
Property, plant and equipment asset revaluation increment/decrement	5,110	1,916	4,920	1,877
	5,110	1,916	4,920	1,877

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 \$0.115M (2007) 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.

\$0.220M (2007) 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 two schools in 2008. Only the private service provider can draw the funds held.

18. Current Liabilities - Payables

	Economic Entity 2008 \$'000	2007 \$'000	Parent Entity 2008 \$'000	2007 \$'000
Accrued salaries, wages and oncosts	81,898	60,238	64,171	49,668
Creditors	165,974	191,218	129,433	158,972
Unearned revenue	75,922	61,571	28,234	22,780
Group, payroll and fringe benefits tax	40,878	38,959	30,773	29,347
Other	16,771	19,924	14,861	18,410
	381,443	371,910	267,472	279,177

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 27.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

19. **Current/Non-Current Liabilities - Borrowings**

	Economic Entity		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Other loans – Privately Funded Projects Schools (Note 22d)	147,822	97,416	147,822	97,416
	147,822	97,416	147,822	97,416

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above borrowings are disclosed in Note 27.

20. **Current/Non-Current Liabilities - Provisions**

	Economic Entity		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Current:				
Employee benefits and related on-costs				
Recreation leave	70,803	68,158	61,028	57,913
Accrued payroll tax on recreation leave and accrued salaries and wages	9,411	8,095	7,352	6,271
Recreation leave on long service leave	33,231	32,860	30,221	29,847
Workers Compensation on long service leave	13,594	13,443	12,363	12,210
Payroll tax on long service leave	92,623	91,591	84,235	84,088
Other	13,195	9,958	7,275	4,275
	232,857	224,105	202,474	194,604
Other Provisions				
Lease liability for surplus accommodation	205	331	205	331
	205	331	205	331
Total Provisions - Current	233,062	224,436	202,679	194,935
Non-Current:				
Employee benefits and related on-costs				
Provision for payroll tax on long service leave	4,876	4,821	4,433	4,379
Recreation leave on long service leave	1,749	1,729	1,591	1,571
Workers Compensation on long service leave	715	708	651	643
Superannuation on long service leave	238	236	217	214
	7,578	7,494	6,892	6,807

20. **Current/Non-Current Liabilities – Provisions (Continued)**

	Economic Entity		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Other Provisions				
Lease liability for surplus accommodation	3,203	4,106	3,203	4,106
	3,203	4,106	3,203	4,106
Total Provisions – Non Current	10,781	11,600	10,095	10,913
Aggregate employee benefits and related on-costs				
Provisions – current	232,857	224,105	202,474	194,604
Provisions – non-current	7,578	7,494	6,892	6,807
Accrued salaries, wages and on-costs (Note 18)	81,898	60,238	64,171	49,668
	322,333	291,837	273,537	251,079

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:

	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Lease liability for surplus accommodation				
Carrying amount at the beginning of financial year	4,437	4,644	4,437	4,644
Additional provisions recognised	(1,029)	--	(1,029)	--
Amounts used	--	(207)	--	(207)
Carrying amount at end of financial year	3,408	4,437	3,408	4,437

The provision is the Net Present Value of future liability on surplus property leased less the possible inflows on sub-letting recoveries over the term of the lease namely eleven years.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

21. **Changes in Equity**

Economic Entity	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Balance at the beginning of the financial year *	12,473,298	12,287,466	4,103,310	4,672,247	16,576,607	16,959,713
Changes in equity – other than transactions with owners as owners	118,592	169,054	--	--	118,592	169,054
Revaluation increments / (decrements)	--	(1,273)	12,847	(552,253)	12,847	(553,526)
Total	12,591,890	12,455,247	4,116,157	4,119,994	16,705,047	16,575,241
Transfers within equity						
Asset revaluation reserve balance transferred to accumulated funds on disposal of asset	(20,793)	17,706	20,793	(17,706)	--	--
Other – Asset Revaluation Reserve in respect of Assets Held for Sale (AHFS) transferred to Equity	5,471	(1,022)	(5,471)	1,022	--	--
Total	(15,322)	16,684	15,322	(16,684)	--	--
Balance at the end of the financial year *	12,576,568	12,471,931	4,131,479	4,103,310	16,705,047	16,575,241

* Variance between 2007 closing balance and 2008 opening balance is due to adjustments to the 2007 surplus/deficit of A.C.N. 093 230 374 PTY LIMITED (\$0.070M) and AMES (\$1,296M) not taken into account in 2007 consolidated accounts.

Parent Entity

Balance at the beginning of the financial year	10,892,103	10,712,620	2,715,135	3,588,343	13,607,238	14,300,963
Changes in equity – other than transactions with owners as owners	101,101	172,515	--	--	101,101	172,515
Surplus	--	(1,305)	12,847	(864,935)	12,847	(866,240)
Revaluation increments / (decrements)	101,101	171,210	12,847	(864,935)	113,948	(693,725)
Total	10,993,204	10,883,830	2,727,982	2,723,408	13,721,186	13,607,238
Transfers within equity						
Asset revaluation reserve balance transferred to accumulated funds on disposal of asset	(14,015)	9,207	14,015	(9,207)	--	--
Other - Asset Revaluation Reserve in respect of AHFS transferred to Equity	5,319	(934)	(5,319)	934	--	--
Total	(8,696)	8,273	8,696	(8,273)	--	--
Balance at the end of the financial year	10,984,508	10,892,103	2,736,678	2,715,135	13,721,186	13,607,238

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

21. **Changes in Equity (continued)**

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.

22. **Commitments for Expenditure**

	Economic Entity		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(a) Capital Commitments Aggregate capital expenditure contracted for at balance date and not provided for: Not later than one year	137,520	98,595	98,417	70,015
Later than one year and not later than 5 years	78,207	1,151	77,704	--
Total (including GST)	215,727	99,746	176,121	70,015

(b) **Other Expenditure Commitments**

Aggregate other expenditure contracted for at balance date and not provided for:

(i) School Maintenance Not later than one year	42,266	20,352	42,266	20,352
Total (including GST)	42,266	20,352	42,266	20,352
(ii) Other Not later than one year	22,241	70,592	9,819	70,592
Later than one year and not later than 5 years	35,889	39,759	35,957	39,759
Later than five years	218,141	219,171	218,529	219,171
Total (including GST)	276,271	329,522	264,305	329,522
Total (including GST)	318,537	349,874	306,571	349,874

(c) **Operating Lease Commitments**

Future non-cancellable operating lease rentals not provided for and payable:

(i) Leased Properties Not later than one year	23,063	22,953	22,947	20,078
Later than one year and not later than 5 years	41,716	35,095	33,908	34,997
Later than 5 years	7,253	8,388	7,253	8,388
Total (including GST)	72,032	66,436	64,108	63,463
(ii) Other Not later than one year	13,148	7,879	11,104	4,677
Later than one year and not later than 5 years	6,176	6,421	3,675	1,781
Later than 5 years	--	301	--	--
Total (including GST)	19,324	14,601	14,779	6,458
Total (including GST)	91,356	81,037	78,887	69,921

22. **Commitments for Expenditure (continued)**

(d) **Finance Lease Commitments**

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

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Not later than one year	13,530	8,751	13,530	8,751
Later than one year and not later than 5 years	66,869	58,389	66,869	58,389
Later than 5 years	335,262	339,731	335,262	339,731
Minimum lease payments	415,661	406,871	415,661	406,871
Less: future finance charges	(267,839)	(309,455)	(267,839)	(309,455)
Present value of minimum lease payments	147,822	97,416	147,822	97,416

The present value of finance lease commitments is as follows:

Not later than one year	2,342	1,290	2,342	1,290
Later than one year and not later than 5 years	13,760	7,031	13,760	7,031
Later than 5 years	131,720	89,095	131,720	89,095
	147,822	97,416	147,822	97,416

Classified as:

Current (Note 27)	2,342	1,290	2,342	1,290
Non-current (Note 27)	145,480	96,126	145,480	96,126
	147,822	97,416	147,822	97,416

The total of commitments for expenditure include GST input tax credits of \$96.87M (\$85.1M in 2007) for the Economic Entity and \$92.13M for the Parent (\$81.5M in 2007) that are expected to be recovered from the Australian Tax Office.

Capital commitments includes an amount of \$113.2M (nil in 2007) relating to the LMBR 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 1(ix).

23. **Contingent Liabilities and Contingent Assets**

Contingent Liabilities

Prosecution has commenced or is likely to commence involving a maximum total liability of \$0.530M (\$1.363M in 2007) in respect of 2 (10 in 2007) occupational health and safety matters.

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.

24. **Budget Review**

Net Cost of Services

The actual net cost of services was higher than budget by \$115.9M, primarily due to:

- Additional school based salary costs of \$76.0M predominantly attributable to increased staff numbers and variations in salary entitlements.
- Increased insurance costs totalling \$21.5M
- Increased redundancy costs of \$3.4M.
- An increase of \$25.0M in depreciation and amortisation expenses predominantly attributable to an increase in the value of the departmental assets.
- Increase disabled student conveyance costs totalling \$13.3M.
- A net increase of \$7.8M in non-cash Long Service Leave and Superannuation expenses.
- Increased cleaning costs of \$8.6M.
- An operating surplus for schools totalling some \$37.6M
- A reduction of \$2.1M representing the net impact of other minor variations.

Assets and Liabilities

Assets: The net decrease in assets totalling \$84.5M is largely comprised of reduced accumulated cash balances and non-current assets partially offset by an increase in accounts receivable.

Liabilities: The net decrease in liabilities of \$5.1M is largely due to reductions in accounts payable and borrowings.

Cash Flows

Operating Activities: The reduction in operating activity expenditure totalling some \$83.8M is generally attributable to increased receipts.

Investing Activities: The net decrease in outlays relating to investing activities totalling \$2.1M is primarily comprised of increased asset sale proceeds.

Financing Activities: The variation of \$53.7M for this item is predominantly associated with Public Private Partnership arrangements.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

25. Reconciliation of Cash Flows from Operating Activities to Net Cost of Services

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$ '000	\$ '000	\$ '000	\$ '000
Net cash used on operating activities	521,997	552,350	404,599	460,577
Cash Flows from Government / Appropriations	(8,577,152)	(8,272,195)	(7,376,417)	(7,076,596)
Net Cash Flow GST	2,433	2,504	2,861	1,615
Acceptance by the Crown Entity of employee benefits and other liabilities	(546,441)	(476,370)	(503,091)	(433,434)
Depreciation	(391,931)	(344,972)	(316,231)	(250,320)
Allowance for impairment	(585)	145	(8)	214
Increase/(decrease) in prepayments and other Assets	9,198	5,380	10,986	10,006
(Increase)/decrease in creditors	(14,888)	(71,322)	5,811	(77,283)
Net (loss)/gain on sale of plant and equipment	(7,642)	19,653	(6,927)	22,811
Donated assets	10	424	--	3
Net cost of services	(9,005,001)	(8,584,403)	(7,776,407)	(7,342,407)

26. Non-Cash Financing and Investing Activities

Assets received by donation	10	424	--	3
Expenses assumed by the Crown Entity	(546,441)	(476,370)	(503,091)	(433,434)
	(546,431)	(475,946)	(503,091)	(433,431)

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

27. 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 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 Department, 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

	Note	Category	Economic Entity		Parent	
			Carrying Amount \$ '000 2008	Carrying Amount \$ '000 2007	Carrying Amount \$ '000 2008	Carrying Amount \$ '000 2007
Financial Assets Class						
Cash and cash equivalents	11	N/A	610,501	585,022	471,927	471,838
Receivables ¹	12	Loans and receivables (at amortised cost)	104,647	91,358	98,800	85,720
Other Financial assets	13	Loans and receivables (at amortised cost)	286	280	--	--
Financial Liabilities Class:						
Payables ²	18	Financial liabilities measured at amortised cost	305,522	310,339	239,238	256,397
Borrowings	19	Financial liability measure in accordance with AASB 117 and TPP 06-08	147,822	97,416	147,822	97,416
Notes						
1. Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7)						
2. Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7)						

(b) Credit Risk

Credit risk arises when there is the possibility of the Department's debtors defaulting on their contractual obligations, resulting in 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.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

27. 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 call deposits can vary. The deposits at balance date were earning an average interest rate of 7.83% (2007 - 6.41%), while over the year the weighted average interest rate was 6.82% (2007 - 5.88%) on a weighted average balance during the year of \$15,198 (2007 - \$10,316). None of these assets are past due or impaired.

(c) Liquidity risk

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

During the current and prior 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. Rate	Interest Rate Exposure				Maturity Dates		
		Nominal Amount ¹	Fixed Interest Rate	Variable Interest Rate	Non-interest bearing	< 1 yr	1-5 yrs	> 5 yrs
2008								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	--	81,898	--	--	81,898	81,898	--	--
Creditors	--	223,624	--	--	223,624	223,624	--	--
<i>Borrowings:</i>								
Other loans and deposits	--	306,186	306,186	--	--	2,342	13,760	131,720
2007								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	--	60,238	--	--	60,238	60,238	--	--
Creditors	--	250,101	--	--	250,101	280,670	--	--
<i>Borrowings:</i>								
Other loans and deposits	--	210,079	210,079	--	--	1,290	7,031	89,095

Notes:
1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, and therefore the amounts disclosed above will not reconcile to the balance sheet.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

27. Financial Instruments (Continued)

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 am 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. 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 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 (2008: \$93.1M; 2007: \$86.6M) and not less than six months past due (2008: \$8.8M; 2007: \$2.2M) are not considered impaired and together these represent 98% 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 balance sheet.

Economic Entity	Total ^{1,2}	Past due but not impaired ^{1,2}	\$ '000	Considered impaired ^{1,2}
2008				
< 3 months overdue	8,789	6,148		2,641
3 months - 6 months overdue	1,247	1,244		3
> 6 months overdue	981	471		510
2007				
< 3 months overdue	3,754	1,736		2,018
3 months - 6 months overdue	97	93		4
> 6 months overdue	870	323		547
Parent				
2008				
< 3 months overdue	461	416		45
3 months - 6 months overdue	1,224	1,224		--
> 6 months overdue	981	471		510
2007				
< 3 months overdue	365	365		--
3 months - 6 months overdue	83	83		--
> 6 months overdue	870	323		547

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 balance sheet.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

27. *Financial Instruments (Continued)*
The Department's exposure to interest rate risk is set out below.

Economic Entity	Carrying amount	-1%			+1%		
		Profit	Equity	Profit	Equity	Profit	Equity
2008							
<i>Financial assets</i>							
Cash and cash equivalents	610,501	(6,105)	(6,105)	6,105	6,105	6,105	6,105
Receivables	104,647	(1,046)	(1,046)	1,046	1,046	1,046	1,046
Other financial Assets	286	(3)	(3)	3	3	3	3
<i>Financial liabilities</i>							
Payables	305,522	3,055	3,055	(3,055)	(3,055)	(3,055)	(3,055)
Borrowings	147,822	1,478	1,478	(1,478)	(1,478)	(1,478)	(1,478)
2007							
<i>Financial assets</i>							
Cash and cash equivalents	585,022	(5,850)	(5,850)	5,850	5,850	5,850	5,850
Receivables	91,358	(914)	(914)	914	914	914	914
Other financial assets	280	(3)	(3)	3	3	3	3
<i>Financial liabilities</i>							
Payables	310,339	3,103	3,103	(3,103)	(3,103)	(3,103)	(3,103)
Borrowings	97,416	974	974	(974)	(974)	(974)	(974)
Parent							
<i>Financial assets</i>							
Cash and cash equivalents	471,927	(4,719)	(4,719)	4,719	4,719	4,719	4,719
Receivables	98,800	(988)	(988)	988	988	988	988
<i>Financial liabilities</i>							
Payables	239,238	2,392	2,392	(2,392)	(2,392)	(2,392)	(2,392)
Borrowings	147,822	1,478	1,478	(1,478)	(1,478)	(1,478)	(1,478)
2007							
<i>Financial assets</i>							
Cash and cash equivalents	471,838	(4,718)	(4,718)	4,718	4,718	4,718	4,718
Receivables	85,720	(857)	(857)	857	857	857	857
<i>Financial liabilities</i>							
Payables	256,397	2,564	2,564	(2,564)	(2,564)	(2,564)	(2,564)
Borrowings	97,416	974	974	(974)	(974)	(974)	(974)

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

27. *Financial Instruments (Continued)*

Parent	Weighted Average Effective Int. Rate	Nominal Amount ¹	Interest Rate Exposure			Maturity Date				
			Fixed Interest Rate	Variable Interest Rate	Non-interest bearing	< 1 yr	1-5 yrs	> 5 yrs		
2008										
<i>Payables:</i>										
Accrued salaries, wages and on-costs	--	64,171	--	--	64,171	--	--	--	--	--
Creditors	--	175,067	--	--	175,067	--	--	--	--	--
<i>Borrowings:</i>										
Other loans and deposits	--	306,186	306,186	--	--	2,342	13,760	131,720		
2007										
<i>Payables:</i>										
Accrued salaries, wages and on-costs	--	49,668	--	--	49,668	49,668	--	--	--	--
Creditors	--	206,729	--	--	206,729	206,729	--	--	--	--
<i>Borrowings:</i>										
Other loans and deposits	--	210,079	210,079	--	--	1,290	7,031	89,095		

Notes:
1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, and 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 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 balance sheet date. The analysis is performed on the same basis for 2007. 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. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

28. Administered Funds (Teachers' Deferred Salary Scheme)

	2008 \$'000	2007 \$'000
Cash balances at the beginning of financial year	11,052	15,606
Add: Receipts (including interest paid by bank)	6,356	6,716
Less: Payments	(6,152)	(11,270)
Cash balance at the end of the financial year	11,256	11,052

The economic entity receives monies in an administration capacity for the Teachers' Deferred Salary (Sabbatical) Scheme. The scheme commenced in DET in 1999 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.

29. Key Financials of the Controlled Entities

The key financials for the controlled entities for the year ended 30 June 2008 are as follows:

	TAFE Division	AMES \$'000	TAFE \$'000	A.C.N. 093 230 374 PTY LIMITED \$'000
Total revenues (retained revenue plus Government Contributions)	901,141	44,600	1,569,402	4
Total expenditure	901,141	39,002	1,581,290	--
Operating surplus / (deficit)	--	5,598	11,888	4
Net assets	--	22,473	2,964,100	2,289

Proportion of Consolidated Account (in %)

Total revenues (retained revenue plus Government contributions)	9.00%	0.45%	15.70%	--
Total expenditure	9.10%	0.39%	16.01%	--
Operating surplus (deficit)	--	4.72%	10.02%	--
Net assets	--	0.13%	17.74%	0.01%

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

27. 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	2008 \$'000	2007 \$'000
Cash facility	Cash, money market instruments	Up to 1.5 years (pre-June 2008 – Up to 2 years)	15,198	10,316

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 each of the above facilities and is required to act in the best interest of the unitholders 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 Facility. 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 \$'000		
	Change in unit price	2008	2007
Hour Glass Investment – Cash facility	+/- V%	152	103

A reasonable possible change is based on the percentage change in unit price multiplied by the redemption price as at 30 June each year for each facility (as advised by TCorp).

e) Fair Value

The amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short term nature of many of the financial instruments.

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

29. Key Financials of the Controlled Entities (Continued)

The key financials for the controlled entities for the year ended 30 June 2007 were as follows:

	TAFE Commission Division	AMES	TAFE	A.C.N. 093 230 374 PTY LIMITED
Total revenues (retained revenue plus Government Contributions)	\$70,686	\$38,569	\$1,533,457	\$4,856
Total expenditure	870,686	33,410	1,542,069	4,845
Operating surplus/(deficit)	--	5,159	(8,632)	11
Net assets	--	15,579	2,952,211	2,215
	Proportion of Consolidated Account (in %)			
Total revenues (retained revenue plus Government contributions)	9.1%	0.40%	16.1%	0.05%
Total expenditure	9.3%	0.36%	16.48%	0.05%
Operating surplus/(deficit)	--	3.06%	(5.11%)	0.01%
Net assets	--	0.09%	17.81%	0.01%

30. Provision for Superannuation

AMES

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 (SANCS). The SAS Trustee Corporation through the fund's actuary, Mercer has determined that prepaid superannuation contributions as at 30 June 2008 for the SASS, the SANCS and the SSS was estimated at \$3,891,636 (2007: prepaid superannuation contributions \$4,528,000).

Amounts representing prepaid superannuation contributions are recognised as an asset. Amounts representing unfunded superannuation are recognised as a liability. At balance date, the decrease in prepaid contributions from the previous year has been recognised as superannuation expense.

The 2008 actuarial assessment of gross past service liabilities of SASS, SANCS 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 used in the 2007 valuation has confirmed that the interest rate of 7% per annum remains unchanged for the 2008 employer liability calculations. The assumptions that are applied for 2008 calculations are as follows:

Discount rate	6.55%
Rate of salary increase	3.5%
Rate of CPI increase	2.5%
Expected rate of return on assets backing current pension liabilities	8.3%
Expected rate of return on assets backing other liabilities	7.3%

DEPARTMENT OF EDUCATION AND TRAINING
Notes to the financial statements

30. Provision for Superannuation (Continued)

THA

The Department has an obligation for the deferred contribution in respect of THA which becomes payable on and after retirement of staff. Contribution is made to SSS, the SASS and the SANCS. The SAS Trustee Corporation through the fund's actuary, Mercer has determined that prepaid superannuation contributions as at 30 June 2008 for the SASS, the SANCS and the SSS was estimated at \$1,49,554 (2007: prepaid superannuation contributions \$223,046).

Amounts representing prepaid superannuation contributions are recognised as an asset. Amounts representing unfunded superannuation are recognised as a liability. 2006/2007 was the first year that the THA provision for super was recognised.

The 2008 actuarial assessment of gross past service liabilities of SASS, SANCS and SSS is based on the full requirements of AASB119. 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 obligations. The economic assumptions that are applied for 2008 calculations are as follows:

Discount rate	6.55%
Rate of salary increase	3.5%
Rate of CPI increase	2.5%
Expected rate of return on assets backing current pension liabilities	8.3%
Expected rate of return on assets backing other liabilities	7.3%

31. Investments and Associates

(a) Details of investments in associates are as follows.

Name	Principal Activities	Balance Date ①	Ownership Interest ②	Investment Carrying Amount ③
			2008	2007
			2008	2007
Adskill Sdn Bhd ④	Vocational Education	31 December	49%	49%
			160	160
			(\$'000)	(\$'000)

(b) Details of investments in other companies are as follows.

Name	Principal Activities	Balance Date ①	Ownership Interest ②	Investment Carrying Amount ③
			2008	2007
			2008	2007
Coffs Harbour Technology Park Ltd	Research, development and education pathways	30 June	33%	33%
			175	175
			(\$'000)	(\$'000)
Skilling Australia Pty Ltd	Training Provider to Defence Industries	30 June	50%	50%
			--	--
			175	175
			(\$'000)	(\$'000)

DEPARTMENT OF EDUCATION AND TRAINING
Notes to and forming part of the Financial Statements

31. 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 2007 (for 2008) and 30 June 2006 (for 2007); 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. Adskill Malaysia has gone into liquidation and the NSW TAFE Commission has made 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.

32. 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 entities

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the New South Wales Technical and Further Education Commission (the Commission) and the Commission and controlled entities (the consolidated entity), which comprises the balance sheet as at 30 June 2008, the operating statement, statement of recognised income and expense, cash flow statement, for the year then ended, and a summary of significant accounting policies and other explanatory notes. The consolidated entity comprises the Commission and the entities it controlled at the year's end or from time to time during the financial year.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the Commission and the consolidated entity as at 30 June 2008, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 49E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

Managing Director's Responsibility for the Financial Report

The Managing Director is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Commission's preparation and fair presentation of the financial report 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 Commission'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 report. I believe that 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 its controlled entities
- that they have carried out their activities effectively, efficiently and economically, or
- about the effectiveness of their internal controls.

Independence

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- 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 are not compromised in their role by the possibility of losing clients or income.

P J Boulious CA
Director, Financial Audit Services

22 September 2008
STONEY

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Financial Statements
For the year ended 30 June 2008

Contents

Independent Audit Report
Statement by Department Head
Primary Financial Statements
 Operating Statement
 Statement of Recognised Income and Expense
 Balance Sheet
 Cash Flow Statement

Notes to and forming part of the Financial Statements
General

1. Summary of Significant Accounting Policies
2. Expenses
3. Revenues
4. Gain / (Loss) on Disposal
5. Other Gains/(Losses)
6. Acceptance by the Crown Entity of Employee Benefits and Other Liabilities

Current/Non-Current Assets

7. Cash and Cash Equivalents
8. Receivables
9. Other Financial Assets
10. Property, Plant and Equipment
11. Intangible Assets
12. Assets held for Sale
13. Restricted Assets

Current/Non-Current Liabilities

14. Payables
15. Provisions

Equity

16. Changes in Equity

Others

17. Commitments for Expenditure
18. Contingent Liabilities and Contingent Assets
19. Reconciliation of Cash Flows from Operating Activities to Net Cost of Services
20. Non-cash Financing and Investing Activities
21. Financial Instruments
22. Key Financials of Controlled Entities
23. After Balance Date Events


Start of Audited Financial Statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
 Financial Statements
 For the year ended 30 June 2008

STATEMENT BY THE MANAGING DIRECTOR OF THE NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

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 General Government Sector Agencies, the applicable clauses of the *Public Finance and Audit Regulation 2005* and the Treasurer's Directions.
2. The statements exhibit a true and fair view of the financial position and transactions of the Commission and its controlled entities.
3. There are no circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.


 Michael Coultis-Trotter
 MANAGING DIRECTOR OF TAFE NSW
 DIRECTOR-GENERAL OF EDUCATION AND TRAINING
 22 September 2008

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Operating Statement for the Year Ended 30 June 2008

	Economic Entity		Parent Entity	
	Actual 2008 \$'000	Actual 2007 \$'000	Actual 2008 \$'000	Actual 2007 \$'000
Expenses excluding losses				
Operating expenses				
Employee related	901,141	872,456	--	--
Personnel services	330,845	314,409	1,188,636	1,142,159
Other operating expenses	303,384	303,327	303,384	301,503
Depreciation and amortisation	75,675	94,626	75,675	94,611
Total Expenses excluding losses	1,611,045	1,584,818	1,567,695	1,538,273
Revenue				
Sale of goods and services	343,000	303,217	342,996	299,413
Investment revenue	6,386	4,761	6,386	4,761
Grants and contributions	26,478	28,245	26,478	28,245
Other revenue	4,696	5,081	4,696	5,227
Total Revenue	380,560	341,304	380,556	337,646
Gain / (loss) on disposal	(715)	(3,160)	(715)	(3,160)
Other gains/(losses)	(991)	(482)	(991)	(444)
	(1,706)	(3,642)	(1,706)	(3,604)
Net Cost of Services	1,232,191	1,247,156	1,188,845	1,204,231
Government Contributions Through Parent				
Recurrent	1,117,058	1,110,255	1,117,058	1,110,255
Capital	83,676	85,344	83,676	85,344
Acceptance by the Crown Entity of Employee benefits and other liabilities	43,350	42,936	--	--
Total Government Contributions Through Parent	1,244,084	1,238,535	1,200,734	1,195,599
SURPLUS/(DEFICIT) FOR THE YEAR	11,893	(8,621)	11,889	(8,632)

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Statement of Recognised Income and Expense for the Year Ended 30 June 2008

	Economic Entity		Parent Entity	
	Actual 2008 \$'000	Actual 2007 \$'000	Actual 2008 \$'000	Actual 2007 \$'000
Net increase/(decrease) in property, plant and equipment asset revaluation reserve	--	312,716	--	312,716
TOTAL INCOME AND EXPENSE RECOGNISED DIRECTLY IN EQUITY	--	312,716	--	312,716
Surplus / (Deficit) for the Year	11,893	(8,621)	11,889	(8,632)
TOTAL INCOME AND EXPENSE RECOGNISED FOR THE YEAR	11,893	304,095	11,889	304,084

16

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Cash Flow Statement for the Year Ended 30 June 2008

	Notes	Economic Entity Actual 2008 \$'000	Economic Entity Actual 2007 \$'000	Parent Entity Actual 2008 \$'000	Parent Entity Actual 2007 \$'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Payments					
Employee related		(850,685)	(827,539)	--	--
Other		(664,415)	(651,355)	(1,515,042)	(1,473,764)
Total Payments		(1,515,100)	(1,478,894)	(1,515,042)	(1,473,764)
Receipts					
Sale of goods and services		355,469	298,508	355,465	291,615
Interest received		6,386	4,761	6,386	4,761
Other		63,876	65,027	63,876	65,173
Total Receipts		425,731	368,296	425,727	361,549
Cash Flows From Government Through Parent					
Recurrent		1,117,058	1,110,255	1,117,058	1,110,255
Capital		83,676	85,344	83,676	85,344
Net Cash Flows from Government		1,200,734	1,195,599	1,200,734	1,195,599
NET CASH FLOWS FROM OPERATING ACTIVITIES	19	111,365	85,001	111,419	83,364
CASH FLOWS FROM INVESTING ACTIVITIES					
Proceeds from sale of land and buildings, plant and equipment and infrastructure systems		864	9,974	864	9,974
Proceeds from sale of investments		5	--	339	1,666
Purchases of land and buildings, plant and equipment and infrastructure systems		(92,855)	(96,167)	(92,855)	(96,224)
Purchases of investments		(11)	(7)	(11)	(7)
NET CASH FLOWS FROM INVESTING ACTIVITIES		(91,997)	(86,200)	(91,663)	(84,591)
NET INCREASE/(DECREASE) IN CASH					
Opening cash and cash equivalents		19,368	(1,199)	19,756	(1,227)
CLOSING CASH AND CASH EQUIVALENTS	7	121,230	101,862	121,001	101,245

The accompanying notes form part of these financial statements

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Balance Sheet as at 30 June 2008

	Notes	Economic Entity Actual 2008 \$'000	Economic Entity Actual 2007 \$'000	Parent Entity Actual 2008 \$'000	Parent Entity Actual 2007 \$'000
ASSETS					
Current Assets					
Cash and cash equivalents	7	121,230	101,862	121,001	101,245
Receivables	8	44,682	49,311	44,669	49,268
Other financial assets	9	--	5	--	5
Non-Current assets held for sale	12	165,912	151,178	165,670	150,518
Total Current Assets		166,353	151,223	166,111	150,563
Non-Current Assets					
Other financial assets					
Equity accounted		160	160	160	160
Other		286	275	286	609
Property, plant and equipment	9	446	435	446	769
- Land and buildings	10	2,898,678	2,884,978	2,898,678	2,884,978
- Plant and equipment		64,657	60,511	64,657	60,511
Total property, plant and equipment		2,963,335	2,945,489	2,963,335	2,945,489
Intangible assets	11	15,151	16,726	15,151	16,726
Total Non-Current Assets		2,978,932	2,962,650	2,978,932	2,962,984
Total Assets		3,145,285	3,113,873	3,145,043	3,113,547
LIABILITIES					
Current Liabilities					
Payables	14	154,992	136,413	180,943	161,336
Provisions	15	25,218	24,348	--	--
Total Current Liabilities		180,210	160,761	180,943	161,336
Non-Current Liabilities					
Provisions	15	687	687	--	--
Total Non-Current Liabilities		687	687	--	--
Total Liabilities		180,897	161,448	180,943	161,336
Net Assets		2,964,388	2,952,425	2,964,100	2,952,211
EQUITY					
Reserves	16	1,394,801	1,388,175	1,394,801	1,388,175
Accumulated funds		1,569,396	1,564,211	1,569,108	1,563,997
Amounts recognised in equity relating to assets held for sale	12	191	39	191	39
Total Equity		2,964,388	2,952,425	2,964,100	2,952,211

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), TAFE Commission Division (assigned to the Commission) and A.C.N 093 230 374 PTY LIMITED (formerly TAFE Global Pty Ltd), a proprietary company undertaking commercial activities relating to vocational education and training.
- 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, will provide the teaching, educational and Institute Management staff of the Commission while the Commission's requirements of administrative staff will be provided by its parent, the Department of Education and Training ("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 report 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 NSW Total State Sector Accounts. This consolidated financial report for the year ended 30 June 2008 has been authorised for issue by the Managing Director on 22/09/2008.
- (b) **Basis of preparation**
The Commission's financial report is a general purpose financial report, which has 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 Financial Reporting Code for Budget Dependent General Government Sector Agencies or issued by the Treasurer.
- Property, plant and equipment, investment property, 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 report 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 report.
- 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 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
Notes to the financial statements

- (f) **Accounting for the Goods and Services Tax (GST)**
Revenues, 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 cash flow statement 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.
- (g) **Treasury exemptions**
The Commission obtained Treasurer's exemptions from the following requirements:
- to prepare a Summary of Compliance with Financial Directives under the Treasurer's Financial Reporting Code for Budget Dependent General Government Sector Agencies.
 - to disclose budget figures as required by the Financial Reporting Code for Budget Dependent General Government Sector Agencies.
- (h) **Income recognition**
Income is measured at the fair value of the consideration or contribution received or receivable. Additional comments regarding the accounting policies for the recognition of income are discussed below.
- (i) 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) Revenue – 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) Revenue – 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. Royalty revenue is recognised in accordance with AASB 118 *Revenue* on an accrual basis in accordance with the substance of the relevant agreement. Dividend revenue is recognised in accordance with AASB 118 when the Commission's right to receive payment is established.
 - (v) Asset sales
The gross proceeds of asset sales are included as revenue of the Commission. The profit or loss on disposal of assets is brought to account at the date an unconditional contract of sale is signed.
 - (vi) Lease rental income
A vacant block of land at Bondi Junction owned by the Commission was leased to a third party for a period of 99 years on 30 September 2002. The title to the land which is the subject of the lease has been retained and will not pass to the lessee on the termination of the lease. The fair value of the land has been recorded at 30 June 2006 at the minimum valuation of \$0.005M in accordance with the Commission's Asset Capitalisation Policy.
- 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 is amortised on a straight-line basis over the lease term.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Notes to the financial statements

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.

(iv) 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 136 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.

(v) 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	1.43% to 33.3%
Plant and Equipment	3.30% to 33.3%
Computer Hardware	6.66% to 33.3%

(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. Building alterations, repairs and renewals costing up to \$50,000 are expensed as maintenance and repairs.

(ix) Leased assets

Operating lease payments are charged to the Operating Statement in the periods in which they are incurred.

(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 as at the date of acquisition.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Notes to the financial statements

(vii) Other revenue

Other revenues are recognised as they accrue.

(i) 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 07-01). 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.

Plant and equipment are measured at depreciated historical cost as a surrogate for fair value.

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 land/building 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 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.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Notes to the financial statements

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 balance sheet date.

(xiv) 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.

(xv) 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.

(l) 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.

(ii) 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 operating statement on derecognition.

The finance lease liability is determined in accordance with AASB 117 Leases.

(iii) 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 2008 and 30 June 2007. However, refer Note 18 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 fall due wholly within 12 months of the reporting date 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.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Notes to the financial statements

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.

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 reductions 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. 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 accounted for in the operating statement 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 operating statement.

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 movements 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 operating statement 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 directly in equity until disposed or impaired at which time the cumulative gain or loss previously recognised in equity is recognised in the operating statement. However, interest calculated using the effective interest method and dividends are recognised in the operating statement.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION Notes to the financial statements	<p>Interpretation 1038 (Dec 2007) regarding contributions by owners; It is expected that the impact of the application of the new Standards on the financial report in the period of initial application (2008/09) will not be significant.</p> <p><i>Funds not included in the financial statements</i> 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.</p> <p><i>Conditions on contributions</i> 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.</p> <p><i>Address of the registered office</i> The registered address of the Commission is 35 Bridge Street, Sydney NSW 2000.</p>
(m)	
(n)	
(o)	

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION Notes to the financial statements	<p>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.</p>
(b)	<p>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".</p>
	<p>Long service leave is measured at present value in accordance with AASB 119 <i>Employee Benefits</i>. This is based on the application of certain factors (specified in NSW Treasury Circular 07/04) 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.</p>
	<p>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.</p>
(c)	<p>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.</p>
	<p>Any provisions 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.</p>
(k)	<p><i>Comparative information</i> 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.</p>
(l)	<p><i>New Australian Accounting Standards issued but not effective</i> 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 (2008/09) will not be significant.</p>
	<p>AASB 3 (March 2008), AASB 127 and AASB 2008-3 regarding business combinations; AASB 8 & AASB 2007-3 regarding operating segments; AASB 101 (Sep 2007) and AASB 2007-8 regarding presentation of financial statements; AASB 123 (June 2007) and AASB 2007-6 regarding borrowing costs; AASB 1004 (Dec 2007) regarding contributions; AASB 1049 (Oct 2007) regarding the whole of government and general government sector financial reporting; AASB 1050 (Dec 2007) regarding administered items; AASB 1051 (Dec 2007) regarding land under roads; AASB 1052 (Dec 2007) regarding disaggregated disclosures; AASB 2007-9 regarding amendments arising from the review of AASs 27, 29 and 31; AASB 2008-1 regarding share based payments; AASB 2008-2 regarding puttable financial instruments; Interpretation 1 (Jun 2007) re restoration and similar liabilities;</p>
	<p>Interpretation 4 (Feb 2007) regarding determining whether an arrangement contains a lease; Interpretation 12 (Jan 2009) & AASB 2007-2 regarding service concession arrangements; Interpretation 13 (July 2008) on customer loyalty programmes; Interpretation 14 (Jan 2008) regarding the limit on a defined benefit assets; Interpretation 129 (Feb 2007) regarding service concession disclosures;</p>

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
 Notes to the financial statements

2. Expenses Excluding Losses

	Economic Entity		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(a) Employee related expenses				
Salaries and wages (including recreation leave) *	744,991	718,399	--	--
Superannuation – defined benefit plans	23,043	22,961	--	--
Superannuation – defined contribution plans	49,849	46,366	--	--
Long service leave	18,925	18,597	--	--
Workers' compensation insurance	12,577	13,682	--	--
Payroll tax and fringe benefit tax	49,943	48,053	--	--
Other	1,813	4,398	--	--
	901,141	872,456	--	--

* An amount of \$0.545M (\$0.325M in 2007) 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	330,845	314,409	1,188,636	1,142,159
	330,845	314,409	1,188,636	1,142,159
(c) Other operating expenses include the following:				
Auditor's remuneration	501	501	501	501
- audit or review of financial reports	1,492	1,353	1,492	1,212
Operating lease rental expense – minimum lease payments	35,529	40,013	35,529	40,013
Maintenance*	4,444	4,891	4,444	4,891
Insurance	31,251	28,734	31,251	28,734
Cleaning	80,092	72,741	80,092	72,098
Other service expenses	95,210	99,170	95,210	99,086
Minor stores, provisions, plant and computing	14,882	15,806	14,882	15,259
Travel and motor vehicle expenses	28,925	29,078	28,925	29,041
Utilities	11,058	11,040	11,058	10,668
Other	303,384	303,327	303,384	301,503

* Reconciliation – Total maintenance
 Maintenance expense – contracted labour and other (non-employee related), as above

Total maintenance expenses included in Note 2(c)	35,529	40,013	35,529	40,013
(d) Depreciation and amortisation expense				
Depreciation				
Buildings and improvements	56,260	75,735	56,260	75,735
Plant and equipment	14,641	14,186	14,641	14,171
	70,901	89,921	70,901	89,906
Amortisation				
Intangibles	4,774	4,705	4,774	4,705
	75,675	94,626	75,675	94,611

 NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
 Notes to the financial statements

3. Revenue

	Economic Entity		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
(a) Rendering of services				
Administration charges	70,591	70,080	70,591	70,080
Fees for services	229,877	195,410	229,873	190,907
Course projects and materials	9,184	10,968	9,184	10,968
Other	33,348	26,759	33,348	27,458
	343,000	303,217	342,996	299,413

(b) Investment revenue				
Interest revenue from financial assets not at fair value through profit or loss	6,386	4,761	6,386	4,761
	6,386	4,761	6,386	4,761

(c) Grants and contributions				
Other Public Sector agencies	25,905	26,932	25,905	26,932
Asset contributions (free assets or contributions to assets)	10	421	10	421
Donations and industry contributions	563	892	563	892
	26,478	28,245	26,478	28,245

(d) Other revenue				
Other	4,696	5,081	4,696	5,227
	4,696	5,081	4,696	5,227

4. Gain / (Loss) on Disposal

Gain / (loss) on disposal of land and buildings				
Proceeds from disposal	488	186	488	186
Written down value of assets disposed	(1,137)	(2,685)	(1,137)	(2,685)
Net gain / (loss) on disposal of land and buildings	(649)	(2,499)	(649)	(2,499)

Gain / (loss) on disposal of intangibles				
Proceeds from disposal	377	--	377	--
Written down value of intangibles	(443)	--	(443)	--
Net gain/(loss) on disposal of intangibles	(66)	--	(66)	--

Gain / (loss) on disposal of non-current assets held for sale				
Proceeds from disposal	--	9,787	--	9,787
Written down value of non-current assets held for sale disposed	--	(10,448)	--	(10,448)
Net gain / (loss) on disposal of non-current assets held for sale	--	(661)	--	(661)
Gain / (loss) on disposal	(715)	(3,160)	(715)	(3,160)

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Notes to the financial statements

9. Current/Non-Current Assets – Other Financial Assets

(a) Details of investments of parent in associates are as follows.

Name	Principal Activities	Balance Date ^①	Ownership Interest ^②	2008	2007	Investment Carrying Amount ^③	2008	2007
Adskill Sdn Bhd ^④	Vocational Education	31 December	49%	49%	49%	\$160,000	\$160,000	\$160,000

(b) Details of investments of parent in other companies are as follows.

Name	Principal Activities	Balance Date ^①	Ownership Interest ^②	2008	2007	Investment Carrying Amount ^③	2008	2007
Coffs Harbour Technology Park Ltd	Research, Development and Education Pathways	30 June	33%	33%	33%	\$175,000	\$175,000	\$175,000
Skilling Australia Pty Ltd	Training Provider to Defence Industries	30 June	50%	50%	50%	\$6	\$6	\$6

1) This note has been prepared based on the financial statements of Coffs Harbour Technology Park Ltd for the years ending 30 June 2007 (for 2008) and 30 June 2006 (for 2007); the other entities have no recent financials.

2) The Commission's ownership interest is a reflection of its voting power for the respective companies.

3) Carrying amounts for investment in these companies are based on cost.

4) Adskill Malaysia has gone into liquidation and the Commission has made an allowance for impairment to cover its investment in the company.

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
\$'000	\$'000	\$'000	\$'000	\$'000
5. Other Gains/(Losses)	(991)	(482)	(991)	(444)
Impairment of receivables	(991)	(482)	(991)	(444)

6. 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	23,043	22,961	--	--
Long service leave	18,925	18,597	--	--
Payroll tax	1,382	1,378	--	--
	43,350	42,936	--	--

7. Current Assets – Cash and Cash Equivalents

Cash at bank and on hand*	121,230	101,862	121,001	101,245
	121,230	101,862	121,001	101,245

* For the purposes of the Cash Flow Statement, 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 Balance Sheet are reconciled at the end of the financial year to the Cash Flow Statement as follows:

Cash and cash equivalents (per Balance Sheet)	121,230	101,862	121,001	101,245
Closing cash and cash equivalents (per Cash Flow Statement)	121,230	101,862	121,001	101,245

Refer Note 21 for details regarding credit risk, liquidity risk and market risk arising from financial instruments.

8. Current/Non-Current Assets - Receivables

Current:				
Sale of goods and services	29,679	26,486	29,666	26,443
Less: Allowance for impairment	(2,596)	(2,018)	(2,596)	(2,018)
Other debtors	13,215	14,817	13,215	14,817
Prepayments	370	906	370	906
Accrued income	4,014	9,120	4,014	9,120
	44,682	49,311	44,669	49,268

Movement in the allowance for impairment of receivables

Balance at 1 July	(2,018)	(1,949)	(2,018)	(1,687)
Amounts written off during the year	300	72	300	72
Amounts recovered during the year	122	87	122	87
Increase/(decrease) in allowance recognised in profit or loss	(1,000)	(228)	(1,000)	(490)
Balance at 30 June	(2,596)	(2,018)	(2,596)	(2,018)

Details regarding credit risk, liquidity risk and market risk including financial assets that are either past due or impaired are disclosed in Note 21.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
 Notes to the financial statements

 9. **Current/Non-Current Assets (continued)**

	Economic Entity 2008	2007	Parent Entity 2008	2007
	\$'000	\$'000	\$'000	\$'000
(c) Movement in investments in associates				
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 loans and deposits				
Current:	--	5	--	5
Fixed interest bearing deposits	--	5	--	5
Total Current				
Non-Current:				
Investments Equity Accounted	55	55	55	55
Shares in Adskill Sdn Bhd at cost	105	105	105	105
Commissioner's share of retained profit	160	160	160	160
Total equity accounted				
Fixed interest bearing deposits/security deposits	111	100	111	100
Shares in A.C.N. 093 230 374 Pty Ltd	--	--	2,000	2,000
Less investment realised as part of the winding up of A.C.N. 093 230 374 Pty Ltd	--	--	(2,000)	(1,666)
Shares in Coffs Harbour Technology Park Ltd	175	175	175	175
Total Non-Current	446	435	446	769

(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 26 July 2005; a deed of settlement was reached on 30 September 2005 by all parties concerned.

Under the deed of settlement with the administrators, the Commission received a cash settlement of \$65k; it has created an allowance for impairment for \$250k in respect of the remaining amount of \$278k due from Terasys. Any future return from the joint arrangement will be dependant upon the recovery of fees from students who continued their course after the commencement of the voluntary administration.

 9. **Current/Non-Current Assets – Other Financial Assets (continued)**

(g) A.C.N. 093 230 374 Pty Ltd
 Pursuant to the decision of the Board of Directors of A.C.N. 093 230 374 Pty Ltd most of the assets and liabilities of the entity as at 31 January 2007 were transferred to the Commission. The remaining assets/liabilities will be transferred as soon as the company winds up its operations in full. At this stage it is expected that the Commission will be able to realise its investment in full.

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

	Economic Entity At 1 July 2007 – fair value	Land and buildings \$'000	Plant and equipment \$'000	Total \$'000
Gross carrying amount	4,427,506	182,939	4,610,445	
Accumulated depreciation and impairment	(1,542,528)	(122,428)	(1,664,956)	
Net carrying amount	2,884,978	60,511	2,945,489	
At 30 June 2008 – fair value				
Gross carrying amount	4,501,003	190,048	4,691,051	
Accumulated depreciation and impairment	(1,602,325)	(125,391)	(1,727,716)	
Net carrying amount	2,898,678	64,657	2,963,335	
Parent				
At 1 July 2007 – fair value				
Gross carrying amount	4,427,506	182,939	4,610,445	
Accumulated depreciation and impairment	(1,542,528)	(122,428)	(1,664,956)	
Net carrying amount	2,884,978	60,511	2,945,489	
At 30 June 2008 – fair value				
Gross carrying amount	4,501,003	190,048	4,691,051	
Accumulated depreciation and impairment	(1,602,325)	(125,391)	(1,727,716)	
Net carrying amount	2,898,678	64,657	2,963,335	
Reconciliations				
Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the year ended 30 June 2008 are set out below.				
Economic Entity				
Net carrying amount at start of year	2,884,978	60,511	2,945,489	
Additions	71,095	19,186	90,281	
Assets held for sale	(396)	--	(396)	
Disposals	(738)	(400)	(1,138)	
Depreciation expense	(56,261)	(14,640)	(70,901)	
Net carrying amount at end of year	2,898,678	64,657	2,963,335	
Parent				
Net carrying amount at start of year	2,884,978	60,511	2,945,489	
Additions	71,095	19,186	90,281	
Assets held for sale	(396)	--	(396)	
Disposals	(738)	(400)	(1,138)	
Depreciation expense	(56,261)	(14,640)	(70,901)	
Net carrying amount at end of year	2,898,678	64,657	2,963,335	

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Notes to the financial statements

11. Intangible Assets

	Economic Entity		Parent Entity	
	\$'000	2007	\$'000	2008
Software				
At start of the year				
Cost (gross carrying amount)	56,690	54,916	56,690	54,916
Accumulated amortisation and impairment	(39,964)	(35,976)	(39,964)	(35,976)
Net carrying amount	16,726	18,940	16,726	18,940
At end of the year				
Cost (gross carrying amount)	59,413	56,690	59,413	56,690
Accumulated amortisation and impairment	(44,262)	(39,964)	(44,262)	(39,964)
Net carrying amount	15,151	16,726	15,151	16,726
Net carrying amount at start of year	16,726	18,940	16,726	18,940
Additions (from internal development)	3,642	2,491	3,642	2,491
Disposals	(443)	--	(443)	--
Amortisation (recognised in "depreciation and amortisation")	(4,774)	(4,705)	(4,774)	(4,705)
Net carrying amount at end of year	15,151	16,726	15,151	16,726

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

Land and buildings	441	45	441	45
	441	45	441	45
Amounts recognised in equity relating to assets held for sale				
Property, plant and equipment asset valuation increment/(decrement)	191	39	191	39
	191	39	191	39

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 swaps. Steps have been taken towards this purpose and it is likely that the disposals could occur within the next twelve months.

13. Restricted Assets

Funds totalling \$0.115M (\$0.105M in 2007) mostly held as investments in fixed interest bearing deposits (Note 9) 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 2007/08, interest earned on such investments was \$0.005M (\$0.006M in 2007) and prizes awarded to students amounted to \$0.003M (\$0.006M in 2007).

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Notes to the financial statements

10. Non-Current Assets – Property, Plant and Equipment (Continued)

	Land and buildings	Plant and equipment	Total
	\$'000	\$'000	\$'000
Economic Entity			
At 1 July 2006 – fair value			
Gross carrying amount	4,585,884	183,877	4,769,761
Accumulated depreciation and impairment	(2,025,349)	(117,754)	(2,143,103)
Net carrying amount	2,560,535	66,123	2,626,658
At 30 June 2007 – fair value			
Gross carrying amount	4,427,506	182,939	4,610,445
Accumulated depreciation and impairment	(1,542,528)	(122,428)	(1,664,956)
Net carrying amount	2,884,978	60,511	2,945,489
Parent			
At 1 July 2006 – fair value			
Gross carrying amount	4,585,884	183,593	4,769,477
Accumulated depreciation and impairment	(2,025,349)	(117,532)	(2,142,881)
Net carrying amount	2,560,535	66,061	2,626,596
At 30 June 2007 – fair value			
Gross carrying amount	4,427,506	182,939	4,610,445
Accumulated depreciation and impairment	(1,542,528)	(122,428)	(1,664,956)
Net carrying amount	2,884,978	60,511	2,945,489

Reconciliations

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the year ended 30 June 2007 are set out below.

	Economic Entity	Parent
Net carrying amount at start of year	2,560,535	2,560,535
Additions	89,105	89,105
Assets held for sale	648	648
Disposals	(2,257)	(479)
Net revaluation increment less revaluation decrements	312,682	--
Depreciation expense	(75,735)	(14,186)
Net carrying amount at end of year	2,884,978	60,511
Parent		
Net carrying amount at start of year	2,560,535	2,560,535
Additions	89,105	9,049
Assets held for sale	648	--
Disposals	(2,257)	(428)
Net revaluation increment less revaluation decrements	312,682	--
Depreciation expense	(75,735)	(14,171)
Net carrying amount at end of year	2,884,978	60,511

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
 Notes to the financial statements

 14. **Current Liabilities - Payables**

	Economic Entity		Parent Entity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Accrued salaries, wages and on-costs	22,510	15,941	--	--
Personnel services payable	39,235	35,722	98,743	87,634
Creditors	32,915	34,214	32,962	34,087
Unearned revenue	47,683	38,791	47,683	38,791
Group, payroll and fringe benefits tax	10,105	9,808	--	--
Other	2,544	1,937	1,555	824
	154,992	136,413	180,943	161,336

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 21.

 15. **Current/Non-Current Liabilities - Provisions**
Employee benefits and related on-costs:

	Current	Non-Current
* Recreation leave	9,817	10,181
Accrued payroll tax on recreation leave and accrued salaries and wages	2,060	1,751
Recreation leave on long service leave	3,009	3,013
Workers Compensation on long service leave	1,231	1,233
Payroll tax on long service leave	8,388	7,502
Superannuation on long service leave	405	405
Other	308	263
	25,218	24,348

* Recreation leave is expected to be settled within 12 months after the reporting date.

Non-Current

Provision for payroll tax on long service leave	442	442
Recreation leave on long service leave	159	159
Workers Compensation on long service leave	65	65
Other	21	21
	687	687

Aggregate employee benefits and related on-costs

Provisions - current	25,218	24,348
Provisions - non-current	687	687
Accrued salaries, wages and on-costs (Note 14)	22,510	15,941
	48,415	40,976

 16. **Changes in Equity**

Economic Entity	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Balance at the beginning of the financial year *	1,564,320	1,564,426	1,388,175	1,083,904	2,952,495	2,648,330
Changes in equity – other than transactions with owners as owners						
Surplus/(deficit) for the year	11,893	(8,621)	--	--	11,893	(8,621)
Revaluation of Land and Buildings	--	34	--	312,682	--	312,716
Transfers within equity	1,576,213	1,555,839	1,388,175	1,396,586	2,964,388	2,952,425
Asset revaluation reserve balance transferred to accumulated funds on disposal of asset	(6,778)	8,499	6,778	(8,499)	--	--
Other – Asset Revaluation Reserve in respect of Assets Held for Sale transferred to Equity	152	(88)	(152)	88	--	--
Total	(6,626)	8,411	6,626	(8,411)	--	--
Balance at the end of the financial year *	1,569,587	1,564,250	1,394,801	1,388,175	2,964,388	2,952,425

* Variance between 2007 closing balance and 2008 opening balance is due to adjustments to the 2007 surplus/deficit of A.C.N. 093 230 374 PTY LIMITED (\$0.070M) not taken into account in 2007 consolidated accounts.

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 disclosed in Note 1.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Notes to the financial statements

16. Changes in Equity (Continued)

Parent Entity	Accumulated Funds		Asset Revaluation Reserve		Total Equity	
	2008	2007	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at the beginning of the financial year	1,564,036	1,564,222	1,388,175	1,083,904	2,952,211	2,648,126
Changes in equity – other than transactions with owners as owners						
Surplus/(deficit) for the year	11,889	(8,632)	--	--	11,889	(8,632)
Revaluation of Land and Buildings	--	35	--	312,682	--	312,717
Total	1,575,925	1,555,625	1,388,175	1,396,586	2,964,100	2,952,211
Transfers within equity						
Asset revaluation reserve balance transferred to accumulated funds	(6,778)	8,499	6,778	(8,499)	--	--
on disposal of asset	152	(88)	(152)	88	--	--
Other						
Total	(6,626)	8,411	6,626	(8,411)	--	--
Balance at the end of the financial year	1,569,299	1,564,036	1,394,801	1,388,175	2,964,100	2,952,211

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 1.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Notes to the financial statements

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
17. Commitments for Expenditure				
(a) Capital Commitments				
Aggregate capital expenditure contracted for at balance date and not provided for:				
Not later than one year	39,103	28,583	39,103	28,583
Later than one year and not later than five years	503	1,151	503	1,151
Total (including GST)	39,606	29,734	39,606	29,734
(b) Other expenditure commitments				
Not later than one year	12,500	--	12,500	--
Total	12,500	--	12,500	--
(c) Operating Lease Commitments				
Future non-cancellable operating lease rentals not provided for and payable:				
Not later than one year	2,045	3,202	2,045	3,202
Later than one year and not later than five years	2,501	4,641	2,501	4,641
Later than five years	--	301	--	301
Total (including GST)	4,546	8,144	4,546	8,144
Total	56,652	37,878	56,652	37,878

The total of commitments for expenditure include GST input tax credits of \$4.0M (\$3.28M in 2007) for the Economic Entity and \$4.0M for the Parent (\$3.28M in 2007) 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.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
 Notes to the financial statements

19. Reconciliation of Cash Flows from Operating Activities to Net Cost of Services

	Economic Entity		Parent Entity	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
Net cash used on operating activities	111,365	85,001	111,419	83,364
Cash Flows from Government / Appropriations	(1,200,734)	(1,195,599)	(1,200,734)	(1,195,599)
Net Cash Flow GST	(360)	945	(360)	944
Acceptance by the Crown Entity of employee benefits and other liabilities	(43,350)	(42,936)	--	--
Depreciation	(75,675)	(94,626)	(75,675)	(94,611)
Allowance for impairment	(578)	(68)	(578)	(330)
(Increase)/decrease in provisions	(870)	393	--	--
Increase/(decrease) in prepayments and other Assets	(3,689)	11,675	(3,659)	15,022
(Increase)/decrease in creditors	(17,595)	(9,202)	(18,553)	(10,282)
Net (loss)/gain on sale of plant and equipment	(715)	(3,160)	(715)	(3,160)
Donated assets	10	421	10	421
Net cost of services	(1,232,191)	(1,247,156)	(1,188,845)	(1,204,231)

20. Non-Cash Financing and Investing Activities

Assets received by donation	482	1,216	482	1,216
Expenses assumed by the Crown Entity	(43,350)	(42,936)	--	--
	(42,868)	(41,720)	482	1,216

 NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
 Notes to the financial statements

21. 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 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 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 2008	Carrying Amount \$'000 2007	Carrying Amount \$'000 2008	Carrying Amount \$'000 2007
Cash and cash equivalents	7	N/A	121,230	101,862	121,001	101,245
Receivables ¹	8	Loans and receivables (at amortised cost)	44,312	48,405	44,299	48,362
Other Financial assets	9	Loans and receivables (at amortised cost)	286	280	286	280

Financial Liabilities Class:

Payables ²	14	Financial liabilities measured at amortised cost	107,309	97,622	133,260	122,545
Borrowings			--	--	--	--

Notes

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

(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

21. Financial Instruments (Continued)

(c) 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 ¹	Interest Rate Exposure			Maturity Dates	
Fixed Interest Rate			Variable Interest Rate	Non-interest bearing	< 1 yr	1-5 yrs	> 5 yrs
2008							
<i>Payables:</i>							
Accrued salaries, wages and on-costs	--	22,510	--	--	22,510	22,510	--
Creditors	--	84,799	--	--	84,799	84,799	--
2007							
<i>Payables:</i>							
Accrued salaries, wages and on-costs	--	15,941	--	--	15,941	15,941	--
Creditors	--	81,681	--	--	81,681	81,681	--

Notes:

1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, and therefore the amounts disclosed above will not reconcile to the balance sheet.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Notes to the financial statements

21. 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 am 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. 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 (2008: \$43,01M; 2007: \$46.8M) and not less than three months past due are not considered impaired and together these represent 96% 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 balance sheet.

Economic Entity	\$ '000		Considered impaired
	Total	Past due but not impaired	
2008			
< 3 months overdue	8,238	5,642	2,596
3 months – 6 months overdue	--	--	--
> 6 months overdue	--	--	--
2007			
< 3 months overdue	3,367	1,349	2,018
3 months – 6 months overdue	--	--	--
> 6 months overdue	--	--	--

Parent Entity	\$ '000		Considered impaired
	Total	Past due but not impaired	
2008			
< 3 months overdue	8,238	5,642	2,596
3 months – 6 months overdue	--	--	--
> 6 months overdue	--	--	--
2007			
< 3 months overdue	3,367	1,349	2,018
3 months – 6 months overdue	--	--	--
> 6 months overdue	--	--	--

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 balance sheet.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Notes to the financial statements

21. Financial Instruments (Continued)

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

Economic Entity	Carrying amount	\$'000			
		-1%	Equity	+1%	
Profit	Equity	Profit	Equity	Profit	Equity
2008					
<i>Financial assets</i>					
Cash and cash equivalents	121,230	(1,212)	(1,212)	1,212	1,212
Receivables	44,312	(443)	(443)	443	443
Other financial assets	286	(3)	(3)	3	3
<i>Financial liabilities</i>					
Payables	107,309	1,073	1,073	(1,073)	(1,073)
2007					
<i>Financial assets</i>					
Cash and cash equivalents	101,862	(1,018)	(1,018)	1,018	1,018
Receivables	48,405	(484)	(484)	486	486
Other financial assets	280	(3)	(3)	3	3
<i>Financial liabilities</i>					
Payables	97,622	976	976	(976)	(976)
Parent Entity					
2008					
<i>Financial assets</i>					
Cash and cash equivalents	121,001	(1,210)	(1,210)	1,210	1,210
Receivables	44,299	(443)	(443)	443	443
Other financial assets	286	(3)	(3)	3	3
<i>Financial liabilities</i>					
Payables	133,260	1,333	1,333	(1,333)	(1,333)
2007					
<i>Financial assets</i>					
Cash and cash equivalents	101,245	(1,012)	(1,012)	1,012	1,012
Receivables	48,362	(485)	(485)	485	485
Other financial assets	280	(3)	(3)	3	3
<i>Financial liabilities</i>					
Payables	122,545	1,225	1,225	(1,225)	(1,225)

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION
Notes to the financial statements

21. Financial Instruments (Continued)

Maturity analysis and interest rate exposure of financial liabilities – Parent Entity

	Weighted Average Effective Int. Rate	Nominal Amount ¹	Interest Rate Exposure			Maturity Dates		
			Fixed Interest Rate	Variable Interest Rate	Non-interest bearing	< 1 yr	1-5 yrs	> 5 yrs
2008								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	--	--	--	--	--	--	--	--
Creditors	--	133,260	--	--	133,260	--	--	--
2007								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	--	--	--	--	--	--	--	--
Creditors	--	122,545	--	--	122,545	--	--	--

Notes:
1. The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities, and 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 Commission 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 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 balance sheet date. The analysis is performed on the same basis for 2007. 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.

NSW TECHNICAL AND FURTHER EDUCATION COMMISSION

Notes to the financial statements

22. 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		A.C.N. 093 230 374 PTY LIMITED	
	Proportion of consolidated Account 2008	Proportion of consolidated Account 2007	Proportion of consolidated Account 2008	Proportion of consolidated Account 2007
	%	%	\$'000	\$'000
Total revenues	901,141	55.5	870,686	55.1
Total expenditure	901,141	55.8	870,686	54.8
Operating surplus/(deficit)	--	--	4	--
Net assets	--	--	2,289	0.08
				2,215
				0.08

23. 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
NSW Adult Migrant English Service

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the NSW Adult Migrant English Service (the Service), which comprises the balance sheet as at 30 June 2008, the income statement, statement of recognised income and expense and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the Service as at 30 June 2008, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

The Director's Responsibility for the Financial Report

The Director is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Service's preparation and fair presentation of the financial report 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 report.

I believe that 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, or
- about the effectiveness of its internal controls.

Independence

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- 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 are not compromised in their role by the possibility of losing clients or income.

P. J. Boulous
Director, Financial Audit Services

17 October 2008
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 declare that in my opinion:

- (a) The Financial Report:
 - (i) exhibits a true and fair view of the financial position of NSW Adult Migrant English Service as at 30 June 2008 and of its performance, as represented by the results of its operations and its cash flows for the year ended on that date;
 - (ii) complies 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 2005.
- (b) I am not aware of any circumstances, which would render any particulars included in the financial report to be misleading or inaccurate.

Helene de Silva Joyce 15.10.08

HELEN de SILVA JOYCE
 Director Community & Migrant Education

NSW ADULT MIGRANT ENGLISH SERVICE

FINANCIAL REPORT

30 June 2008

CONTENTS

	Page No.
Statement by Director of Community & Migrant Education.....	1
Income Statement.....	2
Statement of Recognised Income and Expense.....	3
Balance Sheet.....	4
Cash Flow Statement.....	5
Notes To and Forming Part of the Financial Statements.....	6-23

NSW ADULT MIGRANT ENGLISH SERVICE

Statement of Recognised Income and Expense for the Year Ended 30 June 2008

	2008 \$'000	2007 \$'000
Surplus for the Year	5,598	6,456
Total Income and Expense Recognised for the year	5,598	6,456

The accompanying notes form part of these financial statements

NSW ADULT MIGRANT ENGLISH SERVICE

Income Statement
For the Year Ended 30 June 2008

	Notes	2008 \$'000	2007 \$'000
Revenue			
Fees for services rendered	3	42,997	39,383
Interest		1,010	507
Long Service Leave Reimbursement	4	593	399
Total Revenue		44,600	40,289
Gain on disposal of assets	6	-	1
Expenses			
Employee related	7	16,674	14,843
Other Operating expenses	8	22,301	18,965
Depreciation	9	27	26
Total Expenses		39,002	33,834
Surplus for the Year		5,598	6,456

The accompanying notes form part of these financial statements

NSW ADULT MIGRANT ENGLISH SERVICE			
Balance Sheet As at 30 June 2008			
ASSETS	Notes	2008 \$'000	2007 \$'000
Current Assets			
Cash and cash equivalents	20	17,344	11,321
Receivables	10	6,284	6,366
Prepaid superannuation contributions	11	3,892	4,528
Other	12	3,793	3,839
Total Current Assets		31,313	26,054
Non-Current Assets			
Plant and equipment	13	53	69
Total Non-Current Assets		53	69
TOTAL ASSETS		31,366	26,123
LIABILITIES			
Current Liabilities			
Payables	14	3,726	4,078
Provisions	15	5,015	5,043
Total Current Liabilities		8,741	9,121
Non Current Liabilities			
Provisions	16	150	125
TOTAL LIABILITIES		8,891	9,246
NET ASSETS		22,475	16,877
EQUITY			
Accumulated funds		22,475	16,877
TOTAL EQUITY		22,475	16,877

The accompanying notes form part of these financial statements

NSW ADULT MIGRANT ENGLISH SERVICE			
Cash Flow Statement For the Year Ended 30 June 2008			
	Notes	2008 \$'000	2007 \$'000
Cash Flows from Operating Activities			
Payments		(15,948)	(13,874)
Employee related		(24,084)	(19,657)
Other		(40,032)	(33,511)
Total Payments		(80,064)	(67,042)
Receipts			
Sale of goods and services		44,447	39,340
Interest received		1,026	542
Total Receipts		45,473	39,882
Cash Flows from Government			
Cash reimbursements from the Crown Entity		593	399
Net Cash Flows from Government		593	399
Net Cash Flows from Operating Activities	21	6,034	6,770
Cash Flows from Investing Activities			
Purchases of Plant and Equipment		(11)	(11)
Total Net Cash Flows from Investing Activities		(11)	(11)
Net Increase / (Decrease) in cash		6,023	6,759
Opening Cash and cash equivalents		11,321	4,562
Closing cash and cash equivalents	20	17,344	11,321

The accompanying notes form part of these financial statements

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

(a) Statement of Compliance

The financial report complies 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 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 C2006-22) 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 entitlements have been valued using the short-hand method to approximate present value, based on employees with five or more years of service. An actuarial review conducted by Treasury (Circular 07/4) indicated it is unlikely that the difference between the present value and the nominal value will be material.

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 Balance Sheet. The portions to be settled within 12 months and after 12 months have been disclosed in Notes 15 and 16. A corresponding amount reimbursable from the Treasury is shown as a current asset in the balance sheet and in note 12.

NSW ADULT MIGRANT ENGLISH SERVICE

Notes to and forming part of the financial statements for the year ended 30 June 2008
 Summary of significant accounting policies

1. THE REPORTING ENTITY

NSW Adult Migrant English Service is a NSW government organisation located within the Department of Education and Training (DET). 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 reporting entity is a not-for-profit entity (as profit is not its principal objective) and it has no cash generating units.

The reporting entity is consolidated as part of the Department of Education and Training accounts.

The financial report for the year ended 30 June 2008 has been authorised for issue by the Director, Migrant and Community Education on the 15th October 2008.

2. BASIS OF PREPARATION

The financial report is a general purpose financial report which has been 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 report items are prepared in accordance with the historical cost convention.

The financial report is 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.

NSW Adult Migrant English Service (NSW AMES) is classified by Treasury as a non budget sector entity and as a commercial activity of the Department of Education and Training (DET). The Treasury directed in terms of Section 45E of the Public Finance and Audit Act 1983 that separate financial statements be prepared.

The accounting policies adopted are consistent with those of the previous year unless otherwise stated.

The superannuation expense for the financial year and the amount of prepaid superannuation contributions are determined by the actuarial assessment of 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 11 "Superannuation". The Increase/(Decrease) is recognised in Note 5 "Superannuation Revenue/Expense" as well as in the Operating Statement

(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 \$5,000 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 2008 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 to NSW AMES. 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 (TCorp) 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 AASB 132 "Presentation and Disclosure of Financial Instruments" information is disclosed in Note 19, 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

(h) 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 operating statement 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.

(f) Accounting for the goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except:

- The amount of 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.

(g) 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.

(h) Leased Assets

Operating lease payments are charged to the income statement in the periods in which they are incurred.

(i) 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 3 (March 2008), AASB 127 and AASB 2008-3 regarding business combinations;
- AASB 8 & AASB 2007-3 (Feb 2007) regarding operating segments;
- AASB 101 (Sept 2007) and AASB 2007-8 regarding presentation of financial statements;
- AASB 123 (June 2007) and AASB 2007-6 regarding borrowing costs;
- AASB 1004 (Dec 2007) regarding contributions;
- AASB 1049 (Oct 2007) regarding the whole of government and general government sector financial reporting;
- AASB 1050 (Dec 2007) regarding administered items;
- AASB 1051 (Dec 2007) regarding land under roads;
- AASB 1052 (Dec 2007) regarding disaggregated disclosures;
- AASB 2007-9 (Sept 2007) regarding amendments arising from the review of AASBs 27, 29 and 31;

- AASB 2008-1 (Feb 2008) regarding share based payments;
- AASB 2008-2 (March 2008) regarding puttable financial instruments;
- Interpretation 1 (Jun 2007) re restoration and similar liabilities;
- Interpretation 4 (Feb 2007) regarding determining whether an arrangement contains a lease;
- Interpretation 12 (Jan 2007) & AASB 2007-2 regarding service concession arrangements;
- Interpretation 13 (Aug 2007) on customer loyalty programmes;
- Interpretation 14 (Aug 2007) regarding the limit on a defined benefit assets;
- Interpretation 129 (Feb 2007) regarding service concession disclosures;
- Interpretation 1038 (Dec 2007) regarding contributions by owners;

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).

With regards to the SKILLMAX program, any monies not spent are returned to The Department of Education & Training. Any expenditure over the amount received is absorbed by AMES.

	2008 \$'000	2007 \$'000
The Fees comprise:		
DIAC - AMEP Program	36,399	33,571
SKILLMAX Program	1,776	1,776
Other	4,822	4,036
	42,997	39,383

4. LONG SERVICE LEAVE RE-IMBURSEMENT

	2008 \$'000	2007 \$'000
Treasury - LSL pool reimbursement to agencies	593	399
	593	399

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

	2008 \$'000	2007 \$'000
Increase/(Decrease) in prepaid contributions (Refer Note 11)	(636)	(923)
Superannuation revenue (expense) (Refer to note 11 for explanation)	(636)	(923)

	2008 \$'000	2007 \$'000
10. CURRENT ASSETS – Receivables		
Sale of Goods and Services	6,166	2,646
Less: Allowance for impairment	(3)	(4)
Prepayments	-	68
Accrued interest	48	65
Accrued revenue	73	3,591
	<u>6,284</u>	<u>6,366</u>
Movement in the allowance for impairment		
	2008 \$'000	2007 \$'000
Balance at 1 July	(4)	(8)
Amounts written off during the year	1	-
Amounts recovered during the year	-	-
Increase/(decrease) in allowance recognised in profit or loss	-	4
Balance at 30 June	<u>(3)</u>	<u>(4)</u>

11. SUPERANNUATION

Actuarial gains and losses are recognised as profit or loss in the year they occur.

General description of the type of plan

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.

	2008 \$'000	2007 \$'000
6. GAIN ON DISPOSAL OF ASSETS		
Gain / (Loss) on disposal of Plant and Equipment:		
Proceeds from disposal	0	1
Written down value of assets disposed	0	0
Net Gain / (Loss) on disposal of Plant and Equipment	<u>0</u>	<u>1</u>
7. EMPLOYEE RELATED EXPENSES		
Employee related expenses include the following:	2008 \$'000	2007 \$'000
Salaries and wages (including recreation leave)	13,475	11,994
Long service leave & on-costs	1,034	802
Superannuation	1,225	1,294
Payroll tax and fringe benefits tax	793	756
Workers compensation insurance	147	(3)
	<u>16,674</u>	<u>14,843</u>
8. OTHER OPERATING EXPENSES		
Other operating expenses include the following:	2008 \$'000	2007 \$'000
Rent and related expenses	3,573	3,301
Fees and charges	17,416	14,416
Printing and postage	196	217
Electricity and gas	159	169
Travel	55	54
Audit fee *	45	49
Other	857	759
	<u>22,301</u>	<u>18,965</u>

Other expenditure represents general operating expenditure on advertising, books, stores, telephones, insurance and motor vehicle running expenses. There were no consultancy fees in either the year ended 30 June 2008 or in the previous year.

* The Audit Office of NSW received no other benefits.

	2008 \$'000	2007 \$'000
9. DEPRECIATION		
Depreciation is charged as follows:		
Plant and equipment	22	21
Computer equipment	3	2
Motor vehicles	2	3
	<u>27</u>	<u>26</u>

Actual return on plan assets

SASS Year Ended 30 June 2008	SANCS Year Ended 30 June 2008	SSS Year Ended 30 June 2008	TOTAL Year Ended 30 June 2008
A\$	A\$	A\$	A\$
(1,129,812)	(330,489)	(4,331,169)	(5,791,470)

Actual return on plan assets

Valuation method and principal actuarial assumptions at the reporting

(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

Discount rate at 30 June	30 June 2008	30 June 2007
Expected rate of return on assets backing current pension liabilities at 30 June	6.55% pa	6.4% pa
Expected rate of return on assets backing other liabilities at 30 June	8.3%	7.6%
Expected salary increases	7.3%	7.6%
Expected rate of CPI increase	3.5% to 2008	4.00% to 2007
	2.5% pa	2.5% pa

Arrangements for employer contributions for funding

The following is a summary of the financial position of the fund calculated in accordance with AAS25- Financial Reporting by Superannuation Plans

At 30 June 2008

SASS AS	SANCS AS	SSS AS	TOTAL AS
14,345,589	3,042,614	55,476,910	72,865,113
(16,151,835)	(4,644,477)	(62,227,165)	(83,023,477)
(1,806,246)	(1,601,863)	(6,750,255)	(10,158,364)

Accrued Benefits
Net market value of Fund assets
Net (Surplus)/deficit

Reconciliation of the assets and liabilities recognised in the balance sheet

SASS Year Ended 30 June 2008	SANCS Year Ended 30 June 2008	SSS Year Ended 30 June 2008	TOTAL Year Ended 30 June 2008
A\$	A\$	A\$	A\$
14,330,734	3,034,305	60,444,876	77,809,915
(16,151,835)	(4,644,477)	(62,227,165)	(83,023,477)
(1,821,101)	(1,610,172)	(1,782,289)	(5,213,562)
461,750	408,268	451,909	1,321,926
(1,359,351)	(1,201,904)	(1,330,380)	(3,891,636)

Assets invested in equity or in property occupied by the entity

All fund assets are invested by STC at arm's length through independent fund managers.

Movement in net liability/(asset) recognised in the balance sheet

SASS Year Ended 30 June 2008	SANCS Year Ended 30 June 2008	SSS Year Ended 30 June 2008	TOTAL Year Ended 30 June 2008
A\$	A\$	A\$	A\$
(1,056,533)	(707,478)	(2,763,618)	(4,527,629)
(302,819)	(494,426)	1,433,238	635,993
(1,359,352)	(1,201,904)	(1,330,380)	(3,891,636)

Total expense/(revenue) recognised in operating statement

SASS Year Ended 30 June 2008	SANCS Year Ended 30 June 2008	SSS Year Ended 30 June 2008	TOTAL Year Ended 30 June 2008
A\$	A\$	A\$	A\$
539,543	162,595	402,201	1,104,339
836,408	181,200	3,729,506	4,767,114
(1,305,661)	(413,142)	(5,316,528)	(7,035,331)
1,624,501	826,887	8,651,513	11,102,901
(2,017,610)	(1,251,966)	(6,033,454)	(9,303,030)
(302,819)	(494,426)	1,433,238	635,993

The method used to determine the employer contribution recommendations at the last actuarial review was the *Aggregate Funding* method. The method adopted affects the timing of the cost to the employer.

Under the Aggregate Funding method, the employer contribution rate is determined so that sufficient assets will be available to meet benefit payments to existing members, taking into account the current value of assets and future contributions.

The economic assumptions for the actuarial review of the Fund were:

Weighted-Average Assumptions	2008
Expected rate of return on Fund assets	7.7% pa
Expected salary increase rate	4.0% pa
Expected rate of CPI increase	2.5% pa

Percentage invested in each asset class at balance date - Paragraph AUS 120A(f)

	2008
	%
Australian equities	31.6
Overseas equities	25.4
Australian fixed interest securities	7.4
Overseas fixed interest securities	7.5
Property	11.0
Cash	6.1
Other	11.0

Nature of asset/liability - Paragraph AUS 121.2

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 funds assets and the defined benefit obligation.

12. CURRENT ASSETS - Other

	2008	2007
	\$'000	\$'000
Long service leave receivable from NSW Treasury	3,793	3,839
	3,793	3,839

13. NON CURRENT ASSETS - Plant and Equipment

	Plant & Equipment \$'000	Computer Equipment \$'000	Motor Vehicles \$'000	Total \$'000
At 1 July 2007				
Gross Carrying Amount	268	28	27	323
Accumulated depreciation	(217)	(26)	(11)	(254)
Net Carrying Amount - at fair value	51	2	16	69
At 30 June 2008				
Gross Carrying Amount	279	28	27	334
Accumulated depreciation	(239)	(28)	(14)	(281)
Net Carrying Amount - at fair value	40	0	13	53

Reconciliations of carrying amounts at the beginning and end of the period is set out below.

Year Ended 30 June 2007

	Plant & Equipment \$'000	Computer Equipment \$'000	Motor Vehicles \$'000	Total \$'000
Carrying amount as at 1 July 2006 at fair value	59	4	19	82
Additions	13	0	0	13
Depreciation expense	(21)	(2)	(3)	(26)
Carrying amount as at 30 June 2007 at fair value	51	2	16	69

Year Ended 30 June 2008

	Plant & Equipment \$'000	Computer Equipment \$'000	Motor Vehicles \$'000	Total \$'000
Carrying amount as at 1 July 2007 at fair value	51	2	16	69
Additions	11	0	0	11
Depreciation expense	(22)	(2)	(3)	(27)
Carrying amount as at 30 June 2008 at fair value	40	0	13	53

14. CURRENT LIABILITIES - Payables

	2008 \$'000	2007 \$'000
Payables	3,627	4,031
Accrued salaries and wages	95	47
Unearned revenue	4	0
	3,726	4,078

15. CURRENT LIABILITIES - Provisions

	2008 \$'000	2007 \$'000
Employee benefits and related on-costs	718	629
Recreation leave	516	624
Employee benefits related on-costs	3,781	3,790
Long service leave	5,015	5,043

Aggregate employee benefits and related on-costs

	2008 \$'000	2007 \$'000
Provisions – current	5,015	5,043
– non current (Note 16)	150	125
Accrued salaries & wages and on-costs (note 14)	95	47
	5,260	5,215

16. NON-CURRENT LIABILITIES - Provisions

	2008 \$'000	2007 \$'000
Employee benefits and related on-costs	138	121
Recreation leave	12	4
Long service leave	150	125

17. CONTINGENT LIABILITIES

At 30 June 2008 there were no outstanding contingent liabilities. (\$Nil in 2007).

18. LEASE COMMITMENTS

Operating Lease Commitments	2008 \$'000	2007 \$'000
Future non-cancellable operating lease rentals not provided for and payable:		
Not later than one year	3,769	3,163
Later than one year but not later than five years	4,032	105
Total (including GST)	7,801	3,268

The total operating lease above include input tax credits of \$709,182 and are expected to be recoverable from the Australian Taxation Office (30 June 2007 - \$297,091).

19. 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 report.

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 Training's internal auditors on a continuous basis.

(a) Financial instrument categories

Financial Assets	Note	Category	Carrying Amount 2008	Carrying Amount 2007
Class:			\$'000	\$'000
Cash and cash equivalents	19	N/A	17,344	11,321
Receivables ¹	10	Receivables (at amortised cost)	6,284	6,366
Other financial assets	12	Receivables (at amortised cost)	3,793	3,839

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 7.83% (2007 6.41%), while over the year the average interest rate was 6.82% (2007 5.88%) on a weighted average balance during the year of \$15,196 (2007 \$10,510). 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 Analysis of Financial Liabilities

2008	Non-Interest bearing	Maturity Dates		
		< 1 yr	1-5 yrs	> 5 yrs
Payables	\$'000'S	\$'000'S	\$'000'S	\$'000'S
Accrued salaries, wages, and on-costs	3,723	3,723	-	-
Total	3,723	3,723	-	-
2007				
Payables	4,031	4,031	-	-
Accrued salaries, wages, and on-costs	47	47	-	-
Total	4,078	4,078	-	-

Financial Liabilities	Note	Category	Carrying Amount	Carrying Amount
Class:			2008	2007
Payables ²	14	Financial liabilities measured at amortised cost	\$'000	\$'000
			3,723	4,078

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 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 ensure that all trade debtors are kept up to date. Debtors which are known to be uncollectible are written off. Allowances for trade debtors are made 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 (2008: \$6,050K; 2007: \$6,197K) and not less than 3 months past due (2008: \$20K; 2007: \$10K) are not considered impaired and together these represent .3% of the total trade debtors 2008 and .2% of the total trade debtors 2007. 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 balance sheet.

2008	\$'000		
	Total 1,2	Past due but not impaired 1,2	Considered impaired 1,2
< 3 months overdue	90	90	-
> 3 months - 6 months overdue	23	20	3
> 6 months overdue	-	-	-
2007			
< 3 months overdue	22	22	-
> 3 months - 6 months overdue	14	10	4
> 6 months overdue	-	-	-

- Each column in the table reports "gross receivable".
- The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7.

20. CURRENT ASSETS – Cash and Cash Equivalents

For the purposes of the cash flow statement, 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 Balance Sheet as follows:

	2008	2007
	\$'000	\$'000
Cash at bank	2,144	1,003
NSW Hour Glass Treasury Facility	15,198	10,316
Cash on hand	2	2
Closing cash and cash equivalents (as per statement of cash flows)	17,344	11,321

21. RECONCILIATION FROM THE SURPLUS FOR THE YEAR TO THE NET CASH FLOWS FROM OPERATIONS:

	2008	2007
	\$'000	\$'000
Surplus for the year	5,598	6,456
Depreciation	27	26
(Gain) Loss from sale of plant and equipment	-	(1)
Bad debts	3	4
Decrease/(Increase) in provisions	636	940
Decrease/(Increase) in receivables	125	(1,527)
Increase/(Decrease) in payables	(355)	872
Net cash (used in)/provided by operating activities	6,034	6,770

22. AFTER BALANCE DATE EVENTS

In the interval between the end of the financial year and the date of this report, no event or material transaction has occurred which would be likely to effect the operations or the state of affairs of the NSW Adult Migrant English Service in subsequent financial years.

End of Audited Financial Statements

(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 2007. 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. The Department's exposure to interest rate risk is set out below.

2008	Carrying amount \$000's	-1%			+1%		
		Profit	Equity	Equity	Profit	Equity	
<i>Financial assets</i>							
Cash and cash equivalents	17,344	(173)	(173)	173	173		
Receivables	6,284						
<i>Financial liabilities</i>							
Payables	3,723						
2007							
<i>Financial assets</i>							
Cash and cash equivalents	11,321	(113)	(113)	113	113		
Receivables	6,366						
<i>Financial liabilities</i>							
Payables	4,078						

(e) Other price risk

Financial instruments are generally recognised at cost, with the exception of T Corp Hour-Glass facility, which is measured at fair value. As discussed, the value of the Hour-Glass Investment is based on NSW AMES's share of the underlying assets of the facility, based on the market value. The Hour-Glass facility is valued using "redemption pricing". The amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short-term nature of the financial instruments.



GPO BOX 12
Sydney NSW 2001

INDEPENDENT AUDITOR'S REPORT

New South Wales Technical and Further Education Commission
Division

To Members of the New South Wales Parliament

I have audited the accompanying financial report of the New South Wales Technical and Further Education Commission Division (the Division), which comprises the balance sheet as at 30 June 2008, the operating statement, statement of recognised income and expense, cash flow statement, for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Auditor's Opinion

In my opinion, the financial report:

- presents fairly, in all material respects, the financial position of the Division as at 30 June 2008, and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations)
- is in accordance with section 45E of the *Public Finance and Audit Act 1983* (the PF&A Act) and the Public Finance and Audit Regulation 2005.

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

The Managing Director's Responsibility for the Financial Report

The Managing Director of the New South Wales Technical and Further Education Commission is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the PF&A Act. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Division's preparation and fair presentation of the financial report 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 Division'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 report.

I believe that 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, or
- about the effectiveness of their internal controls.

Independence

In conducting this audit, the Audit Office has complied with the independence requirements of the Australian Auditing Standards and other relevant ethical requirements. The PF&A Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General, and
- 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 are not compromised in their role by the possibility of losing clients or income.

P J Boulous, CA
Director, Financial Audit Services

22 September 2008
SYDNEY

TAFE COMMISSION DIVISION
Financial Statements
For the year ended 30 June 2008

Contents

- Independent Audit Report**
- Statement by Department Head**
- Primary Financial Statements**
 - Operating Statement
 - Statement of Recognised Income and Expense
 - Balance Sheet
 - Cash Flow Statement

Notes to and forming part of the Financial Statements

General

1. Summary of Significant Accounting Policies
2. Expenses
3. Revenues
4. Acceptance by the Crown Entity of Employee Benefits and Other Liabilities

Current/Non-Current Assets

5. Cash and Cash Equivalents
6. Receivables

Current/Non-Current Liabilities

7. Payables
8. Provisions

Equity

9. Changes in Equity

Other

10. Reconciliation of Cash Flow from Operating Activities to Net Cost of Services
11. Financial Instruments
12. After Balance Date Events

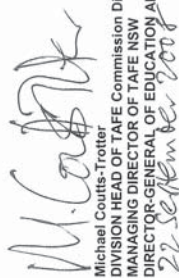
Start of Audited Financial Statements

TAFE COMMISSION DIVISION
Financial Statements
For the year ended 30 June 2008

STATEMENT BY THE DIVISION HEAD OF THE TAFE COMMISSION DIVISION

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 applicable clauses of the *Public Finance and Audit Regulation 2005* and the Treasurer's Directions.
2. The statements exhibit a true and fair view of the financial position and transactions of the Division.
3. There are no circumstances, which would render any particulars included in the financial statements to be misleading or inaccurate.


 Michael Coultts-Trotter
 DIVISION HEAD OF TAFE Commission Division
 MANAGING DIRECTOR OF TAFE NSW
 DIRECTOR-GENERAL OF EDUCATION AND TRAINING
 22 September 2008

TAFE Commission Division

Operating Statement for the year ended 30 June 2008

	Notes	Actual 2008 \$'000	Actual 2007 \$'000
Expenses excluding losses			
Operating expenses			
Employee related		901,141	870,686
Total Expenses excluding losses	2	901,141	870,686
Revenue			
Personnel services revenue		857,791	827,750
Total Revenue	3	857,791	827,750
Net Cost of Services		43,350	42,936
Government Contributions			
Acceptance by the Crown Entity of employee benefits and other liabilities		43,350	42,936
Total Government Contributions	4	43,350	42,936
SURPLUS / (DEFICIT) FOR THE YEAR		--	--

Statement of Recognised Income and Expense for the year ended 30 June 2008

TOTAL INCOME AND EXPENSE RECOGNISED DIRECTLY IN EQUITY		--	--
Surplus/(Deficit) for the Year		--	--
TOTAL INCOME AND EXPENSE RECOGNISED FOR THE YEAR	9	--	--

TAFE Commission Division

Balance Sheet as at 30 June 2008

	Notes	Actual 2008 \$'000	Actual 2007 \$'000
ASSETS			
Current Assets			
Cash and cash equivalents		--	--
Receivables	6	59,508	51,912
Total Current Assets		59,508	51,912
Total Assets		59,508	51,912
LIABILITIES			
Current Liabilities			
Payables	7	33,604	26,877
Provisions	8	25,218	24,348
Total Current Liabilities		58,822	51,225
Non-Current Liabilities			
Provisions	8	686	687
Total Non-Current Liabilities		686	687
Total Liabilities		59,508	51,912
Net Assets		--	--
EQUITY			
Accumulated funds		--	--
Total Equity	9	--	--

Cash Flow Statement for the year ended 30 June 2008

CASH FLOWS FROM OPERATING ACTIVITIES			
Payments		(857,791)	(827,750)
Employee related		--	--
Total Payments		(857,791)	(827,750)
Receipts			
Sale of goods and services		857,791	827,750
Total Receipts		857,791	827,750
NET INCREASE/(DECREASE) IN CASH		--	--
Opening cash and cash equivalents		--	--
CLOSING CASH AND CASH EQUIVALENTS		--	--

TAFE Commission Division

The accompanying notes form part of these financial statements

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

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.

TAFE Commission Division's objective is to provide personnel services to its parent, the 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 report was authorised for issue by the Managing Director of the Commission as Head of the TAFE Commission Division on 22/09/2008. The report will not be amended and reissued as it has been audited.

(b) Basis of preparation

This is a general-purpose financial report prepared in accordance with the requirements of Australian Accounting Standards, the *Public Finance and Audit Act 1983*, the *Public Finance and Audit Regulation 2005*, and specific directions issued by the Treasurer.

Generally, the historical cost basis of accounting has been adopted and the financial report does 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 report, except for cash flow information.

Management's judgements, key assumptions and estimates are disclosed in the relevant notes to the financial report.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency.

(c) 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.

(d) 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 derecognised 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 doubtful debts and the resulting loss is recognised in the income statement. Receivables are monitored during the year and bad debts are written off against the allowance when they are determined to be irrecoverable. Any other loss or gain arising when a receivable is derecognised is also recognised in the income statement.

TAFE Commission Division
Notes to the financial statements

(e) Payables

Payables include accrued wages, salaries, and related on costs (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 derecognised 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.

(f) Employee benefit provisions and expenses

Provisions are made for liabilities of uncertain amount or uncertain timing of settlement.

Employee benefit provisions represent expected amounts payable in the future in respect of unused entitlements accumulated as at the reporting date. Liabilities associated with, but that are not, employee benefits (such as payroll tax) are recognised separately.

Superannuation and leave liabilities are recognised as expenses and provisions when the obligations arise, which is usually through the rendering of service by employees.

Long-term annual leave (i.e. that is not expected to be taken within twelve months) is measured at present value using a discount rate equal to the market yield on government bonds.

All other employee benefit liabilities (i.e. for benefits falling due wholly within twelve months after reporting date) are assessed by management and are measured at the undiscounted amount of the estimated future payments.

TAFE Commission Division
Notes to the financial statements

	2008 \$'000	2007 \$'000
2. EXPENSES EXCLUDING LOSSES		
Employee related expenses		
Salaries and wages (including recreation leave)	744,991	716,675
Superannuation – defined benefits plans	23,043	22,961
Superannuation – defined contribution plans	49,849	46,320
Long service leave	18,925	18,597
Workers' compensation insurance	12,577	13,682
Payroll tax and fringe benefits tax	49,943	48,053
Other	1,813	4,398
	901,141	870,686

3. REVENUE

Sale of goods and services		--
Sale of goods:	--	--
Rendering of services		
Administration charges	--	--
Fees for personnel services	857,791	827,750
Course projects and materials	--	--
Other	--	--
	857,791	827,750

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	23,042	22,961
Long service leave	18,925	18,597
Payroll tax	1,383	1,378
	43,350	42,936

5. CURRENT ASSETS – CASH AND CASH EQUIVALENTS

Cash at bank and on hand *	--	--
Short Term deposits	--	--
	--	--

* For the purposes of the Cash Flow Statement, 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 Balance Sheet are reconciled at the end of the financial year to the Cash Flow Statement as follows:

Cash and cash equivalents (per Balance Sheet)	--	--
Closing cash and cash equivalents (per Cash Flow Statement)	--	--

TAFE Commission Division
Notes to the financial statements

6. CURRENT / NON-CURRENT ASSETS – RECEIVABLES

Current:		
Personnel services receivable from TAFE Commission	59,508	51,912
	59,508	51,912

Details regarding credit risk, liquidity risk and market risk, including financial assets that are past due or impaired, are disclosed in Note 11.

7. CURRENT LIABILITIES – PAYABLES

Accrued salaries, wages and on-costs	22,510	15,941
Group, payroll and fringe benefits tax	11,094	10,936
	33,604	26,877

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables are disclosed in Note 11.

8. CURRENT / NON-CURRENT LIABILITIES – PROVISIONS

Employee benefits and related on-costs:

Current		
Recreation leave	9,817	10,180
Accrued payroll tax on recreation leave and Accrued salaries and wages	2,060	1,751
Workers Compensation on long service leave	3,009	3,013
Payroll tax on long service leave	1,231	1,233
Superannuation on long service leave	8,388	7,502
Other	405	405
	25,218	24,348

Non-Current

Provision for payroll tax on long service leave	441	442
Recreation leave on long service leave	159	159
Workers Compensation on long service leave	65	65
Superannuation on long service leave	21	21
	686	687

Aggregate employee benefits and related on-costs

Provisions – current	25,218	24,348
Provisions – non-current	686	687
Accrued salaries, wages and on-costs (Note 7)	22,510	15,941
	48,414	40,976

TAFE Commission Division
Notes to the financial statements

11. 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 (2008: \$59.5M ; 2007: \$51.9M) are not considered impaired and these represent 100% of the total trade debtors. Most of 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 2007/08.

TAFE Commission Division
Notes to the financial statements

9. CHANGES IN EQUITY

	2008 \$'000	2007 \$'000
Balance at the beginning of the period	--	--
Surplus/(deficit) for the period	--	--
Balance at the end of the period	--	--

10. RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO NET COST OF SERVICES

Net cash used on operating activities	--	--
Acceptance by the Crown Entity of employee benefits and other liabilities	(43,350)	(42,936)
Increase / (decrease) in prepayments and other assets	7,596	1,720
Increase / (decrease) in creditors	(7,596)	(1,720)
Net cost of services	(43,350)	(42,936)

11. FINANCIAL INSTRUMENTS

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 derivative 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 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 TAFE Commission Division, 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:	Category	Note	Carrying Amount \$'000 2008	Carrying Amount \$'000 2007
Cash and cash equivalents	5	N/A	--	--
Receivables ¹	6	Loans and receivables (at amortised cost)	59,508	51,912
Financial Liabilities Class:				
Payables ²	7		33,604	26,877

Notes

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

TAFE Commission Division
Notes to the financial statements

11. 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

	\$'000					Maturity Dates		
	Weighted Average Effective Int. Rate	Nominal Amount ¹	Fixed Interest Rate	Variable Interest Rate	Non-interest bearing	< 1 yr	1-5 yrs	> 5 yrs
2008								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	--	22,510	--	--	22,510	22,510	--	--
Creditors	--	11,094	--	--	11,094	11,094	--	--
2007								
<i>Payables:</i>								
Accrued salaries, wages and on-costs	--	15,941	--	--	15,941	15,941	--	--
Creditors	--	10,936	--	--	10,936	10,936	--	--

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's exposures to market risk are primarily through interest rate risk on the TAFE Commission Division's borrowings and other price risks associated with the movement in the unit price of the Hour Glass Investment facilities. 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 and other price 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 2007. 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. This risk is minimised by undertaking mainly fixed rate borrowings, primarily with NSW TCorp. The TAFE Commission Division 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.

TAFE Commission Division
Notes to the financial statements

11. FINANCIAL INSTRUMENTS (Continued)

The TAFE Commission Division's exposure to interest rate risk is set out below.

	Carrying amount				-\$'000			
	Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity
2008								
<i>Financial assets</i>								
Cash and cash equivalents	--	--	--	--	--	--	--	--
Receivables	59,508	(595)	595	595	59,508	(595)	595	595
<i>Financial liabilities</i>								
Payables	33,604	336	(336)	(336)	33,604	336	(336)	(336)
Borrowings	--	--	--	--	--	--	--	--
2007								
<i>Financial assets</i>								
Cash and cash equivalents	--	--	--	--	--	--	--	--
Receivables	51,912	(519)	519	519	51,912	(519)	519	519
<i>Financial liabilities</i>								
Payables	26,877	269	(269)	(269)	26,877	269	(269)	(269)
Borrowings	--	--	--	--	--	--	--	--

e) Fair Value

The amortised cost of financial instruments recognised in the balance sheet approximates the fair value, because of the short term nature of many of the financial instruments.

12. 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

A man with dark hair, wearing a white t-shirt with the Russell Athletic logo, is focused on his work. He is wearing white protective sleeves on both forearms. He is holding several long, silver metal extrusions, likely for a window or door frame, and is carefully aligning them. The background is dark and out of focus, suggesting an industrial or workshop setting.

RUSSELL
Athletic

GPO Box 33
Sydney NSW 2001
Australia
T 9561 8000
www.det.nsw.edu.au

© December 2008
NSW Department of Education & Training

